



Significant Accomplishments

- Piloted and institutionalized a workshop series to help department chairs assess climate in their own units, and implement positive changes.
- First presentations of results from the campus-wide Study of Faculty Worklife at UW-Madison.
- Success towards moving a staff member to the faculty; her department has invited her to submit her tenure materials for a departmental vote in early 2004.



Areas of difficulty/resistance

- “Informal Ombuds.” Women having difficulties ask us for advice, intercession, and advocacy. We are conflicted because:
 - It is time consuming,
 - It is not part of our official “program”,
 - It is not evaluable
 - A formal ombuds program already exists on campus
 - At the same time, acting on their behalf aligns with goals of ADVANCE.
- Solution?—with an industrial engineering colleague, we are working on a paper on the “information rich” persons in an organization, and how the organization can support them.



Best Idea/Reference Source/Insight

- Frances Trix and Carolyn Psenka.
"Exploring the Color of Glass: Letters of Recommendation for Female and Male Medical Faculty." *Discourse & Society* 14, no. 2 (2003): 191-220.
 - Faculty and administrators seem to be *especially* impressed by this article.