



W I S E L I

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

Climate Change at the University of Wisconsin-Madison: What changed, and did ADVANCE have an impact?

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Climate

- The atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions. (UW-Madison, 2002).



Climate

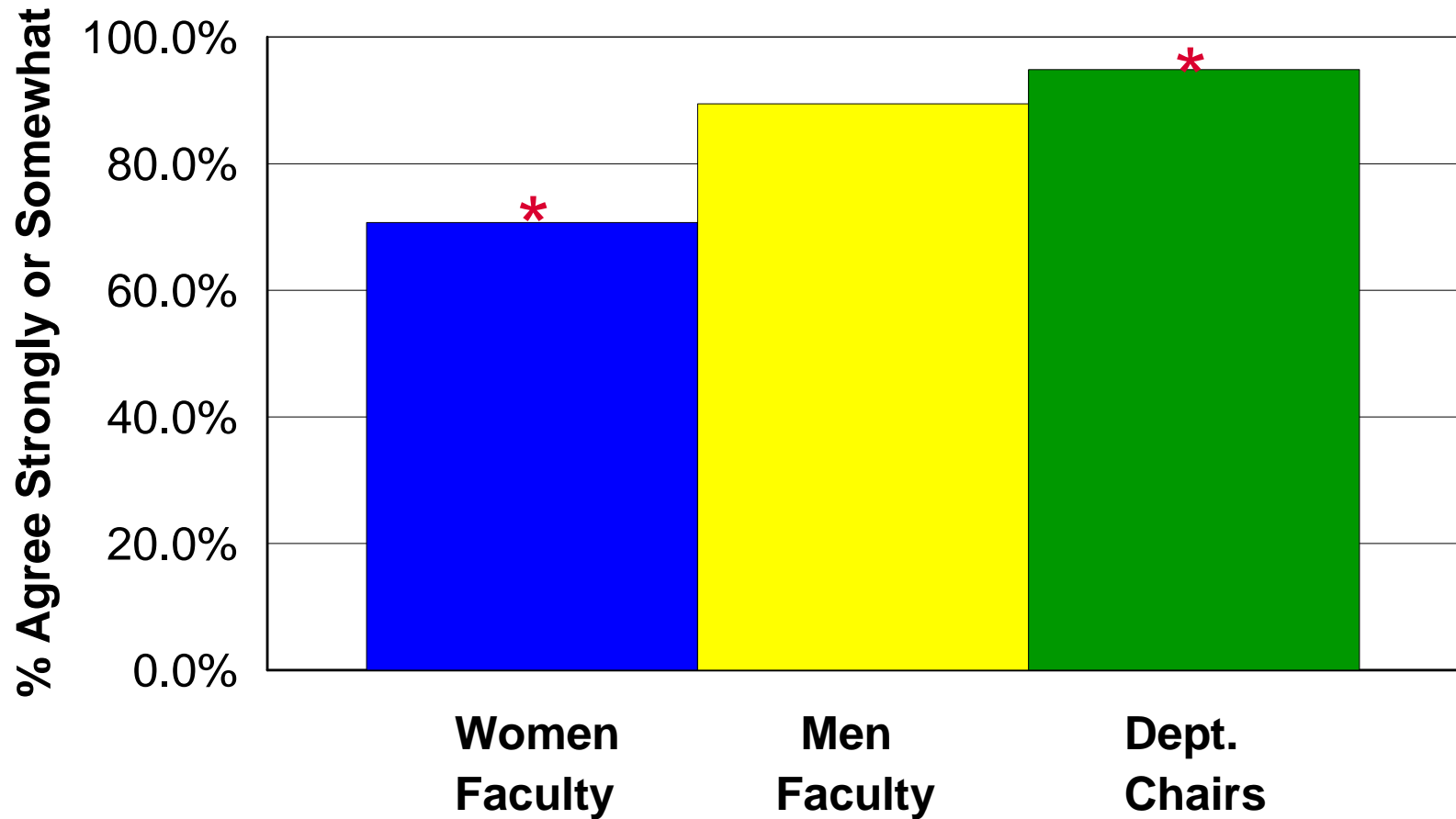
- Measurement
 - Department vs. University
 - “For me” vs. “For others”
 - Specific elements vs. general climate
- *Study of Faculty Worklife at UW-Madison*
 - 2003: 59.1% response rate
 - 2006: 54.4% response rate



Climate

- “The climate for women in my department is good”
 - Women vs. men
 - Department chairs vs. others

Figure 1. The climate for women in my department is good

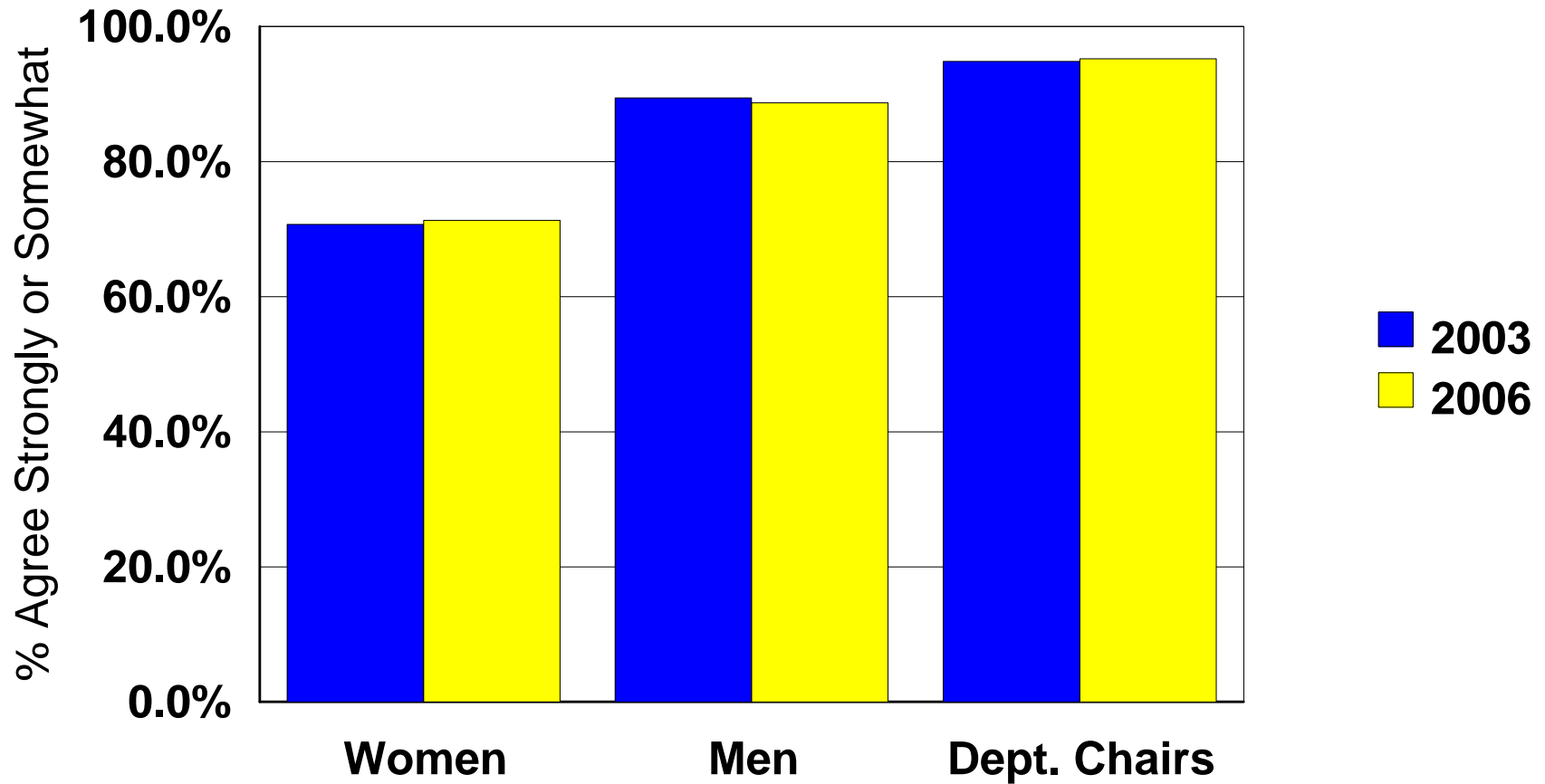




Climate CHANGE

- Stages of change model
 - Precontemplation
 - Contemplation
 - Preparation
 - Action
 - Maintenance
- UW-Madison in *precontemplation* stage in 2003!

Figure 2. The Climate for Women in My Department is Good





WISELI Interventions

- How did WISELI propose to affect departmental climate at UW-Madison?
 - *Enhancing Department Climate: A Chair's Role*
 - *Searching for Excellence & Diversity* workshops for search committee chairs and members
- Relationships between workshop participation and survey responses

Figure 3. Climate for Women is Good Responses of Women Faculty

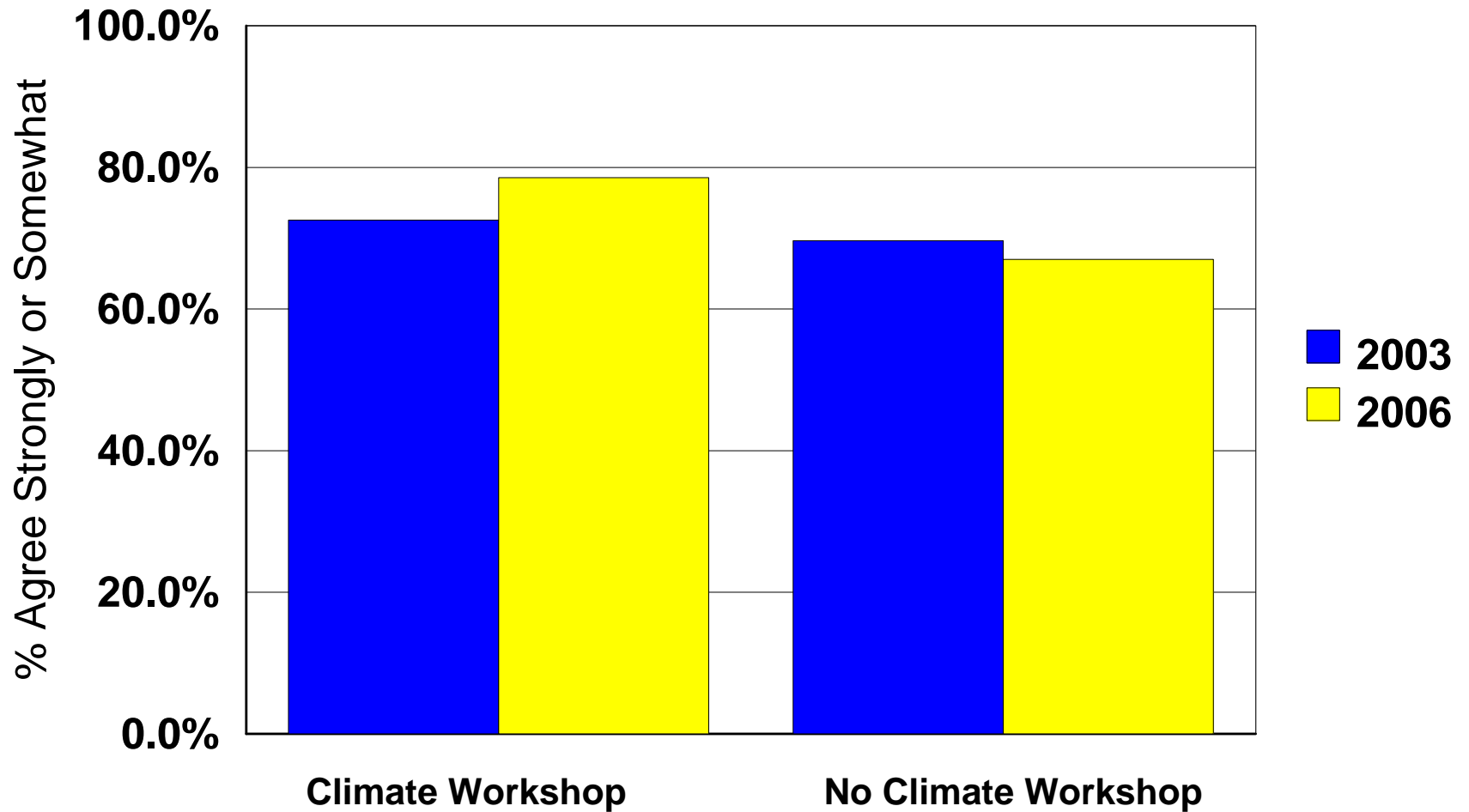


Figure 4. Climate for Women is Good Responses of Women Faculty

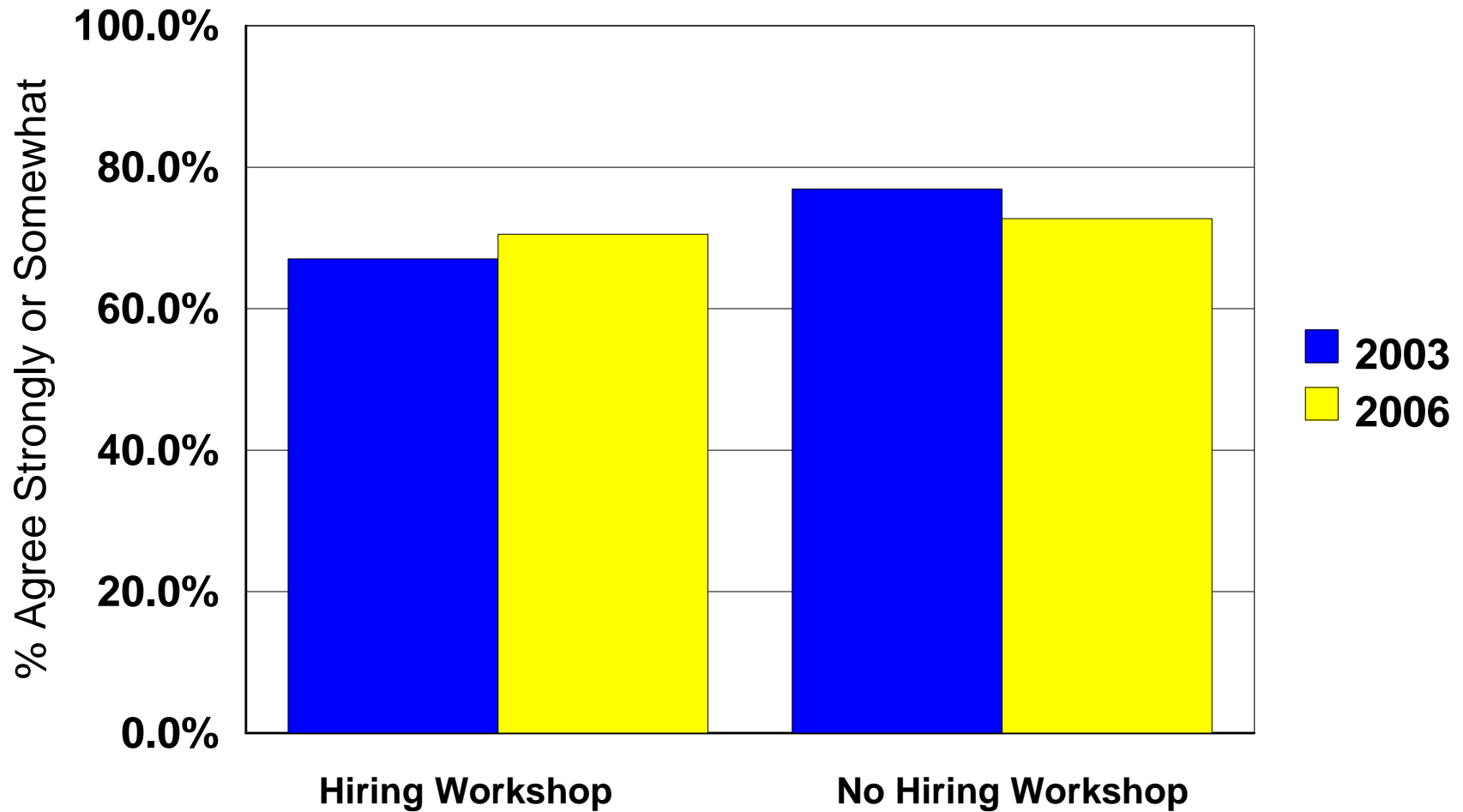
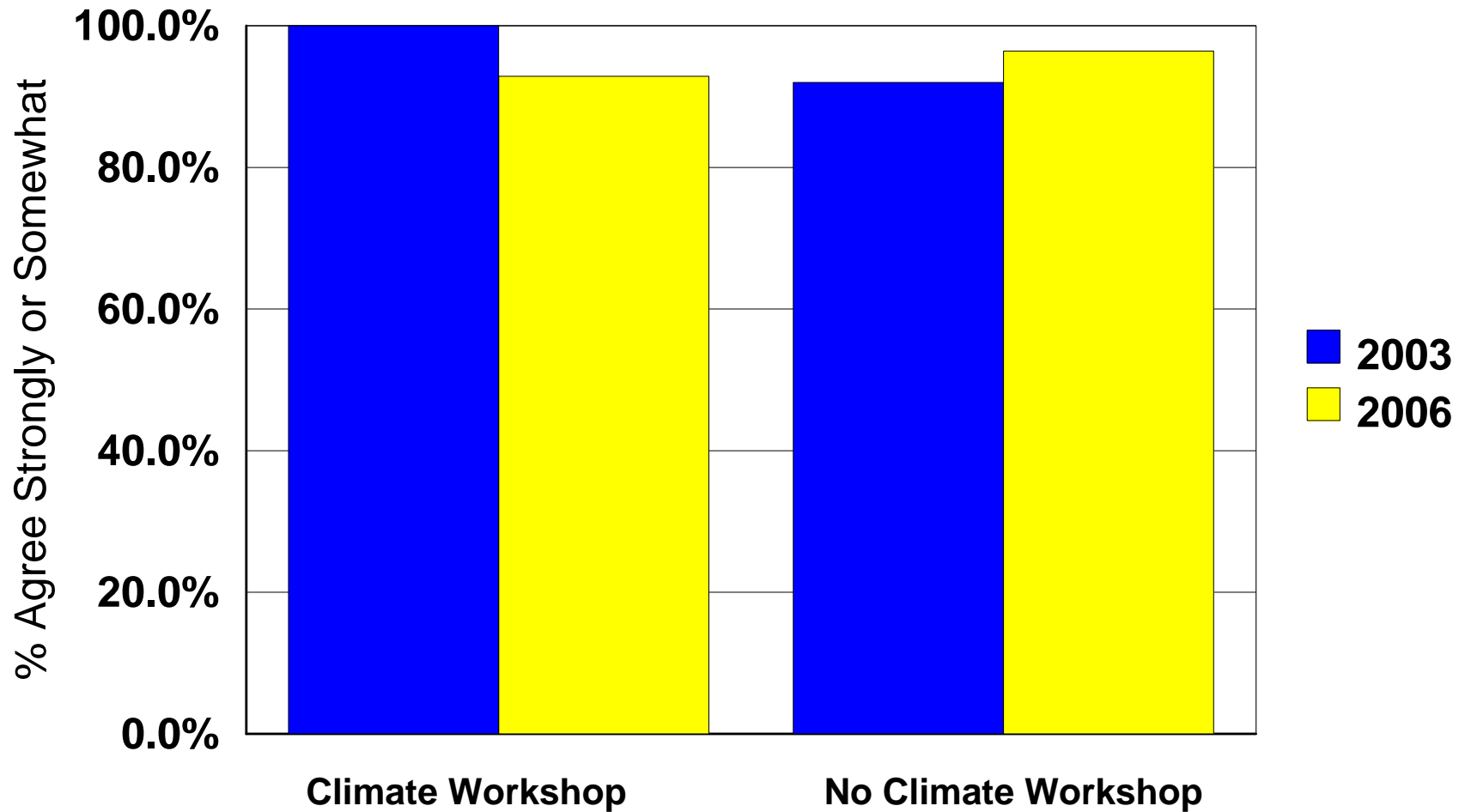
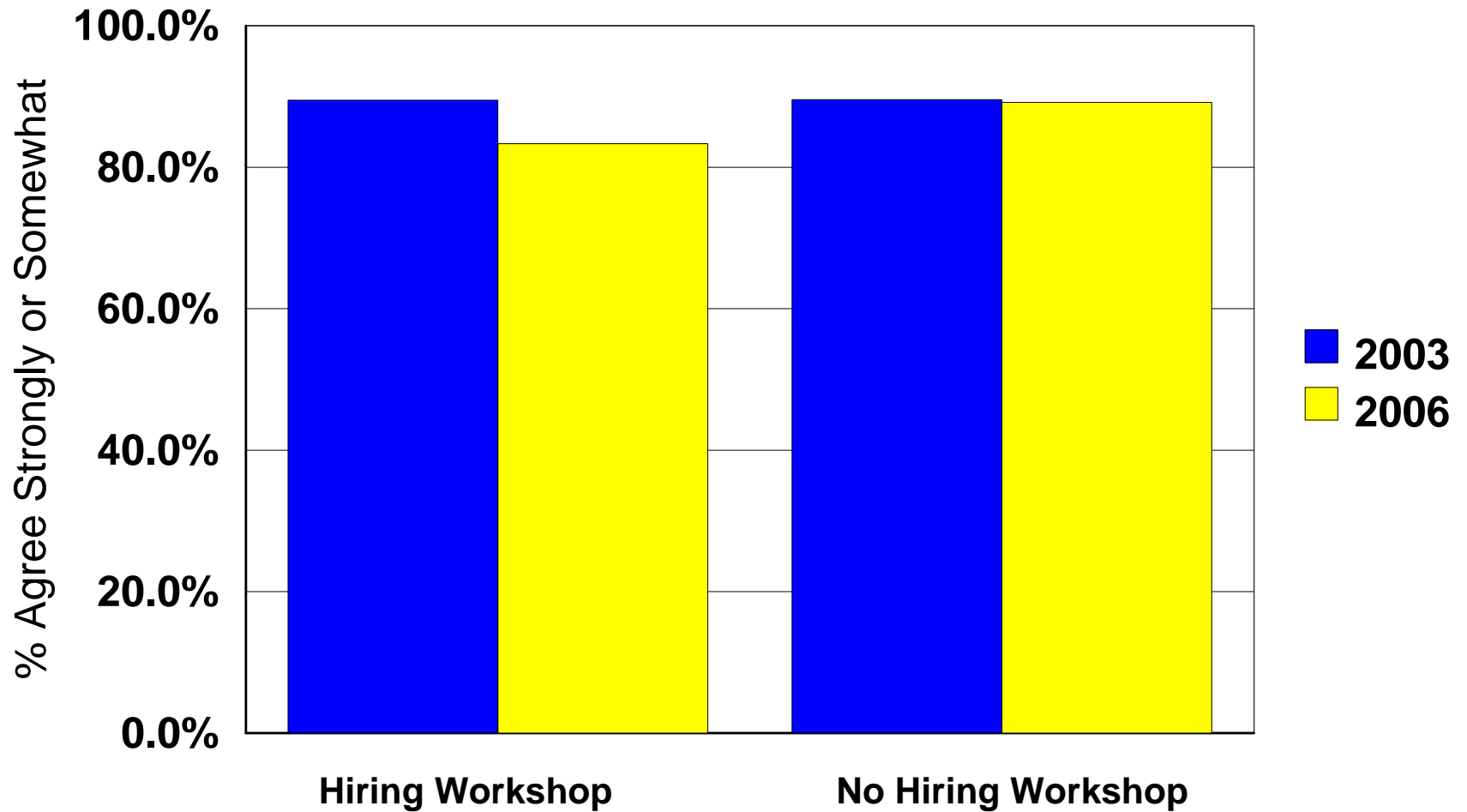


Figure 5. Climate for Women is Good Responses of Department Chairs



**Figure 6. Climate for Women is Good
Responses of Men Faculty**





Conclusions

- Perceptions of (slight) climate improvement for women is associated with WISELI workshop participation
- The decreasing percentage of workshop participants who agree that women have good climate indicates movement along stages of change → contemplation, preparation and even action stage



Conclusions

- Given a willing audience, WISELI's two workshop series appear to be correlated with slight improvements in departmental climate for women faculty
 - Women faculty report better climate for women
 - Men faculty/chairs report more realistic assessments of the climate for women in their departments



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