

WISE Institute's Strategic Plan 2008-2013 Summary

VISION

The WISE Institute seeks gender equity in all of the science, technology, engineering, and mathematics (STEM) fields at Penn State, nationally, and internationally.

MISSION

The WISE Institute enhances the entry and success of women in the STEM fields in an environment promoting gender equity. We coordinate our efforts with departments and units on- and off-campus. Our goal is to create opportunities for women of diverse backgrounds to thrive in the STEM fields. We mentor individuals and promote institutional and social change at Penn State and beyond.

Strategic Objective 1:

Increase the number/percentage and diversity of women *pursuing* STEM degrees

- 1.A Offer multidisciplinary hands-on programs to stimulate interest among K-12 girls
- 1.B Support, promote and enhance the discipline-specific K-12 programs for girls provided by our constituent colleges and commonwealth campuses
- 1.C Expand efforts to be more inclusive of a diverse population of women
- 1.D Utilize technology to reach students, teachers, and parents across the Commonwealth
- 1.E Provide girls in grades K-12 with female role models and mentors who are studying or working in the STEM fields
- 1.F Support other units that provide teachers/counselors with appropriate training and expertise to increase girls' interest in the STEM fields
- 1.G Develop partnerships and facilitate collaborative efforts beyond constituent colleges and commonwealth campuses with other units, organizations, and individuals with similar goals including

Strategic Objective 2:

Increase the number/percentage and diversity of women *graduating* with a university/college degree in STEM fields

- 2.A Provide a multidisciplinary special living option (SLO) for undergraduate women in the STEM fields and promote all SLO options within the STEM disciplines
- 2.B Facilitate leadership and professional development opportunities for female students in the STEM fields
- 2.C. Support, promote and enhance the discipline-specific retention programs for women provided by our constituent colleges and commonwealth campuses
- 2.D Facilitate and/or provide mentoring and networking opportunities for undergraduate and graduate students:
- 2.E Expand efforts to be more inclusive of a diverse population of women students in STEM:
- 2.F Collaborate with other programs and offices throughout Penn State to provide multiple opportunities for women to connect with Penn State and their STEM professions
- 2.G Provide financial assistance to women students through scholarships, travel grants, employment, and internships

Strategic Objective 3:

Increase the number/percentage and diversity of women *faculty and staff* in STEM fields

- 3.A Facilitate and/or provide mentoring and networking opportunities for women faculty and staff in the STEM fields
- 3.B Support, promote and enhance the discipline-specific programs for recruitment and retention of women faculty and staff provided by our constituent colleges and commonwealth campuses
- 3.C Expand efforts to be more inclusive of a diverse population of women faculty and staff
- 3.D Develop partnerships and facilitate collaborative efforts beyond constituent colleges and commonwealth campuses of individuals and organizations with similar goals

Strategic Objective 4:

Achieve recognition and serve as a multidisciplinary resource for issues and programming related to women in STEM fields

- 4.A Expand and strengthen partnerships at Penn State, regionally, nationally and internationally to increase the impact of STEM programs and activities aimed at women and girls
- 4.B Expand efforts to be more involved with other student services and gender and diversity units at Penn State
- 4.C Create new public image for WISE Institute
- 4.D Enhance the visibility of WISE Institute and our services to the Penn State community
- 4.E Support and facilitate efforts to monitor recruitment and retention of women students, faculty and staff in STEM
- 4.F Improve use of Internal and External Advisory boards
- 4.G Provide courses, workshops, seminars, and talks to internal and external audiences

Strategic Objective 5:

Enhance organizational effectiveness and infrastructure to meet WISE's goals

- 5.A Strengthen current funding partnerships and search out new funding opportunities
- 5.B Continually evaluate WISE Institute structure and staff and advisory board members roles and responsibilities
- 5.C Ensure a highly knowledgeable and qualified staff with appropriate skills, training, and resources to provide the highest quality services
- 5.D Improve relationships with the WISE Constituent Colleges by working on a college-by-college basis to determine alignment with WISE's Strategic Plan and college-specific needs related to women in the STEM fields:
- 5.E Improve use of Advisory boards
- 5.F Develop and maintain contacts with people in local, rural, and urban communities
- 5.G Strengthen and maintain the efficiency of WISE financial accounts
- 5.H Continual review and updating of WISE's Strategic Plan by WISE staff and Advisory Board Members