



W I S E L I

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

**NSF ADVANCE Institutional
Transformation Award at
UW-Madison**



How does WISELI achieve its goals?

- **Use *evidence-based* approach to drive institutional change**
 - Research focus has gotten the attention of faculty
- **Foster individual *behavioral change***
 - Improvement of campus climate is an important mission on a campus with all the “right” policies
- **Ensure *sustainability* of the transformation**
 - Partner with campus offices to institutionalize initiatives
 - Maintain WISELI as a driver of future research and to revise initiatives as needed to keep them current
 - Employ multiple methods for dissemination



Successful Strategies

- Involve all stakeholders at all stages and in multiple formats
- Educate and infiltrate critical entry points
- Keeping the focus on research
- Empower the women
- Bring the data back to the participants
- Match the messenger to the message
- Collaborate with other diversity efforts
- Use a discovery-based approach to educate faculty



Elements of Sustainability

- Initiatives
 - Unique to each initiative
- Data collection
 - NSF indicators
 - Climate surveys
 - Evaluation of existing programs
- WISELI
 - Executive/Research Director position
 - Official “center” status