



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

2006

Principals, *University of Wisconsin-Madison*

**Dr. Molly Carnes, Jean Manchester Biddick Professor of Medicine
Dr. Jo Handelsman, Howard Hughes Medical Institute Professor of
Plant Pathology
Dr. Jennifer Sheridan, WISELI**

February, 2007

Table of Contents

<i>I. Executive Summary: Major Accomplishments in Year 5</i>	<i>1</i>
<i>II. Activities: Status of WISELI Initiatives</i>	<i>4</i>
A. Workplace Interactions	4
B. Life-Career Interface	6
C. Development, Leadership, Visibility	6
D. Overarching	8
<i>III. Findings: Value Added</i>	<i>14</i>
<i>IV. Findings: Difficulties & Solutions</i>	<i>19</i>
<i>V. WISELI Management and Infrastructure</i>	<i>21</i>
<i>VI. Financial Reports</i>	<i>22</i>
<i>VII. P.I.s' Current and Pending Support</i>	<i>24</i>
<i>VIII. WISELI Publications and Presentations</i>	<i>34</i>
<i>IX. Quantitative Indicators of Activity and Progress</i>	<i>48</i>

I. Executive Summary: Major Accomplishments in Year 5

“WISELI *will* go on.”

The leadership of WISELI sent this message to all affiliates in December, 2006. Our two main challenges of 2006 (the last year of the ADVANCE funding) were to complete the evaluation of our institutional change efforts, and to find the funding and support necessary to keep WISELI and its work alive beyond the ADVANCE grant funds. We are delighted to report that both challenges were met, in addition to continuing our programs and research that began prior to this year. We completed all remaining issue studies and evaluation of existing programs; we completed a follow-up campus climate survey and also follow-up in-depth interviews with women faculty; and we collected the offer and hiring data necessary to evaluate our hiring workshops. All of these data collection efforts were instrumental in completing the final WISELI evaluation report, and all were important reasons that funding of WISELI will continue beyond 2006. Using the positive evaluation results, we secured a combination of outside funding (a Partnerships for Adaptation, Implementation, and Dissemination (PAID) grant from the National Science Foundation), and support from key units at the UW-Madison including the Office of the Provost, the College of Engineering, and the School of Medicine and Public Health. With this funding, WISELI will continue work at almost its current staffing level through at least 2009. And with the fulfilled promise to support the Executive Director position “permanently”, WISELI is assured to exist in some form indefinitely.

2006 was not only a year of challenges, it was also a year of great opportunity for WISELI. The publication of the National Academies report “Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering” featured two of WISELI’s workshop series—the *Searching for Excellence & Diversity* workshops for chairs of hiring committees, and the *Departmental Climate: A Chair’s Role* workshops. The inclusion of these efforts in such a visible report has generated strong interest in our work, and we are happily responding to requests from many universities for our materials and our approaches to institutional change.

Some of our greatest accomplishments of 2006 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 153 individuals in 2006. In 2006, we began implementing these workshops for units that hire primarily academic staff for the first time.
- Climate Workshops for Department Chairs that began in 2005 continued through completing in 2006, but no new climate workshop series were begun in 2006 due to

competing requests to survey faculty. We used this time to strategize about expansion of the program in 2007, as well as disseminating the workshops to other campuses.

Grants

- We awarded eight new Celebrating Women in Science & Engineering grants.
- The Vilas Life Cycle Professorships continued in 2006. We received 22 applications, and funded 18 of them. In September 2006, the Vilas Life Cycle Professorship program was awarded a \$25,000 prize from the American Council on Education and the Sloan Foundation, in recognition of innovation in faculty career flexibility.

Research & Evaluation

- We have published one paper and one letter to the editor (Nature) in 2006 and five more papers/books/chapters are in press to appear in 2007.
- The 2006 *Study of Faculty Worklife at the UW-Madison* was successfully fielded in February through April of 2006. We received a 55.7% response rate.
- All issue studies, and all evaluations of existing campus programs, were completed by December 2006.
- An ethnographic study of men and women faculty in science and engineering is continuing.
- Re-interviews with the women faculty we originally interviewed in 2002 were completed by the end of Summer, 2006.

Leadership

- WISELI Leadership Team members continue to occupy key positions that influence gender-related policy and practice. New in 2006: Pat Farrell became Provost, Jo Handelsman was named incoming chair of Bacteriology, and Nancy Mathews was named chair of the University's reaccreditation committee. Molly Carnes was accepted as a Fellow in the 2006/07 class of the Executive Leadership in Academic Medicine (ELAM) program.
- The 65 Biological and Physical Science departments at UW-Madison now have TEN women chairs (compared to three in 2002); two of the ten are women of color.
- 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 third WISELI video was in production this year, and will be completed in early 2007.

- The WISELI Seminars, held three times per semester, were discontinued in Fall 2006. The monthly seminars will be replaced by a larger, high-profile event once a year, and will be named in honor of Denice D. Denton.
- WISELI continues to collaborate closely with our new Wisconsin Alliance for Minority Participation (WiscAMP) program.
- WISELI is collaborating with faculty and staff in the School of Medicine & Public Health, the College of Engineering, and the College of Agricultural and Life Sciences to develop a new course entitled “Women and Leadership in Medicine, Science and Engineering.” This course will be available in Spring 2008, and will be cross-listed with Women’s Studies.

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

- WISELI co-PI Jo Handelsman served on the committee for the National Academies’ new study, “*Maximizing the Potential of Women in Academic Science and Engineering.*”
- Jennifer Sheridan became a co-chair (with Janet Malley of the University of Michigan) of the research committee of the Women in Engineering Programs & Advocates Network (WEPAN).
- WISELI was consulted by more than 50 other colleges and universities across North America in 2006, for a variety of reasons. Some wanted our hiring brochures, some wanted information on our climate survey, some wanted help and advice as they began their own institutional transformation efforts, some wanted specific information about a UW-Madison policy. Several of the colleges/universities were fellow ADVANCE sites.
- WISELI Co-PI Molly Carnes served on a review panel for the first round of NIH Clinical and Translational Science A (CTSA) awards. She noticed that not one of the designated PIs of the CTSA were women, and has campaigned actively within the NIH to change policies and procedures so that more women might be chosen as PIs. The forthcoming paper “A Challenge to Academic Centers and the NIH to Prevent Unintended Gender Bias in Selection of CTSA Leaders” (*Academic Medicine*) arose from this work..

II. Activities: Status of WISELI Initiatives

A. Workplace Interactions

Climate Workshops for Department Chairs

- No new Climate Workshops for Department Chairs were run in 2006, because we did not want the workshops and surveys of their departments to interfere with two campus-wide survey implementations. In spring semester 2006, we had the *2006 Study for Faculty Worklife* instrument in the field. We planned to have a workshop in the fall of 2006, but the Office of Academic Planning and Analysis asked us to delay, as the NRC ranking survey was due to be implemented in the fall and a high faculty response rate to that survey is critical. Thus, except for continuing a workshop series begun in 2005, for most of 2006, this initiative was on hiatus.
- Two department chairs who participated in the workshops in 2004 asked us to re-survey their departments in April and May of 2006 as a means to evaluate if the climate had improved in their department after initiating a number of changes to improve it.
- In 2006, we began developing a plan to expand, institutionalize, and disseminate these workshops. Expanding and institutionalizing the workshops requires finding new facilitators for the workshops, and in December we gathered a group of seven faculty who have indicated an interest in becoming involved, or who we thought would make excellent facilitators, to meet. We gained the agreement of ALL of them to at least consider becoming future facilitators. We will be creating a “Climate Workshop Facilitators’ Training Institute” for them to participate in as their “training”, and then hope to offer two or three new workshop series simultaneously beginning in the fall.

We also plan to use this “Training Institute” as a way to disseminate this approach to other campuses. The new ADVANCE site at the University of Illinois-Chicago will be sending one person to attend this “Training Institute” so that they can implement the climate workshops on their own campus.

- Data from the *2006 Study of Faculty Worklife* are being utilized to uncover any changes in climate that can be attributed directly to the department chair workshops. Preliminary results indicate that overall departmental climate as measured in the campus-wide survey is not directly correlated with climate change. Some evidence shows that the perceptions of faculty whose department chairs participated in the workshops have actually polarized their views of departmental climate, with more faculty indicating a positive change (compared to faculty in non-participating departments), AND more faculty indicating a negative change. At the same time, when we re-survey the participating departments using the same survey used in the workshop, we have seen only positive increases in climate. Overall, we have concluded that the climate change we are seeing on campus is not a “better” or “worse” climate per se, but rather an

increased awareness of climate for other people. That is, faculty who thought that things were great for women or minority faculty in 2002, are now reporting that things are not great. This is not a change in the actual climate, but rather an increase in sensitivity to climate issues by majority faculty.

Workshops for Search Committee Chairs

- WISELI continued to implement the *Searching for Excellence & Diversity* workshops in 2006. In total, this year we have run 11 sessions and trained 57 faculty search chairs and committee members, and 153 persons overall, including staff and administrators.
 - Two new colleges requested workshops in 2006: the School of Pharmacy and the School of Education.
 - We have begun using the materials and workshop to train employees who hire primarily academic staff. We ran a full workshop for a staff unit (University Health Services), and ran a workshop for the Provost's Office, inviting people who primarily chair high-level administrative searches.
- Dissemination of our materials (especially the brochure) continues to climb. In 2006, we sent over 900 brochures to other universities, and at least eight universities contacted us with direct questions about our workshops, materials, and approach. Six universities/organizations in particular have contacted us to possibly arrange a "train the trainer" workshop on their own campus: University of Oklahoma (PAID team), Massachusetts General Hospital, Washington University, University of Wisconsin-Stout, Iowa State University (not the ADVANCE team), and University of Illinois-Chicago (ADVANCE team).
 - Massachusetts General Hospital sent a team to UW-Madison in September 2006 to observe a hiring workshop "in action."
 - University of Oklahoma (PAID) sent a team to UW-Madison in December 2006 to observe a hiring workshop "in action."
 - University of Wisconsin-Stout, in collaboration with UW-River Falls and UW-Eau Claire, will have our team to their campus on March 1st, 2007 for our "Implementing Training for Search Committees" train-the-trainer type workshop.
 - Washington University in St. Louis will have our team to their campus on March 6-7, 2007 for two "Implementing Training for Search Committees" workshops.

Workshops in Building Effective Research Teams

- Using the remaining funds from our ADVANCE grant in 2007, WISELI will lead a campus-wide effort to develop training for PIs of research labs. HHMI has updated their "Making the Right Moves" guidebook, and also created a helpful document "Training Scientists to Make the Right Moves", which will form the basis of our training. Design will begin in early 2007, with the goal of implementing pilot workshops in fall of 2007.

B. Life-Career Interface

Life Cycle Grants

- The Vilas Life Cycle Grants continued in 2006, funded by the Estate of William F. Vilas in the amount of \$310,000. Three rounds of awards were considered. 22 faculty and staff members applied for the awards, and 18 awards were made.
 - In 2006, the first academic staff/permanent PI member has applied for a Vilas award.
- In spring of 2006, an evaluation report was presented to the Trustees of the Vilas Estate. Such a report will be continued annually to encourage the Trustees to continue funding the program.
- In September 2006, the Vilas Life Cycle Professorship program was awarded a \$25,000 prize from the American Council on Education and the Sloan Foundation to recognize “innovation in career flexibility for tenured and tenure-track faculty.”

Time-Stretcher Services

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

Lactation Space

- Lactation space in the College of Engineering is in transition due to construction. The space in Engineering Hall was removed; however a new space in the remodeled Mechanical Engineering Building has opened. Female graduate students have been the primary users of this space.

C. Development, Leadership, Visibility

Celebrating Women and Science and Engineering Grants

- Since 2002, we have awarded 34 grants, and have brought in 66 women speakers to 24 departments/programs in five schools/colleges.
- Each grantee completes his or her own evaluation of the impact of their guest(s). While these reports are useful in determining the success of a single grant, the program as a whole has not been adequately evaluated. A new evaluation for this program will be designed in 2007, with the goal of providing some concrete evidence of success (or not) by 2009, and determining at that time whether this program should continue.
- The next call for proposals will go out in late spring, 2007, for the 2006/07 academic year. This program will continue to be 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. We will be seeking the participation of the College of Agricultural and Life Sciences for the 2007-09 years as well.

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

- In 2006, we completed an “issue study” that looked at both the successful and unsuccessful experiences of academic staff who attempted a conversion to a tenure-track appointment. This report separates the process of switching from an academic staff appointment to a tenure-track appointment into “stages”, with specific strategies used within each state. The report concludes with a discussion of some of the institutional barriers that must be addressed before track switches can become a more feasible way to move women from the staff to the faculty.

Senior Women Faculty Initiative

- Our paper outlining our work with Senior Women (“Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty”) was published in May 2006, in the *Journal of Technology Transfer*.
- Future work with senior women faculty is being defined. In 2007, we intend to increase activity in this area, including:
 - Increasing the recognition of senior women’s accomplishments;
 - Creating a networking capability (listserv?) for senior women interested in leadership;
 - Monitoring media representations of senior women scientists, especially the campus media;
 - Encouraging leadership for senior women academic staff.

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 450 copies.
- As part of our PAID proposal, we will update and redesign the “Advancing Women” brochure for a national audience.

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

- Academic staff members are always invited to all public WISELI events, and our Leadership Team includes academic staff members.
- Academic staff who are permanent PIs are eligible for Vilas Life Cycle Professorship awards.

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's effort remained at 40% through December 2006. Jennifer Sheridan remains as WISELI's Executive and Research Director, at 100% effort.
- **WISELI Seminar.** The WISELI seminar series was active in spring semester 2006, and then was discontinued in fall of 2006. Attendance at the seminars dropped in 2005/06, and a core following of attendees never developed; in particular, our leadership team members rarely attended the seminar, and as the seminar was designed with them in mind, the goals of the seminar were not met. Seminars presented in 2006 include:
 - o Angela Byers-Winston, Assistant Professor of Counseling Psychology, University of Wisconsin-Madison. "Examining diversity within diversity: Retention of underrepresented students in STEM fields."
 - o Judy Houck, Assistant Professor of Medical History and Bioethics, University of Wisconsin-Madison. "Race, Gender and Personality: Putting Student Evaluations of Faculty in Perspective."
 - o Annie Stunden, Chief Information Officer, University of Wisconsin-Madison. "Reminiscences of an Accidental Programmer."

After careful consideration, we have determined that the WISELI seminar will not return in its previous form. Rather, WISELI intends to sponsor one large campus-wide event each year that will be offered as a memorial to Denice D. Denton. We

will work in collaboration with the custodians of the Denice Denton Memorial Fund, and will create a campus-wide event with nationally known speakers, which will simultaneously facilitate networking for women faculty, and also spur action. The first symposium will be held on July 30th, 2007, with Donna Shalala as the keynote speaker.

- **WISELI Website.** Traffic continues to remain high on the WISELI website in 2006. We received around 5,800 hits in 2006, which averages to almost 500 a month. Traffic increases when ADVANCE grant deadlines approach, or when women in science make national news (as with the release of the Shalala report in September 2007).

The WISELI website will be redesigned in 2007, removing vestiges of the organization inspired by the original grant in 2002, and creating a much more intuitive and easy-to-navigate web space. We will add forms to ease the order of our materials (brochures, videos, guidebooks) and registration of our events.

- **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. The library has been updated twice in 2006. We are investigating the option of creating a more user-friendly interface by transporting the library to different database software; these changes might not become available until 2008, however.
- **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, 2006, we have 292 affiliates on our listserv.
- **Working Web Site (WWS).** Although the WWS was initially useful as we created programs and web content, it is now largely obsolete. We will use the space to store our in-house library (which contains direct links to PDF copies of articles), and the rest of the site will be eliminated in 2007.
- **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 2006, we made 19 presentations to groups outside of the UW-Madison, and 24 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) Co-PI Jo Handelsman participated on the National Academies panel that produced the “Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering” report, released in September 2006.

Dr. Handelsman has made numerous presentations throughout the country regarding the findings of the report (including to the NIH), and Dr. Sheridan has acted in Dr. Handelsman's stead for local presentations on the same material.

- (2) Dr. Handelsman also had the opportunity to participate in an advisory panel to the National Institutes on Health regarding the NIH Roadmap Initiative; the panel was to describe what is "dropping through the cracks" under their current roadmap plan. Dr. Handelsman was able to bring issues for women in science to the attention of Elias Zerhouni directly through this meeting.
- (3) Our "Research on Bias and Assumptions" brochure continues to be one of our most popular "products". In 2006, we have distributed over 900 copies of this brochure to nine campuses and organizations throughout the US and Canada, bringing the total number of brochures distributed to over 4,000 since its development in 2004.
- (4) We offer our "Implementing Training for Search Committees" workshop to campuses outside the UW-Madison, and have engaged six campuses so far in preliminary discussions of bringing the training to their Universities. Two campuses came to Madison to observe our process and two more have retained WISELI's services in 2007 to come and present this workshop.
- (5) 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 2006 include: HHMI, Harvard, Colorado State, Oregon State, National Academies, Virginia Commonwealth, AMA, University of Minnesota, SUNY-Buffalo, and the University of Pennsylvania.

Documentary Video

- Our second video was included in the Research Channel library in 2006, available at: <http://www.researchchannel.org/prog/displayevent.asp?rid=3455>.
- Our first two videos were included in the City of Madison Time Capsule project in December 2006. Madison celebrated its 150th anniversary in 2006, and we submitted our videos as a "snapshot" of the situation for women in science in 2006. The time capsule will be opened in 2056, and we can see what progress has been made for women in science in the intervening 50 years (see <http://timecapsule.c3ktogo.com/?page=6&tn=vg>).
- Filming, script writing, and editing for our third and final video is nearly complete; the video should be available by March or April of 2007. The video will be included on the Research Channel, and all three videos will be burned onto a single DVD which will be available at cost via the WISELI website.

Evaluation/Research

- *Study of Faculty Worklife at the University of Wisconsin-Madison, 2006.*
 - o The survey was in the field from February-April 2006. We received a 55.7% response rate. Response of minority faculty decreased between the 2003 and

2006 surveys, but otherwise the 2006 survey results should be representative of the entire faculty population. Analysis is beginning with program evaluation needs for the ADVANCE project and will be followed by a campus-wide report to be issued in 2007.

- ***Interviews with UW-Madison women in science & engineering.***
 - Follow-up interviews with 19 of the original 26 women faculty interviewed in 2002 (23 remain on campus, so we had 4 refusals for re-interview) are completed, and data is being analyzed for the final ADVANCE report.

- ***Issue Studies.***
 - Issue Study #1, “The Department Chair and Climate: Contradicting Perceptions” manuscript was completed in 2005 as an article for publication. This article has been accepted, pending some revision, in the *Journal of Women and Minorities in Science & Engineering*.
 - Issue Study #2, “Why Women Leave”: Our second study identified 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. The results from this study were combined with results from our evaluation of the UW-Madison Dual Career Hiring program, because the main findings from both studies was that the happiness of the spouse or partner determined whether the woman faculty member stayed at the UW-Madison or left. The final report was completed in March 2006.
 - WISELI’s involvement with exit interviews through this project led to the handover of the campus-wide exit interview process to WISELI in early 2007.
 - Issue Study #3 investigates the issues involved for women who want to move from an academic staff appointment to a tenured or tenure-track appointment at the UW-Madison. Using case study methodology, the experiences of two women who attempted track conversions—one successful and one not—are followed.

- ***Ethnographic Study.***
 - Two articles were published (in 2003 and 2005) from these data.
 - Ramona Gunter will complete her dissertation using the data gathered for this study in January 2007.

- ***Discourse Analysis of the “Ignoring-my-ideas” Phenomenon.***
 - This project has evolved from the original proposition “women’s ideas are ignored” to “How do women gain and use the floor in professional workplace meetings?” The project has involved four years of data collection, several scholarly presentations, and will result in at least two publications.
 - One chapter to be published in 2007:
 - Ford, Cecilia. In Press. “Questioning in Meetings: Participation and Positioning.” Invited contribution to *Why Do You Ask?: The Function of*

Questions in Institutional Discourse. Susan Erlich and Alice Freed (Eds.)
Oxford University Press.

- 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 Two presentations resulted from this research in 2006:
 - Ford, Cecilia. 2006. "Studying Turn Taking in Workplace Meetings as 'Interdisciplinary/Applied' Conversation Analysis." International Conference on Conversation Analysis. Helsinki, Finland.
 - Ford, Cecilia. 2006. "Methods and Challenges in the Study of Language in Interaction." Invited Seminar in the Department of Linguistics, Stockholm University. Stockholm, Sweden.
- o A book contract for *Women Talking in Workplace Meetings: Getting and Using the Floor* has been secured from Palgrave/Macmillan. Manuscript due February 2007; expected publication date November 2007.
- ***Study of Career Choices in Engineering.***
 - o The director of this project, Amy Wendt, has taken a leadership role (department chair), and thus this project is on hold.
- ***Examine the patterns of assigning institutional resources for uneven distribution by gender.***
 - o Survey data and institutional data are employed to investigate these issues for women faculty in 2003.
- ***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.* Completed October 2006.
 2. *Sexual Harassment Information Sessions.* Completed October 2006.
 3. *Provost's Climate Initiative.* This initiative will not be evaluated formally.
 4. *Dual Career Couples.* Results from this study were combined with the "Why Women Leave" issue study. Completed April 2006.
 5. *Tenure Clock Extensions.* 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 in press at the *NWSA Journal*; expected publication date December, 2007 in a special issue on "Women, Tenure and Promotion."

6. *Campus Childcare*. Completed 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*. 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 continue to offer our “Implementing Training for Search Committees” train-the-trainer workshop to other campuses that would like to create training for search committees on their own campus (see *Outreach to Campus/National Groups*, item #3, pages 12-13).
- Through our Celebrating Women in Science & Engineering grant program, in 2006 we offered three symposiums on women’s leadership, one roundtable discussion on gender equity, and a workshop on teaching styles to women faculty, staff and students:
 - “Symposium on Women in Science Policy.” In partnership with Graduate Women in Chemistry.
 - “Women and Environmental Leadership Symposium.” In partnership with Forest Ecology and Management department.
 - “The Act of Teaching: Theatrical Tips for Teachers” led by Nancy Houfek (COACH). In partnership with the Astronomy department.
 - “Encouraging Success in Science and Medicine.” In partnership with Medical Science Training Program.
 - “Women in Science Roundtable Discussion: Striving for Equality in an Academic Environment” led by Dr. Linda Nicholson. In partnership with the Chemistry department.

Course Development

- WISELI co-PI Molly Carnes, in collaboration with Dr. Sarah Pfatteicher (Engineering), Prof. Trina McMahon (Engineering), and Prof. Teri Balser (CALs) are developing a new course to be available spring semester 2008. Entitled “Women and Leadership in Medicine, Science, and Engineering”, it will explore the current scholarship on women’s leadership in STEM fields. This course will be cross-listed with Women’s Studies.

III. Findings: Value Added

Tangible outputs

- Vilas Life Cycle Professorships. WISELI continues to administer this popular campus program, and is responsible for not only securing the funds each year and allocating them to applicants, but also for evaluating the program annually. In 2006, the program was recognized with a \$25,000 prize for its “innovation in career flexibility for tenured and tenure-track faculty” by the ACE and Sloan Foundation. The award program is very important to campus, and was specifically mentioned in the 5th year progress report of the UW-Madison strategic plan (<http://www.chancellor.wisc.edu/strategicplan/progress.html>).
- 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 313 hiring committee chairs and members, and 27 department chairs. We have begun the process of designing a new workshop series for PIs of labs, and hope to have a pilot implemented in 2007.
- Local and National Dissemination. WISELI has made our materials available to interested universities and other organizations either for free through our website, or for nominal costs. Furthermore, we have been open to visits from faculty and staff at other universities to observe our workshops and make ourselves available to visit other campuses.
- 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, or provide specific analyses as requested of our survey data to different units on campus. Other research studies (the work of Profs. Ford and Stambach) are additional value-added products of ADVANCE funding.
- Publications. WISELI has published two papers in 2006, with several more under review or in press for 2007. In addition, co-PI Jo Handelsman was an active and productive member of the National Academies panel (chaired by Donna Shalala) that produced the “Beyond Bias and Barriers” report released in September. (Two WISELI initiatives, the department chair climate workshops and the “Searching for Excellence & Diversity” workshops are featured prominently in that report.)

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. A third video is scheduled for release in early 2007.

- Evaluation of existing programs. Six existing campus programs were evaluated by WISELI from 2002-2006. 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. As the large increase in website traffic indicates, we are also a good resource for people outside of UW-Madison. About sixteen percent of our web hits come from outside of the United States (about 6% from Europe, 3% from Asia, 2% from Canada, 2% from Australia. Overall, we have documented hits to our website from 132 countries around the world including the U.S.)
- Improved departmental climate. Data from our 2003 and 2006 *Study of Faculty Worklife* surveys indicate that climate has stayed the same or slightly improved for women faculty in the biological and physical sciences at UW-Madison, when the women are self-reporting their own personal experiences. Much greater changes in climate are seen when faculty are asked to report about the experiences of climate for others—particularly for faculty of color. In 2006, faculty significantly more often disagree that “climate for faculty of color in my department is good” compared to 2003, and *most of this change occurred for faculty who participated in a WISELI workshop or event.* These results will be reported in more detail in the upcoming final evaluation report for WISELI, and are also being prepared for presentation at the June 2007 WEPAN meetings.
- Improved hiring of women. We have examined the offers extended, offers accepted, incoming hires, and satisfaction of new hires for biological and physical science departments who participated in our *Searching for Excellence & Diversity* hiring workshops, and those that did not. There appears to be a positive relationship between workshop participation and increased offers to women, increased new hires who are women, and increased satisfaction with the hiring process of all faculty whose departments participated in the workshops. Participation in the workshops does not appear to be related to the acceptance rates of offers made. These results will be reported in more detail in the upcoming final evaluation report for WISELI, and are also being prepared for presentation in the June 2007 American Society for Engineering Education meetings.
- Increase in diversity of campus leadership. In 2006, we have a much more diverse leadership (deans, department chairs) than we did in 2002. This will be illustrated in our final report, but to estimate what we think we will find when the data are compiled:
 - In 2002, all six of the deans of STEM schools/colleges were white men. In 2006, three are white men, two are white women, and one is a (male)

member of the Chickasaw Nation—the first American Indian to be named a dean at UW-Madison.

- In 2002, only three of the approximately 65 department chairs in biological and physical science departments were women. In 2006, we anticipate finding 10 women chairs in these departments, two of whom are women of color.
- In 2002, 13.5% of faculty holding named professorships were women (35 women); in 2006, we have 58 women holding named professorships, which is 18.7% of the total.

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

- Visibility of gender equity issues. WISELI continues to keep issues for women in science and engineering at the forefront of UW-Madison conversations. Jo Handelsman’s participation on the National Academies panel that produced the “Beyond Bias and Barriers” report provided another opportunity to keep these issues alive, and she and Jennifer Sheridan combined to give ten presentations on “women in science” or the Beyond Bias report in particular to campus and local Madison groups.

The securing of funding for WISELI beyond the ADVANCE grant also provided an opportunity to keep the issues visible. The strong advocacy of groups such as the Committee on Women, who strongly encouraged the administration to continue supporting WISELI and its work, not only helped us secure the funding we needed, but also reiterated the importance of the work we are doing on campus.

- 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 with top administrators of the University who have responded with aggressive action, including overturning tenure decisions. 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. WISELI leaders have played active roles in many high-level campus 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, workshops, 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. Many original and current members of WISELI's leadership team are currently occupying important campus leadership roles:
 - o Bacteriology Chair, Jo Handelsman.
 - o Campus Reaccreditation Committee Chair, Nancy Mathews
 - o Provost, Pat Farrell.
 - o Dean of Letters & Sciences, Gary Sandefur.
 - o Associate Vice Chancellor for Diversity & Climate, Bernice Durand.
 - o Electrical & Computer Engineering co-Chair, Amy Wendt.
 - o University Committee member, Molly Carnes

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 2006, nine different universities, including Harvard University, the University of Alabama-Birmingham, University of Utah, Iowa State University, University of Missouri-St. Louis, Wayne State University, University of British Columbia, Adelphi University, and SUNY-Upstate 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 9 different universities (or organizations such as the Massachusetts General Hospital) received brochures in 2006, and 4 of them ordered significant quantities (200 or more) from us at cost.
- National Service.
 - o Jo Handelsman served on the committee for the National Academies' new study, "*Maximizing the Potential of Women in Academic Science and Engineering.*"

- She also served on an NIH Roadmap feedback group, and as the Acting President of the Rosalind Franklin Society.
- o Jennifer Sheridan is serving as co-chair of the WEPAN Research Committee (with Jan Malley, University of Michigan). She also maintains a listserv for the community of ADVANCE and PAID program coordinators to improve the communication among ADVANCE programs.
 - o Molly Carnes served as a panel reviewer for the first round of NIH Clinical and Translational Sciences Award (CTSA) sites.
- 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 2006 include: National Institutes on Health, Barnard College, Stanford University, University of Lethbridge (Alberta), and SUNY-Buffalo. In addition, Handelsman briefed the aides of Senators Kennedy and Murray on the “Beyond Bias and Barriers” report, as well as NIH officials and members of the “Women in Medicine” committee. Finally, Molly Carnes was accepted as a Fellow in the 2006/07 class of the Executive Leadership in Academic Medicine (ELAM) program.

IV. Findings: Difficulties & Solutions

Administration and structure

- Future funding of WISELI. Future funding of WISELI has been secured at least until 2009. 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). The College of Engineering and the School of Medicine and Public Health have each pledged to contribute significant amounts to WISELI (and Engineering will continue to provide space and administrative support); and WISELI received a PAID grant that will help provide salary and supplies budget for some WISELI personnel.

Difficulties with initiative implementation and institutionalization (specific and general)

- 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 identified a group of faculty we believe can fill that role and began developing a plan to "train" them. In 2007, we will implement the training, and begin new workshops in summer or fall of 2007.
- 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. Although we have evidence of slightly improved climate for women faculty in the biological and physical sciences, and also have evidence that attitudes are changing among men faculty, a few 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 one too many.

UW-Madison as “living laboratory” not always embraced

- Examination of tenure cover letters. In our attempts to perform institutional research involving gender differences in cover letters written by department chairs in tenure cases, we were met with a roadblock from the IRB which refused to grant permission to obtain these letters. We are revising our methods and re-submitting our proposal.

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: Deveny Benting
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	Provost Pat Farrell	Dean Martin Cadwallader, Graduate School
Dean Daryl Buss, Veterinary Medicine	Dean Robert Golden, School of Medicine & Public Health	Dean Molly Jahn, College of Agricultural & Life Sciences
Dean Jeanette Roberts, Pharmacy	Frances Westley, Director, Gaylord Nelson Institute for Environmental Studies	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

Joan King, Sally Kohlstedt, Charlotte Kuh, Sue Rosser

VI. Financial Reports

2006 Financial Report

(prepared 1/26/07)

	2002	2003	2004	2005	2006*	Total
Income						
NSF	\$749,830	\$749,747	\$749,615	\$749,903	\$749,878	\$3,748,973
Celebrating Grants	\$6,000	\$13,365	\$4,000	\$10,000	\$10,000	\$43,365
College of Engineering	\$10,000	\$20,000	\$10,000	\$10,000	\$18,000	\$68,000
Provost's Office	\$0	\$0	\$0	\$16,072	\$34,072	\$50,144
Grad School					\$24,101	\$24,101
College of L & S					\$5,000	\$5,000
Salaries and Fringes						
Directors	\$145,180	\$115,306	\$103,088	\$124,317	\$164,346	\$652,237
WISELI Staff	\$98,419	\$128,547	\$156,006	\$193,661	\$239,358	\$815,991
Leadership Team	\$69,725	\$143,700	\$61,618	\$35,979	\$73,060	\$384,082
Evaluators	\$88,261	\$72,110	\$57,076	\$53,854	\$113,302	\$384,603
Travel	\$9,758	\$9,637	\$15,291	\$10,345	\$10,470	\$55,501
Supplies and Equipment	\$17,972	\$12,348	\$12,757	\$12,373	\$11,530	\$66,980
Initiatives						
Celebrating Grants	\$0	\$9,037	\$11,170	\$12,182	\$11,703	\$44,092
Life Cycle Research Grants	\$0	\$81,817	\$86,342	\$39,628	\$0	\$207,788
Video	\$12,169	\$5,160	\$7,079	\$20,292	\$16,644	\$61,344
Survey	\$0	\$33,381	\$0	\$0	\$18,318	\$51,699
Book Giveaways	\$1,756	\$395	\$0	\$0	\$0	\$2,151
WISELI Seminar	\$273	\$537	\$875	\$3,152	\$736	\$5,573
Senior Women Development	\$172	\$114	\$0	\$0	\$0	\$286
Workshops	\$2,015	\$1,085	\$1,377	\$1,360	\$1,807	\$7,644
Chairs' Climate Workshops	\$0	\$174	\$1,132	\$125	\$0	\$1,431
Search Committee Chairs' Workshops	\$0	\$382	\$1,142	\$2,432	\$-202	\$3,754
Awards Brochure	\$0	\$0	\$305	\$10	\$0	\$315
Dissemination Activities	\$0	\$0	\$0	\$1,901	\$2,521	\$4,422
Overhead	\$198,942	\$251,851	\$200,416	\$207,014	\$327,992	\$1,186,215
Total Income	\$765,830	\$783,112	\$763,615	\$785,975	\$841,051	\$3,939,583
Total Expenditures	\$644,642	\$865,581	\$715,674	\$718,625	\$991,585	\$3,936,108

* 2006 federal fund expenditures are actual through December 2006 and estimated from January 2007 through June 2007

Note: The no cost extension on this grant ends June 30, 2007

Cost Sharing Summary (January 1, 2002 - December 31, 2006)

WISELI

	Certified Year 1 + 2 + 3 + 4 Total	Uncertified Year 5 (2006)	TOTAL Year 1 - Year 5
1 Salaries & Fringe Benefits	\$182,617	\$63,504	\$246,121
2 Graduate Student support	\$65,658	\$45,599	\$111,257
3 Symposium support	\$34,397	\$0	\$34,397
4 WISE Program support	\$31,833	\$0	\$31,833
5 Other Program support	\$113,725	\$18,680	\$132,405
Indirect Costs	\$189,640	\$54,471	\$244,111
Total Costs	\$617,870	\$182,254	\$800,124

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. 1 Project Assistant at 50% beginning 12/1/06 through 12/31/06; and 2 Project Assistants supported by Vilas Life Cycle Professorship Awards.

3- Funds for Celebrating Women in Science & Engineering Grant program. This program continued in year 5 but we are not applying the funds toward cost share.

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

Current and Pending Support

(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: ADVANCE Institutional Transformation Award (Co-PI Mary Carnes)			
Source of Support: NSF Total Award Amount: \$3,748,973 Total Award Period Covered: 1/1/02-12/31/06 Location of Project: UW-Madison			
Person-Months Per Year Committed to the Cal: Acad: Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Howard Hughes Medical Institute Professors Program			
Source of Support: Howard Hughes Medical Institute Total Award Amount: \$900,000 Total Award Period Covered: 9/1/06-8/31/10 Location of Project: UW-Madison			
Person-Months Per Year Committed to the Cal: 2.40 Acad: Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: MO: A Microbial Observatory to Study the Impact of Antibiotic Use in Apple Antibiotic Resistance in Soil (Co-PI: P. McManus)			
Source of Support: USDA CSREES Total Award Amount: \$1,234,000 Total Award Period Covered: 8/15/06-8/14/10 Location of Project: UW-Madison			
Person-Months Per Year Committed to the Cal: 0.48 Acad: Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Howard Hughes Medical Institute Summer Institute for Undergraduate Biology			
Source of Support: Howard Hughes Medical Institute Total Award Amount: \$550,000 Total Award Period Covered: 5/1/04-4/30/07 Location of Project: UW-Madison			
Person-Months Per Year Committed to the Cal: 0.6 Acad: Sumr:			
*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.			

Current and Pending Support

(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Howard Hughes Medical Institute 2002 HHMI Professors award			
Source of Support: Howard Hughes Medical Institute			
Total Award Amount: \$ 1,000,000		Total Award Period Covered: 8/31/02-8/31/07	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.12	Acad: Sumr: 3
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Functional metagenomics of beta-lactamases and lactonases from topsoil on Wisconsin dairy farms (Postdoctoral Fellowship for L. Moe)			
Source of Support: USDA NRI			
Total Award Amount: \$125,000		Total Award Period Covered: 8/1/06-7/31/08	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.06	Acad: Sumr:
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Small molecule synergists of <i>Bacillus thuringiensis</i> for control of insect pests			
Co-PIs M. H. Blackwell, K. Raffa			
Source of Support: Hatch-Multiple Investigator Interdisciplinary			
Total Award Amount: \$44,430		Total Award Period Covered: 10/1/05-9/30/07	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.24	Acad: Sumr:
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: The role of sigma factors in heterologous gene expression (Predoctoral fellowship for Zakee Sabree)			
Source of Support: NIH Ruth L. Kirschstein NRSA)			
Total Award Amount: \$86,049		Total Award Period Covered: 9/1/03-8/31/08	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.06	Acad: Sumr:
*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.			

Current and Pending Support

(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PI: J. Sheridan; co-PIs: M. Carnes, J. Handelsman, A. Wendt)			
Source of Support: NSF SBE ADVANCE PAID			
Total Award Amount: \$499,991		Total Award Period Covered: 1/1/07-12/31/09	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.24	Acad: Sumr:
Support: <input type="checkbox"/> Current <input checked="" type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Discovery, Design, and Development of Phosphonic Acid Antibiotics			
Source of Support: U. of Illinois, Urbana-Champaign/NIH			
Total Award Amount: \$209,915		Total Award Period Covered: 4/1/07-3/31/12	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.96	Acad: Sumr:
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Undergraduate Cohort Program: Attracting and Retaining Minority Students to Research			
Source of Support: USDA CSREES Higher Education Challenge Grants Program			
Total Award Amount: \$ 140,743		Total Award Period Covered: 8/1/05-7/31/08	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.24	Acad: Sumr:
Support: <input type="checkbox"/> Current <input checked="" type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: moxYZ and microbial community structure and function (Postdoctoral Fellowship for K. Cloud)			
Source of Support: NIH Ruth L. Kirschstein NRSA			
Total Award Amount: \$151,272		Total Award Period Covered: 12/1/06-11/30/09	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.06	Acad: Sumr:
*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.			

Current and Pending Support

(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: The genetic basis of the signaling network in a model gut microbial community (Postdoctoral fellowship for T. Isenbarger)			
Source of Support: NIH Ruth L. Kirschstein NRSA Total Award Amount: \$ 151,968 Total Award Period Covered: 6/1/05-5/31/08 Location of Project: UW-Madison Person-Months Per Year Committed to the Cal: 0.06 Acad: Sumr:			
Support: <input type="checkbox"/> Current <input checked="" type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: A metagenomic approach to isolating new chemotherapeutics (Postdoctoral fellowship for J. Donato)			
Source of Support: American Cancer Society Total Award Amount: \$138,000 Total Award Period Covered: 7/1/07-6/30/10 Location of Project: UW-Madison Person-Months Per Year Committed to the Cal: 0.06 Acad: Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: A New Wave of Scientific Teaching (Co-PIs: D. Kleinman and S. Miller)			
Source of Support: NSF CCLI Total Award Amount: \$200,000 Total Award Period Covered: 9/1/06-8/31/08 Location of Project: UW-Madison Person-Months Per Year Committed to the Cal: 1.2 Acad: Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Intracellular screens for discovery of natural products in metagenomic libraries (co-PI: M. Thomas)			
Source of Support: NIH Total Award Amount: \$ 866,564 Total Award Period Covered: 9/23/05-7/31/08 Location of Project: UW-Madison Person-Months Per Year Committed to the Cal: 0.24 Acad: Sumr:			
*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.			

Current and Pending Support

(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support: <input type="checkbox"/> Current <input checked="" type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: The emergence of antibiotic resistant bacteria – A metagenomic approach (Postdoctoral fellowship for J. Donato)			
Source of Support: Life Sciences Research Foundation			
Total Award Amount: \$150,000		Total Award Period Covered: 6/1/07-5/30/10	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.06	Acad:
Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Microbial resources in Alaskan soils: New fields for biotechnology			
Source of Support: Biotechnology and Research Development Corporation			
Total Award Amount: \$810,902		Total Award Period Covered: 5/1/03-9/30/09	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.24	Acad:
Sumr:			
Support: <input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: Enterotoxin-deficient mutants of Bacillus			
Source of Support: Valent Biosciences			
Total Award Amount: Approx. \$90,762		Total Award Period Covered: 4/1/05-9/30/07	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 0.24	Acad:
Sumr:			
Support: <input type="checkbox"/> Current <input checked="" type="checkbox"/> Pending <input type="checkbox"/> Submission Planned in Near Future <input type="checkbox"/> *Transfer of Support			
Project/Proposal Title: The Center for Advanced Renewable Energy: Establishment of a GTL Bioenergy Center in St.Louis, Missouri			
Source of Support: Washington University/DOE			
Total Award Amount: \$1,915,015		Total Award Period Covered: 10/1/07-9/30/12	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the		Cal: 1	Acad:
Sumr:			
*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.			

Current and Pending Support
(See GPG Section II.D.8 for guidance on information to include on this form.)

The following information should be provided for each investigator and other senior personnel. Failure to provide this information may delay consideration of this proposal.			
Investigator: Jo Handelsman	Other agencies (including NSF) to which this proposal has been/will be submitted.		
Support:	<input type="checkbox"/> Current	<input checked="" type="checkbox"/> Pending	<input type="checkbox"/> Submission Planned in Near Future
			<input type="checkbox"/> *Transfer of Support
Project/Proposal Title: A metagenomic approach to isolating new chemotherapies (Postdoctoral fellowship for J. Donato)			
Source of Support: The Jane Coffin Childs Memorial Fund			
Total Award Amount: \$131,500		Total Award Period Covered: 7/1/07-6/30/10	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the	Cal: 0.06	Acad:	Sumr:
Support:	<input type="checkbox"/> Current	<input checked="" type="checkbox"/> Pending	<input type="checkbox"/> Submission Planned in Near Future
			<input type="checkbox"/> *Transfer of Support
Project/Proposal Title: A "No-Kill" Strategy to Manage Infectious Disease			
Source of Support: Alfred P. Sloan Foundation			
Total Award Amount: \$45,000		Total Award Period Covered: 2/15/07-10/14/07	
Location of Project: UW-Madison			
Person-Months Per Year Committed to the	Cal: 0.24	Acad:	Sumr:
Support:	<input type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Submission Planned in Near Future
			<input type="checkbox"/> *Transfer of Support
Project/Proposal Title:			
Source of Support:			
Total Award Amount:		Total Award Period Covered:	
Location of Project:			
Person-Months Per Year Committed to the	Cal:	Acad:	Sumr:
Support:	<input type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Submission Planned in Near Future
			<input type="checkbox"/> *Transfer of Support
Project/Proposal Title:			
Source of Support:			
Total Award Amount:		Total Award Period Covered:	
Location of Project:			
Person-Months Per Year Committed to the	Cal:	Acad:	Sumr:

*If this project has previously been funded by another agency, please list and furnish information for immediately preceding funding period.

CARNES, MARY L. (MOLLY)

Project Number: SBE-0123666

CARNES (PI)

Dates of Project: 1/1/02 – 6/30/07

Title: ADVANCE, Institutional Transformation Award

Effort: 40% = 4.8 person months

Source: National Science Foundation

Annual Direct Costs: \$597,673

Type: Cooperative agreement

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.

Role: PI

Project Number: AFCWH060010-01-00

CARNES (PI)

Dates of Project: 9/1/06 – 8/31/07

Title: University of Wisconsin National Center of Excellence in Women's Health/Ambassadors for Change

Source: US PHS, Office on Women's Health

Annual Direct Costs: \$19,841

Type: Cooperative Agreement

Goals: This contract designates the UW CWHR as a National Ambassador for Change in Women's Health providing women's leadership.

Role: PI

Project Number: T32 AG00265

CARNES (PI)

Dates of Project: 7/99 – 6/09

Source: National Institute on Aging

Effort: 5% = 0.6 person months (No Salary)

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

Annual Direct Costs: \$273,390

Type: NRSA Institutional Training Grant

Goals: This grant provides post-doctoral salary and research support for four MD or PhD fellows per year to engage in research to improve the health of older women.

Role: PI

Project Number: K12 AGO 19247

CARNES (PI)

Dates of Project: 9/01/02 – 8/31/07

Source: National Institute on Aging

Effort: 5% = 0.6 person months (No Salary)

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

Annual Direct Costs: \$339,300

Type: Institutional Mentored Scientist Award

Goals: This grant provides salary support for clinical scientists to do research in women's health and aging.

Role: PI

CARNES, MARY L. (MOLLY) (Continued)

Project Number: 0402549

FARRELL (PI)

Dates of Project: 11/1/04 – 10/31/09

Source: National Science Foundation

Effort: 10% = 1.2 person months (No Salary)

Title: Wisconsin Alliance for Minority Participation

Annual Direct Costs: \$250,000

Type: Louis Stokes AMP

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.

Role: Co PI

Project Number: K12 RRO23268 CARNES (PI)

Dates of Project: 10/01/04 – 7/30/09

Source: NIH/NCRR

Effort: 20% = 2.4 person months

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

Annual Direct Costs: \$3,251,782

Type: K12 Roadmap

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.

Role: PI

Project Number: 1P20RR023420-01 CARNES (PI)

Dates of Project: 9/17/06 – 9/16/07

Source: NIH/NCRR

Effort: 10% = 1.2 person months

Title: University of Wisconsin CTSA Planning Grant

Annual Direct Costs: \$150,000

Type: P20

Goals: To strategically plan for and write a CTSA application to be submitted to NIH in January of 2007.

Role: PI

**Jennifer Shridan
Current and Pending Support
January 2007**

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 – 6/30/07

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.

Project Number: 0619979

Type: Regular Grant

P.I.: Jennifer Sheridan (50% effort, \$0)

CoPI: Jo Handelsman (5% effort)

CoPI: Molly Carnes (30% effort)

CoPI: Amy Wendt (10% effort)

Title: Partnerships for Adaptation, Implementation, and Dissemination (PAID)

Source: National Science Foundation

Dates of Project: 1/1/07 – 12/31/09

Annual Direct Costs: \$114,006

Total Award: \$499,991

Goals: This grant proposes to support the Searching for Excellence & Diversity workshops and the Climate Workshops for Department Chairs at the UW-Madison, while producing booklets and brochures that emanate from these training efforts that other universities can use in their own Institutional Transformation work. We will also provide direct dissemination of both workshop series through “train-the-trainer” type opportunities for other campuses.

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 Flatley 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*. 31(3): 387-396.

Carnes, Molly. 2006. "Gender: macho language and other deterrents." Letter to the Editor. *Nature*. 442:868.

Committee on Maximizing the Potential of Women in Academic Science and Engineering. 2006. "Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering." The National Academies Press: Washington, DC. <http://www.nap.edu/catalog/11741.html> .

Pribbenow, Christine Maidl, Jennifer Sheridan, and Deveny Benting. 2007. "Extending the tenure clock: The experiences of faculty at one university." *National Women's Studies Association Journal* special issue on "Women, Tenure and Promotion," 19(3).

Carnes, Molly and Carole Bland. 2007. "A Challenge to Academic Centers and the NIH

to Prevent Unintended Gender Bias in Selection of CTSA Leaders.” *Academic Medicine*. 82(2):202-206.

Carnes, Molly and JudyAnn Bigby. “Jennifer Fever in Academic Medicine.” *Journal of Women’s Health*. In press.

Ford, Cecilia. “Questioning in Meetings: Participation and Positioning.” In *The Function of Questions in Institutional Discourse* (Susan Erlich and Alice Freed, Eds.) Oxford University Press. In press.

Pribbenow, Christine Maidl, Jennifer Sheridan, Molly Carnes, Eve Fine, and Jo Handelsman. 2007. “Departmental climate: Differing perceptions by faculty members and chairs.” *The Journal of Women and Minorities in Science and Engineering*. [Accepted and under revision.]

Working Papers:

Frehill, Lisa; Cecily Jeser-Cannavale, Priscilla Kehoe, Ellen Meader, Jennifer Sheridan, Abby Stewart, and Helena Svinglin. 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 Svinglin. 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. "Women in Science & Engineering Leadership Institute at UW-Madison." 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. "ADVANCE Institutional Data: Using Institutional Data to Create Institutional Change." 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. "WISELI's Study of Faculty and Academic Staff Worklife Surveys." 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.

Handelsman, Jo. January 11, 2006. “More Women in Science.” Presented at the Madison Chapter of TEMPO. Madison, WI.

Handelsman, Jo. February 9, 2006. “Boosts and Barriers to Women in Science.” Presented at Barnard College. New York, NY.

Sheridan, Jennifer. February 20, 2006. “Methodological Challenges in Measuring Institutional Transformation, Part II: The Limits of Quantitative Indicators.” Presented at the Annual Meetings of the AAAS. St. Louis, MO.

Handelsman, Jo. February 23, 2006. “Understanding Our Biases and Assumptions: Male and Female.” Faculty Seminar, Stanford University. Stanford, CA.

Sheridan, Jennifer. March 14, 2006. “Searching for Excellence & Diversity: An Evidence-Based Approach to Training Search Committees.” Presented at the Wisconsin Technical College System Leadership Development Institute. Madison, WI.

Sheridan, Jennifer. March 17, 2006. “Climate and Institutional Change: ADVANCE Efforts to Improve Departmental Climate.” Presented at the Committee on Institutional Change-Women in Science and Engineering (CIC-WISE) meeting. Chicago, IL.

Gunter, Ramona. April 3, 2006. “Men and Women Graduate Students' Experiences in Two Plant Science Laboratories.” Presented at the Fort Atkinson Branch of American Association of University Women meeting. Fort Atkinson, WI.

Sheridan, Jennifer. April 7, 2006. “Searching for Excellence & Diversity: An Evidence-Based Approach to Training Search Committees.” Presented at the 10th Annual Absence of Color Conference. Blackhawk Technical College, Janesville, WI.

Carnes, Molly. April 22, 2006. “Gender Bias in Scientific Review: The Case of the NIH Pioneer Awards.” Institute for Research and Education on Women and Gender. Keynote address at the annual Graduate Student Conference. Buffalo, NY.

Ford, Cecilia. May 11-14, 2006. "Studying Turn Taking in Workplace Meetings as 'Interdisciplinary/Applied' Conversation Analysis." Presented at the International Conference on Conversation Analysis. Helsinki, Finland.

Ford, Cecilia. May 15, 2006. "Methods and Challenges in the Study of Language in Interaction." Seminar in the Department of Linguistics, Stockholm University. Stockholm, Sweden.

Sheridan, Jennifer. May 17, 2006. "Data Collection and Reporting: The NSF Indicators." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Sheridan, Jennifer. May 17, 2006. "Lessons Learned from ADVANCE at the UW-Madison: What we wish we had known...." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Fine, Eve. May 18, 2006. "Climate Workshops for Department Chairs." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Sheridan, Jennifer. May 18, 2006. "Vilas Life Cycle Professorship Program." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Carnes, Molly. May 18, 2006. Chair, "Engaging Senior Female Faculty" Roundtable. 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Sheridan, Jennifer. May 19, 2006. "Collection and Use of Climate Survey Data at the UW-Madison." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Pribbenow, Christine. May 19, 2006. "Using Evaluation Data to Affect Institutional Change." Presented at the 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Carnes, Molly. May 19, 2006. Discussant, "Institutionalization—Cross Site Findings of Institutionalization Workgroup" Panel. 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Fine, Eve and Jennifer Sheridan. May 17, 2006. "Searching for Excellence & Diversity—Training Workshops for Search Committees." Poster presentation, 5th Annual ADVANCE Institutional Transformation Principal Investigators Meeting. Washington, DC.

Sheridan, Jennifer. May 24, 2006. "Searching for Excellence & Diversity: An Evidence-Based Approach to Training Search Committees." Presented at the Wisconsin Association for Equal Opportunity's 29th Annual Spring Conference. Milwaukee, WI.

Carnes, Molly. June 19, 2006. "Gender Bias in Scientific Review: A Case Study of the NIH Pioneer Award." Annual meeting of the Graduate Women in Science. Madison, WI.

Handelsman, Jo. June, 2006. Workshop on Diversity. National Academies Summer Institute on Undergraduate Education in Biology. Madison, WI.

Sheridan, Jennifer. August 13, 2006. "Why Does ADVANCE Need Sociologists?" Presented at the Annual Meeting of the American Sociological Association. Montréal, Canada.

Handelsman, Jo. September 26-27, 2006. Briefing of Senators Kennedy and Murray's aides on "Beyond Bias and Barriers" report from the National Academies Committee on Maximizing the Potential of Women in Academic Science and Engineering. Washington, DC.

Sheridan, Jennifer. October 21, 2006. "Systemic and Institutional Barriers Women Face in Science and Engineering." Presented at the "Encouraging Success in Science and Medicine" Symposium. Madison, WI.

Handelsman, Jo. October 24. Briefing of NIH officials and the Women in Medicine committee on the "Beyond Bias" report. Bethesda, MD.

Handelsman, Jo. October 29-30. "Diversity." All-school assembly at Phillips Exeter Academy. Exeter, NH.

Handelsman, Jo. November 3, 2006. "Beyond Bias and Barriers: A Call to Arms about Women in Science." Cabinet 99 Symposium. Madison, WI.

Handelsman, Jo. November 10, 2006. "Best Practices and Gender Equity in the Academy." University of Lethbridge. Lethbridge, Alberta, Canada.

Sheridan, Jennifer. January 17, 2007. "Beyond Bias and Barriers." Zonta International. Madison, WI.

Sheridan, Jennifer. January 30, 2007. "Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering." Center for Demography & Ecology Training Seminar. Madison, WI.

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.

“WISELI Survey to Analyze Quality of Worklife for UW-Madison Faculty.” *Wisconsin Week*. January 17, 2006. <http://www.news.wisc.edu/12040.html>.

“Looking Through the Glass Ceiling of Science: Women in Science and Engineering continue to Struggle for Equality.” *The McGill Daily*. March 13, 2006.
<http://www.mcgilldaily.com/view.php?aid=4983> .

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> .

“2006 Study of Faculty Worklife at the University of Wisconsin-Madison.” Climate survey instrument. <http://wiseli.engr.wisc.edu/Products/facultyversion06.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: Advancing Institutional Transformation.” Documentary Video, first in series of three. Available online through The Research Channel: <http://www.researchchannel.com/program/displayevent.asp?rid=2217> .

“WISELI: Building on a Legacy.” Documentary Video, second in series of three. Available online through The Research Channel: <http://www.researchchannel.org/prog/displayevent.asp?rid=3455> .

“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."

Winchell, Jessica K. and Christine Maidl Pribbenow. February 2006. "WISELI's Workshops for Search Committee Chairs: Evaluation Report."

O'Connell, Kathleen and Jennifer Sheridan. April 2006. "Evaluation of the Vilas Life Cycle Professorships."

Winchell, Jessica K. and Christine Maidl Pribbenow. April 2006. "Evaluation of the Gender Pay Equity Study and Equity of Faculty Salaries Policy at the University of Wisconsin-Madison."

O'Connell, Kathleen; Christine Maidl Pribbenow; and Deveny Benting. March 2006. "The Climate at UW-Madison: Begins Sunny and Warm, Ends Chilly."

Winchell, Jessica K. and Jennifer Sheridan. September 2006. "Evaluation of the Sexual Harassment Information Sessions at the University of Wisconsin-Madison."

Sheridan, Jennifer. October 2006. "Perceived Benefits of and Barriers to Interdisciplinary Research at the UW-Madison: Evidence from the 2006 *Study of Faculty Worklife at the University of Wisconsin-Madison*."

O'Connell, Kathleen and Christine Maidl Pribbenow. December 2006. "She's Got a Ticket to Ride: Strategies for Switching from Non-Tenure to Tenure-Track Position at UW-Madison."

Sheridan, Jennifer. December 2006. "Department Climate in the College of Letters and Sciences: Evidence from the 2003 and 2006 *Study of Faculty Worklife*."

Presentations of WISELI Activities to Campus Groups

Deans' Council—9/4/2002, 12/10/2003, 4/27/2005, 10/26/2005, 5/24/2006

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

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

Council for Non-represented Classified Staff (CNCS)—2/13/2006

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, 12/13/2006
Women Faculty Mentoring Program—9/19/2003
Plan 2008 Campus Resource Fair/Diversity Forum—5/7/2002, 9/21/2006
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, 5/17/2006
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
Provost Department Chair Training—8/31/2006, 11/3/2006, 12/1/2006
L&S Equity & Diversity Committee—12/15/2006
Women's Philanthropy Council—4/26/2006
Bacteriology Teaching Institute—10/13/2006
Campus Diversity Plan Oversight Committee—2/8/2007

IX. Quantitative Indicators of Activity and Progress

(Available March, 2007.)