

WOMEN IN SCIENCE AND ENGINEERING SYSTEM TRANSFORMATION (WISEST) AT A GLANCE

Goal: To increase the number, participation, and leadership status of women – majority and minority – in academic science and engineering through institutional transformation at UIC.

1. Warm the climate & decrease the isolation of women STEM faculty	2. Pilot initiatives to attract & recruit minority women faculty	3. Transform STEM depts. to foster diversity & women’s leadership	4. Promote STEM women’s scholarship & teaching	5. Improve the ability to track & report on gender equity in STEM
<p>Activities:</p> <ul style="list-style-type: none"> - Assess support policy impact - Increase knowledge of supports - Standardize policy implementation - Expand & improve mentoring - Increase networking - Increase the number of advocates - Monitor the climate <p>Outcomes:</p> <ul style="list-style-type: none"> - Faculty using support programs increases - Job satisfaction of women STEM faculty improves - The retention rate of women faculty improves 	<p>Activities:</p> <ul style="list-style-type: none"> - Pilot a 2-year WISEST postdoc research associate program - Build a postdoc consortium & seek sustainability funding - Hire our own postdocs - Conduct targeted searches for minority women faculty <p>Outcomes:</p> <ul style="list-style-type: none"> - All WISEST Research Associates secure faculty positions - The # of T/TT minority STEM women faculty at UIC increases 	<p>Activities:</p> <ul style="list-style-type: none"> - Support Department Facilitators - Train Department Heads - Train search committees - Hire 11 WISEST faculty - Facilitate women’s leadership - Increase accountability for diversity - Check on salary equity <p>Outcomes:</p> <ul style="list-style-type: none"> - The # of T/TT STEM women faculty increases - Salaries of women faculty equal those of men with comparable productivity - The % of leadership positions held by women increases 	<p>Activities:</p> <ul style="list-style-type: none"> - Showcase successful women faculty - Host Visiting Scholars - Expand the WISER Fund that supports Research - Promote STEM teaching excellence <p>Outcomes:</p> <ul style="list-style-type: none"> - The visibility of women scholars increases - The number of grants & awards received by women faculty increases 	<p>Activities:</p> <ul style="list-style-type: none"> - Establish STEM database & tracking systems - Produce a yearly Gender Equity Report - Expand the WISEST Web - Hold annual strategic planning retreats - Prepare a compendium of ADVANCE interventions - Lead a university initiative <p>Outcomes:</p> <ul style="list-style-type: none"> - Use of STEM database increases yearly - Knowledge of diversity issues increases

Communication and Dissemination: Advocate and collaborate across UIC & nationally to increase the presence & influence of STEM women in the academy & workforce
This strategy is included within strategies 1-5, however it is cited here to draw special attention to the communication and dissemination of information.

- Activities:**
- Participate in or lead cross-department initiatives
 - Disseminate information to stakeholders, non-STEM disciplines, and across campus
 - Host annual Town Hall meeting
 - Represent WISEST in campus meetings
 - Committee members address WISEST activities in a range of venues
 - Participate in national meetings and forums
- Participate in or lead collaborations with other universities and organizations (i.e. HERC)
 - Publish information in journals and articles to inform large audiences
- Outcomes:**
- Visibility of UIC increases
 - Practices find a large span of influence
 - Faculty Employer-of-Choice brand emerges

WISEST GOVERNANCE AND MANAGEMENT STRUCTURE

WISEST Senior Leadership (time on project)

PI: Vice Provost for Faculty Affairs, Mo-Yin Tam (10%)

Co-PIs:

College of Engineering Dean, Peter Nelson (5%)

College of Liberal Arts & Sciences Dean, Dwight McBride (5%)

Asst Dean for Faculty Advancement (COM), (Interim Co-PI)

Professor Emerita, Chemistry & Chemical Engineering, Cynthia Jameson (10%)

Head, Department of Electrical & Computer Eng, Mitra Dutta (10%)

Senior Investigators:

Heads of 11 STEM Departments

WISEST Institutional Advisory Committee

Co-Chairs: Deans Peter Nelson & Dwight McBride

Members: 11 STEM Department Heads;

WISEST Senior Facilitator; 3 UIC Social Scientists;

Barbara Risman, Stephanie Riger, Timothy Johnson

Ex Officio: PI's, Director

Convene: Twice per Year

WISEST Staff

WISEST Director, Linda Siebert Rapoport (100%)

Monitoring & Evaluation Manager, Manorama Khare (50%)

Project Coordinator (GA), Marcella Schmidt (50%)

Data Coordinator (GA), John Cursio (50%)

Finance Manager, Melissa Martin (10%)

Evaluation Team

Chair: Mo-Yin Tam

Members:

Linda Siebert Rapoport;

Manorama Khare; John Cursio

Convene: Bi-weekly

WISEST Executive Committee

Chair: Provost, R. Michael Tanner

Members: PI, Mo-Yin Tam, Co-PIs: Mitra Dutta, Dwight McBride,

Cynthia Jameson, Peter Nelson, CRWG Director, Stacie Geller;

WISEST Director, Linda Siebert Rapoport; WISEST Senior

Facilitator, Martin Newcomb

Ex Officio: Meena Rao

WISEST Department Facilitators

11 Senior Faculty appointed by their Heads; 1 Facilitator at Large

Convene: Monthly

WISEST External Advisory Committee

Chair: Sue Rosser

Members: Suzanne Brainard; Molly Carnes; Daryl Chubin; Robert

Drago; Abigail Stewart; Virginia Valian

Convene: Annually

Management Team*

Mo-Yin Tam; Cynthia Jameson; Linda Siebert Rapoport

Convene: Bi-weekly

***Responsible for allocation of project funds**

External Evaluators

Beatrice Toni Clewell; Clemencia Cosentino de Cohen

Report: Annually