



## **ANNUAL REPORT FOR AWARD # 0123666**

Mary Carnes ; *U of Wisconsin Madison*  
ADVANCE Institutional Transformation Award

### **Participant Individuals:**

CoPrincipal Investigator(s) : Jo E Handelsman  
Senior personnel(s) : Jennifer T Sheridan; Vicki Bier; Patti Brennan; Bernice Durand;  
Cecilia Ford; Susan Millar; Gloria Sarto; Lillian Tong; Amy Wendt  
Technician, programmer(s) : Dianne Bowcock; Susan Daffinrud  
Graduate student(s) : Ramona Gunter  
Technician, programmer(s) : Stephen Montagna  
Graduate student(s) : Evelyn Fine; Teddy Weathersbee-Kardash  
High school student(s) : Sharmarissa Hammonds  
Senior personnel(s) : Linda Greene; Caitilyn Allen; Pat Farrell; Cathy Middlecamp; Paul  
Percy; Gary Sandefur; Amy Stambach  
Technician, programmer(s) : Deveny Benting; Christine Pribbenow  
Senior personnel(s) : Denice Denton; Joan King; Sally Kohlstedt; Charlotte Kuh; Sue  
Rosser

Participants' Detail

### **Partner Organizations:**

### **Other collaborators:**

The College of Engineering at UW-Madison is housing WISELI. They have provided administrative support, primarily through Debbie Schiess (Program Assistant), but also through use of their payroll and human resources staff. In addition, Sheri Severson (Contract Specialist) has been a great help.

We have partnered with the following 10 departments in 5 school/colleges: Medicine (MED), Plant Pathology (CALs), Engineering Physics (ENGR), Industrial Engineering (ENGR), Physics (L&S), English (L&S), Ob/Gyn (MED), Ed. Policy Studies (EDUC), Center for Biology (CALs), Electrical & Computer Engineering (ENGR).

The Academic Personnel Office (APO), the Office of Quality Improvement, the Equity and Diversity Resource Center (EDRC), the Committee on Women, and the UW Center for Women's Health are all contributing time, personnel, and resources to many WISELI initiatives.

The Office of Budget, Planning and Analysis (OBPA) is contributing

personnel time-share to help compile data.

We collaborated with UW System in presenting the 'Work/Life Forum' on June 13, 2002.

We are collaborating with the Graduate School to implement the Life Cycle Research Grant program. A call for proposals was sent out in October, 2002.

We are collaborating with the Office of the Provost to implement Training for Hiring Committee Chairs, and workshops for department chairs and center directors.

We are collaborating with School of Engineering, College of Letters & Sciences, Medical School, School of Veterinary Medicine, and School of Pharmacy to award 'Celebrating Women in Science & Engineering Grants'--funds to help departments bring in more women scientists and engineers to speak at departmental colloquia and brownbags.

We are collaborating with the Wisconsin Center for the Advancement of Postsecondary Education to allow senior women professors access to educational programs that will enhance their leadership abilities.

We are collaborating with Joan Gillman in the School of Business to create a book of Madison-based resources to help with the combining of work and family.

Profs. Janet Hyde, Pascale Carayon, Shelley Correll, and Rima Apple have agreed to present their work at WISELI's seminars for the 2002/03 academic year.

Along with the U. of Illinois-Chicago, U. of Michigan, and U. of Indiana, we participated in the 'Beyond Parity' conference, in which participants examined the underrepresentation of women in academic medicine.

## **Activities and findings:**

### **Research and Education Activities:**

Since our last report in July, 2002, we have done the following:

\* Completed interviews with 41 women faculty and academic staff in the biological and physical sciences. A full report of the faculty interviews will appear on our webpage in late January; the academic staff interview report will be ready in February or March, 2003.

\* Awarded 6 'Celebrating Women in Science & Engineering' grants to departments in Engineering, L&S, and the Medical School.  
<http://wiseli.engr.wisc.edu/initiatives/celebrating/celebrate.html>  
[http://wiseli.engr.wisc.edu/initiatives/celebrating/Awardees\\_0203.html](http://wiseli.engr.wisc.edu/initiatives/celebrating/Awardees_0203.html)

\* Awarded 2 'Life Cycle Research Grants' to individuals in CALS and the Medical School.  
<http://wiseli.engr.wisc.edu/initiatives/lifecycle/LifeCycleGrants.html>

\* Currently meeting with ALL women full professors in the biological and physical sciences, to get their feedback on WISELI activities, discover individuals who are interested in leadership activities, make connections among women on campus, and gather new ideas for WISELI. Of 82 such profs., we have met with 26 of them by end of 2002 (32%).

\* Continued development of the NSF ADVANCE evaluation paper, to be written in collaboration with the other ADVANCE programs. A draft of this paper is the first document in the attached Activities File.

\* Continued development of a climate survey, to be administered to faculty and academic staff in the biological and physical sciences and engineering in February, 2003. A current draft of the survey is the second document in the attached Activities File.

\* Implemented a WISELI seminar. Twice a semester, persons working on research of interest to WISELI and its goals are invited to present their work to the Leadership Team and WISELI affiliates. Refreshments are provided prior to the talk to encourage networking among the attendees. Graduate students and postdocs are especially invited to attend. <http://wiseli.engr.wisc.edu/initiatives/seminar.html>

\* Currently developing a series of interactive training sessions for chairs of hiring committees. In conjunction with the development of the training sessions, an experimental study is in development to evaluate the outcomes. An outline of the training sessions is the third document in the attached Activities File.

\* Currently developing a series of workshops for department chairs and center directors. These interactive workshops will give chairs/directors tools for evaluating the climate in their departments/units, and individualized methods for approaching any problem areas that are uncovered. A draft of the workshop design is the last document in the attached Activities File.

\* Compiled detailed literature reviews on: gender schemas, bias in evaluation, departmental decision-making

\* Attended an NSF-sponsored conference, 'Retaining Women in Early Academic SMET Careers Conference' in Ames, Iowa, 10/17-10/20. WISELI sent 5 Leadership Team members, 2 other faculty members, and 4 graduate students/postdocs to this conference.

\* Met with External Advisory Team in Ames.

\* Sent 6 WISELI affiliates to a professional development workshop series.

\* Sent 8 women full professors in the biological and physical sciences to a WISCAPE workshop entitled 'Demystifying the Budget'

\* Sent 2 Leadership Team members to the 'Unlearning Racism' workshop

sponsored by the Madison YWCA.

\* WISELI videographer has been hired, and filming for year 1 of ADVANCE project completed. Interviews with over 15 individuals (administrators, profs, etc.) have been completed, as well as filming of WISELI activities such as meetings, presentations, etc.

\* WISELI listserv used to communicate with affiliates--advertise WISELI initiatives, provide updates on WISELI activities, advertise programs and speakers of interest to women in science & engineering.

\* Molly Carnes and Jo Handelsman were awarded \$0 faculty appointments in Industrial Engineering, in the College of Engineering.

\* Moved to new space in the Deans' suite in Engineering Hall. This space is both visible and centrally-located in the College of Engineering.

\* Continued addition of content to the WISELI website.

\* Infiltrated three major search and screen committees (through placement of WISELI Leadership Team members on the committees): School of Pharmacy Dean search; Graduate School Dean search; Assoc. Vice Chancellor for Diversity Affairs search. In addition, we have intervened in at least two cases to encourage senior women to apply for major leadership positions, and have met with one search committee chair about diversifying his pool for a departmental hire.

\* A member of our Leadership Team accepted the position of Associate Vice Chancellor for Diversity and Climate. She is a longtime champion of women's increased participation in academic leadership, particularly in science and engineering. She was nominated for the position by at least two other WISELI Leadership Team members, and a WISELI Leadership Team member chaired the committee that offered her the position. She will begin her appointment in January, 2003.

\* A member of our Leadership Team was nominated for and received two awards: she was elected as an AWIS fellow, and she received the 2003-2004 Wisconsin Teaching Scholar from UW-Madison.

\* Helped to plan and implement a faculty recruiting workshop for the College of Engineering called 'Searching for Excellence: A COE Faculty Recruiting Workshop Exploring the Value of Diversity.'

WISELI plans for the next six months include:

\* Implementation of the 'Survey of Faculty and Staff in the Biological and Physical Sciences'. February 2003.

\* Descriptive analysis of survey results, April-June.

\* Release of findings from 41 interviews with women scientists and engineers, January 15, 2003.

\* Call for proposals for Life Cycle Research Grants, spring 2003.

\* Call for proposals for Celebrating Women in Science & Engineering Grant Program, spring 2003.

\* Meet with ADVANCE sites about evaluation, Feb. 2003.

\* Pilot training for hiring committee chairs, spring 2003.

- \* Pilot workshops for department chairs, late spring 2003.
- \* Create workshop on work/life balance (Allen).
- \* Create workshop on use of language in professional settings (Ford).
- \* Continue WISELI seminar series.
- \* Continue work on WISELI documentary video.
- \* Identify 'issue study' from survey data.
- \* Continue meeting with senior women.
- \* Continue revising evaluation draft (Stages of Institutional Change)
- \* Develop booklet of ideas, resources, and personal success stories of  
and for women faculty
- \* Contact and interview 20 male researchers, scientists and faculty across campus using interview protocols that parallel the female  
sample; report expected in summer 2003.
- \* Develop graduate seminar on Women in Science to be located in Educational Policy Studies and cross-listed elsewhere on campus
- \* Begin discourse study with tapes of WISELI Leadership Team meetings, evaluating interactions within a group of successful women in academia
- \* Choose departments in which taping of informal meetings can occur for  
discourse analysis.

#### **Findings:**

Results from the Town Hall meetings, held in April 2002, are available as a report, and is online at <http://wiseli.engr.wisc.edu/reports.html>. Overall, work/life issues appear to be the largest impediments to UW female scientists and engineers performing to their full potential. WISELI initiatives that these women scientists and engineers would most like to see implemented include the Life Cycle Research Grant program, and Workshops for Faculty and Staff.

Findings from the personal interviews of female scientists and engineers (faculty) will be available January 15, 2003 at <http://wiseli.engr.wisc.edu/reports.html>. The interviews with academic staff will be available in Feb. or March of 2003.

Descriptive findings from climate survey will be available summer, 2003.

First set of institutional indicators (2000, 2001, 2002) will be sent in mid-January.

#### **Training and Development:**

The training and development we have helped provide fall under the 'professional development' category. In the past year, we have:

1. Sent 6 WISELI affiliates to a professional development workshop series entitled 'Perspectives for Success.'

2. Sent 8 women full professors interested in enhancing their leadership skills to a workshop series entitled 'Demystifying the Budget'.
3. Sent 5 WISELI Leadership Team members and 4 students/postdocs to the 'Retaining Women in Early SMET Academic Careers' conference in Ames, IA.
4. Sent 2 WISELI Leadership Team members to the 'Unlearning Racism' workshop in Madison.
5. Implemented WISELI seminar series, where Leadership Team and other WISELI affiliates have opportunity to hear research on topics of interest to WISELI mission.
6. LEAD evaluator met with Evaluator from UW-Boulder site to discuss ADVANCE evaluation strategy.

### **Outreach Activities:**

#### CAMPUS CONNECTIONS

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In April, 2002, we held two Town Hall meetings, where the women in science and engineering on the UW-Madison campus could learn about the NSF ADVANCE grant and WISELI, and help set WISELI's priorities. As an event held on the UW-Madison campus, these meetings were open to the public, although they were aimed at an audience of women in science and engineering.

In June, 2002, we supported the UW System's 'Work/Life Form'. This event included a public lecture by Ann Crittenden, on the issues affecting mothers in the work force.

Throughout the fall, 2002, the WISELI co-directors have been visiting operations meetings around campus (meetings with college deans and department chairs), to introduce WISELI and enlist their help on particular WISELI initiatives. The focus in this round of meetings was on the upcoming climate survey, and the development of a training series for hiring committee chairs.

Oct. 2002. WISELI Leadership Team member lead discussion of Why So Slow? (V. Valian) at a departmental seminar for faculty, staff and students.

Informal interviews with women academic staff members were conducted in early 2002 for ideas on enhancing leadership opportunities and feasibility of changes to tenure-track from academic staff.

Lead graduate women's mentoring program workshop on 'Getting the Most from Academic Meetings.'

Liasons with: Campus climate networking group and subcommittee; Sexual harassment working group; Committee on women; Cabinet 99 (Wisc. Alumni Association); University Child Care Committee; College of Engineering Equity and Diversity Committee

#### NATIONAL/PROFESSIONAL

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WISELI affiliate Regina Murphy (Dept. of Chemical Engineering)

presented UW-Madison's ADVANCE initiative activities at the annual meetings of the American Institute of Chemical Engineers (AIChE), Nov. 2002.

Molly Carnes, along with faculty from three other Midwestern Schools, prepared the Beyond Parity conference addressing concerns of women in academic medicine.

Jennifer Sheridan met with several S&E faculty from the University of Michigan while at the American Sociological Meetings in Aug. 2002, to learn how the Michigan climate survey was received on that campus, so that UW-Madison might avoid some of the same problems.

Participated in the 'Retaining Women in Early Academic SMET Careers' conference in Ames, IA, Oct. 2002.

Amy Wendt, WISELI Leadership Team member, met with Eve Riskin at the U. of Washington to learn more about their TSP program, while we were developing our Life Cycle Research Grant program.

Sue Daffinrud, LEAD Center evaluator and head of WISELI's evaluation team, met with the lead evaluator at the University of Colorado-Boulder to discuss evaluation strategy for the ADVANCE projects.

#### COMMUNITY (MADISON)

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Working with the University League on fundraising opportunities.

Met with Alliant Energy (a local utilities company) CEO and Personnel VP about diversity matters.

Met with Kimberly-Clark Personnel VP about diversity matters.

Taught lab sessions for 'Expanding Your Horizons', an outreach program for middle-school girls.

Facilitated at two day conference of the Women of Color Network--mini study-groups on racism and oppression.

### **Journal Publications:**

### **Book(s) of other one-time publications(s):**

## **Other Specific Products:**

## **Internet Dissemination:**

<http://wiseli.engr.wisc.edu>

This website is the primary way that WISELI will communicate with the UW-Madison community, and others beyond campus, about WISELI's activities.

Not linked through the main site, the WISELI Working Web Site (WWS) at <http://wiseli.engr.wisc.edu/working/>, contains the background research on WISELI initiatives; PDF copies of relevant articles, web sites with information, summaries of research, etc. The WWS also is the place where we develop our "live" website content, so that the entire Leadership Team can access and comment on the development. This WWS is password-protected so that only WISELI-approved affiliates may access it.

WISELI supports a listserv. Messages from WISELI are sent to affiliates through this mechanism, and forwarded announcements are also sent if they are particularly relevant to WISELI's mission. Instructions for joining the listserv are available through the website: <http://wiseli.engr.wisc.edu/getin.html>. Currently, 113 affiliates are members of the listserv.

## **Special Requirements for Annual Project Report:**

**Special Reporting Requirements:** An excel file with institutional equity indicators will be sent separately from this report. The data will not be available until mid-January, 2003. *Unobligated funds: less than 20 percent of current funds*

### **Categories for which nothing is reported:**

**Participants:** Partner organizations

**Products:** Journal Publications

**Products:** Book or other one-time publication

**Products:** Other Specific Product

**Contributions Within Discipline**

**Contributions to Other Disciplines**

**Contributions to Education and Human Resources**

**Contributions to Resources for Science and Technology**

**Contributions Beyond Science and Engineering**

**Animal, Human Subjects, Biohazards**

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