

University of Texas-Austin Astronomy

- One of the largest academic astronomy departments in the U.S. (+ McDonald Obs.)
 - \approx 20 faculty & 25 other Ph.D.'s (postdocs, etc.)
 - \approx 35 graduate students (nearly 50% women)
- Four delegates to the WIA 2 meeting
 - two senior faculty - 1 male, 1 female
 - two graduate students, one is the current official “Graduate Representative” to department

UT Austin - WIA2 Follow-up I

- Sep. 2003: meeting of women at UT - report on the conference, discuss local concerns
- Invited more women colloquium speakers - four in Spring 2004, compared to one or none in previous three semesters
- Nov. 2003: informal discussion for men & women interested in these issues, with Dr. Wendy Freedman (Director, Carnegie Obs.)

UT Austin - WIA2 Follow-up II

- Constituted a faculty search committee and began recruitment, employing many “best practices” recommended at the conference
- Dec. 2003: One-hour presentation on WIA2 meeting, during regular colloquium time-slot
- Dec. 2003: Brief version of same colloquium presented at a meeting of Dean & department chairs of College of Natural Sciences, UT