



# Significant Accomplishments

## ■ Hiring Workshops

- This quarter we trained approximately 92 search committee chairs, members of search committees, and departmental administrators involved in searches.
- We implemented a new, 2-session format of workshops especially for the College of Letters & Sciences.
- L&S for the first time required attendance at a WISELI search workshop before a position could be released by the Dean.

## ■ Survey Planning

- The follow-up faculty climate survey was developed and final plans were made for administration. The survey will be mailed on 1/23/06.
- We will not survey academic staff in 2006.
- To increase survey response, we are meeting with all department chairs in the 6 schools and colleges that WISELI represents. We are also cooperating with UW Communications to release an article in our campus faculty/staff newspaper, *Wisconsin Week*, at the time the survey is mailed.

## ■ Fundraising

- Jo Handelsman has participated in three major fundraising events through the UW Foundation, in order to generate donor interest in WISELI.
- We met with Interim Provost Gina Sapiro in late December to strategize on raising funds for the Women's Initiative—a potential private funding mechanism for WISELI.



# Areas of difficulty/resistance—Mandatory workshop attendance

- Gary Sandefur, Dean of L&S, required that ALL search committees send a representative to the WISELI search committee training sessions. This brought a new dynamic to the sessions, because for the first time attendees were not there voluntarily. We did encounter some resistance:
  - Some attendees would not sign our consent form because it said “participation was voluntary.” We changed the form to indicate that *participation in the follow-up evaluation activities* was voluntary, not the workshop attendance.
  - Bringing our search strategies and message about bias and assumptions to a new audience of social scientists and humanists brought some new challenges. Some attendees argued with the studies, or disregarded our focus because “attracting women is not a problem for them.” Yet, the most combative participants did return for the second session of the workshops and were much less confrontational there. We are awaiting evaluation results before deciding whether to change anything in our presentation.



# Best Idea/Reference Source/Insight

- Talking to department chairs to increase survey response
  - In 2002/03, WISELI co-Directors visited the department chairs at our 6 participating Colleges, and for that survey we had a 60% response rate. We are repeating that round of meetings for the 2006 survey, and early feedback indicates that this is exactly the right thing to do to increase response. The chairs are all very positive and promise to encourage their faculty to return the questionnaire.
- Teach search committees to avoid setting a traditional bar that would exclude women (e.g., being a chair or dean)
  - Several high-level leadership positions are turning over in 2005/06, and WISELI has reminded the hiring committees for each of these searches to think carefully about artificial requirements that serve to exclude women and minorities. As a result, women and minorities have made the finalist lists for three searches (CALs dean, Med dean, and Provost), and a woman was selected as the new Dean of CALS.