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Facilitators’ Charge
- Support in the recruiting and retaining women STEM faculty
- Promote climate change (including affect campus policies) for institutional climate transformation

Facilitator Model:
- One facilitator in each of the 11 STEM departments (plus 1 at large)
- Facilitators are appointed by and work with Head (part of the unit structure)
  - Facilitator’s report is part of the agenda of the department meeting
  - Work with and advise the Heads on the annual action plans
- Facilitator Monthly meetings:
  - Subcommittees: work with each other (search; visiting scholars; post-docs)
  - Share experience among facilitators on search for new faculty; progress of (and challenges faced by) junior faculty, climate in the department; data: learn from each other
- Communication with the WISEST leadership
  - Head facilitator a member of the Exec Committee: connecting to the big picture
  - Monthly meetings chaired by a WISEST co-PI

Role of Facilitators Preceding ADVANCE grant
- Conducted department self-study
- Collected data for grant proposal
- Developed gender equity recommendations to the Provost’s office to increase accountability
- Formulated the post-doc program for academic diversity

These first two years (UIC is at the end of Year 2 of ADVANCE IT); 2006-2008
Facilitators are
- WISEST voice: get faculty involved in WISEST events; department action plans
- WISEST reporter: to/from department; within/across departments; to WISEST leadership
- WISEST implementer:: search committee workshops (search toolkit); visiting scholars; post docs for academic diversity
- WISEST advocate: how women’s accomplishments might be undervalued; promote climate changing policies

Facilitators Successes
- Climate transformation: promote attendance of the WISEST- sponsored seminars
- Departmental action plans
- Climate survey high participation
- Visiting scholars: 2-day events
- Post-doc hires: recruited 5 women minority post-docs
- Post-doc institute: seminars & panelists; advisers/mentors
- Policies: automatic tenure; modified teaching duties; infant/child care

Moving forward: Challenges and Opportunities
- Redefining roles
- Relationship with heads
- Sustainability