Significant Accomplishments

- Piloted and institutionalized a workshop series to help department chairs assess climate in their own units, and implement positive changes.
- First presentations of results from the campus-wide Study of Faculty Worklife at UW-Madison.
- Success towards moving a staff member to the faculty; her department has invited her to submit her tenure materials for a departmental vote in early 2004.
Areas of difficulty/resistance

- “Informal Ombuds.” Women having difficulties ask us for advice, intercession, and advocacy. We are conflicted because:
  - It is time consuming,
  - It is not part of our official “program”,
  - It is not evaluable
  - A formal ombuds program already exists on campus
  - At the same time, acting on their behalf aligns with goals of ADVANCE.

- Solution?—with an industrial engineering colleague, we are working on a paper on the “information rich” persons in an organization, and how the organization can support them.

Faculty and administrators seem to be especially impressed by this article.