



Significant Accomplishments

- Secured funding for WISELI through 2009
 - Permanent funding for Executive Director position through campus General Purpose Revenue funds
 - Substantial contribution to WISELI from the Medical School
 - Promise of space, financial services support, and some all-purpose funds from the College of Engineering
 - Campus contribution to PAID efforts (approx. equal to the amount of the indirects)



Significant Accomplishments (Cont'd)

- 3 papers/comments/letters by Molly Carnes and colleagues published or in press:
 - *Nature*, Aug. 2006. (Letter to the Editor) “Gender: Macho language and other deterrents”
 - *Academic Medicine*, Feb. 2007. “A Challenge to Academic Medical Centers and the NIH to Prevent Unintended Gender Bias in Selection of CTSA Leaders”
 - *Journal of Women’s Health*, Jan. 2007 (Editorial) “Jennifer Fever in Academic Medicine”
- Jo Handelsman will be accepting a department chair position (Bacteriology) beginning in Fall 2007



Areas of difficulty/resistance

- The NIH continues to resist looking at problems of women in academia as an institutional problem; continues to see it as problem of individuals (i.e., women).
 - Will not commit resources; women are asked to run workshops and design panels with no compensation
 - Will not implement a grant program like the NSF ADVANCE program
 - Continues to believe that the younger women in the pipeline just need time to reach the leadership and the problem will be solved



Best Idea/Reference Source/Insight

- Findings from our campus-wide faculty climate survey follow up indicate that climate change seems to be occurring in a way that follows the “stages of change” model (Carnes et al. 2005). We find that:
 - When individuals are asked to rate their climate there is little change or slightly more positive ratings in 2006 than we saw in 2003.
 - However, when faculty are asked to rate the climate for others (women or faculty of color), the ratings are much lower in 2006 than they were in 2003.
- We interpret these findings together as indicating that the campus as a whole is moving from “precontemplation” (not knowing there is a problem and thinking that the climate for women and minorities is fine) to “contemplation” (understanding that women and minority faculty are not necessarily working in a good departmental climate.)
- We are encouraged by this change, and hope to move the campus to Preparation and Action in the next few years!