



W I S E L I

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

Enhancing Departmental Climate to Promote the Development of Women Leaders in Academia

Results from UW-Madison ADVANCE

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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).



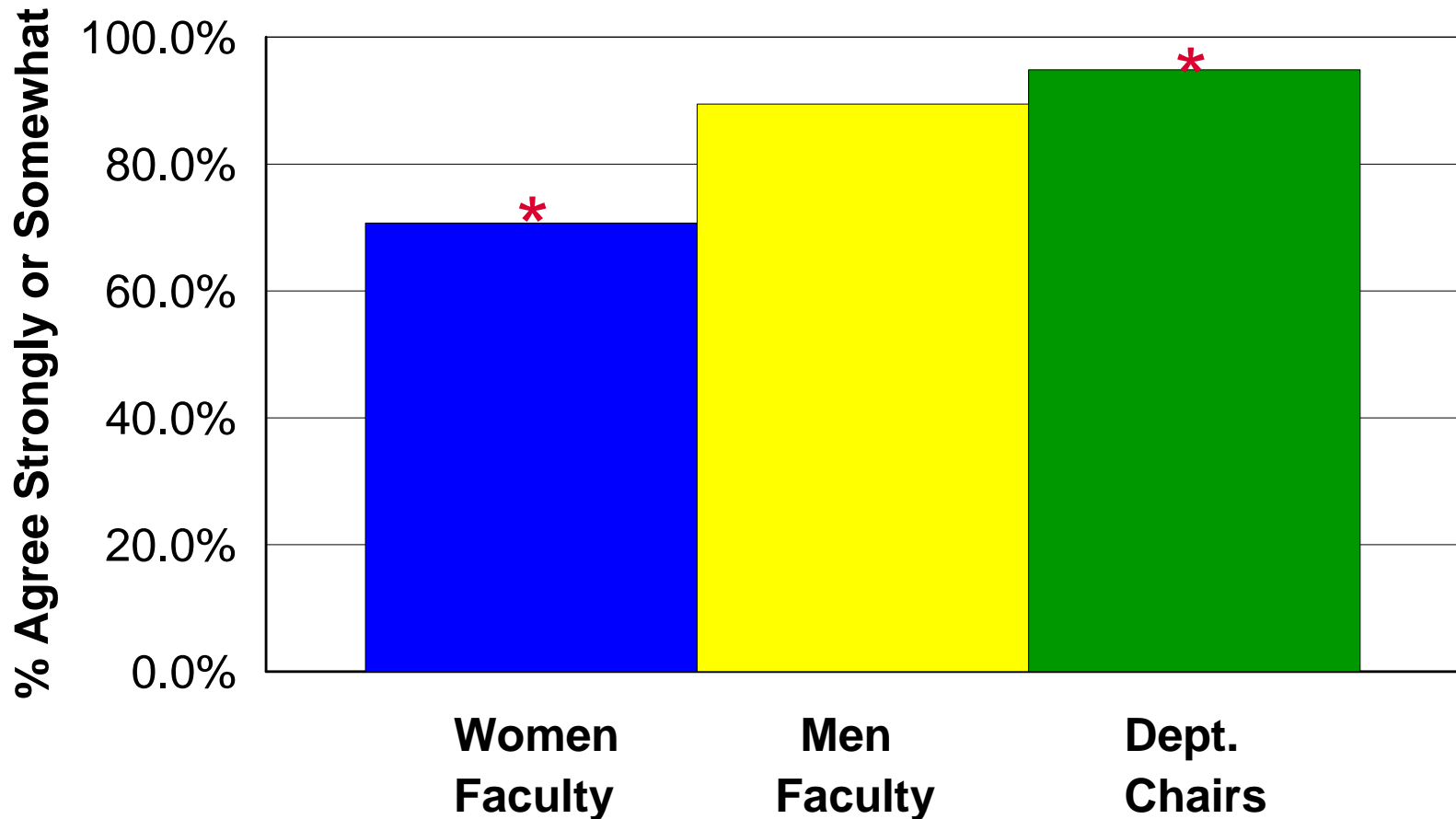
Climate

- *Study of Faculty Worklife at UW-Madison*
 - 2003: 59.1% response rate
 - 2006: 54.4% response rate

51. With respect to the recruitment of, climate for, and leadership of women faculty, how much would you agree or disagree with the following statements about your primary department/unit?

<i>Circle one number on a scale of 1 to 4 for each statement.</i>		Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a.	There are too few women faculty in my department.	1	2	3	4	DK
b.	My department has identified ways to recruit women faculty.	1	2	3	4	DK
c.	My department has actively recruited women faculty.	1	2	3	4	DK
d.	The climate for women in my department is good.	1	2	3	4	DK
e.	My department has identified ways to enhance the climate for women.	1	2	3	4	DK
f.	My department has taken steps to enhance the climate for	1	2	3	4	DK

Figure 1. 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



WISLI Interventions

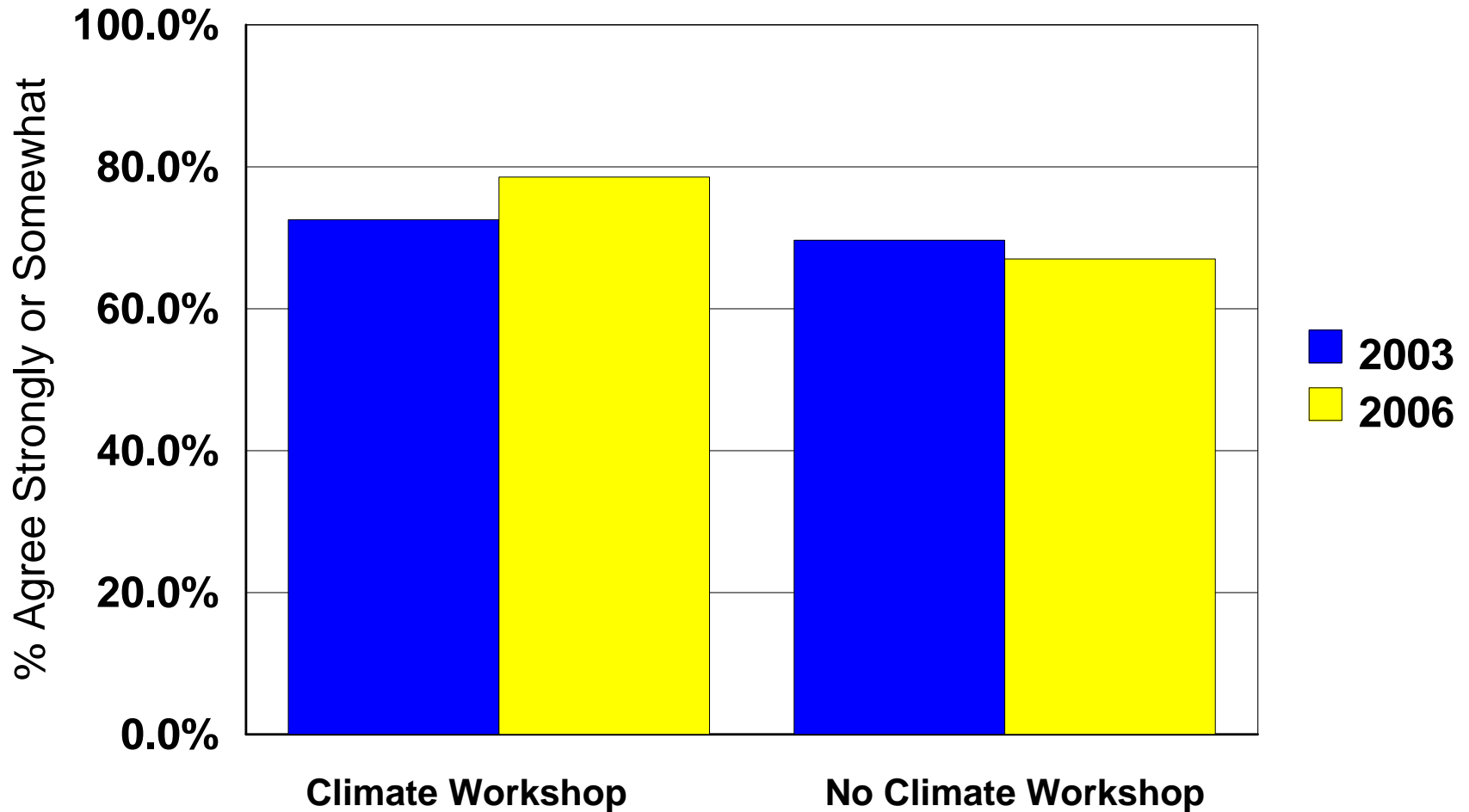
- ***Searching for Excellence & Diversity: Workshops for Search Committees***
 - Active learning/peer teaching
 - Practical tips and advice
 - Emphasis on diversifying the pool of candidates
 - Participants learn about literature on unconscious biases and assumptions (including specific tips to overcome such biases)
 - Over 250 faculty from 79 departments have participated since 2004 (~65% of all depts)



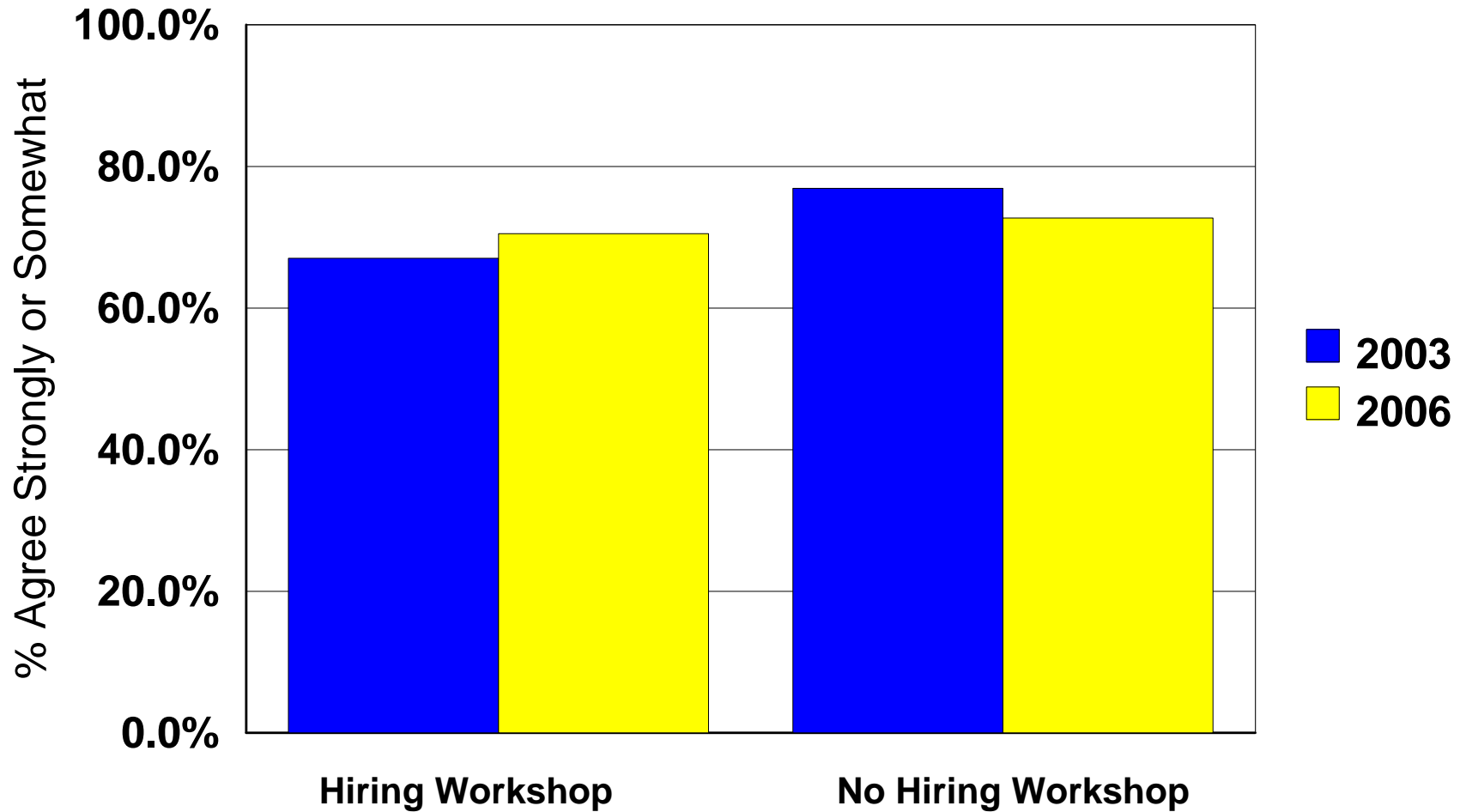
WISELI Interventions

- ***Enhancing Department Climate: A Chair's Role***
 - Emphasis on active learning/peer teaching
 - 3-sessions, small groups
 - Small, web-based departmental climate survey is integral element of workshop
 - Focus on concrete actions and solutions
 - 26 departments (37% of all STEM departments) have participated from 2004-2008

**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**

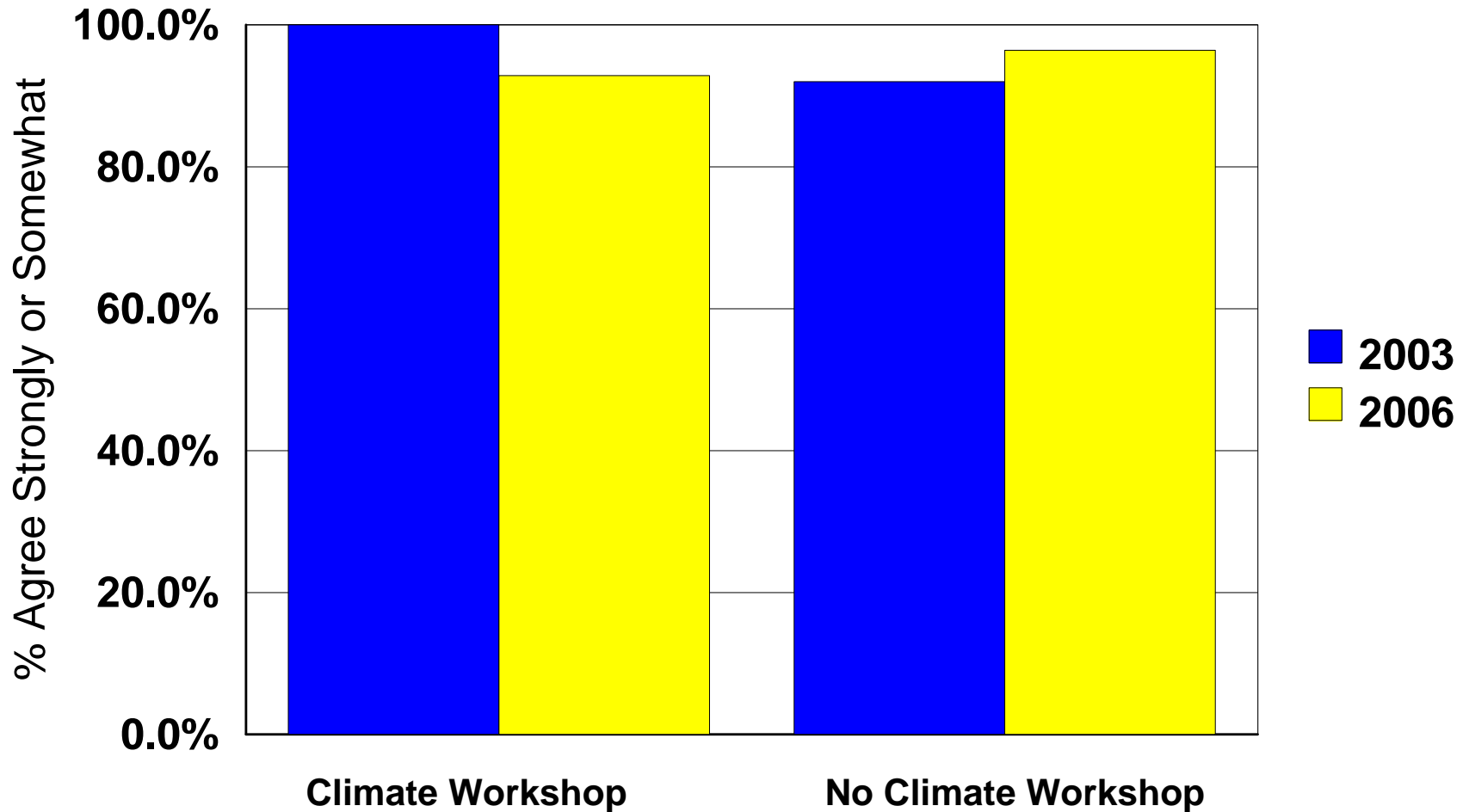
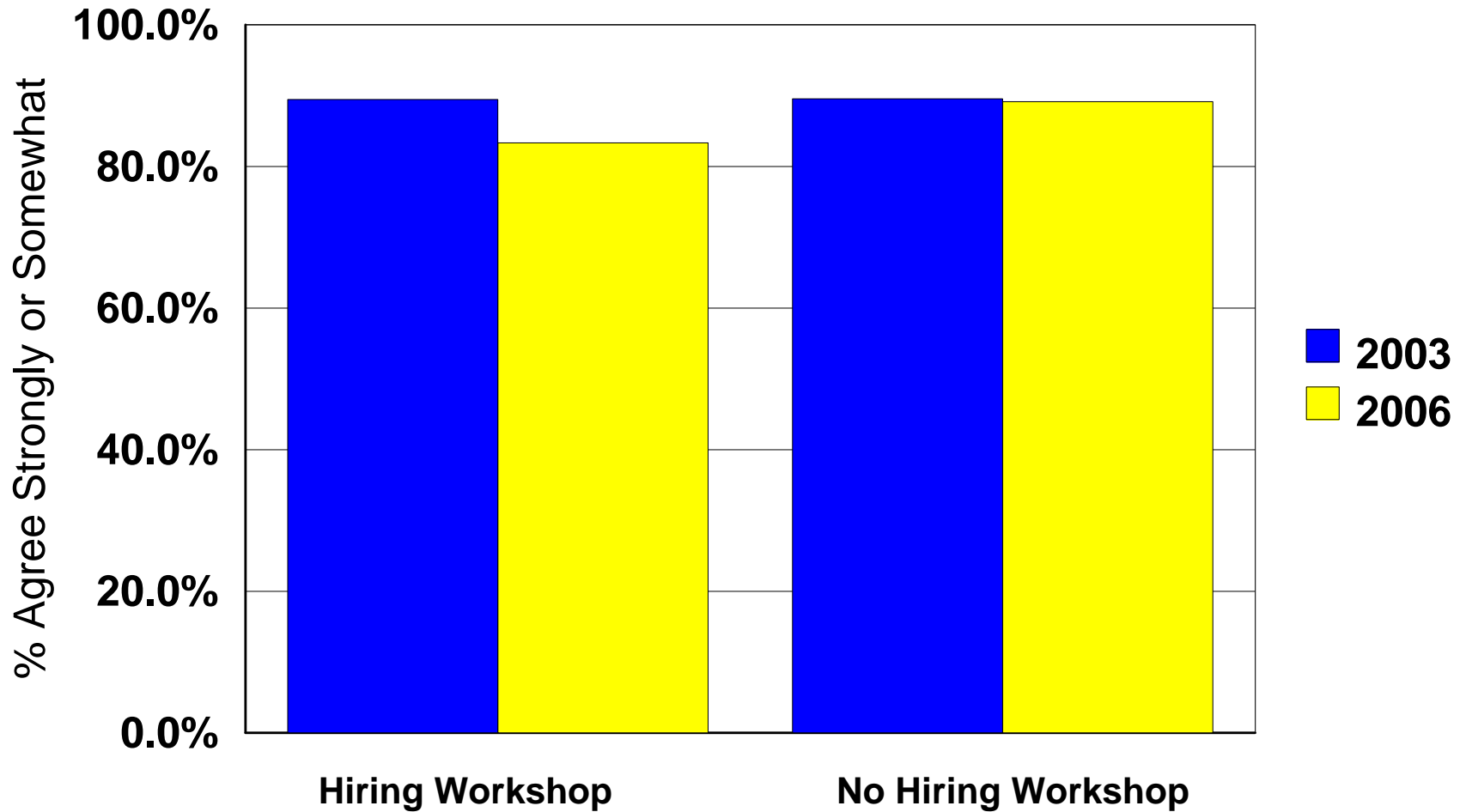


Figure 6. Climate for Women is Good Responses of Men Faculty

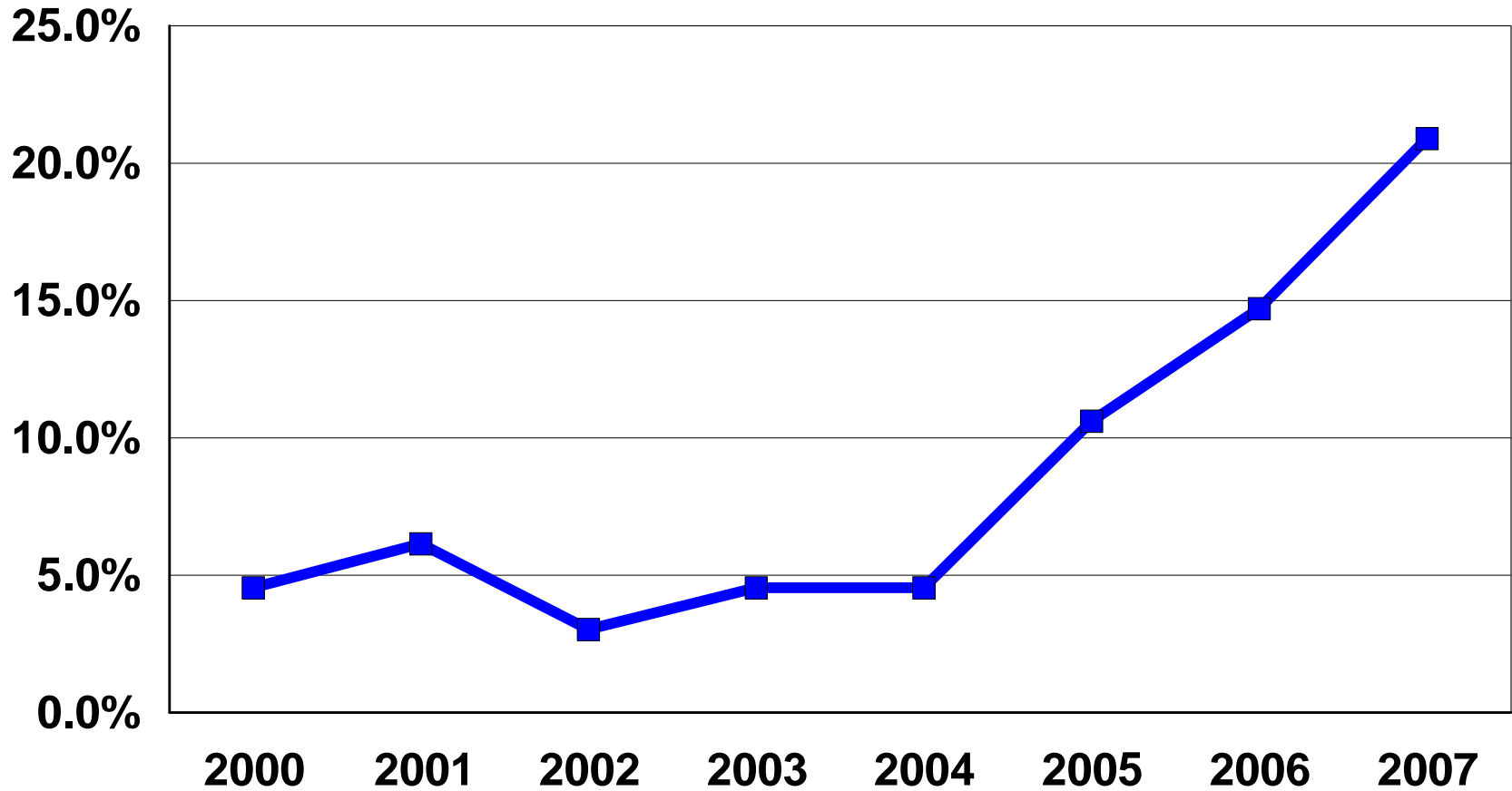




Conclusions

- Perceptions of (slight) climate improvement for women is associated with WISELI workshop participation
- 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

% Women Department Chairs Biological & Physical Sciences





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