



W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison



UW-Madison Background

- Long-standing tradition of promoting women in science & engineering
- Powerful Committee on Women, founded 1991
- Data-driven Chancellor who is sensitive to equity issues
- Strong infrastructure of evaluation already in place
 - LEAD Center
 - Office of Budget, Planning and Analysis



Women in Science & Engineering Leadership Institute (WISELI)

- Mount new initiatives that fill gaps in UW-Madison's environment
- Evaluate impact of both old and new initiatives
- Develop a visible presence on campus
- Disseminate best-practices



WISELI People

■ **Co-Directors**

- Molly Carnes, Prof. of Medicine
- Jo Handelsman, Prof. of Plant Pathology

■ **Research Director**

- Jennifer Sheridan, Ph.D., Sociology

■ **Leadership Team**

- Plant Pathology, Industrial Engineering, Physics, Mechanical Engineering, English/Linguistics, Program Evaluation, Sociology, Ob/Gyn, Ed. Policy Studies, Biology, Electrical & Computer Engineering, Chemistry



WISELI People

- **Internal Advisor**

- Linda Greene, Associate Vice Chancellor for Faculty and Staff Programs

- **External Advisory Team**

- Denice Denton (University of Washington)
- Sue Rosser (Georgia Tech)
- Joan King (Tufts)
- Charlotte Kuh (National Research Council)
- Sally Kohlstedt (University of Minnesota)

- **Administrative Partners**

- **Affiliates**



WISELI Initiatives

- Resources
- Workplace Interactions
- Life-Career Interface
- Professional/personal Development, Leadership, Visibility
- Overarching



WISELI Initiatives: Resources

- Resource study (new)
- Pay equity study (existing)



WISELI Initiatives: Workplace Interactions

- Provost's climate initiative (existing)
- Sexual harassment information sessions (existing)
- Workshops for deans and department chairs (new)
- Laboratory management workshop (new)
- ★ ■ Training of hiring committee chairs (new)



WISELI Initiatives: Life-Career Interface

- Tenure clock extensions (existing)
- Dual-career couples (existing)
- Campus child care (existing)
- Split appointments (existing)
- Time stretcher service (new)
- ★ ■ Life cycle research grants (new)



WISELI Initiatives:

Development, Leadership, Visibility

- WISE Dorms (existing)
- Women faculty mentoring program (existing)
- ★ ■ “Celebrating Women in Science & Engineering Symposia” (new)
 - Grant program
 - WISELI seminar
- Endowed professorships for women (new)



WISELI Initiatives:

Development, Leadership, Visibility

- ★ ■ Leadership development and/or tenure-track conversion of non-tenure-track women (new)
- ★ ■ Leadership development/mentoring for senior women (new)
- Networks, promote communication, increase visibility (new)
- Cluster hire initiative (new)



WISELI Initiatives: Overarching

- Committee on Women in the University (existing)
- ★ ■ WISELI (new)
- Leadership programs and national workshops (new)
- ★ ■ Video documentation of institutional transformation (new)
- Evaluation/research (new)



WISELI Evaluation Plan

- Town hall meetings
 - Prioritize Initiatives
 - Introduce WISELI
- Personal interviews
 - 40 women
 - Repeat in year 5
- Climate survey
 - All faculty and staff (male and female) in sciences & engineering
 - Repeat in year 5



WISELI Evaluation Plan

- Resource study
- Ethnographic study
- Discourse analysis
- Hiring committee experiment
- Annual “issue studies”



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