UW-WIT
Women in IT at University of Wisconsin-Madison

2014 - 2015 Annual Report
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Launched in March 2014, UW-WIT is a campus organization dedicated to developing strategies to improve the recruitment, retention and advancement of women working in IT through the means of inclusion, mentoring, networking opportunities and recognition.

Based on 2013 IT Climate Survey results and sponsored by the Vice Provost for Information Technology, UW-WIT addresses documented campus needs for advancing gender diversity across all Schools, Colleges and Divisions on campus.

In our first year we burgeoned to over 300 members, hosted more than 20 different events with internal and external partners, and answered the nomination to present at the EDUCAUSE Annual Conference.

The interest, traction and support received in our first year validate the campus desire for UW-WIT and we look forward to an active year in 2015-2016.
Meet the UW-WIT Planning Team

Brenda Spychalla  
Co-Chair,  
School of Education

Sandee Seiberlich  
Co-Chair  
Division of Information Technology

Sara Tate  
Administrative Information Management Services

Rob Kohlhepp  
College of Engineering

Annette Stratman-Durrer  
Division of Information Technology

Edward Hoover  
Division of Information Technology

Jennifer Sutherland  
Division of Information Technology

Harriet Allen  
Enrollment Management

Amy Gee  
Office of the CIO
Accomplishments - 21 Events, 3 Presentations and 300+ Members

UW-WIT proudly sponsored and participated in a wide variety of events engaging the greater campus community in support of women in IT. Our largest events included formal keynote presentations and engaging discussion sessions by Carrie Regenstein, faculty at Council of Australian University Directors of Information Technology and formerly at Carnegie Mellon, UW-Madison and Cornell universities; Sara Laschever, author, editor, and cultural critic; and Florence Hudson, Senior Vice President & Chief Innovation Officer at Internet2.

In addition, the team coordinated professional development workshops on recruiting, formal and informal networking events and participated in panel presentations for the National Diversity Council of Women and Leadership Symposium and the UW-Madison Women and Leadership Conference.

We enhanced our presence on campus and in the Madison community by presenting at UW-Madison Showcase, hosting one-on-one coaching sessions with Carrie Regenstein and co-sponsoring the Madison movie premiere of “CODE: Debugging the Gender Gap” with director Robin Hauser Reynolds and a panel of Madison IT leaders.

Delivering the variety of events and promoting growth of the UW-WIT list to more than 300 members formed the bulk of the team’s work this year. Specifically it addressed developing “a CIO-sponsored campus network for women in IT”, one of five recommendations made by the earlier CIO-sponsored WIT project team in their September 2014 report to the CIO.

(See a complete summary of events in Appendix A)
The largest and most complex event delivered by the team was the three day site visit, April 20 – 22, by Carrie Regenstein, current faculty of the CAUDIT Institute (The Council of Australian University Directors of Information Technology), and former Associate Chief Information Officer and Associate Director of the Division of Information Technology at the University of Wisconsin-Madison.

Carrie delivered the keynote presentation “Walking Fast and Far Together: Women and Men in IT”, led discussion sessions on “Preparing for the Next Opportunity: Developing Staff and Yourself in Lean Times” and “Would You Promote You?” and had personal conversations with UW-Madison community members through one-on-one coaching sessions, a networking event, and luncheon conversation with UW-Madison Wisconsin Association for Computer Machinery (WACM) members.

At the conclusion of her visit, Carrie debriefed with the UW-WIT coordination team providing feedback and recommendations.

Carrie Regenstein
Feedback & Recommendations

- Encourage mentoring
- Give staff a sense of autonomy
- Stay strategic in allocating human resources
- Encourage purpose with focus on the mission
- Help staff who seek advancement opportunities
- Train team leaders to take advantage of diversity
- Encourage mastery via two career-tracks for IT staff
- Survey for qualitative input on workplace environment
- Use quantitative measurements for retention and promotion
- Leverage the recruitment work by UW-WIT and HR
Development, Partnership and Communication

This year’s professional development focused on recruitment. UW-WIT coordinated with UW-Division of Information Technology Human Resources for a three-part workshop series on best practices for Recruiting a Diverse Workforce. Trisha Wollenzien led the series, engaging participants in lively discussions and providing a rich array of resources for follow up.

The team was pleased to coordinate the launch event announcing a Society of Women Engineers (SWE)/Internet2 partnership for new memberships and professional development opportunities for faculty and staff across the Committee on Institutional Cooperation (CIC). Overall, the work on events enabled UW-WIT to develop and strengthen partnerships with Women in Science and Engineering Leadership (WISELI), UW-Madison’s student chapter of Association for Computing Machinery (WACM), Division of Diversity, Equity & Educational Achievement and the Greater Madison Chamber of Commerce through co-sponsorship of events and expanding our reach to larger audiences through shared listings on event calendars.

Additionally, UW-WIT released their website, (https://www.cio.wisc.edu/uw-wit/) showcasing events, partners, research and success stories. The website addressed the second of five recommendations put forth by the earlier CIO-sponsored WIT project team to “create and maintain a Women in IT Portal, an online campus-wide inventory of resources and events for women in IT.”
Information Technology Staff Statistics

Between October 2013 and March 2015, there was a total increase of 59 IT FTE (full-time equivalent) however the overall percentage of women in IT decreased by 0.8%.

October 2013 – First Data Pull
24.3% Women in IT Titles
1,176 Total FTE
69 UW-Madison IT Titles

March 2015
23.5% Women in IT Titles
1,235 Total FTE
69 UW-Madison IT Titles

1.8% increase in number of women, overall decrease of 0.8%
6.1% increase in number of men

Lessons Learned
• Close to national average of 26% (ncwit.org/resources/numbers)
• Need to own the process, no one else is asking
• Improvement attainable, provided goals are set and supported
• Opportunity to communicate broadly
2015-2016 Planned Activities

EDUCAUSE Annual Conference, October 2015
The EDUCAUSE Board approved UW-WIT’s proposal for a presence at the annual conference, sharing with others in attendance how to form a women’s information technology group including recruitment and partnership opportunities and ways to measure success.

Professional Development, varied
Several professional development events are in plan, to include tips on balancing personal and professional life, collaboration with UW-Madison IT Mentoring Program and workplace opportunity discussion at UW-Madison 2nd Tuesday Monthly Leadership Breakfast.

Writing Resumes and Job Applications
Workshop to assist individuals by sharing the latest trends in resume formats and content and how to best present oneself in a cover letter / job application.

UW-Madison Information and Technology Leadership Conference, April 2016
Facilitate a breakout session with Laura Patterson, CIO, University of Michigan, on engaging the IT community to promote a diverse workforce. Staff an information table on UW-WIT initiatives and resources.

National Diversity Council, April 2016
UW-WIT is a second year sponsor for the National Diversity Council Symposium.
Acknowledgements

We wish to give special recognition to the following people for all of their support and contributions to the success of UW-WIT’s first year.

Internal Partners

- Angela Stephens, Office of the CIO
- Brenda Spychalla, Women in IT Project Team
- Bruce Maas, Vice Provost for Information Technology
- Don Nelson, Office of the CIO
- Edward Hoover, Women in IT Project Team
- Jacqueline Scott-Papke, Division of Diversity, Equity, and Educational Achievement
- Jennifer Klippel, Madison Budget Office
- Jenny Kvistad, Division of Information Technology
- Karen Hanson, Women in IT Project Team
- Kathleen Smith, Office of Talent Management
- Linda Jorn, Division of Information Technology
- Jenn Sheridan, WISELI
- Jenny Kvistad, Women in IT Project Team
- Mo Bischof, Women in IT Project Team
- Nitasha Bennett, Sigma Delta Epsilon Graduate Women in Science
- Patrick Sims, Division of Diversity, Equity and Educational Achievement
- Rhonda Davis, Women in IT Project Team
- Rob Kohlhepp, Women in IT Project Team
- Trisha Wollenzien, Division of Information Technology
- Val Davis, Division of Diversity, Equity and Educational Achievement
- Associations
  - Women Deans, UW-WIT community members

External Partners

- Amy Golackson, Greater Madison Chamber of Commerce
- Angela Stark, Strategic Communications Manager, Internet 2
- Beth Schaefer, Director of IT Services, UW-Milwaukee
- Carrie Regenstein, CAUDIT faculty member
- Florence Hudson, Senior Vice President and Chief Innovation Officer, Internet2
- Giselle Trent, Executive Assistant, Internet 2
- Karen Horting, Executive Director & CEO, Society of Women Engineers
- Mary Carravallah, Director of Member Relations, Society of Women Engineers
- Zach Brandon, Greater Madison Chamber of Commerce
Appendix A – 2014-2015 WIT Events

June 2014

• UW-WIT Inaugural Networking Event with Beth Schaefer, UW-Milwaukee

September 2014

• UW-WIT Networking Event

November 2014

• Panel Presentation of WIT Project Team Final Report

February 2015

• Informal Networking Event

March 2015

• Workshop: Recruiting for a Diverse Workforce (Part 1 of 3-part series)

April 2015

• Informal Networking Event
• Co-sponsored Networking Event following Women in Leadership Symposium, with Linda Jorn on panel
• Co-sponsored with Graduate Women in Sciences, Ask for It - Sara Laschever
• Showcase Poster, Hiring Women is Good for Business
• (5) Carrie Regenstein Three-Day Visit, April 20 - 22
  • 2 Facilitated Discussions
  • 1 Keynote
  • 1 Networking Event
  • 91-on-1 Coaching Sessions

May 2015

• Workshop: Assessment & Selection (Part 2 of 3-part series)
• Combined event promoting SWE@Internet2 with Florence Hudson, CTO of Internet2 and Karen Horting, Executive Director and CEO, Society of Women Engineers (SWE)
• Critical Success Factors for Work, Life and Leadership presentation, plus networking, from Florence Hudson

July 2015

• Networking Event (Featured Guests at UW Extension Third Thursday)
• Panel presentation at UW-Madison Women & Leadership Symposium

August 2015

• Co-sponsored Wisconsin premiere of CODE: Debugging the Gender Gap documentary
## Appendix B – Budget and Costs

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
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<tr>
<td>Facilitated Discussions</td>
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<tr>
<td>Networking / Social Events</td>
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<td>Speaker Events*</td>
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<td>Sponsored Events**</td>
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<td><strong>Total</strong></td>
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* Total costs includes Carrie Regenstein 3-day site visit.
** Includes both sponsored and co-sponsored events.
### Appendix C

**UW-Madison FTE Counts of IT Staff**

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<tr>
<th>Division</th>
<th>FEMALE</th>
<th>MALE</th>
<th>COMBINED FTE</th>
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<td>VP for Diversity and Climate</td>
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<td>CHSE</td>
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<td>VCI for University Relations</td>
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<tr>
<td>Research and Sponsored Programs</td>
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<tr>
<td>Business Services</td>
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<tr>
<td>School of Human Ecology</td>
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<td>VORSE</td>
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<td>WISCONS</td>
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<td>Law School</td>
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<td>General Library System</td>
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<td>School of Medicine and Public Health</td>
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<tr>
<td>University Police</td>
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<td>1.00</td>
<td>1.00</td>
</tr>
<tr>
<td>Rec Sports</td>
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</tr>
<tr>
<td>University Housing</td>
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<td>-</td>
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<tr>
<td>School of Veterinary Medicine</td>
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<tr>
<td>Division of Continuing Studies</td>
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<tr>
<td>Unions</td>
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<td><strong>Total</strong></td>
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<td>280.58</td>
<td>290.11</td>
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<tbody>
<tr>
<td>24.3%</td>
<td>23.9%</td>
<td>23.9%</td>
<td>23.5%</td>
<td>23.5%</td>
<td>Total</td>
<td>1,176.48</td>
<td>1,174.73</td>
<td>1,213.47</td>
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Appendix D – UW-Madison IT Titles: Academic and University Staff

- IS DATA SERV PROF
- IS DATA SERV SENIOR
- IS DATA SERV SPEC
- IS DATA SERV CON/ADM
- IS NET SERV PROF
- IS NET SERV SENIOR
- IS NET SERV SPEC
- IS NET SERV CONS/ADM
- IS SYS DEV SERV PROF
- IS SYS DEV SRV SENIOR
- IS SYS DEV SRV SPEC
- IS SYS DEV SRV CONS/ADM
- COMPUTER PRINT TECH
- IS COMPR SERV PROF
- IS COMP SERV SEN
- IS COMP SERV SPEC
- IS COMPR CONS/ADM
- IS TECH SRV PROF
- IS TECH SRV SENIOR
- IS TECH SRV SPEC
- IS TECH SRV CONS/ADM
- NETWORK CABLE TECH
- UW IS CUST SALE TECH
- UW IS CUST SALE T L
- IS SUPERVISOR 1
- IS SUPERVISOR 2
- MGMT INFO MANAGER
- IS COMP SUPP TECH I
- IS COMP SUPP TECH SR
- IS BUS AUTO ANALYST
- IS BUS AUTO SENIOR
- IS BUS AUTO SPEC
- IS BUS AUTO CONS/ADM
- IT MGT CONSULTANT
- IS NETWORK SUP TECH E
- IS NETWORK SUP TECH I
- IS NETWORK SUP TECH S
- IS OPER SUPP TECH S
- IS RESOURCE SUP TEC E
- IS RESOURCE SUP TECH I
- IS RESOURCE SUP TECH S
- ADMIN TELECOM SPEC
- COMM ENGR SR
- DIR, ACAD COMP SERV/L
- DIR, ACAD COMP SERV/M
- ASST DIR, ACD OMP S/L
- DIR, ADM COMP SRV/L
- DIR, ADM COMP SRV/M
- DIR, COMPUTER SRV/L
- DIR, COMPUTER SRV/M
- DIR, COMPUTER SRV/S
- SR DATA BASE ADMINISTR
- DATA BASE ADMINISTR
- ASSOC DATA BASE ADMIN
- SR INFO TECH ARCHITEC
- SR INFO TECH STRAT CN
- SR INFORMATION MGR
- INFORMATION MANAGER
- ASSOC INFORMATION MGR
- DIS INFORM PROC CONS
- SR INFORM PROC CONS LT
- INFORM PROCESS CONS LT
- ASSOC INF PROC CONS LT
- SR PROGRAMMER ANALYST
- PROGRAMMER ANALYST
- ASSOC PROGRAM ANALYST
- SR SYSTEMS PROGRAMMER
- SYSTEMS PROGRAMMER
- ASSOC SYSTEMS PRGRMMR
2014-2015 Annual Report

Presented by Amy Gee, Brenda Spychalla and Sandee Seiberlich

Published February 2016

https://it.wisc.edu/it_community/uw-women-in-it-uw-wit/