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:

- Jo Handelsman will be accepting a department chair position (Bacteriology) beginning in Fall 2007
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
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!