WISEST Support For Success

Women in Science and Engineering System Transformation
WISEST Support For Success

National Science Foundation
ADVANCE Institutional Transformation Award

Goal
To increase the number, participation, & leadership status of women — majority & minority— in academic science & engineering through institutional transformation at UIC
WISEST Governance

- **Executive Committee** - *chaired by the Provost*, includes the Vice Chancellor for Research, Director of the Center for Research in Women and Gender (CRWG), ADVANCE PIs, Chief Facilitator and WISEST Director

- **WISEST Facilitators** - generally senior faculty members named from each of the 11 STEM departments

- **Institutional Advisory Committee** - chaired by Deans of Engineering and Liberal Arts and Sciences, 11 STEM Heads, 3 social scientists

- **External Advisory Committee**

- **External Evaluators** - work with internal evaluation team
WISEST “Workers”

PIs:
- M. Rao, Vice Provost for Faculty Affairs
- P. Banerjee, Dean, College of Engineering
- C. Comer, Dean, College of Liberal Arts & Sciences
- C. Morrisey, Deputy Director of Center for Research in Women and Gender (CRWG)
- M. Tam, Associate Chancellor for Academic Affairs

WISEST Office:
- L. Siebert Rapoport, Director WISEST
- M. Khare, Research and Evaluation Coordinator

Facilitators:
WISEST Objectives

- Warm the climate & decrease the isolation of women STEM faculty
- **Pilot initiatives to attract & recruit minority women faculty**
- Transform STEM departments to foster diversity & women’s leadership
- Promote STEM women’s scholarship & teaching
- Improve the ability to track & report on gender equity in STEM
- Advocate & collaborate across UIC & nationally
WISEST Approach to ADVANCing Women Scholars:

Post-Doctoral Fellowship for Academic Diversity

Why the Post-Doc?
- To reach out to recent Ph.D.’s at a critical point in their career
- Encourage scholars to enter STEM academic careers and not exit to industry
- Increase the scholars’ competitiveness for faculty and leadership roles
- Actively build diverse talent pipeline
Who Qualifies and What Is the Structure?

- Earned Ph.D. after August, 2001
- U.S. citizen or permanent resident
- Underrepresented minority women were encouraged to apply

- Cost sharing among college, department and WISEST
- 5 fellowships in STEM
- Two-year term, Fall 2007-2009
- Competitive salary and benefits
- One paid trip to scientific meeting annually
- Structured mentoring program
Application Process

- Two-part application
  - Part I – General form, goals, curriculum vitae, examples of publications, references, proof of degree
  - Part II – Identification of advisors/mentors, research proposal generated in collaboration with advisor
- Review by WISEST Executive Committee
- Process typically took 6 weeks
How Did We Recruit?

- Started late – “Is anyone out there?”
- Worked with Post-Doc Association
- Emerita faculty identified 50 potential candidates from websites
  - Facilitators charged with outreach
  - Facilitators called all 40+ “potentials”
  - Facilitators contacted colleagues

- TEAM WORK! TEAM WORK! TEAM WORK!
Who did we attract?

- **Total applicants:** 28/40+ inquiries
  - (27 Female; 1 Male); 5 AA; 5 Latina; 4 Asian American; 1 Native Am-Asian; 13 Undeclared

- **Invited to submit Part II:** 10
  - (5 AA; 4 L; 1 NA-As)

- **Accepted fellowship:** 4
  - (1 AA, 2 L, 1 NA-As); 3 Biology, 1 Chemical Engineering

- **Pending:** 1 (L); Earth & Env. Sciences

- **Declined:** 1 (AA)

- **Withdrawn:** Part 1 (1 L); Part 2 (1 L)

- **Started Part 2, out of STEM:** 2 AA
Insights

- Work swiftly with candidates—they may have other options open to them

- Offer an alternative—career enhancement for the long term

- Emphasize holistic scope of fellowship: strengthening of research along with personal/professional integration

- Step out of comfort zone – actively seek candidates and use a wide network
Goal: Encourage scholars to enter STEM academic careers

- Each Fellow has a tri-partite mentoring team
  - **Research Advisor(s)** - most critical, minimally weekly or more frequent interactions
  - **Departmental Mentor(s)** - senior faculty in non-supervisory role; weekly?
  - **Departmental Facilitator** – senior faculty liaison

Team’s role:
- Open doors and access to learning
- Help keep academic goals on track
- Help prepare to present research at national meeting
- Guide to develop a **Career Development Plan** towards an independent research program
- Help procure faculty positions
- Meet as a team with Fellow quarterly
Monthly Sessions open to WISEST and other STEM post-docs

Sample topics

- Maximizing the post-doc experience
  - Setting goals and how to achieve them
  - Establishing a solid Career Development Plan
  - How to work effectively with advisors/mentors

- Research presentation skills
  - Communicating complex ideas
  - Writing for peer-reviewed journals
  - Writing for non-scientific journals
  - Intellectual Property Rights
  - Grantsmanship
Monthly Sessions open to WISEST and other STEM post-docs

Sample topics

- Preparing for the first faculty position
  - A given-- develop a strong c.v.
  - How to write a competitive proposal
  - Interviewing skills
  - Negotiating for a win-win position
    - Compensation
    - Laboratory space
    - Start-up package
    - Service expectations
    - Common mistakes to avoid
Monthly Sessions

- Developing a teaching philosophy
  - Pedagogy vs. learning styles
  - Curriculum development
  - Student assessment
- Building diversity
- Negotiating academic gender dynamics
- Leadership skills and navigating academia
- Balancing work and personal life
- Tenure process - dissect the myth from the reality
The Fellow in the Larger Institutional Setting

- Promote “community” through networking
  - Other STEM post-docs
  - Other STEM faculty

- Serve as role models
  - Louis Stokes Alliance for Minority Participation-Bridge to Doctorate Program
  - Summer Research Opportunity Program
  - WISE programs

- Take advantage of other programs’ activities
  - Underrepresented Faculty Mentoring Program
  - Chancellor’s Status Committees
Evaluations

- Fellows
  - Pre-program interviews
  - Quarterly check-ins
  - Annual interviews
  - End-of-program interviews

- Mentoring Team
  - Pre-program, annual, end-of-program interviews

- Department Heads and Deans
  - Seek input on how this has affected overall post-doctoral training
Long-Term Goal: Attract & Recruit Minority Women Faculty

- Build a post-doc consortium & seek funding to sustain the program
- Ensure that all WISEST post-doctoral fellows secure faculty positions
  - Hire our own post-doctoral fellows
- Conduct targeted searches for minority women faculty
  - List from the NPA
- Increase accountability for diversity
  - Role of Special Assistant for Diversity and Diversity Advisory Committee
Institutional Commitment

“The people of UIC embrace the diversity of our campus community, believing that it contributes vitally to the fulfillment of our mission. In promoting equal opportunity, mutual respect, fair treatment and the elimination of barriers to the achievement of excellence, we seek to create a supportive academic, social and physical environment for all. In planning our programs and developing our policies, we remain mindful of the need to consider their impact upon all members of the UIC community.”

Chancellor Sylvia Manning, April 27, 2007