



**Annual Report of ADVANCE Program for University of
Wisconsin-Madison**

2005

Principals, *University of Wisconsin-Madison*

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December, 2005

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I. Executive Summary: Major Accomplishments in Year 4

In 2005, Provost Peter Spear announced his retirement. Before he left campus he sent the following note to co-PIs Jo Handelsman, Molly Carnes, and Jennifer Sheridan:

“The ADVANCE grant and WISELI have made an enormous positive impact on our campus, and I believe the programs that have been started will continue to do so for many years. None of that would have been possible without your leadership, energy, hard work, and skills in working with people across campus.”

Indeed, we are finding that after four years WISELI has become a recognized leader on campus in the areas of departmental climate and faculty hiring. We are the “go-to” resource for questions related to not only women in science and engineering, but for diversity in the academy in general. When someone needs a reference, they call us. When someone has an idea for a great speaker or workshop, they call us. When someone has a problem with a tenure case, they call us. Campus leaders recognize how the work we have done has enhanced the environment at UW-Madison for everybody.

During the past year, WISELI has not only continued the important work begun in the first three years, but we have begun disseminating our work on both a state and national level. While we continue to provide and refine the two workshop series we offer, we have found that the demand for one workshop (training hiring committee chairs) was so high that we developed a one-day “train-the-trainer” workshop to export our approach to other 4-year campuses in the University of Wisconsin System. We also have been disseminating WISELI research through publication of articles and national viewing of our documentary video. Finally, our experience at creating institutional change at UW-Madison through the ADVANCE program left us poised to seize the opportunity to educate the public and other universities about our efforts when Harvard President Lawrence Summers made his now-infamous remarks on January 14, 2005. Some of our greatest accomplishments of 2005 include:

Workshops

- We continued implementing workshops for chairs of search committees. We designed multiple formats for use in training chairs of hiring committees and have broadened the training to include other faculty and staff, training over 90 individuals in 2005.
- In response to repeated requests to provide our hiring workshops at other campuses, we offered a one-day workshop to the 4-year campuses participating in the Wisconsin Alliance for Minority Participation (WiscAMP) project. Entitled “Searching for Excellence & Diversity: Implementing Training for Search Committees,” we assisted teams from 11 different campuses in the University of Wisconsin System in learning about our approach and adapting it for use on their own campuses. In addition, we trained 23 new UW-Madison faculty and staff to be facilitators and presenters at our own workshops at UW-Madison.
- For the first year, training for hiring committees was made mandatory by Gary Sandefur, Dean of the College of Letters and Sciences. We worked with Dean

Sandefur and his Associate Deans to create a 2-session workshop for L&S faculty and staff.

- Our Climate Workshops for Department Chairs have continued to provide an intensive experience for Chairs who want to improve the climate in their departments. In 2005 we worked with 12 new chairs. An evaluation completed in late spring of 2005 indicates that participating chairs appreciated the opportunity to assess climate in their departments, gained new insights about how various members of their departments experience climate, and successfully initiated changes that improved climate in their departments. The evaluation report also provides specific advice about how to enhance the workshop series to make it more useful in future iterations.
- In April 2005, we partnered with two different campus organizations to offer unique panel presentations. Along with the Women Faculty Mentoring Program, we provided all women faculty on campus the opportunity to learn from the five women UW-Madison Deans. Science Alliance helped us convene a panel of local experts to discuss the research basis (or lack thereof) for Harvard President Lawrence Summers' comments about women in science.
- The Office of the Provost invited WISELI input and presentation to their all-day training workshop for new department chairs (August 2005). WISELI was also invited to an all-day workshop for Deans and Department Chairs in the Medical School (March 2005).

Grants

- We awarded five new Celebrating Women in Science & Engineering grants. WISELI successfully “piggybacked” on two of the invited presenters funded by these grants, offering additional workshops to all women faculty and staff in the sciences and engineering.
- In 2005, in cooperation with the Provost's Office, we wrote a proposal to the Estate of William F. Vilas to fund the Life Cycle grants for the UW-Madison campus each year, for all faculty and academic staff with Permanent PI status. We were delighted that the Vilas Trustees voted to fund these awards (renamed the Vilas Life Cycle Professorships) in the amount of \$310,000 per year. In 2005 we have received 26 applications, and funded at least 12 of them.

Research & Evaluation

- We have published four papers in 2005—one of them a highly-visible Policy Forum in *Science*. In addition, we have one manuscript accepted that will appear in *Journal of Technology Transfer* in 2006, and five other completed manuscripts that are under review.
- Plans for our interviews and surveys in 2006 have been made. Interviews with the 26 women faculty in the sciences and engineering who formed our initial interview sample (now 24, as two have since left campus) will proceed in early 2006. The *Study of Faculty Worklife at the UW-Madison* instrument is complete and will be mailed to all faculty on January 23, 2006. As in 2003, the Office of the Provost is contributing

considerable funds to expand the survey to all UW-Madison faculty (i.e., Social Studies and Humanities faculty).

- The third “issue study” has been determined; it will be an analysis of the tenure-track conversion initiative. Women who have attempted a conversion will be interviewed, institutional data will be presented, and survey data from the 2003 *Study of Faculty and Academic Staff Worklife at the UW-Madison* will be included. This study will begin in early 2006.
- An ethnographic study of men and women faculty in science and engineering is continuing.
- Prof. Cecilia Ford secured a contract with Palgrave/Macmillan for a book about her WISELI-supported work that analyzes women’s conversation and verbal leadership in naturally-occurring academic meetings entitled, *Women’s Talk in the Professional Workplace: Talking Change*.

Leadership

- WISELI Leadership Team members continue to occupy key positions that have influence over gender-related policy and practice. New in 2005: Patricia Brennan became Chair of the University Committee, Amy Wendt became co-Chair of Electrical and Computer Engineering, and Jo Handelsman became co-chair of the National Academy of Science Committee on Metagenomics. In addition, of the three finalists for Provost announced on 12/21/2005, two are closely connected to WISELI. Pat Farrell is on WISELI’s Leadership Team, and Sue Rosser is a member of WISELI’s External Advisory Team.
- WISELI’s co-Directors have leveraged resources from the Graduate School for a Project Assistant to assist with data collection and analysis in 2006.
- WISELI leaders continue to provide guidance, coaching, and mentorship to individual women students, faculty, and staff. Such activities have contributed to success in grant funding, conversion of staff to tenure track, departmental re-assignment, tenure achievement, and less-quantifiable outcomes of improved satisfaction with professional life.

Other

- The second WISELI video was completed this year, and screened during the September 22, 2005 WISELI Seminar. Entitled *WISELI: Building on a Legacy*, this video will be added to The Research Channel line up in early 2006.
 - Without our assistance or knowledge, a local Madison community access channel began airing the first WISELI video beginning in fall 2005. This has increased our visibility tremendously on campus. Now that we have this second venue for dissemination, we are working with the Madison Metropolitan School District to air the second video immediately upon its release.
- The WISELI Seminars, held three times per semester, continue to attract a large audience (30-40 attendees) from multiple departments and schools.

- WISELI continues to collaborate closely with our new Wisconsin Alliance for Minority Participation (WiscAMP) program.
- We met with two of our five external advisors in 2005. Prof. Sally Kohlstedt from the University of Minnesota visited in February 2005. In addition to meeting with the WISELI co-directors and Leadership Team, Dr. Kohlstedt agreed to give a WISELI seminar. In October 2005, we hosted Dean Sue Rosser. Dr. Rosser met with the WISELI co-Directors, and also gave a campus-wide lecture on her book *The Science Glass Ceiling*. The Kohlstedt discussions with the WISELI team focused on dissemination of the WISELI projects, and the Rosser discussions focused on sustainability of WISELI.

In addition to these concrete programmatic elements, we have become active players on the national women in science and engineering movement:

- WISELI was a leader in the national conversation about issues for women in science after Harvard president Larry Summers made some questionable remarks at a January 14, 2005 conference. WISELI produced our own response to the remarks, we started a much-visited website to track the press and response to the remarks, we were featured in several prominent newspaper articles about the controversy, our work was requested by the Harvard Task Forces, and co-PI Jo Handelsman was invited by President Summers to work with the Harvard Deans to plan implementation of search chair and department chair training that is based on the WISELI model.
- Jennifer Sheridan has been participating on a committee led by Dr. Lisa Frehill to standardize the collection of indicator and other data by ADVANCE institutions. In addition, Dr. Sheridan has been included in a working group of the Association of American Universities Data Exchange (AAUDE) that is creating a “standard” set of questions for climate surveys so that Universities might compare climate items across campuses.
- WISELI was consulted by more than 36 other colleges and universities across North America in 2005, for a variety of reasons. Some wanted our hiring brochures, some wanted information on our climate survey, some wanted help and advice as they wrote their own ADVANCE Institutional Transformation grant, some wanted specific information about a UW-Madison policy. Several of the colleges/universities were fellow ADVANCE sites.
- WISELI Co-PI Molly Carnes is President of the Association of Academic Women’s Health Programs (AAWHP). AAWHP wrote a letter to the NIH regarding the absence of women awarded the NIH Director’s Pioneer Awards and arguing for changes to the award processes based on the social science literature. Dr. Carnes followed this up by publishing several specific recommendations. In 2005, the NIH Pioneer Award process changed dramatically, and 6 of 13 awardees were women.
- WISELI co-PI Jo Handelsman is serving on the committee for the National Academies’ new study, “*Maximizing the Potential of Women in Academic Science and Engineering*.”

II. Activities: Status of WISELI Initiatives

A. Workplace Interactions

Climate Workshops for Department Chairs

- In 2005, 12 department chairs participated in our Climate Workshops for Department chairs. This brings the total number of department chairs to 27, and the total number of departments affected to 26 (one department is participating for a second time, as it has a new department chair.) WISELI has brought this intensive effort to affect departmental climate to 34% of the 70 “science” departments at UW-Madison.
- In 2005, we have administered electronic surveys to approximately 3,345 faculty, academic and classified staff, postdoctoral fellows, scientists, researchers and graduate students to assess climate in their departments. Of these, 1,480 responded for an average response rate of 44% (range 21% to 79%).
- A description of the workshops and a resource book are available publicly on the WISELI website at http://wiseli.engr.wisc.edu/initiatives/climate/workshops_deptchairs.html . These materials are updated annually to provide the most current resource information to chairs (last updated Fall 2005).
- Some of the specific interventions that chairs have been implementing as a result of their participation in these workshops include:
 - Initiating or reinvigorating department professional and social events to foster a sense of belonging;
 - Enhancing communication by meeting more frequently with individual or groups of departmental members, including hosting a facilitated departmental retreat that used “appreciative inquiry” to foster open discussions about departmental climate;
 - Including staff and student representatives in departmental meetings.
- To evaluate the impact of these workshops, we completed a formative evaluation, delivered in July 2005. The report indicates that “the participants find value in the workshops, that many of the goals are being met, and that the survey allows the chairs to understand climate in their department at one point in time.” The report concludes that the Department Chair Climate Workshop series is a “successful WISELI program.”
- We plan to use data from the 2006 faculty survey to compare climate in departments whose chairs participated in these workshops to other STEM departments who did not participate; we hope to see an improvement in those departments which participated.

Workshops for Search Committee Chairs

- A majority of search committee chairs in CALS and Engineering and many in the Medical School have participated in these workshops. Additionally, for the first time, a Dean (Gary Sandefur, Letters & Sciences) has required that search committee chairs attend our workshops before releasing the Position Vacancy Listing (PVL) for the position. In total, this year we have run 17 sessions and trained 92 search chairs and committee members.
- We have developed three different “modes” for delivering material to chairs of hiring committees:
 - A 2- or 3-session workshop that relies on trained facilitators to present information and resources, lead small-group discussions about how to diversify the faculty, and encourage peer learning. Each session is timed according to critical points in the search process (before the application deadline, reviewing applicants, before the interviews.)
 - A 1-session group in which a trained facilitator presents information and resources to a small group of search committee chairs, facilitates small-group discussion, and encourages peer learning. This one session covers all stages of the search process.
 - A 1-session formal workshop with carefully chosen presenters from within the College or organization in which it occurs. These internal presenters not only incorporate information and resources relevant to their particular school/college/organization, but also lend authority to the messages that WISELI’s materials convey. These workshops are open to all members of search committees, and also to departmental administrators who assist with faculty searches. Interactive discussion is incorporated by seating participants in small groups at round tables and providing them with trained facilitators who guide discussion of the presentations, introduce discussion questions about implementing efforts to diversify the faculty, and encourage participants to learn from one another.
- We produced a guidebook for search committee chairs and a brochure that summarizes research on unconscious assumptions and biases. These documents, especially the brochure, are in high demand on campus and beyond, and we have provided them to at least nine different campuses and organizations outside the UW-Madison. Over 6,000 copies of the brochure have been distributed at UW-Madison and beyond.
- In response to repeated requests to provide our hiring workshops at other campuses, we offered a one-day workshop to the 4-year campuses participating in the Wisconsin Alliance for Minority Participation (WiscAMP) project. Entitled “Searching for Excellence & Diversity: Implementing Training for Search Committees,” we assisted teams from 11 different campuses in the University of Wisconsin System in learning about our approach and adapting it for use on their own campuses. In addition, we trained 23 new UW-Madison faculty and staff to be facilitators and presenters at our own workshops at UW-Madison.

Workshops in Building Effective Research Teams

- While researching the resources available for such a workshop on our campus, we discovered that the Howard Hughes Medical Institute (HHMI) is developing a program remarkably similar to what we had in mind. WISELI co-Director and Howard Hughes Medical Institute (HHMI) Professor Jo Handelsman contributed to the development of PI workshops at the HHMI in June 2005. The HHMI materials can be used as a basis for future workshop development. WISELI is looking for partners both on the UW-Madison campus, and within the CIC (Committee on Institutional Cooperation) to further develop this initiative.

B. Life-Career Interface

Life Cycle Grants

- The Provost's Office and the Graduate School jointly funded one round of Life Cycle grants in late 2004/early 2005. In this round, we received five applications and funded three of them.
- In spring of 2005, the Trustees of the Estate of William F. Vilas voted to fund this program for all faculty and permanent PIs on the UW-Madison campus. The Trustees awarded \$310,000 per year for the program. The program has been renamed the "Vilas Life Cycle Professorship" program. Changes to the program include:
 - Funds cannot be used for faculty salary;
 - Awards are capped at \$30,000 per year; and
 - Funds must be spent within one year; no extensions.
- As of Dec. 31st 2005, we have completed three rounds of Vilas Life Cycle applications. 26 applications were received in 2005, and at least 12 awards were made (decisions on 10 applications will be made in early January 2006.)
- The Life Cycle Research Grant/Vilas Life Cycle Professorship program is featured prominently in the second WISELI video entitled *WISELI: Building on a Legacy*.
- An evaluation form for Life Cycle Research Grant/Vilas Life Cycle Professorship recipients has been developed and will be distributed annually to all recipients. A report will be provided to the Trustees in the first quarter of each year to apprise them of the outcomes of the faculty they are funding, and to encourage them to fund the program each year. The Trustees will vote to continue the program when the Provost submits a budget for Vilas funds each spring.

Time-Stretcher Services

- The UW Hospital has already developed this service. It is available to all UW-Madison faculty and staff.

Lactation Space

- The initial lactation space chosen in Engineering was well-publicized in Fall 2005. Women graduate students have been the primary users of this space, and the School of Engineering has now designated a second space in another Engineering building for use by nursing mothers.

C. Development, Leadership, Visibility

Celebrating Women and Science and Engineering Grants

- Since 2002, we have awarded 25 grants, and have brought in 57 women speakers to 20 departments/programs in five schools/colleges.
- Each grantee completes his or her own evaluation of the impact of their guest(s). These individual reports were collectively summarized in 2004, and indicated that the program is successful at reaching both “wide” and “deep”, and supports women scientists in a number of ways. The major recommendation was that WISELI help more to publicize events; we have made a special effort to advertise all Celebrating events on our listserv in 2005.
- In 2005, WISELI was able to expand the reach of this program by organizing additional events or workshops utilizing visitors paid for by the program. For example, the Graduate Women in Science brought in Valerie Young to teach a workshop on the Imposter Syndrome to graduate student women. WISELI was able to use the rest of Dr. Young’s time to teach a similar workshop for women faculty and academic staff. This was very successful, with over 90 attendees at the faculty and staff workshop and over 210 at the graduate student workshop. We also received many requests to bring her back to Madison. As another example, the Chemistry department brought in COACH presenter Dr. Nancy Houfek to teach a workshop on communication. WISELI was able to create a second workshop available to women faculty in the sciences.
- The next call for proposals will go out in late spring, 2006, for the 2006/07 academic year. This program is funded through contributions from the College of Engineering, College of Letters & Sciences, School of Pharmacy, School of Medicine and Public Health, and School of Veterinary Medicine.

Study the impact and feasibility of moving outstanding non-tenure line researchers into faculty positions

- WISELI co-Directors Carnes and Handelsman have actively pursued 9 cases in which an accomplished academic staff member wished to move to a tenure-track faculty position. Their efforts and experiences will allow us to produce a “road map” for switching tracks that will identify characteristics of the ideal candidate and outline the appropriate steps to take. To date, the successful cases (4) have all been clinical faculty who have been switched to the tenure track in the Medical School. The 4 unsuccessful cases have been teaching or research staff outside of the Medical School, and one case is pending.

- In 2006, WISELI's final "issue study" will be an in-depth look at four cases. Interviews with the women staff (both successful and unsuccessful), the PIs, and the department chairs of the candidates will be combined with survey and institutional data regarding academic staff to outline what we have learned from these efforts, and especially to publicize the efforts for future academic staff who might wish to join the tenure-track faculty at the UW-Madison.

Senior Women Faculty Initiative

- The special issue of the *Journal of Technology Transfer* has been postponed until 2006. Our paper outlining our work with Senior Women ("Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty") will be published at that time.
- A study on senior women faculty and their motivations for (and against) entrepreneurship is underway. The first step is to analyze data obtained from the Wisconsin Alumni Research Foundation (WARF), which is the patenting and licensing arm of the University. WARF has given WISELI Leadership Team member Patricia Brennan a dataset containing the names of all disclosure applicants for 2001 – 2004. We are linking this data to gender data in order to investigate whether there are gender differences in the disclosure and patent processes for UW-Madison faculty.
- We offered to send senior women faculty to three campus workshops offered through WISCAPE in 2005; six of them attended at least one of these workshops. More senior women attended other workshop offerings made to the entire WISELI affiliates list (see below).

Develop networks, promote communication, increase visibility of women in S & E

- With WISELI as the visible center of ADVANCE activity, networking and communication are flourishing. WISELI maintains a listserv and a website, sponsors receptions and hosts meetings with prominent visitors, maintains contact with senior women faculty, publishes the accomplishments of women faculty and academic staff prominently on its website, uses the Leadership Team members to nominate women for awards, and supports women who speak on women-in-science issues at their own professional organizations.

Cluster hire initiative

- This is not an active initiative for two reasons: (1) no new cluster hire positions have been released since early 2002, and (2) faculty and staff gave this initiative a very low priority in our initial Town Hall Meetings.

Nominations and Awards for Women Faculty

- We continue to distribute copies of the "Advancing Women" brochures. To date, we have distributed over 400 copies.
- In spring 2005 when the newest senior-level campus awards were announced (Romnes, Vilas Associates, Kellett Mid-Career awards, and Vilas

Professorships), senior faculty member Laura Kiessling noted the lack of women awardees and demanded that the Graduate School examine possible causes. The Graduate School provided Dr. Kiessling with data indicating the gender of all nominees and awardees for four prestigious campus awards. WISELI analyzed the data and set a meeting with the Graduate School deans in August 2005.

- We devoted the November 10, 2005 WISELI seminar to discussing awards and honors for women. Included in this seminar:
 - Discussion of Graduate School data mentioned above;
 - Discussion of process for NIH Pioneer awards and the outcome of all men as the first 9 awardees;
 - Discussion of the WISELI awards brochure; and
 - Discussion from the Graduate School on changes they have made to their processes as a result of the August meeting. These changes include reminding department chairs to consider all faculty when making nominations, and training research committees to be aware of unconscious bias before evaluating applications.
- Leadership Team members have actively pursued nomination of women faculty and staff for awards, nominating women or requesting that their department chairs do so. Two of the successful nominations include Judith Burstyn for the Doris Slessinger Mentoring Award, and Lindsey Stoddard-Cameron for the UW Foundation Women in Philanthropy Award.

Endowed Professorships for Women in Science

- The Chancellor's list of fundraising priorities for the current "Create the Future: The Wisconsin Campaign" capital campaign includes these professorships. We are in discussions with the UW Foundation to consider reconfiguring these as "rewards" or "awards" for departments that have particularly good records on hiring, promoting, and retaining women.

Leadership Development of Non-Tenure Line Women in Science and Engineering

- When appropriate courses become available, WISELI offers professional development opportunities (including awards nominations) to academic staff. In 2005, we sent at least 12 academic staff members to various workshops and mini-courses, including a Wisconsin Women in Higher Education Leadership conference featuring Linda Babcock (*Women Don't Ask*).
- Academic staff members are always invited to all public WISELI events, and our Leadership Team includes academic staff members.

D. Overarching

Establish the Women in Science and Engineering Leadership Institute (WISELI)

Established in January 2002, the Women in Science & Engineering Leadership Institute (WISELI) is a visible entity that centralizes all ADVANCE activity at the UW-Madison. WISELI became an official UW-Madison research institute in Summer 2003.

- **Leadership.** Co-PIs Molly Carnes and Jo Handelsman continue to co-Direct WISELI, and in 2005 Jennifer Sheridan was added as co-PI as well. Handelsman remains at 30% effort on the project, and Carnes has reduced her effort to 40%. Jennifer Sheridan remains as WISELI's Executive and Research Director, at 100% effort.
- **WISELI Seminar.** The WISELI seminar series has remained popular, with between 30 and 40 attendees from multiple departments and schools for each seminar, on average. In 2005 the following speakers presented their work at the seminar:
 - o Sally Kohlstedt, Professor of History of Science and Technology, University of Minnesota. "The Rajender Consent Decree: Discrimination, Institutional Response, and Women's Alliances."
 - o Lorraine Meisner (Professor, Cytogenetics); Cyrena Pondrom (Director, L&S Honors Program); Lynn Edlefson (Director, Office of Child Care and Family Resources); and Vicki Bier (Professor, Industrial and Systems Engineering and WISELI Leadership Team member). "Child Care on the UW-Madison Campus: Past, Present, and Future."
 - o Catherine Middlecamp, Distinguished Faculty Associate, Department of Chemistry. "Teaching Chemistry: The Intellectual Challenge of Diversity."
 - o (Video) *WISELI: Building on a Legacy*.
 - o Sue V. Rosser, Dean of the Ivan Allen College and Professor of History, Technology, and Society, Georgia Institute of Technology. "The Science Glass Ceiling."
 - o Jennifer Sheridan (co-PI, WISELI); Molly Carnes (Professor of Medicine and co-PI, WISELI); Donna Paulnock (Professor of Medical Microbiology and Immunology and Associate Dean for Biological Sciences in the Graduate School); and Patricia Brennan (Professor of Industrial and Systems Engineering and Nursing, and WISELI Leadership Team member). "Honors and Awards for Women: Issues of Equity."
- **WISELI Website.** As a result of the Larry Summers controversy in January 2005, "hits" to our website have more than tripled in 2005. Prior to January 2005, we were receiving perhaps 200 hits per month. In January and February of 2005, we received over 1,000 hits per month! After February, the traffic decreased a bit, but we continued to average over 600 hits per month through the end of 2005. Traffic increased during the summer months (perhaps as other universities were preparing their own ADVANCE awards), and we received another "bump" in early fall of 2005 after the *Science* Policy Forum was published. Our web counter

shows over 14,450 hits as of the end of 2005.

- **WISELI Library.** An important element of our website, our online “library” includes hundreds of annotated references to the social science literature underpinning our approach to gender equity. This library has become an important resource for both UW-Madison researchers, and others. We produced a major revision to this library in fall of 2005, enhancing the ability of those with access to journal databases such as ProQuest or JSTOR to immediately link to articles in the library.
- **WISELI Listserv.** The WISELI listserv has become a reliable way to communicate with our affiliates. Other organizations (e.g., the Provost’s Office, the Wisconsin Women in Higher Education Leadership, CIRTL/DELTA, and others) have been asking us to post notices to our listserv to further inform our affiliates of events and opportunities. At the end of December, 2005, we have 287 affiliates on our listserv.
- **Working Web Site (WWS).** We compile resources, post working documents, provide links to sites and resources of interest, and more on our Working Web Site. This site is password protected. We give access to the WWS to persons on a case-by-case basis, and try to limit access especially to off-site persons. It has become an effective way to share our working documents and research with interested parties before the documents are ready to go “public.”
- **Outreach to campus/national groups.** We have presented to many groups about WISELI and our activities. A list of our publications and presentations is attached (see section VIII.) In 2005, we made 23 presentations to groups outside of the UW-Madison, and 30 presentations within the UW-Madison community (both formal and informal.)

In addition to these activities, we consult with numerous campuses about our ADVANCE project and about gender equity in the sciences and engineering more generally.

- (1) After Harvard President Lawrence Summers made his now-infamous remarks about the lack of women in academic science and engineering, WISELI co-Director Jo Handelsman was invited to meet with President Summers and staff in March 2005, and invited back to lead a discussion on gender equity with the Harvard Deans in July 2005. Harvard Task Force committees used several of WISELI’s initiatives (in particular our work with search committee chairs) as a basis for their own recommendations to Summers, released in May 2005.
- (2) Our “Research on Bias and Assumptions” brochure continues to be one of our most popular “products”. In 2005, we have distributed over 2,500 copies of this brochure to 19 campuses and organizations throughout the US and Canada, bringing the total number of brochures distributed to over 6,000 since its development in 2004.
- (3) After a request to bring our hiring workshop to UW System campuses around

the state, we created a one-day training workshop entitled “Searching for Excellence & Diversity: Implementing Training for Search Committees.” Held on June 14th, 2005 in Madison, WI, all University of Wisconsin System 4-year campuses were invited to send a team of people from their campuses to learn how we approach the training of hiring committees at UW-Madison, introduce them to our materials and discuss how to adjust them for use on their own campuses, participate in discussions of hiring practices, read some literature we cite in our workshops, and receive advice about the pros and cons of different formats for training. We used this intense one-day workshop to not only disseminate our approach across Wisconsin, but also to train new workshop presenters and facilitators for the UW-Madison campus. We trained teams from 11 different campuses in the UW System, as well as 23 new presenters/facilitators from UW-Madison. Evaluation results show that 97% of the respondents to a survey found the training “Very” or “Somewhat” Useful. The greatest self-reported increase in skills was “applying the research about unconscious biases and assumptions in the search process.”

- (4) WISELI co-PIs Molly Carnes and Jo Handelsman regularly give talks on gender equity around the country. Some of the institutions to which they have spoken in 2005 include: HHMI, Harvard, Colorado State, Oregon State, National Academies, Virginia Commonwealth, AMA, University of Minnesota, and University of Pennsylvania. In addition, other women faculty from UW-Madison have given talks or written essays about women in science issues, including the National Science Foundation MPSAC (Sue Coppersmith), the American Astronomical Society (Ellen Zweibel), and Caucus for Women in Statistics (Mari Palta).

Documentary Video

- We completed our second video, entitled *WISELI: Building on Legacy*. An advance copy of the video was screened in September 2005, and the final video will be released to The Research Channel for widespread distribution in January 2006.
- An issue arose surrounding the music for the first WISELI video, requiring us to remove the music from the video. We took the opportunity to re-title the video, and will re-release the video at the same time as the second (in January 2006). The first video will now be entitled *WISELI: ADVANCEing Institutional Transformation*.
- The local community access channel run by the Madison Metropolitan School District (MMSD) obtained our video directly from *The Research Channel* and has been airing it quite frequently in Madison since September 2005. This has greatly increased our visibility throughout Madison. We will work directly with the MMSD once the second video is finished so that we can more quickly show it to the Madison market.
- We plan one more video highlighting evaluation and institutionalization of our projects for 2006. Interviews and filming began in fall 2005 for this final video.

Evaluation/Research

- ***Study of Faculty & Academic Staff Worklife at the University of Wisconsin-Madison.***
 - A new website to disseminate results has been created: <http://wiseli.engr.wisc.edu/initiatives/survey/results/facultypre/index.htm>. Survey sections for the faculty survey will be posted first, and then we will create a similar website to post findings from the academic staff survey.
 - The new survey instrument is prepared, the sample was obtained in October 2005, and funding has been secured. As in 2003, the Provost's Office will contribute 33% in order to survey faculty in all divisions. WISELI will pay for only the Biological and Physical Science faculty, while the Provost's Office pays for the Social Studies and Humanities faculty. The College of Letters & Sciences, and the College of Engineering, are both contributing \$5,000 each towards the survey as well.
 - Some new items were added to the 2006 instrument. Some are taken from other surveys in order to compare results with other campuses. Others are evaluation items that will allow us to gauge change in knowledge and skills of faculty related to climate.
 - After meetings with the Provost's Office and communicating with leaders of the Academic Staff Executive Committee, we decided to not survey academic staff in 2006. We will make the 2003 results public and will investigate surveying staff in 2007 (in collaboration with the Provost's Office).
 - Data from the 2003 *Study of Faculty Worklife* continue to be used for evaluating existing programs (e.g., childcare, sexual harassment, pay equity). They have also been used in the preparation of two manuscripts currently under review (one on the tenure process; one on department chairs and climate.) Data from the academic staff survey will be included in the third issue study on tenure-track conversions.
- ***Interviews with UW-Madison women in science & engineering.***
 - Data continue to be used to evaluate existing campus programs. In addition, the interview data have been combined with climate survey data to produce two manuscripts currently under review (see above.)
 - Development of the interview protocol for follow-ups will begin in January 2006, and the interviews themselves will begin in late January/early February.
- ***Issue Studies.***
 - Issue Study #1, "The Department Chair and Climate: Contradicting Perceptions" manuscript is complete and waiting identification of an appropriate venue for publication.
 - Issue Study #2, "Why Women Leave": Our second study will identify the reasons why women faculty in the sciences and engineering leave UW-Madison. Based on interviews with nine women who recently left the UW-Madison, we hope to discover novel ways to retain more women. These interview data are analyzed and a final report will be issued in early 2006.

- o Issue Study #3 will combine institutional data, survey data from the academic staff survey, and interview data from WISELI co-PIs and four women who attempted a change from the academic staff to the tenure track faculty. Department chairs of the women may also be interviewed. This report will be available by the end of 2006.
- ***Ethnographic Study.***
 - o “Differences in Men and Women Scientists Perceptions of Workplace Climate” published in the *Journal of Women in Minorities in Science & Engineering* in 2005.
 - o Ramona Gunter received a fellowship from the American Women in Science to write her dissertation using the interview and observational data gathered as a result of this study.
- ***Discourse Analysis of the “Ignoring-my-ideas” Phenomenon.***
 - o Analysis of videotaped meetings is underway. This analysis will be supplemented with interview data of some meeting participants.
 - o Two working papers in development include:
 - Ford, Cecilia E. and Teddy Kardash. 2005. “Combining Frameworks for Understanding Women’s Participation in Meetings: Expanding Expectation States Theory through Conversation Analysis.
 - Ford, Cecilia E. and Barbara A. Fox. 2005. “‘Can I Make a Brief Comment on That’: Reference and Social Organization In and Around an Extended Turn.”
 - o Three presentations at professional meetings resulted from this research in 2005:
 - Ford, Cecilia. June 11-16, 2005. “‘Can I Make a Brief Comment on That’: Reference and Social Organization In and Around an Extended Turn.” Invited lecture for a symposium on Reference and Referential Form in Interactional Linguistics. Organized by the Nordic Research Board. Helsinki, Finland.
 - Ford, Cecilia. July 6-9, 2005. “Interactional Grammar and Managing a Meeting Contribution.” Plenary address for the 15th Annual Meeting of the Society for Text & Discourse. Amsterdam, Netherlands.
 - Ford, Cecilia. July 25, 2005. “Women's agency and participation: Feminist research for institutional change.” Presented for the *Symposium on Gender in Public Settings: Approaches to Third Wave Feminist Analysis* at the 14th World Congress of Applied Linguistics Conference. Madison, WI.
 - o A book contract for *Women’s Talk in the Professional Workplace: Talking Change* has been secured from Palgrave/Macmillan.
- ***Study of Career Choices in Engineering.***
 - o Several interviews have been transcribed, with the remaining interviews to be completed in Spring 2006. A first draft of the report is expected by early 2007.

- ***Examine the patterns of assigning institutional resources for uneven distribution by gender.***
 - A detailed analysis of four major awards given by the Graduate School was done in summer 2005. Results were presented to the Graduate School deans in August 2005, and to the wider University community at the November WISELI seminar.
 - A Vilas Professor questioned whether her salary was comparable to other Vilas Professors (there are 9). A careful analysis by WISELI staff that included time at institution, discipline and gender showed that her salary was not significantly different from her peers.

- ***Evaluation of Existing Gender Equity Programs.*** We proposed to evaluate nine campus programs related to gender equity. Data from the Faculty and Academic Staff Worklife surveys will be the primary source of information about these programs. These data were released to us in Summer 2003, and thus evaluation of these programs began after the preliminary analyses of the data. The programs we will evaluate, with an expected completion date, include:
 1. *Gender Pay Equity Study.* We plan to use survey results to assess perceptions of the gender pay equity exercise of 2001/02. Expected completion 2006.
 2. *Sexual Harassment Information Sessions.* We plan to use survey results to assess perceptions of the effectiveness of the training. Combined with reported rates of sexual harassment on campus, we will do a more in-depth analysis if warranted. Expected completion 2006.
 3. *Provost's Climate Initiative.* This initiative will not be evaluated formally.
 4. *Dual Career Couples.* We are collaborating with researchers from Virginia Tech on an inter-institutional study of Dual Career Couples. We provided Virginia Tech with the names of 15 faculty members who participated on our program. We received the transcripts from these interviews in 2005, and will combine them with interview and survey data to complete our review of the Dual Career Couples program at UW-Madison. Expected completion 2006.
 5. *Tenure Clock Extensions.* We used survey and interview data to assess the success of this policy. Completed October 2004. These data were also used to prepare the manuscript entitled, "Extending the Tenure Clock: The Experiences of Faculty at One University," which is under review for publication.
 6. *Campus Childcare.* We used survey and interview data to assess the success of this policy. Completed and presented to the broader UW-Madison community in March 2005.
 7. *Split Appointments.* This initiative will not be evaluated formally.
 8. *WISE Residential Program.* Administrators at WISE conducted their own evaluation in 2003. Therefore, we no longer plan to evaluate the Women in Science and Engineering Residential Program.
 9. *Women Faculty Mentoring Program.* We used survey and interview data to assess the success of this program, and reported the results back to the

executive committee of the Women Faculty Mentoring Program. Completed July 2004.

These programs are not under the control of WISELI, and any issues we uncover or recommendations we make are purely advisory. We have been cultivating relationships with the units that implement these programs, in order to increase the chances that recommendations will be implemented because they are received in the spirit of collaboration and not criticism.

Workshops for Faculty and Staff

- We have successfully created a workshop to train new facilitators for our Workshops for Hiring Committee Chairs (see *Outreach to Campus/National Groups*, item #3, pages 12-13).
- We continue to offer UW-Madison women faculty and academic staff in STEM the opportunity to attend workshops of interest when they occur both on campus and off. Some of the workshops to which we sent faculty and staff in 2005:
 - Ethics, Law, and Postsecondary Education: A Primer for College and University Administrators
 - Demystifying the Budget Process
 - Advancing Your Career in Campus Leadership
 - Something Ventured, Something Gained: Negotiation for Women
- WISELI provided support for one department chair in Engineering to attend the National Leadership Workshop for SEM Department Chairs offered by the University of Washington ADVANCE program.
- Through our Celebrating Women in Science & Engineering grant program, we offered two workshops to women faculty and academic staff in 2005, and a panel to all women faculty:
 - “How to feel as bright and capable as everyone seems to think you are,” led by Valerie Young. In partnership with GWIS.
 - “Communication Techniques for Strategic Negotiation and Leadership” led by Nancy Houfek (COACH). In partnership with Graduate Women in Chemistry.
 - “Mentoring Women for Leadership,” a panel including all of the women deans at UW-Madison (Robin Douthitt, Luoluo Hong, Katharine May, Jeanette Roberts, and Frances Westley). In partnership with the Women Faculty Mentoring Program.
- WISELI assisted in a campus effort to provide inclusivity training for deans and other high-level leaders, by attending pilot sessions and providing feedback to Bernice Durand, Associate Vice Chancellor for Diversity and Climate.

III. Findings: Value Added

Tangible outputs

- Vilas Life Cycle Professorships. In 2005, WISELI successfully secured funding from the Estate of William F. Vilas for the pilot Life Cycle Research Grant program. The Vilas Estate has given \$310,000 per year for these awards, to be made available to all faculty and academic staff with permanent PI status at the UW-Madison. The funds will be renewable each spring with continued positive evaluations of the program. WISELI continues to administer the program, and receives positive feedback each time a call for proposals is sent out. Data from the 2006 climate survey will further inform us of the value of this program to faculty.
- Permanent Workshops. WISELI directly contributes two campus-wide training workshops (training for chairs of hiring committees, and a workshop on departmental climate for department chairs). To date, we have trained over 160 hiring committee chairs and members, and 27 department chairs. The training of search committee chairs in particular is so important to campus that it is specifically mentioned in the 4th year progress report of the University of Wisconsin-Madison's strategic plan (<http://www.chancellor.wisc.edu/strategicplan/progress.html>).
- Local and National Dissemination. Through our collaboration with the WiscAMP project, we offered a one-day workshop to export our training for chairs of search committees to eleven 4-year campuses in the University of Wisconsin System. We anticipate that this one-day workshop will become a model for disseminating our hiring workshops nationally. In addition, the materials from the hiring effort, as well as our many other products (essays, papers, brochures, etc.), are available on the WISELI website and have reached a broad national and international audience.
- Research. WISELI continues to provide *data* to faculty, staff, and administrators regarding the experience of women in the sciences and engineering on campus. Furthermore, WISELI is flexible enough and has access to different kinds of campus data (e.g., data from WARF or from the Graduate School) so that analyses of possible gender disparities can be done quickly in response to situations as they arise. Other research studies (the work of Profs. Ford and Stambach) are additional value-added products of ADVANCE funding.
- Publications. WISELI has published four papers in 2005, with several more under review for 2006. The most visible of these was a *Science* Policy Forum, which led to numerous interviews for newspaper, radio, and newsletter articles by lead author Jo Handelsman. Our paper analyzing the selection of all men for the first NIH Director's Pioneer Awards may have had an influence on the award process at NIH. Several changes were made to the process for 2005, and in its second year six of the thirteen recipients are women.

In addition to our traditional publications, WISELI has produced two high-quality documentary videos, available to the public through *The Research Channel*, and also to the Madison audience via the Madison Metropolitan School District's public access channel.

- Evaluation of existing programs. Existing gender equity programs on campus (Women Faculty Mentoring Program, Tenure Clock Extensions, and Campus Childcare) have been evaluated using WISELI data, and three others (sexual harassment workshops, gender pay equity studies, and dual career hiring) will be finished in 2006. The campus will have an outside evaluation of many of these programs for the first time.
- Resource for women in science/women in academia. As campus women become involved in the women's sections and caucuses of their own professional organizations, they have found WISELI to be a great resource for getting information for newsletters and presentations. Our website, in particular, has been cited as a wonderful resource for women on campus. The library page, the Summers page, the hiring page, and the department chair resources pages are the spots most frequently mentioned by women faculty and staff as providing useful information. As the large increase in website traffic indicates, we are also a good resource for people outside of UW-Madison. About twenty percent of our web hits come from outside of the United States (about 11% from Europe, 2% from Asia, 2% from Canada, 2% from Australia, and 3% from 66 other countries around the world.)
- Professional Development. WISELI continues to offer women faculty and academic staff in the sciences and engineering access to training and professional development opportunities when they arise. The value-added to WISELI's approach is that we screen programs, selecting only those of interest to women in the sciences; we increase the awareness of these opportunities through our listservs and our direct communication of the events to women in STEM who might be interested, and we make it easy to attend because we complete the registration for the interested scientist and if necessary, pay their registration fee as well. We eliminate almost all barriers, and therefore increase the attendance of women scientists and engineers at these events.
- New Interdisciplinary Tenure and Promotion Guidelines. Following our November 10th WISELI seminar discussing honors and awards for women, WISELI Leadership Team member Nancy Mathews brought the "Advancing Your Career Through Awards and Recognitions" brochure to her Director, to discuss possible nomination biases in the Nelson Institute for Environmental Studies. Prof. Mathews and Director Westley noted that interdisciplinary research is not rewarded in the existing awards structure at UW-Madison, and furthermore, the talents and achievements of faculty who do interdisciplinary work are not recognized in the current tenure and promotion criteria. They are currently working on creating new T&P guidelines for interdisciplinary research.

Elevation of gender equity as a “real” problem (increased respect for those working on the issues)

- Visibility of gender equity issues. In addition to the increased the visibility of gender issues in relation to *campus climate* and *hiring*, the successful addition of the Vilas Life Cycle Professorships to the environment for all faculty has raised awareness of the difficulties that sometimes arise when combining a demanding faculty career with a fulfilling family life. The availability of these awards to all faculty has helped the community recognize that these events affect everybody, not just women, and increases the openness of the community to other programs designed to ease the conflicts between work and family.

Gender equity issues were also brought to the fore in 2005 when Harvard President Lawrence Summers made his remarks about women in academic science in January. WISELI was at the center of a campus conversation sparked by Summers’s comments, and in April 2005 we held a well-attended public forum entitled “Women in Science & Engineering: What the Research *Really* Says.”

- Ability to work on issues openly. The visibility of WISELI, and the size and prestige of the ADVANCE award, has removed some of the social stigma associated with working on gender issues and allowed those who are committed to the subject the “permission” to work on these issues on campus openly. Through the ADVANCE grant, people are now getting paid to work on these issues—they no longer have to do it on their own time, in a subversive or sneaky way. The resulting validation of the work has allowed more people, who might not otherwise have done so, to become involved in issues of gender equity. In 2005, at least three senior women not formally affiliated with WISELI gave presentations in their own scientific communities on either general women in science issues, or specific WISELI program elements.
- Legitimacy of complaints. WISELI has also given increased legitimacy to women who raise issues of gender equity. In many examples (that we cannot describe in detail due to confidentiality requirements) we or others have raised issues to top administrators of the University who have responded with aggressive action. There is an aspect to such discussions that was lacking before. It appears to us that top administrators are increasingly taking women’s concerns about gender issues more seriously. They more frequently believe that women are voicing genuine complaints, and are less likely to suggest that women acquire “a thicker skin” or to require data or corroboration from a man. While this is not a tangible, quantifiable change, it certainly increases the willingness of women to raise issues and contributes to an overall level of awareness and concern about gender issues that exceeds anything we have previously observed on our campus.
- Increased accountability on gender equity issues. Because of the visibility of WISELI, and the work we are doing on issues of gender in hiring and climate especially, it is our impression that campus administrators have come to understand that they are being “watched” on these issues, though this is admittedly hard to assess empirically. However, note that within WISELI’s tenure, several high-level campus

administrators have been or will be replaced, and WISELI has had an impact on many of these searches (through our training of search committees, presence of WISELI leaders on the committees, and/or personal communications to the committees and/or chairs). Since 2002, the new deans of Pharmacy, CALS, Education and the Nelson Institute for Environmental Sciences are all women and the new dean of Letters & Sciences is an American Indian man. The searches for a dean of the Medical School and Provost are still underway, but there is a woman on the short list for each of these searches. WISELI leaders have played active roles in many of these searches, either serving directly on the search committee, training the committee, recruiting candidates, or advising the Chancellor about the search and hiring process. A change in attitude is that it seems as if administrators *expect* WISELI to weigh in on searches now and we are often asked for advice if we don't volunteer it.

Increased awareness of gender equity issues among women scientists and engineers

- Increased networking of women scientists & engineers. Through our seminars, grant programs, Senior Women meetings, Town Hall meetings, listserv, website, and our general outreach to the community on an individual basis, WISELI has created a network of women scientists and engineers on campus that is gaining strength. WISELI is often tapped as a place to go to for information (campus or national statistics; research on gender equity issues), advice (how to get nominated for awards; preparing an effective tenure packet; what to do when you get an outside offer), and even advocacy for individual problems (moving to a different department; mediating a faculty governance dispute; facilitating a discussion between a chair and women faculty in a department). As we have been cataloging the different types of networking functions WISELI provides, we have been looking for ways to institutionalize this idiosyncratic, yet important, service we provide the campus.
- Increased leadership roles of WISELI senior personnel. WISELI's presence helped demonstrate the contributions of key women and under-represented minorities, and helped secure appointment or election to key university administrative bodies by serving as a public example of their leadership, contributions, and qualities.
 - o Dean of Letters & Sciences, Gary Sandefur.
 - o Associate Vice Chancellor for Diversity & Climate, Bernice Durand.
 - o University Committee Chair, Patti Brennan.
 - o Biological Sciences Divisional Chair, Caitilyn Allen.
 - o University Committee member, Molly Carnes.
 - o Electrical & Computer Engineering co-Chair, Amy Wendt.
 - o Committee on Honorary Degrees Chair, Jo Handelsman.
 - o Committee on Faculty Rights and Responsibilities member, Vicki Bier.
 - o Campus Diversity Plan Oversight Committee member, Douglass Henderson.

Contributions to gender equity programs nationally

- Survey. Many campuses continue to use our survey of faculty as a model for their own climate survey efforts. In 2005, nine different universities, including Howard

University, Harvard University, the University of British Columbia, and the University of Chicago requested our survey instrument and asked for advice on survey administration.

- Hiring Brochure. Our brochure entitled “Reviewing Applicants: Research on Bias and Assumptions” continues to be a popular product of the WISELI effort to train search committee chairs. At least 19 different universities (or organizations such as HHMI) received brochures in 2005, and six of them ordered significant quantities (200 or more) from us at cost.

- National Service.
 - o Jo Handelsman is serving on the committee for the National Academies’ new study, “*Maximizing the Potential of Women in Academic Science and Engineering.*”
 - o Jo Handelsman has also been working intensively with the two Task Forces created at Harvard University following the controversy surrounding remarks made by President Lawrence Summers in January 2005. She visited Harvard twice, providing WISELI materials and advice in initiating institutional change.
 - o Jennifer Sheridan has been working with Lisa Frehill (NMSU/UC-Irvine) and others on a Supplement to the ADVANCE grants that will provide advice and guidance to sites collecting gender equity indicator data (Toolkit #1) and other data such as climate surveys, interviews, and other evaluation data (Toolkit #2). She is a co-author on two resulting documents.
 - o Jennifer Sheridan is also participating in a national/international effort to standardize a set of climate survey items for use on all climate surveys at major universities, through a working group of the Association of American Universities Data Exchange (AAUDE). The final set of questions should be available in late 2006.

- Advice. We continue to provide advice and information to ADVANCE sites as they organize their projects. We provide access to campus policies (such as our tenure clock extension policy, our dual career couples program, or our Ombuds program), advice on climate survey implementation, recommendations on administrative matters such as hiring a program coordinator or creating cost-share reports, and copies of our training materials (especially our two brochures).

- Leadership. WISELI co-PIs Molly Carnes and Jo Handelsman regularly give talks on gender equity around the country. Some of the institutions to which they have spoken in 2005 include: Harvard University, Colorado State University, Howard Hughes Medical Institute, Oregon State University, National Academies Summer Institute, Virginia Commonwealth University, American Medical Association, University of Minnesota, and the University of Pennsylvania.

IV. Findings: Difficulties & Solutions

Administration and structure

- Reduction in time of Evaluation Director. In Fall 2004, our Evaluation Director, Dr. Christine Maidl Pribbenow, had her third child. She returned from her maternity leave in late January 2005, but only at a 50% appointment. By summer 2005 it became clear that even 50% was too much, and Christine made the decision to leave WISELI by the end of summer. We lobbied to retain Christine at a very small percentage. Rather than hire an entirely new Evaluation Director, we wanted instead to hire a well-qualified Researcher to perform the interviews and analyses needed in 2006, under Christine's direction. We are delighted to report that this arrangement is working out well, and that our new interviewer should be on board as planned in January 2006. Further, Deveny Benting continues in her third year as a Research Specialist on the evaluation team and we will be hiring (with support from The Graduate School) a doctoral student in Political Science to support evaluation data collection and analysis.
- Future funding of WISELI. As WISELI looks beyond its final year, we are strategizing on ways to continue funding our programs and the excellent staff we have on board. We are negotiating with the Provost's Office on ways the University can fund Jennifer Sheridan's position directly in WISELI rather than moving it to an office in central administration and we are looking at outside funding for Eve Fine's position (Eve is instrumental at running the two workshop programs of WISELI). Funding our evaluators—Deveny Benting and Christine Pribbenow—will be our biggest challenge. Finally, WISELI is committed to funding the faculty who work on the issues of women in academia and as we look for funding we are including faculty salary in our budgets so that women will not be required to “donate” their time spent working on WISELI initiatives.

The UW-Madison campus has committed over \$400,000 per year towards programming (Vilas Life Cycle Professorships) and personnel (Executive Director Jennifer Sheridan's salary and benefits); however, to keep WISELI operating at its current capacity (including current grant programs, workshops, and research and evaluation projects) would require at least an additional \$400,000 investment per year.

- Changes in major campus administrators. Provost Peter Spear announced his retirement in 2005, and we anticipate having a new Provost as early as March 2006. While two of the three finalists for the position are likely to be friendly to WISELI (Pat Farrell is on the WISELI Leadership Team, and Sue Rosser is not only an ADVANCE co-PI, but is also on WISELI's External Advisory Team), it is unclear whether any new Provost will immediately be able to help WISELI in his or her first few months on the job. WISELI has 12 months to find new funding and a change of

Provost at this critical time could pose problems to locating that funding within the UW-Madison, particularly in this time of tight budgets.

Difficulties with initiative implementation and institutionalization (specific and general)

- Vilas Life Cycle Professorships. After solving 2004's challenge of funding this program in full, we ran into problems administering the program under the constraints imposed by the new funding source. The biggest hurdle was making these awards as flexible as possible. In the past Vilas has funded programs on a strict fiscal-year schedule. Yet the Life Cycle program necessarily requires flexibility on the start and end of the grant, as we are trying to help faculty at vulnerable junctures and the timetable may not fit the University's accounting system. We have worked with the Vilas attorney and Research and Sponsored Programs to allow awards to span fiscal years, although we had to compromise on the issue of keeping the awards to only one year, and we cannot allow recipients to spend funds over more than 12 months.
- Training for Chairs of Hiring Committees. As WISELI is training ever more people in search and screen procedures, it is becoming necessary to find more people to help us run the various workshops—facilitators, presenters, and organizers. We trained a number of potential workshop facilitators and presenters at our June 14th facilitator workshop, which has greatly helped alleviate the time demands on the WISELI co-Directors and staff who had previously been running the workshops alone. We are still looking for ways to entice the Deans to take more responsibility for scheduling workshops and attracting faculty to the workshops from their own schools.
- Climate Workshops for Department Chairs. Jo Handelsman is an excellent facilitator for the climate workshops for chairs, and as yet we have found no replacement for her. Staff, even experienced staff, cannot substitute for a well-respected, experienced member of the UW-Madison faculty for facilitating these workshops. In 2006, we will spend a great deal of time and energy looking for others who can continue to run these workshops in partnership with Dr. Handelsman. We have begun to train other faculty for this role.
- Individual advocacy. WISELI co-Directors continue to spend a great deal of time on cases of individual advocacy. Although often invisible and resistant to normal “status reporting” mechanisms, this work might in fact be some of the most important that WISELI does in its five years. We have assisted women faculty in crisis—health, relationship, tenure, grant-writing, climate, and other crises that come along. We are beginning to understand that the value of advocacy from well-respected active women faculty cannot be duplicated by an official university program, but at the same time, the same women faculty cannot continue to handle every case that comes to them. An idea for a “SWAT Team” of carefully chosen personal advocates is being discussed and formulated, as a possible solution to the high time demands of personal advocacy for women.

Overall campus perceptions and attitudes

- Continued pockets of discontent. We have a sense that climate is improving across the science and engineering departments, and will know whether that sense is true when the results from our 2006 survey arrive. But particular departments continue to remain resistant to any efforts to improve the situation for women. Intense interventions into several departments by the WISELI co-Directors are not (yet) having the intended effect. Women are being denied tenure; senior women are leaving the University; women are not being nominated for awards or interviewed for important leadership positions. WISELI might succeed at improving campus climate overall, at the mean level, but having even one department, unit or school that is toxic for women is too many.

Evaluation difficulties

- Finding publication outlets for evaluation reports. WISELI has produced two scholarly papers resulting from our evaluation efforts. One is under review, but the other was not even considered for review because the data and findings were based on one institution. Consequently, we are having a difficult time finding an appropriate place to publish this work. This could be an issue for all of the ADVANCE programs looking to publish information about their interventions and the resulting evaluation results of those initiatives. Many scholarly journals will not publish papers reporting results from just one site. Perhaps more efforts at edited volumes, such as that being produced at the University of Michigan, will be needed to bring the results of the ADVANCE experiment to the institutions that need them.
- Over-evaluation of faculty and staff. Due to the number of initiatives on campus, faculty and staff are beginning to be over-evaluated, typically through surveys. We will be primarily conducting interviews to complete the evaluation work in 2006, but this is an issue of which we will be cognizant when all of the faculty complete the climate survey in early 2006.

V. WISELI Management and Infrastructure

Directors

Co-Director: Molly Carnes
Co-Director: Jo Handelsman
Research & Executive Director: Jennifer Sheridan

Staff

Researcher: Eve Fine
Research Specialist: Deveny Benting
Webmaster: Stephen Montagna
University Grants & Contracts Specialist: Carol Sobek

Leadership Team

Vicki Bier, Patti Brennan, Wendy Crone, Bernice Durand, Pat Farrell, Cecilia Ford, Linda Greene, Douglass Henderson, Nancy Mathews, Cathy Middlecamp, Paul Percy, Manuela Romero, Gary Sandefur, Gloria Sarto, Lillian Tong, Amy Wendt

Evaluation Team

Evaluation Director: Christine Maidl Pribbenow
Deveny Benting, Cecilia Ford, Ramona Gunter, Margaret Harrigan, Jennifer Sheridan, Amy Stambach, John Stevenson

Administrative Partners

Chancellor John Wiley	Interim Provost Virginia Sapiro	Dean Martin Cadwallader, Graduate School
Sr. Vice President Cora Marrett, UW System	Dean Jeanette Roberts, Pharmacy	Dean Daryl Buss, Veterinary Medicine
Dean Phil Farrell, Medical School	Interim Dean David Hogg, College of Agricultural & Life Sciences	Assoc Dean Donna Paulnock, Graduate School
Assoc Dean Terry Millar, Graduate School	Dean Robin Douthitt, School of Human Ecology	Dean Katharyn May, School of Nursing
Assoc. Dean Mariamne Whatley, School of Education	Don Schutt, Human Resources	Director Luis Pinero, Equity & Diversity Resource Center

Campus Affiliates

Women in Science and Engineering and other supporters, through WISELI Listserv

External Advisory Team

Denice Denton, Joan King, Sally Kohlstedt, Charlotte Kuh, Sue Rosser

VI. Financial Reports

2005 Financial Report

	2002	2003	2004	2005*	Total
Income					
NSF	\$750,000	\$750,000	\$750,000	\$749,903	\$2,999,903
Celebrating Grants	\$6,000	\$13,365	\$4,000	\$10,000	\$33,365
College of Engineering	\$10,000	\$20,000	\$10,000	\$10,000	\$50,000
Provost's Office	\$0	\$0	\$0	\$16,072	\$16,072
Salaries and Fringes					
Directors	\$145,180	\$115,306	\$103,088	\$124,317	\$487,891
WISELI Staff	\$98,419	\$128,547	\$156,006	\$192,857	\$575,829
Leadership Team	\$69,725	\$143,700	\$61,618	\$35,980	\$311,023
Evaluators	\$88,261	\$72,110	\$57,076	\$53,537	\$270,984
Travel	\$9,758	\$9,637	\$15,291	\$10,345	\$45,031
Supplies and Equipment	\$17,972	\$12,348	\$12,757	\$12,112	\$55,189
Initiatives					
Celebrating Grants	\$0	\$9,037	\$11,170	\$12,182	\$32,389
Life Cycle Research Grants	\$0	\$81,817	\$86,342	\$30,162	\$198,322
Video	\$12,169	\$5,160	\$7,079	\$20,292	\$44,700
Survey	\$0	\$33,381	\$0	\$0	\$33,381
Book Giveaways	\$1,756	\$395	\$0	\$0	\$2,151
WISELI Seminar	\$273	\$537	\$875	\$3,153	\$4,838
Senior Women Development	\$172	\$114	\$0	\$0	\$286
Workshops	\$2,015	\$1,085	\$1,377	\$1,360	\$5,837
Chairs' Climate Workshops	\$0	\$174	\$1,132	\$151	\$1,457
Search Committee Chairs' Workshops	\$0	\$382	\$1,142	\$2,414	\$3,938
Awards Brochure	\$0	\$0	\$305	\$10	\$315
Dissemination Activities	\$0	\$0	\$0	\$1,901	\$1,901
Overhead	\$198,942	\$251,851	\$200,416	\$228,238	\$879,447
Total Income	\$766,000	\$783,365	\$764,000	\$785,975	\$3,099,340
Total Expenditures	\$644,642	\$841,412	\$682,240	\$729,011	\$2,897,305

* 2005 Expenditures are projected, this report was prepared 12/22/05

2006 Proposed Budget

prepared 12/22/05

	Estimated 2002-05 Total	2006 Proposed	Estimated Total
Income			
NSF	\$3,000,000	\$750,000	\$3,750,000
Celebrating Grants	\$33,365	\$10,000	\$43,365
College of Engineering	\$50,000	\$18,000	\$68,000
Provost (Carol & survey)	\$16,072	\$34,072	\$50,144
Graduate School (PA - salary & benefits)	\$0	\$18,717	\$18,717
College of L & S (survey)	\$0	\$5,000	\$5,000
Salaries and Fringes			
Directors	\$487,891	\$124,568	\$612,459
WISELI Staff	\$575,829	\$206,674	\$782,503
Leadership Team	\$311,023	\$69,730	\$380,753
Evaluators	\$270,984	\$107,570	\$378,554
Travel	\$45,031	\$15,000	\$60,031
Supplies & Equipment	\$55,189	\$15,000	\$70,189
Initiatives			
Celebrating Grants	\$32,389	\$10,000	\$42,389
Life Cycle Research Grants	\$198,322	\$0	\$198,322
Video	\$44,700	\$16,300	\$61,000
Survey	\$33,381	\$41,272	\$74,653
Book Giveaways	\$2,151	\$0	\$2,151
WISELI Seminar	\$4,838	\$875	\$5,713
Senior Women Development	\$286	\$0	\$286
Workshops	\$5,837	\$1,500	\$7,337
Chairs' Climate Workshops	\$1,457	\$500	\$1,957
Search Committee Chair'	\$3,938	\$2,500	\$6,438
Workshops			
Awards Brochure	\$315	\$500	\$815
Dissemination Activities	\$1,901	\$1,500	\$3,401
Overhead	\$879,447	\$228,994	\$1,108,441
Total Income	\$3,099,437	\$835,789	\$3,935,226
Total Expenditures	\$2,954,909	\$842,483	\$3,797,392

Cost Sharing Summary (January 1, 2002 - December 31, 2005)

WISELI

	Certified Year 1 + 2 + 3 Total	Uncertified Year 4 (2005)	TOTAL Year 1 - Year 4	Estimate Year 5 (2006)
1 Salareis & Fringe Benefits	\$100,707	\$81,910	\$182,617	\$30,000
2 Graduate Student support	\$65,658	\$0	\$65,658	\$17,000
3 Symposium support	\$23,215	\$11,182	\$34,397	\$10,000
4 WISE Program support	\$27,762	\$4,071	\$31,833	\$5,000
5 Other Program support	\$101,765	\$11,960	\$113,725	\$42,000
Indirect Costs	\$139,989	\$49,651	\$189,640	\$46,000
Total Costs	\$459,096	\$158,774	\$617,870	\$150,000

- 1- Includes faculty and staff salaries and fringe benefits for 2002, 2003, 2004, and 2005.
- 2- Graduate student support is for: 1 Research Assistant at 50% beginning 9/1/02 through 12/31/04;
1 Project Assistant at 50% beginning 9/1/03 through 1/31/04.
- 3- Funds for Celebrating Women in Science & Engineering Grant program.
- 4- Includes program support and undergraduate support for the Women in Science and Engineering Residential Program.
- 5- Includes funds for documentary video project, suvery of faculty and academic staff, the Life Cycle Research Grant programs, and contributions towards equipment and supplies from the College of Engineering.

VII. P.I.s' Current and Pending Support

Jo Handelsman
Current and Pending Support
December 2005

CURRENT

NSF: SBE-0123666; ADVANCE Institutional Transformation Award; Co-PIs: J. Handelsman and Mary Carnes; 1/1/02-12/31/06; \$3,748,973; 30% effort

NSF: MCB-0132085; A cold microbial observatory: Collaborative research in an Alaskan boreal forest soil; Co-PIs J. Handelsman, R. Ruess, J. Banfield, and W. Metcalf; 2/1/02-1/31/06; \$512,484 (UW portion); 5% effort

Howard Hughes Medical Institute: 52003908; Howard Hughes Medical Institute 2002 HHMI Professors award; PI: J. Handelsman; 8/31/02-8/31/06; \$1,000,000; 20% effort

Howard Hughes Medical Institute: HHMI52005214; Summer Institute for Undergraduate Biology Education; PI: J. Handelsman; 5/1/04-4/28/06; \$400,000; 5% effort

USDA NRICGP (post-doctoral fellowship): 2003-35107-13856; Identification of estrogen biodegradation pathways and their microbial origin using soil metagenomics and phylogenetics anchors; P. Schloss; 8/15/03-8/14/06; \$90,000; 0.5% effort

Valent Biosciences: Enterotoxin-deficient mutants of *Bacillus*; Co-PIs J. Handelsman and K. Raffa; 4/1/05-3/31/06; \$60,994; 2% effort

Biotechnology and Research Development Corporation: Microbial resources in Alaskan soils: New fields for biotechnology; PI: J. Handelsman; 5/1/03-4/30/06; \$428,586; 2% effort

NIH Ruth L. Kirschstein NRSA (predoctoral fellowship): 1 F31 AI056675-02; The Role of Sigma Factors in Heterologous Gene Expression; Z. Sabree; 9/1/03-8/31/08; \$57,366; 0.5% effort

Hatch Multiple Investigator Interdisciplinary: Small molecule synergists of *Bacillus thuringiensis* for control of insect pests; PIs: J. Handelsman, H. Blackwell, K. Raffa; 10/1/05-9/30/07; \$~44,430 (actual amount pending); 2% effort

NSF SGER: MCB-0454823; Profile of Signal Molecules in a Soil Microbial Community; PI: J. Handelsman; 11/1/04-10/31/05; \$147,214; 1% effort

NIH Ruth L. Kirschstein NRSA (postdoctoral fellowship): 1F32AI065067-01; The Genetic Basis of the Signaling Network in a Model Gut Microbial Community; T. Isenbarger; 1/1/05-12/31/07; \$151,968; 0.5% effort

USDA HEC: Undergraduate Cohort Program: Attracting and Retaining Minority Students to Agricultural Research; PI: J. Handelsman; 7/15/05-7/14/08; \$149,404; 2% effort

NIH: Intracellular screens for discovery of natural products in metagenomic libraries; Co-PIs: J. Handelsman, M. Thomas; 9/15/05-9/14/08; \$866,564; 2% effort

NIH Ruth L. Kirschstein NSRA (predoctoral fellowship): 5 F 31 GM072429-02; The indigenous microbial community and disease in the lipidopteran gut; K. Butler; 9/1/05-8/31/06; \$74,928; 0.5% effort

Jo Handelsman (Continued)
Current and Pending Support
December 2005

PENDING

NSF MIP: Role of signal molecules in robustness of the microbial community of the lepidopteran gut; PIs: J. Handelsman, K. Raffa, M. Fluotowicz; 8/1/06-7/31/10; \$499,195; 4% effort

NIH Ruth L. Kirschstein NRSA (postdoctoral fellowship): Community microbial communication: Marked for death; K. Cloud-Hansen; 12/1/05-11/30/08; \$142,200; 0.5% effort

NSF MO: A microbial observatory to study the impact of antibiotic use in apple production on antibiotic resistance in soil; PIs: J. Handelsman, P. McManus; 8/1/06-7/31/10; \$1,798,479; 4% effort

Office of Naval Research: Exploiting bacterial quorum sensing: A metagenomic approach to antibiotic discovery; PI: J. Handelsman; 5/1/06-4/30/09; \$2,860,840; 8% effort

USDA NRI (postdoctoral fellowship): Enemies from within: Harnessing the indigenous microflora for gypsy moth control; K. Cloud-Hansen; 6/1/06-5/31/08; \$125,000; 0.5% effort

CARNES, MARY L. (MOLLY)

Project Number: 0123666

Type: Cooperative agreement

P.I.: M. Carnes, 40% effort

Title: ADVANCE, Institutional Transformation Award

Source: National Science Foundation

Dates of Project: 1/1/02 – 12/31/06

Annual Direct Costs: \$515,347

Goals: This grant proposes to use UW-Madison as a living laboratory to study why we have been relatively unsuccessful and how we can become more successful in recruiting, retaining, and advancing women in academic science and engineering.

Project Number: 213-98-0017

Type: Contract

P.I.: Carnes, 8% effort (3% salary)

Source: US PHS, Office on Women's Health

Title: University of Wisconsin national Center of Excellence in Women's Health

Dates of Project: 10/1/98 – 9/30/06

Annual Direct Costs: \$19,841

Goals: This contract designates the UW as having one of 18 National Centers of Excellence in Women's Health. The goals are to educate women to be knowledgeable consumers of health care; to advocate for models of clinical care model that promote optimal health of all women; to develop women leaders in academic health sciences; to develop a national multidisciplinary agenda for women's health research; and to educate providers to provide culturally sensitive care to diverse populations of women.

Project Number: T32 AG00265

Type: NRSA Institutional Training Grant

P.I.: M.Carnes, 5% effort (no salary)

Source: National Institute on Aging

Title: Women's Health and Aging: Research and Leadership Training Grant

Dates of Project: 7/99 – 6/09

Annual Direct Costs: \$273,390

Goals: This grant provides post-doctoral salary and research support for four MD or PhD fellows per year. The goals are to develop academic leaders in older women's health by supporting them to do progressively independent research in the laboratories of established scientists. Effort devoted to this grant integrates with the goal of the DHHS Center of Excellence contract.

CARNES, MARY L. (MOLLY) (Continued)

Project Number: K12AG19247

Type: Institutional Mentored Scientist Award

P.I.: M. Carnes, 5% effort (no salary)

Source: National Institute on Aging

Title: Women's Health and Aging: Clinical Scientist Development Program

Dates: 9/01/02 – 8/31/07

Annual Direct Costs: \$339,300

Goals: This grant provides salary support for clinical scientists to do research in women's health and aging. The goal is to develop a cadre of researchers in the area of older women's health who are excellent scientists imbued with an interdisciplinary perspective, effective communicators, and managers of independent research programs. Effort devoted to this grant integrates with the goal of the DHHS Center of Excellence.

Project Number: 0402549

Type: Louis Stokes AMP

PI: P. Spear; co-PI: M. Carnes, 10% effort (no salary)

Source: National Science Foundation

Title: Wisconsin Alliance for Minority Participation

Dates: 11/1/04 – 10/31/09

Annual Direct Costs: \$250,000

Goals: This grant will support efforts to enrich the pipeline of academic science and engineering with diverse trainees by drawing together 21 institutions of higher education in the State of Wisconsin to commit to doubling the number of underrepresented minority students awarded baccalaureate degrees in science and engineering with an eye toward graduate education. Efforts devoted to this cooperative agreement are congruent with Dr. Carnes' service as a faculty member to the State and University of Wisconsin.

Project Number: K12 HD049112

Type: K12 Roadmap

PI: M. Carnes 20%

Source: National Institutes of Health (NIH), NICHD

Title: The Training and Education to Advance Multidisciplinary-Clinical-Research (TEAM) Program

Dates: 10/01/04 – 7/30/09

Current Year Direct Costs: \$2,210,673

Goals: This 5 year grant will expand the nation's capacity to conduct clinical research by multidisciplinary teams. The program will emphasize research in one of 10 multidisciplinary areas of clinical research. This program will establish and validate methods for training a work force to carry out the nation's clinical agenda, as put forth in the NIH Roadmap. It involves over 72 VA and UW-Madison faculty as primary mentors and an additional 100 as secondary mentors. At capacity this will train up to 25 scholars at one time in programs ranging from 2-5 years.

**Jennifer Shridan
Current and Pending Support
December 2005**

CURRENT

Project Number: 0123666

Type: Cooperative agreement

P.I.: Molly Carnes (40% effort)

CoPI: Jo Handelsman (30% effort)

CoPI: Jennifer Sheridan (100% effort)

Title: ADVANCE, Institutional Transformation Award

Source: National Science Foundation

Dates of Project: 1/1/02 – 12/31/06

Annual Direct Costs: \$515,347

Total Award: \$3,748,973

Goals: This grant proposes to use UW-Madison as a living laboratory to study why we have been relatively unsuccessful and how we can become more successful in recruiting, retaining, and advancing women in academic science and engineering.

VIII. WISELI Publications and Presentations

Papers Published:

Bakken, Lori L.; Jennifer Sheridan; and Molly Carnes. 2003. "Gender Differences Among Physician-Scientists in Self-Assessed Abilities to Perform Clinical Research." *Academic Medicine*. 78(12):1281-6.

Gunter, Ramona and Amy Stambach. 2003. "As Balancing Act and As Game: How Women and Men Science Faculty Experience the Promotion Process." *Gender Issues*. 21(1):24-42.

Gunter, Ramona and Amy Stambach. 2005. "Differences in Men and Women Scientists' Perceptions of Workplace Climate." *Journal of Women in Minorities in Science & Engineering*. 11(1):97-116.

Handelsman, Jo, Nancy Cantor, Molly Carnes, Denice Denton, Eve Fine, Barbara Grosz, Virginia Hinshaw, Cora Marrett, Sue Rosser, Donna Shalala, and Jennifer Sheridan. 2005. "More Women in Science." *Science*. 309(5738):1190-1191.

Carnes, Molly; Jo Handelsman; Jennifer Sheridan; Eve Fine. 2005. "Diversity in Academic Medicine: The Stages of Change Model." *Journal of Women's Health*. 14(6):471-475.

Carnes, Molly; Stacie Geller, Jo Handelsman and Jennifer Sheridan. 2005. "NIH Pioneer Awards: Could the Selection Process Be Biased Against Women?" *Journal of Women's Health*. 14(8): 684-691.

Sheridan, Jennifer; Patricia Flately Brennan; Molly Carnes; and Jo Handelsman. 2006. "Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty." *Journal of Technology Transfer*. Accepted for publication.

Working Papers:

Carnes, Molly; Stacie Geller; Eve Fine; Jennifer Sheridan; and Jo Handelsman. 2005. "NIH Director's Pioneer Awards: What a Difference a Year Makes." Under review.

Pribbenow, Christine Maidl; Jennifer Sheridan; and Deveny Benting. 2005. "Extending One's Tenure Clock: The Experiences of Faculty at One University." Under review.

Pribbenow, Christine Maidl and Jennifer Sheridan. 2005. "The Department Chair and Climate: Contradicting Perceptions." To be submitted.

Sheridan, Jennifer; Jo Handelsman; Molly Carnes. 2004. "Assessing "Readiness to Embrace Diversity": An Application of the Trans-Theoretical Model of Behavioral Change." In progress.

Pribbenow, Christine Maidl and Deveny Benting. 2004. "Why Women Leave." In progress.

Frehill, Lisa; Cecily Jeser-Cannavale, Priscilla Kehoe, Ellen Meader, Jennifer Sheridan, Abby Stewart, and Helena Sviglin. January 2005. "Proposed Toolkit for Reporting Progress Toward NSF ADVANCE: Institutional Transformation Goals." Draft available online at: <http://www.nmsu.edu/%7Eadvprog/Indicators.htm> .

Frehill, Lisa; Elena Batista, Sheila Edwards-Lange; Cecily Jeser-Cannavale, Jan Malley, Jennifer Sheridan, Kim Sullivan, and Helena Sviglin. September 2005. "Using Program Evaluation To Ensure the Success of Your Advance Program." In progress.

Ford, Cecilia E. and Teddy Kardash. 2005. "Combining Frameworks for Understanding Women's Participation in Meetings: Expanding Expectation States Theory through Conversation Analysis. In progress.

Ford, Cecilia E. and Barbara A. Fox. 2005. "'Can I Make a Brief Comment on That': Reference and Social Organization In and Around an Extended Turn." In progress.

Ford, Cecilia E. 2006. *Women's Talk in the Professional Workplace: Talking Change*. Palgrave/Macmillan.

Presentations:

Carnes, Molly and Jo Handelsman. October, 2002. "The NSF ADVANCE Program at the University of Wisconsin-Madison: An Interdisciplinary Effort to Increase the Recruitment, Retention, and Advancement of Women in Academic Departments in the Biological and Physical Sciences." Presented at the *Retaining Women in Early Academic Science, Mathematics, Engineering, and Technology Careers* conference. Ames, Iowa.

Handelsman, Jo and Molly Carnes. December, 2002. "University of Wisconsin-Madison Women in Science and Engineering Leadership Institute." Presented at the Plant Pathology research seminar series. Madison, Wisconsin.

Murphy, Regina. November, 2002. "The Women in Science & Engineering Leadership Institute at UW-Madison." Presented at the American Institute of Chemical Engineers (AIChE) Annual Meeting. Indianapolis, Indiana.

Ford, Cecilia. July, 2003. "Gender and Language in/as/on Academic Science: Combining Research with a Commitment to Institutional Change." Presented at the Perception and Realization in Language and Gender Research conference, Michigan State University, East Lansing, Michigan.

Stambach, Amy and Ramona Gunter. May, 2003. "As Balancing Act and As Game: How Women and Men Science Faculty Experience the Promotion Process." Presented at the Gender, Science, and Technology International Conference, Norway.

Sheridan, Jennifer; Molly Carnes; and Jo Handelsman. June, 2003. "The University of Wisconsin-Madison ADVANCE Program: Progress to Date." Presented at the WEPAN meetings. Chicago, IL.

Wendt, Amy. September 2003. "NSF ADVANCE at UW-Madison: WISELI Activities." Presented at the 25th anniversary of the Women in Computer Science and Engineering organization. Berkeley, CA.

Ford, Cecilia. September 16, 2003. "Gender and Talk: Looking back and looking forward." Presented at the Women's Health Forum of the UW-Madison Center for Women's Health and Women's Health Research. Madison, WI.

Gunter, Ramona. October 20, 2003. "Science Faculty Talk about Self, Home, and Career." Presented at the WISELI Seminar. Madison, WI.

Sheridan, Jennifer. November 17, 2003. "Faculty Worklife at the University of Wisconsin-Madison: Preliminary Findings." Presented at the WISELI Seminar. Madison, WI.

Sheridan, Jennifer. January 12, 2004. Panelist at Virginia Tech's AdvanceVT Inaugural Workshop, "ADVANCEing Women in Academe: Voices of Experience." Roanoke, VA.

Carnes, Molly. February 13, 2004. Discussant on the "Status of STEM Female Faculty Recruitment, Retention and Advancement" panel for the "Systemic Transformations in the Role of Women in Science and Engineering" Symposium for the Annual Meeting of the American Association for the Advancement of Science meetings. Seattle, WA.

Ford, Cecilia. February 16, 2004. "Getting our Voices Heard: Patterns of Participation in University Meetings." Presented at the WISELI Seminar. Madison, WI.

Sheridan, Jennifer. February 17, 2004. "Implementing a campus climate survey: logistical notes and preliminary findings." Presented to the Center for Demography & Ecology Training Seminar. Madison, WI.

Pribbenow, Christine Maidl. March 22, 2004. "The Climate for Women Faculty in the Sciences and Engineering: Their Stories, Successes, and Suggestions." Presented at the WISELI Seminar. Madison, WI.

Sheridan, Jennifer. April 13, 2004. "Study of Academic Staff Work Life at UW-Madison: Preliminary Results." Presented at the Wisconsin Center for the Advancement of Postsecondary Education Academic Staff Institute 2004. Madison, WI.

Sheridan, Jennifer. April 20, 2004. Session Coordinator, “ADVANCE Institutional Data” panel. NSF ADVANCE National Conference. Atlanta, GA.

Carnes, Molly. April 20, 2004. Presenter, “Women from Underrepresented Groups” panel. NSF ADVANCE National Conference. Atlanta, GA.

Durand, Bernice. April 20, 2004. Session Coordinator, “Senior Women and Advancement—A Facilitated Discussion” panel. NSF ADVANCE National Conference. Atlanta, GA.

Sheridan, Jennifer. April 21, 2004. Presenter, “Campus Climate Surveys” panel. NSF ADVANCE National Conference. Atlanta, GA.

Spear, Peter. April 21, 2004. Presenter, “Sustainability of ADVANCE Programs” panel. NSF ADVANCE National Conference. Atlanta, GA.

Ford, Cecilia. May 3, 2004. ““Having our ideas ignored”: CA and a Feminist Project.” Presented at the American Association for Applied Linguistics Annual Conference, colloquium entitled “ CA as Applied Linguistics: Crossing Boundaries of Discipline and Practice.” Portland, OR.

Sheridan, Jennifer; Jo Handelsman; Molly Carnes. August 14, 2004. “Assessing “Readiness to Embrace Diversity”: An Application of the Trans-Theoretical Model of Behavioral Change.” Presented at the American Sociological Association meetings, session entitled “Workplace Diversity.” San Francisco, CA.

Carnes, Molly. October 13, 2004. “Searching for Excellence, Equity & Diversity: Unconscious assumptions and lessons from smoking cessation.” Virginia Commonwealth University. Richmond, VA.

Sheridan, Jennifer. October 14, 2004. “WISELI’s Life Cycle Research Grant Program.” Presented at the Society of Women Engineers National Conference, Milwaukee, WI.

Carnes, Molly. October 20, 2004. “Women in Academic Leadership: The Issues, the Goals, the Process.” [to over 50 women faculty from STEM departments at UIC]; NSF ADVANCE Program at UW-Madison [approx 30 faculty, chairs, and deans from STEM departments.], Chicago, IL.

Brennan, Patricia; Molly Carnes, Bernice Durand, Jo Handelsman, and Jennifer Sheridan. November 10, 2004. “Discovering the Experiences of Senior Women in Academic Science & Engineering.” Presented at the WISELI Seminar. Madison, WI.

Carnes, Molly. November 17, 2004. “The Impact of Unconscious Biases on Evaluation: Relevance to the NIH Director’s Pioneer Awards.” Invited presenter, Office of Research on Women’s Health Roundtable discussion, NIH, Bethesda, MD.

Carnes, Molly; Jo Handelsman, Lillian Tong, and Amy Wendt. December 8, 2004. "WISELI Update—Status of Our Efforts to Promote the Advancement of Women in Science and Engineering." Presented at the WISELI Seminar. Madison, WI.

Peercy, Paul. December 13, 2004. "NSF ADVANCE Institutional Transformation Award at UW-Madison." Presented at the NSF ADVANCE Engineering Workshop, Washington DC.

Handelsman, Jo. March 2, 2005. Informal workshop on bias and prejudice in academic evaluation. Oregon State University. Corvallis, OR.

Carnes, Molly. March 4, 2005. "Women in the World of Medicine: What's Holding Us Back?" Presented at the *Leadership Skills and Equity in the Workplace: Lessons Learned* conference, Virginia Commonwealth University. Richmond, VA.

Carnes, Molly. March 12, 2005. "Women Physicians and Leadership: The Issues, The Goals, The Process." Keynote speaker, Women's Physician Council of the American Medical Association. Washington, DC.

Coppersmith, Sue. April 8, 2005. "NSF ADVANCE Institutional Transformation Award at UW-Madison." Mathematical and Physical Sciences Advisory Committee Meeting, National Science Foundation, Washington, DC.

Carnes, Molly. April 26, 2005. "Women in Academic Leadership: Institutional Transformation Required." Grand Rounds and Merritt Lecture, Indiana University School of Medicine. Indianapolis, IN.

Carnes, Molly. May 9-10, 2005. "Incorporating Research on Biases and Assumptions into Search Committee Training;" "Women in the World of Academic Health Sciences: What's Holding Us Back?" "Women in Academic Leadership: Has There Been Progress?" University of Minnesota. Minneapolis, MN.

Carnes, Molly. May 13, 2005. "Women in Academic Leadership: Has There Been Progress?" Keynote address at the Women Against Lung Cancer meeting. Orlando, FL.

Sheridan, Jennifer. May 19, 2005. "WISELI's Life Cycle Research Grant Program." NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Sheridan, Jennifer. May 19, 2005. "Indicators and Dissemination: Question 2. What are the Outcomes of Institutional Processes of Recruitment and Advancement for Men and Women?" NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Carnes, Molly. May 19, 2005. "Insights from Social Science Research on Achieving Academic Awards and Honors: A Local and a National Example." NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Carnes, Molly. May 19, 2005. "Converting Academic Staff to the Tenure Track at the UW-Madison: A Viable Strategy?" NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Handelsman, Jo. May 20, 2005. "Affecting Climate/Culture Change — Using Multiple Points of Entry in the Department of Kumquat Science." NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Fine, Eve. May 20, 2005. "Working with Department Chairs: Enhancing Department Climate." NSF ADVANCE P.I. Meeting, National Science Foundation. Washington, D.C.

Zweibel, Ellen. June 2, 2005. "Dual Career Initiatives at U. Wisconsin ." Presented at the American Astronomical Society's annual meeting (session entitled "Institutional Solutions to the 'Two-Body Problem'"), Minneapolis, MN.

Handelsman, Jo. June 9-10, 2005. "Sex and Science." Howard Hughes Medical Institute New Investigator Training. Chevy Chase, MD.

Ford, Cecilia. June 11-16, 2005. "'Can I Make a Brief Comment on That': Reference and Social Organization In and Around an Extended Turn." Invited lecture for a symposium on Reference and Referential Form in Interactional Linguistics. Organized by the Nordic Research Board. Helsinki, Finland.

Ford, Cecilia. July 6-9, 2005. "Interactional Grammar and Managing a Meeting Contribution." Plenary address for the 15th Annual Meeting of the Society for Text & Discourse. Amsterdam, Netherlands.

Handelsman, Jo. July 11, 2005. "Diversity, Bias, and Change." Presentation to Harvard Deans' Retreat. Cambridge, MA.

Ford, Cecilia. July 25, 2005. "Women's agency and participation: Feminist research for institutional change." Presented for the *Symposium on Gender in Public Settings: Approaches to Third Wave Feminist Analysis* at the 14th World Congress of Applied Linguistics Conference. Madison, WI.

Carnes, Molly. October 17, 2005. "Women in Academic Leadership: Institutional Transformation Required" and "Advice From a Few Mistakes I've Made & Some Things I've Done Right (workshop)." 8th Annual Professional Development Conference Focus on Health & Leadership for Women. University of Pennsylvania School of Medicine. Philadelphia, PA.

Carnes, Molly. October 21, 2005. "Women and Leadership: When Working Hard is Not Enough." Wisconsin Women's Health Foundation Rural Women's Health. Madison, WI.

Handelsman, Jo. November 29, 2005. Roundtable discussion with faculty and administrators on women in science. Colorado State University. Ft. Collins, CO.

Handelsman, Jo; Molly Carnes; Jennifer Sheridan; Eve Fine; and Christine Pribbenow. Dec. 9, 2005. "NSF ADVANCE at the UW-Madison: Three Success Stories." Poster presentation at the National Academies' "Convocation on Maximizing the Potential of Women in Academic Science and Engineering," Washington, DC.

WISELI in the Press:

"Women in Science Get a Major Boost From NSF, UW-Madison." *Wisconsin Week*. October 19, 2001. <http://www.news.wisc.edu/6687.html> .

"Institute plans effort to boost women in science." *Wisconsin Week*. March 26, 2002. <http://www.news.wisc.edu/7231.html> .

"Documentary Depicts Women in Science." *Wisconsin Week*. February 24, 2004. <http://www.news.wisc.edu/9465.html> .

"NSF Program Working to Help Women Attain Leadership in Science and Engineering." *UW-Madison College of Engineering Perspective*. Spring 2004. <http://www.engr.wisc.edu/alumni/perspective/30.3/PerspectiveSpr2004.pdf> .

"Working for Women." *Wisconsin State Journal*. May 23, 2004. <http://www.madison.com/archives/read.php?ref=wsj:2004:05:23:373339:DAYBREAK> .

"Women in Medicine Said to Face Widespread Bias." *Richmond Times Dispatch*. March 6, 2005.

"Gender, Attitude, Aptitude and UW: In the Wake of the Harvard President's Comments, UW Women Take a Look at Their Own Campus." *Wisconsin State Journal*. March 27, 2005. <http://www.madison.com/archives/read.php?ref=wsj:2005:03:27:410257:FRONT> .

"For Women in Sciences, Slow Progress in Academia." *The New York Times*. April 15, 2005. <http://select.nytimes.com/gst/abstract.html?res=FA0912FE3A5A0C768DDDAD0894DD404482> .

"A Woman's Place in the Lab: Harvard Studies Efforts to Boost Female Faculty at U-Wisconsin." *The Boston Globe*. May 1, 2005.

http://www.boston.com/news/local/articles/2005/05/01/campus_strives_to_boost_female_faculty/ .

“Women still face bias in science.” *Financial Times*. August 19, 2005.

“Women in Science: Climbing the Career Ladder.” Talk of the Nation, *National Public Radio*. August 26, 2005.

<http://www.npr.org/templates/story/story.php?storyId=4817270>.

“The gender gap in science is shrinking at universities.” *St. Louis Post-Dispatch*. October 23, 2005.

Products Available to the Public:

“Study of Faculty Worklife at the University of Wisconsin-Madison.” Climate survey instrument and results.

<http://wiseli.engr.wisc.edu/initiatives/survey/results/facultypre/index.htm> .

“Study of Faculty and Academic Staff Worklife at the University of Wisconsin-Madison.” Climate survey instrument.

<http://wiseli.engr.wisc.edu/Products/academicstaffversion.pdf> .

“Enhancing Department Climate: A Chair’s Role. Resources.” Available online at: http://wiseli.engr.wisc.edu/initiatives/climate/ALSWorkshop_Resources.doc .

“Searching for Excellence and Diversity: A Guide for Faculty Search Committee Chairs.” Available in PDF format online at:

<http://wiseli.engr.wisc.edu/initiatives/hiring/SearchBook.pdf> , and also available for purchase for \$4.00 per book plus mailing costs by contacting wiseli@engr.wisc.edu.

“Reviewing Applicants: Research on Bias and Assumptions.” Brochure available online at: <http://wiseli.engr.wisc.edu/initiatives/hiring/Bias.pdf> , and also available in large quantities for 25¢/brochure plus mailing costs by contacting wiseli@engr.wisc.edu.

“Advancing Your Career through Awards and Recognitions: A Guide for Women Faculty in the Sciences & Engineering.” Brochure available in large quantities for 50¢/brochure plus mailing costs by contacting wiseli@engr.wisc.edu.

“WISELI: ADVANCEing Institutional Transformation.” Documentary Video, first in series of three. Available online through The Research Channel:

<http://www.researchchannel.com/program/displayevent.asp?rid=2217> .

“Benefits and Challenges of Diversity.” Essay available online at:

http://wiseli.engr.wisc.edu/initiatives/climate/Benefits_Challenges.pdf .

“Advice to the Top: Top 10 Tips for Academic Leaders to Accelerate the Advancement of Women in Science and Engineering.” Essay available online at: http://wiseli.engr.wisc.edu/Products/top_10_tips.pdf .

“Sex and Science: Tips for Faculty.” Essay available online at: http://wiseli.engr.wisc.edu/Products/Sex_and_Science.pdf .

Evaluation Reports:

Sheridan, Jennifer; Jo Handelsman; and Molly Carnes. 2002. “Current Perspectives of Women in Science & Engineering at UW-Madison: WISELI Town Hall Meeting Report.” Available online at: http://wiseli.engr.wisc.edu/reports/TownHallReports/WISELI_Town_Hall_Report.pdf

Benting, Deveny and Christine Maidl Pribbenow. July 24, 2003. “Meetings with Senior Women Faculty: Summary of Notes.”

Pribbenow, Christine Maidl and Deveny Benting. August 14, 2003. “Interviews with WISELI Leadership Team Members (2002-2003): Summary Report.”

Benting, Deveny and Christine Maidl Pribbenow. November 14, 2003. “Survey of the Virginia Valian Luncheon: Final Report.”

Pribbenow, Christine Maidl. November 14, 2003. “WISELI Department Climate Workshops: Formative Evaluation Report.”

Pribbenow, Christine Maidl and Deveny Benting. June 9, 2004 (revised September 23, 2004.) “WISELI’s Life Cycle Research Grant Program: Formative and Summative Evaluation.”

Sheridan, Jennifer; Deveny Benting; and Christine Maidl Pribbenow. July 27, 2004. “Evaluation of the Women Faculty Mentoring Program at the University of Wisconsin-Madison.”

Sheridan, Jennifer and Deveny Benting. October 29, 2004. “Evaluation of the Tenure Clock Extension Policy at the University of Wisconsin-Madison.”

Winchell, Jessica. October 2004. “Celebrating Women in Science & Engineering Grant Program, 2002-2004. Interim Evaluation Report.”

Benting, Deveny and Christine Maidl Pribbenow. July 5, 2005. “Survey Results of WISELI’s ‘Implementing Training for Search Committees’ Workshop.” Evaluation report.

Pribbenow, Christine Maidl. July 14, 2005. “WISELI’s Climate Workshops for Department Chairs: Evaluation Report.”

Sheridan, Jennifer; Deveny Benting; and Christine Maidl Pribbenow. December 2005. "Evaluation of Childcare Needs and Practices at the University of Wisconsin-Madison."

Pribbenow, Christine Maidl and Jessica Winchell. December 2005. "WISELI's Workshops for Search Chairs: Evaluation Report."

Presentations of WISELI Activities to Campus Groups

Deans' Council—9/4/2002, 12/10/2003, 4/27/2005, 10/26/2005
CALS Department Chairs/Deans—10/28/2002, 1/26/2004, 12/1/2005, 1/23/2006
ENGR Department Chairs and Deans—11/6/2002, 2/4/2004, 1/4/2006
Medical School Clinical Science Chairs—10/14/2002, 3/9/2004, 1/10/2006
Medical School Basic Science Chairs—10/8/2002, 1/9/2006
Medical School Retreat—3/12/2005
Pharmacy Division Heads and Deans—4/12/2004, 12/15/2005
SVM Department Chairs and Deans—12/17/2002, 2/5/2004, 11/15/2005
L&S Natural Science Chairs—11/18/2002, 9/20/2004, 12/19/2005
L&S (All) Department Chairs—12/19/2005
SoHE Department Chairs and Deans—2/23/2004
Education Department Chairs and Deans—3/3/2004
Biological Science Deans—12/16/2003
Graduate School Deans—9/30/2004, 8/31/2005
University Committee—2/14/2005
UW System AA/EEO Program Directors—2/21/2005
Wisconsin Technical Colleges AA/EEO Officers—10/14/2005

Other Groups:

Department of Plant Pathology—12/4/2002
Women in Physical Sciences—5/2003, 2/23/2004
Women in Engineering—3/18/2004
University League—11/24/2003
College of Engineering (CoE) Academic Affairs—11/21/2003
CoE Equity & Diversity Committee—4/14/2004
CoE Committee on Academic Staff Issues—4/28/2004
Committee on Women in the University—2/18/2004, 1/12/2005, 11/9/2005
Women Faculty Mentoring Program—9/19/2003
Plan 2008 Campus Resource Fair—5/7/2002
Showcase—4/3/2002, 4/5/2004
Women Faculty in Medical School—3/11/2005
Academic Staff Executive Council—3/6/2003, 3/5/2004, 2/25/2005
Office of Human Resources—2/16/2005
WEMPEC—2/11/2005
UW System EEO Officers—4/13/2005

William S. Middleton Memorial VA Hospital—3/17/2005, 4/26/2005
CIRTL/DELTA—2/2/2005, 9/20/2005
UW Teaching & Learning Symposium—5/24/2005
UW Foundation—8/23/2005, 11/10/2005, 12/7/2005
WISELI Seminar—10/20/2003, 11/17/2003, 2/16/2004, 3/22/2004,
11/10/2004, 12/8/2004, 3/9/2005, 9/22/2005, 11/10/2005

IX. WISELI Overview, 2005

Objective NSF ADVANCE at the University of Wisconsin-Madison is a five-year project to promote institutional transformation in science and engineering fields by increasing the participation, success and leadership of women faculty in academic science and engineering. The grant is administered through the **Women in Science & Engineering Leadership Institute (WISELI)**.

Constituents Science and engineering faculty and staff in the **six schools** with the largest science and engineering faculty: College of Engineering, College of Letters & Sciences, College of Agricultural and Life Sciences, the School of Veterinary Medicine, the School of Pharmacy, and the Medical School. In total, we target **over 50 departments and 1,200 faculty** in the biological and physical sciences.

Activities With a strong evaluation component in all that we do, our research and initiatives feed back to each other, improving our activities with each iteration



Grant Programs

- Vilas Life Cycle Professorship Program
- Celebrating Women in Science & Engineering Grants

Workshops

- Workshops for Search Committee Chairs
- Climate Workshops for Department Chairs
- Workshops on Building Effective Research Teams (in development)

Other Initiatives

- Conversion of staff to tenure track
- Awards and honors for women faculty
- Leadership development for academic staff
- Conversations with senior women faculty
- Documentary video
- WISELI Seminar series
- WISELI website, listserv

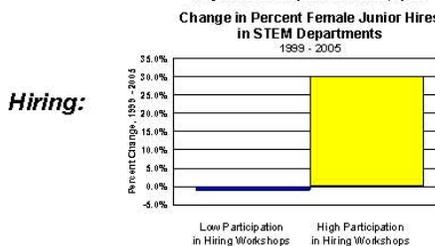
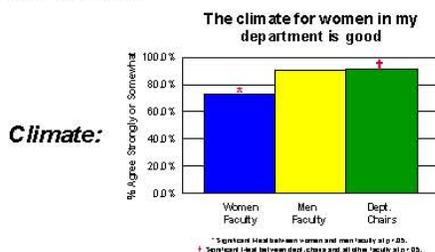
Evaluative Research

- Interviews with women faculty and staff
- Study of Faculty and Academic Staff Worklife (climate survey)
- Resource studies
- Issue Studies
- Evaluation of existing programs at UW-Madison

Other Research

- Discourse analysis of women's communication strategies
- Ethnographic study of gendered interactions in the laboratory setting
- Study of Career Choices in Engineering
- Expanding Entrepreneurial Activity for Senior Women

Selected Results



- Climate survey and interviews with women faculty identify **DEPARTMENT CHAIRS** as key influences on the experiences of women faculty.
- To date, 27 department chairs have participated in our Climate Workshops; the improvements made as a result of this will affect thousands of faculty and staff in those departments.
- Climate will be re-assessed in select departments to evaluate the overall effects of the Climate Workshops.
- New faculty hires in STEM have increased overall, from 18% women in 2002, to 21% in the 2005 hiring cycle.
- Departments who participate in WISELI workshops (2003-2005) show more gains in hiring women (30% increase) than those departments who have not participated (no change).
- Approximately 70 hiring committee chairs have participated in our training workshops in 2004, and 92 participated in 2005.
- Evaluation of composition of hiring pools is underway.

Products (see <http://wiseli.engr.wisc.edu/products.htm>):

- Climate:**
- *Benefits and Challenges of Diversity*
 - *Enhancing Department Climate: A Chair's Role: Resources*
 - *Advice to the Top: Top 10 Tips for Academic Leaders to Accelerate the Advancement of Women in Science and Engineering*
 - *Sex and Science: Tips for Faculty*
 - *Study of Faculty Worklife at the University of Wisconsin-Madison* (survey instrument and results)
- Recruiting:**
- *Recruiting Applicants: Research on Bias and Assumptions*
 - *Searching for Excellence and Diversity: A Guide for Faculty Search Committee Chairs*
- Papers:**
- Handelsman et al. 2005. "More Women in Science." *Science*. 309(5738):1190-1191.
 - Carnes et al. 2005. "Diversity in Academic Medicine: The Stages of Change Model." *Journal of Women's Health*. 14(6):471-475.
 - Carnes et al. 2005. "NIH Director's Pioneer Awards: Could the Selection Process be Biased Against Women?" *Journal of Women's Health*. 14(8):684-691.
 - Sheridan et al. 2006. "Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty." *Journal of Technology Transfer*. 31(1).
- Awards & Honors:**
- *Advancing Your Career through Awards and Recognitions: A Guide for Women Faculty in the Sciences & Engineering*
- Documentary Videos:**
- *WISELI: ADVANCEing Institutional Transformation*
 - *WISELI: Building on a Legacy*

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ADVANCE institutions will serve as exemplars for other colleges and universities aiming to increase the participation and status of women in science and engineering faculty.

X. Quantitative Indicators of Activity and Progress

(Available March, 2006.)