

SUCCESSFUL INTERVENTIONS WITH DEMONSTRATED IMPACT

BUILDING NETWORKS FOR SENIOR FACULTY WOMEN AND POST-DOCTORAL SCHOLARS IN THE UNIVERSITY OF WISCONSIN SYSTEM

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HISTORY

In 2011, the UW System Women & Science Program was awarded an ADVANCE PAID grant (#1106646) to connect women in STEM departments at the 11 primarily undergraduate institutions (PUIs) in the UW-System via two programs.

OVERVIEW OF PROGRAMS

Horizontal Mentoring

Recruitment and Retention of Senior Faculty

Isolated women at associate and full professor rank are invited to connect with colleagues from other campuses via annual programming (n = 41)

Program components

- **Annual meeting:** Workshops (e.g., “Effective Negotiating Techniques,” “Balancing Your Career Portfolio,” “Effective Leadership Skills for Women”), unstructured meetings, and informal networking opportunities
- **Ongoing meetings:** Disciplinary groups (e.g., chemistry) meet via teleconferences to share information and check in on project progress.

Evaluation

- Annual surveys about workplace experiences, mentorship opportunities, and career goals.
- In-depth interviews with a subset of faculty women participate at years 1, 3, and 5.

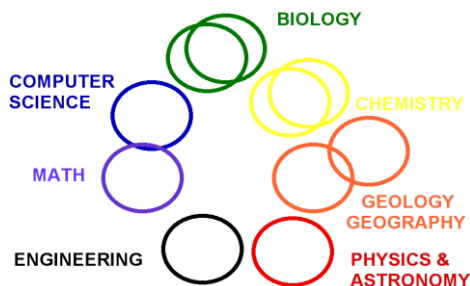
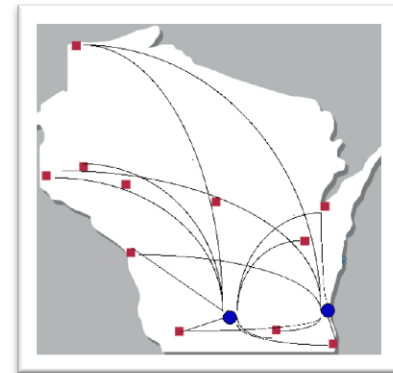


Figure 1: Disciplines represented in the Horizontal/Peer-Mentoring Program

Vertical Mentoring

Increase Participation of Postdoctoral Scholars

Female postdoctoral scholars from PhD granting institutions in the UW-System apply to give seminars at comprehensive universities (n = 40)



Program components

- Practice “research talk”
- Provide informal mentorship to undergraduates
- Receive formal mentorship from faculty

Evaluation

