



Annual Report

2007

Co-Directors, *University of Wisconsin-Madison*

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Dr. Jo Handelsman, Howard Hughes Medical Institute Professor of Plant
Pathology and Bacteriology, Chair of Bacteriology
Dr. Amy Wendt, Professor of Electrical and Computer Engineering and
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I. Executive Summary: Major Accomplishments in Year 6

2007 was a year of transition for WISELI. Although our ADVANCE: Institutional Transformation award was to end in December 2006, we obtained a six-month no-cost extension, and used the remaining funds to both wrap up evaluation of the ADVANCE project, and begin a new project that we originally outlined in the ADVANCE: IT proposal but never developed—workshops for PIs of laboratories. At the end of the no-cost extension period in June 2007, Jo Handelsman stepped down from her position as WISELI co-Director, in order to accept a new position as chair of the Bacteriology department. Amy Wendt, Professor of Electrical & Computer Engineering (and co-Chair of that department) agreed to serve as co-Director of WISELI in her place. Molly Carnes remains the other co-Director of WISELI.

Other changes in 2007 include a reduction in staff (particularly evaluation staff) due to the end of the ADVANCE funding; a move to new office space; dissolution of the Leadership Team and the External Advisory Team; addition of new projects and deletion of old ones; and a new conceptualization of WISELI's place in the expanding network of diversity-in-STEM-related programs at UW-Madison. In addition, dissemination of our hiring workshops outside of the UW-Madison became a larger part of our activities than we expected. Some of the highlights from 2007 include:

- For the first time, WISELI was invited into departmental meetings to implement a full *Searching for Excellence & Diversity* workshop. This provided an excellent opportunity to bring issues of diversity to an even wider audience of UW-Madison faculty.
- WISELI piloted a workshop for new PIs entitled *Running a Great Lab: Workshops for Principal Investigators*.
- We trained six new faculty members to serve as facilitators for the *Enhancing Department Climate: A Chair's Role* workshops.
- We secured a 20% increase in the Vilas Life Cycle Professorship budget, enabling us to serve even more faculty in need with this program.
- WISELI embarked on an exit interview study for the entire campus.
- We presented four *Implementing Training for Search Committees* train-the-trainers-style workshops at other campuses in 2007.
- WISELI organized the first Symposium in honor of Denice D. Denton, launching what will become an annual event.
- WISELI moved to a wonderful new location—2107 Mechanical Engineering Building.

As we move into a new period of refining and enhancing our programs and research agenda, we are excited to take on new initiatives while shedding old programs that were less effective than we had hoped. WISELI will be reorganizing in 2008, with new opportunities for collaboration with faculty, staff and students all across campus. It is an exciting time, and we are grateful for the continued support of the campus—especially the Office of the Provost, the College of Engineering, and the School of Medicine and Public Health—as we transition from an NSF-supported center to a center with mixed grant and campus support.

II. Activities: Status of WISELI Initiatives

A. Workshops

Searching for Excellence & Diversity: A Workshop for Search Committee Members

- WISELI continued to implement the *Searching for Excellence & Diversity* workshops in 2007. In total, this year we have run 11 workshops and trained 97 faculty members, and 153 persons overall, including staff and administrators. This is a marked increase over the numbers of faculty trained in 2006 (N=57).
 - Two departments—Chemistry and Art—requested workshops for their entire faculty for the first time in 2007. Preliminary feedback indicates that doing a workshop within a department does facilitate a department-wide discussion of hiring practices, and does change the diversity of the pool, although the diversity of final hires does not seem to be affected.
 - 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.
 - With the departure of Vice Provost Bernice Durand from the Office of the Provost, WISELI assumed responsibility in 2007 for the campus-wide hiring workshops for the first time. These workshops included both faculty and academic staff. We found that the materials do seem to translate well to academic staff searches.

Enhancing Department Climate: A Chair's Role

- In February through August of 2007, Jo Handelsman and Eve Fine created a workshop to train interested faculty to be facilitators of the *Enhancing Department Climate* workshops, and 6 UW-Madison faculty participated.
- A new *Enhancing Department Climate: A Chair's Role* workshop series was initiated in Fall of 2007, with one of the new facilitators leading the discussions. Response was somewhat lower than expected, with five departments participating in the fall session (3 in biological/physical science departments.) Unfortunately, two of the participating chairs (one in physical science, one in humanities) did not implement the survey portion of the workshop, so we cannot count their attendance at the meetings as full "participation" in the workshop.
- In 2007, two departments that had participated in previous climate workshops chose to re-survey their departments.
- A faculty member in a department that had previously participated in this workshop filed an open-records request to obtain a copy of the confidential report of results received by the department chair. The Chair denied the request, and as a result, the faculty member filed a lawsuit to obtain the report. As of the end of 2007, this case was still unresolved. We speculate that this may be dampening not only workshop participation, but also the willingness of Chairs to perform the department climate survey.

Running a Great Lab: Workshops for Principal Investigators

- Using the remains of the ADVANCE funding, a postdoctoral scholar (Ainslie Little) was hired in January 2007 to begin designing a new workshop series for PIs. A design team was gathered, and a pilot workshop began in Fall 2007, targeting new faculty.
- Forty-three faculty were invited to participate in the 8-session pilot workshop series, and over the course of the pilot 14 faculty attended at least one session, with 8 faculty participating regularly. Session content included:
 - What makes a great lab?
 - Getting the most out of your startup package
 - Hiring great employees
 - Creating a positive lab climate
 - How the money works
 - Mentoring students and employees
 - Professional development
 - Nuts and bolts of lab management
- Four sessions ran in 2007, with the remaining four in early 2008. At the conclusion of the entire series, a formative evaluation will be performed, and the workshop series will be revised before implementation in Fall 2008.

B. Grant Programs

Vilas Life Cycle Professorship Program

- The *Vilas Life Cycle Grants* continued in 2007, funded by the Estate of William F. Vilas in the amount of \$372,000 (an increase of 20% over the 2006 amount). Two rounds of awards were considered. 19 faculty and staff members applied for the awards, and 11 awards were made.
 - Because the applications in 2007 were overwhelmingly fundable, all Vilas funds were depleted before the third round of applications, and that third round was therefore canceled.
- Dr. Cecilia Ford stepped down as an evaluator of Vilas applications. She was replaced by Dr. Jane Zuengler, Professor of English.
- In spring of 2007, 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. This report is available online at:
http://wiseli.engr.wisc.edu/initiatives/lifecycle/VLCP_Report_2007_External.pdf .

Celebrating Women in Science & Engineering Grant Program

- In 2007, the College of Agricultural and Life Sciences began contributing to this program, increasing the annual budget to \$12,000. The College of Engineering, the College of Letters & Sciences, the School of Veterinary Medicine, the School of Medicine & Public Health, and the School of Pharmacy continue to contribute \$2,000 annually.
- In 2007, 9 awards were made. Four of these awards went to first-time recipients of the funds.

C. Research & Evaluation Projects

Study of Faculty Worklife at UW-Madison

- Dissemination of findings from the 2006 *Study of Faculty Worklife* continued in 2007. Results were presented to 5 campus groups and at 4 professional conferences or meetings. They were also used to produce WISELI's final summative evaluation report (http://wiseli.engr.wisc.edu/initiatives/researcheval/FINAL_WISELI_Sum_Eval_Report.pdf) and the ADVANCE: IT Final Report for the National Science Foundation (http://wiseli.engr.wisc.edu/initiatives/researcheval/Final_Report_Final.pdf).

In-Depth Interviews with Women Faculty and Staff in STEM

- Although the interviews and data coding were primarily completed in 2006, analysis continued into 2007. These data contributed primarily to the Final Summative evaluation report, and also to a presentation at the American Association of Geographers Annual meeting.
- This research project is complete.

Exit Interview Study

- In late 2006, the Office of the Provost requested that WISELI take over the campus exit interview process, in order to standardize the interviews across campus. Data collection began in Fall 2007, with the resulting report due in early 2008.

“Women Speaking Up”: Gender & Discourse

- Dr. Cecilia Ford's work has culminated in an accepted book contract from Palgrave/Macmillan for *Women Speaking Up: Getting and Using Turns in Workplace Meetings*. The volume is in press, with an expected release date of mid-2008.

Gendered Interactions in Labs

- Ramona Gunter completed her dissertation using the data gathered for this study in January 2007. The dissertation is entitled “Laboratory Talk: Gendered Interactions and Research Progress in Graduate Science Education.”
- This research project is complete.

Gender Equity Indicators at UW-Madison

- Jennifer Sheridan continues to collect the data formerly required by the National Science Foundation, in order to track the status of women at UW-Madison. Margaret Harrigan in the Office of Academic Planning and Analysis; Eden Inoway-Ronnie in the Office of the Provost, and Lori Hayward in the Office of the Secretary of the Faculty are instrumental in the collection and reporting of these data, presented annually in WISELI reports and on the WISELI website.
- A summary of trends in the NSF indicators was produced in 2007 (http://wiseli.engr.wisc.edu/initiatives/researcheval/By_the_Numbers.pdf). As the period of NSF ADVANCE: IT funding is complete, some indicators will be discarded in the future; see the report for a complete list.

D. Networking Activities

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, 2007, we have over 290 affiliates on our listserv.

Website

- The WISELI website is one of our primary dissemination tools, and it has a high number of visitors. In 2007 we enhanced the website, developing the "WISELI Online Bookstore." This secure website allows visitors to order our products either with a credit card or via an invoice. These updates made the process to order our materials much clearer and also allows us to track with more precision exactly how many of our products are ordered by other campuses. The direct link to the "WISELI Online Bookstore" is <https://wisccharge.wisc.edu/wiseli/items.asp>, and a visitor can find it from the main WISELI website easily by clicking on this button:



- Traffic continues to remain high on the WISELI website in 2007. We received around 5,700 hits in 2007, which averages to almost 500 a month. Traffic increases when ADVANCE grant deadlines approach, or when women in science make national news (e.g., release of the *Beyond Bias and Barriers* report in 2006, or the Larry Summers remarks in 2005). Visitors to our site come mostly from the US (86.4%), but WISELI gets hits from across the globe. 4.5% of our hits come from Europe (especially Great Britain and Ireland); 1.9% of our hits are from Asia (India and Hong Kong have the most); 1.6% from Canada; 1.6% from Australia and New Zealand; 0.6% from the Middle East (especially Pakistan and Iran); 0.2% are from Mexico and South America (Mexico and Brazil have the most); and 0.2% are from Eastern Europe (Lithuania and the Russian Federation account for the most hits in Eastern Europe.) 2.4% of our hits are from unknown countries.
- An important element of our website include our online "library." The library was updated in June 2007, and contains over 1,150 entries.

Denice D. Denton Distinguished Lecture Series

- The Denice D. Denton Memorial Symposium became the first event in the newly-created *Denice D. Denton Distinguished Lecture Series*. The event was funded by the Office of the Chancellor and by the Maria Mitchell Association, and took place on July 29-30, 2007. Over 80 attendees enjoyed a keynote by Donna Shalala and comments from several of Dr. Denton's closest friends and colleagues. Outcomes from this event are posted online at: http://wiseli.engr.wisc.edu/events/denton_symposium2007.htm.

- Speakers for both 2008 (Dr. Nancy Hopkins) and 2009 (Joan Williams) were secured in 2007.

E. Dissemination Activities

Train the Trainers: *Implementing Training for Search Committees*

- WISELI continued to offer our *Implementing Training for Search Committees* workshops to other campuses in 2007. In addition, we allowed visitors from other campuses to observe our workshops and consult with us on campus as requested. In 2007, we worked with:
 - University of Wisconsin-Stout. Menomonie, WI. February 28-March 1, 2007.
 - Washington University in St. Louis. Medical School and Danforth Campus. March 5-March 7, 2007.
 - Catherine Duckett (Project Manager, Office for the Promotion of Women in Science, Engineering, and Mathematics). Rutgers University. May 18, 2007. (Visit to UW-Madison for consultation).
 - Deborah Love (Vice President for Institutional Equity) and Anne McCall (Associate Professor of French and Associate Dean, School for Liberal Arts). Tulane University. September 7, 2007. (Visit to UW-Madison for consultation).
 - University of Wisconsin-Whitewater. Whitewater, WI. September 20-21, 2007.
- The materials for these hiring workshops continues to be disseminated at institutions across the U.S. In 2007, we distributed our brochures and/or hiring guidebooks to 33 institutions, including:

Allegheny College	Michigan State University	University of Illinois-Chicago
Boston University	Mississippi State University	University of Illinois-Urbana Champaign
Bristol Community College (MA)	Ohio State University	University of Iowa
Brown University	Onondaga Community College (NY)	University of Maryland-Baltimore County
Children's Hospital Boston	Oregon Health and Science University	University of Minnesota
Community College of Spokane (WA)	Pennsylvania State University	University of Oklahoma
Drexel University	Purdue University	University of Texas-El Paso
Harper Community College (IL)	Rutgers University	University of Wisconsin-Eau Claire
Indiana University	Syracuse University	University of Wisconsin-Stout
Loyola Marymount University	Tulane University	Utah State University
Marshall University	University of Chicago	Washington University in St. Louis

- We also distribute hiring workshop materials at conferences; it is unclear which institutions received the materials in this case. At least 300 copies of the “Bias and Assumptions” brochure were distributed at the following meetings:
 - SET-Routes conference in Heidelberg, Germany in May 2007
 - WEPAN conference in Orlando, FL in June 2007
 - ASEE conference in Honolulu, HI in June 2007
 - American Association of Medical Colleges annual meeting in November 2007
 - “National Leadership Workshop on Mentoring Women in Biomedical Careers” held at the National Institutes of Health in late November 2007.

Train the Trainers: *Enhancing Department Climate: A Chair’s Role*

- WISELI developed a “Climate Workshop Facilitators’ Training Institute” as a method to train new facilitators for our *Enhancing Department Climate* workshop series. We implemented this training in spring and summer of 2007, and allowed a visitor from the University of Illinois-Chicago (UI-Chicago) to participate as well, as a means to disseminate this program to that campus. Linda Siebert Rapoport, Director of the Women in Science & Engineering System Transformation (WISEST) at UI-Chicago, attended on April 19, July 19, and August 30, 2007.

WISELI Documentary Videos

- Filming, script writing, and editing for our third and final video was completed in 2007. The video is available on the Research Channel website:
<http://www.researchchannel.org/prog/displayevent.aspx?rID=16095&fID=345> .

Course Development

- WISELI co-PI Molly Carnes, in collaboration with Dr. Sarah Pfatteicher (Engineering), Prof. Trina McMahon (Engineering), and Prof. Teri Balser (CALs) developed a new course to be available in 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 in Soil Science and Women’s Studies.

Publications & Presentations

- In 2007, WISELI-affiliated researchers published 6 articles in peer-reviewed journals or conference proceedings. In addition, another four articles are accepted and either in press or under revision. See Section VIII for a detailed list of 2007 publications and presentations.
- In 2007, WISELI-affiliated researchers presented papers or posters at 3 conferences in 2007 (two were peer-reviewed). See Section VIII for a detailed list.

Other Dissemination Activities

- **Invited Talks.** WISELI-affiliated personnel gave at least 16 invited talks in 2007 on WISELI-related research and/or topics related to women in science. Some talks were at national funding agencies (NSF, NIH); some were for professional societies (Society for Environmental Toxicology & Chemistry, American Association of Geographers); and some were at other universities (Brown, Minnesota, Utah, Florida). A full list is available in Section VIII.
- **Participation on advisory boards.** Molly Carnes serves on the Advisory Board for the ADVANCE programs at University of Illinois-Chicago, and also on the Brown University ADVANCE advisory board. Jennifer Sheridan has been asked to serve on the advisory board for the North Dakota State University ADVANCE program if they are funded in 2008, as well as the START-IT program at the University of Wisconsin-La Crosse.
- **Advice/materials to individuals.** Over 69 groups or institutions (including some of our fellow ADVANCE: IT institutions) contacted WISELI in 2007 for advice, to request materials, or for some other reason pertaining to institutional transformation. The most common reasons for contact include: Information re: a specific WISELI program or effort (e.g., climate surveys, hiring workshops, climate workshops, Life Cycle Grants), request for our brochures or guidebook, administrative help for another ADVANCE institution, invitations to give a talk, general information useful for women in science (e.g., where to find the Donna Nelson data, a request for a citation, questions about the NSF indicators), advice for building an ADVANCE/PAID/START proposal, permission to use our materials, and more.

III. Changes in WISELI From 2006 to 2007

A. Initiatives

- **Hiring workshops.** Two new developments in WISELI's ongoing commitment to provide workshops for search committees developed in 2007. First, we had requests to provide department-based workshops for the first time. We ran a 2-session hiring workshop for the Department of Chemistry, and we ran two, 1-session workshops for the Art Department. These workshops went well, and we will be closely watching the hiring outcomes in these departments. One advantage to working with an entire department is that we have the opportunity to change the conversation because all faculty have been exposed to the ideas presented in the workshops, rather than relying on just one or two to deliver the messages. A disadvantage is that the natural sharing of different practices that occurs in a mixed group does not happen when only attendees from one department are present, leading to a defensiveness about the process in that department that would be dissipated if more departments were present.

The second development is that WISELI took over the all-campus workshops in 2007, with the retirement of Bernice Durand (Vice Provost for Climate and Diversity), who had previously facilitated the all-campus workshops. We ran four such all-campus workshops, which were attended by both faculty and staff. The inclusion of academic staff, and more emphasis on local searches for academic and classified staff, was a

potential worry to the flow of the workshops. This ended up to not be a problem and in fact we are encouraged that the material covered in the workshop is applicable to both faculty/national and staff/local searches.

- **Climate workshops.** With the departure of Jo Handelsman as WISELI co-Director, we trained new faculty facilitators for the *Enhancing Department Climate: A Chair's Role* workshops. In 2007, we began our first workshop series with a new facilitator (Denise Ney), which worked well. More workshops with different facilitators are planned for 2008.
- **PI workshops.** To use the remaining funds from our NSF ADVANCE grant, WISELI hired Dr. Ainslie Little, a postdoctoral researcher, to convene a design team and assemble the curriculum for a pilot workshop to train new PIs to manage great labs. The pilot workshop series began in September 2007, with eight sessions planned for the 2007/08 academic year. At the end of the pilot workshop series, a formative evaluation is planned.
- **Website.** With the ending of the NSF ADVANCE funding and the beginning of our PAID award, important changes are needed to the WISELI website to make it even more useful and accessible. In 2007 we added a new "online bookstore" section, to make it easier to order WISELI materials such as our brochures, guidebook, and videos. Customers can use a credit card to order these materials now. The website itself is under revision to provide direct links to more of our research and evaluation papers, and to streamline some of the menu options. These updates will continue in 2008 and beyond.
- **Denice D. Denton Distinguished Lecture Series.** Denice D. Denton was an important figure for women faculty on the UW-Madison campus. During her time here, she organized women faculty into support groups that still exist today, and which had an important impact on the ADVANCE grant here at UW-Madison because this core group of women faculty had already been working on the issues for so long. Upon her death in 2006, several of Dr. Denton's closest friends formed the "Committee Honoring Denice's Memory", and began raising funds for a student scholarship, and also for an annual "Denice D. Denton Distinguished Lecture Series." WISELI will administer the Lecture Series annually. In 2007 we held our first event, featuring a keynote by Donna Shalala. See <http://wiseli.engr.wisc.edu/denton/index.htm> for more information.
- **Exit Interview Study.** At the request of the Office of the Provost, WISELI has been commissioned to perform formal exit interviews for all faculty who leave the campus prior to retirement. Data collection began in 2007, with a final report due in early 2008. This is expected to be an annual activity for WISELI.

B. Personnel

- **Directors.** WISELI co-Founder and co-Director Jo Handelsman stepped down in July 2007, at the official end of the NSF ADVANCE grant. She embarked on a new role as Department Chair of the Bacteriology Department. Dr. Amy Wendt, Professor of Electrical & Computer Engineering and co-Chair of that department, replaced Dr. Handelsman. Molly Carnes remains co-Director of WISELI.
- **Staff.** Due to the end of the ADVANCE grant, two evaluators hired just for collecting summative data ended their appointments: Brenda Parker and Kathy O'Connell. For the first six months of 2007, WISELI added Aislie Little to our staff, to help develop the PI

training pilot workshop. Ainslie’s appointment ended in July 2007. Other staffing (Jennifer Sheridan, Eve Fine, Christine Pribbenow, Deveny Benting, Carol Sobek, Jessica Winchell) remained the same.

- **Leadership Team.** The WISELI Leadership Team was disbanded at the end of the ADVANCE grant. A new team (“WISELI Advisory Council”) will be convened in 2008.
- **External Advisory Team.** The External Advisory Team (EAT) was also disbanded in 2007, at the end of the ADVANCE grant. It is unclear whether WISELI will reconvene an external advisory team. Rather, an Internal Advisory Committee made up primarily of campus leaders and administrators will provide oversight for the new WIRED institute (see below); this Committee will likely replace the WISELI EAT.

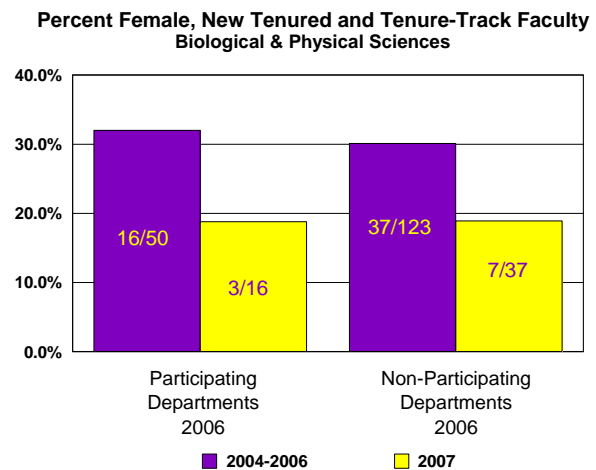
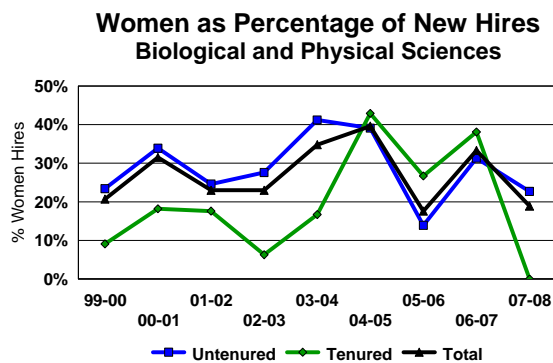
C. Funding Sources

- In 2007, WISELI changed from being primarily funded through the NSF ADVANCE program, to being primarily funded through contributions from campus. NSF grants currently account for only 37% of the total WISELI budget after the end of the IT grant in July 2007. Details on funding levels from various units on campus are detailed below, in Sections V and VI.

IV. Changes in Status of Women at UW-Madison from 2006 to 2007

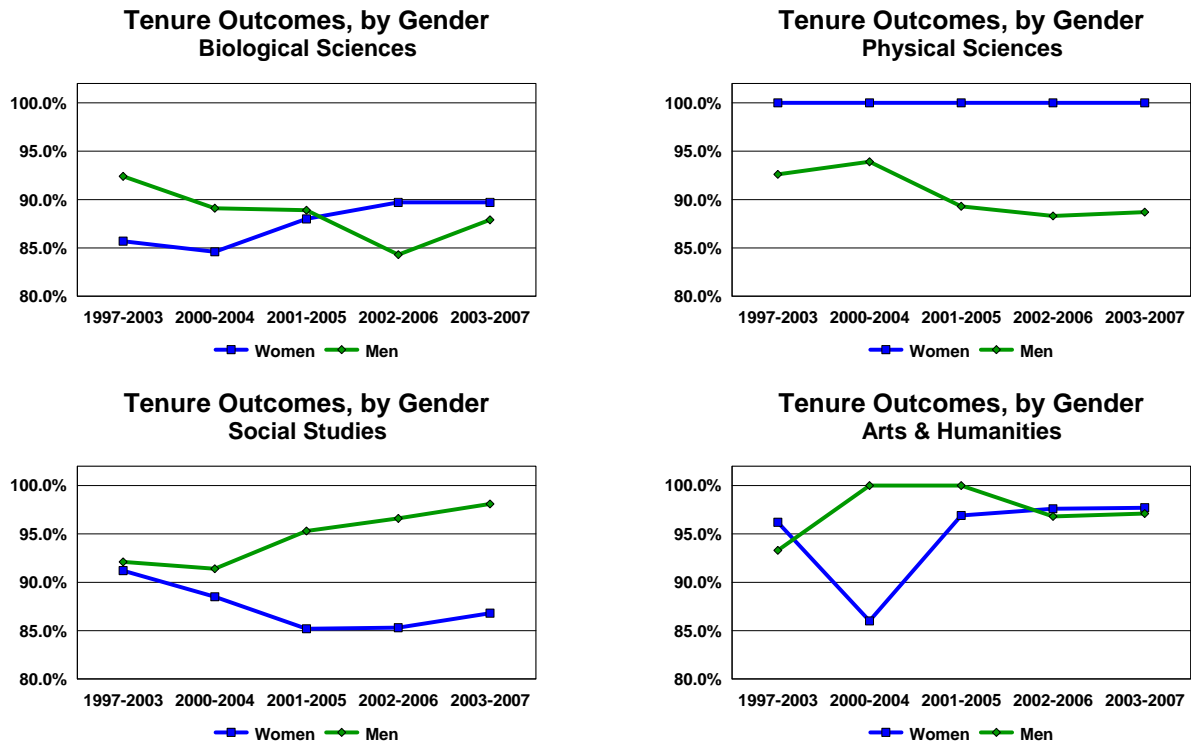
A. Hiring

- Hiring of women in STEM decreased in 2007. No senior women in biological and physical sciences were hired—this has not happened since we began tracking new hires. Furthermore, we found no relationship between hiring of women and participation in WISELI workshops for first time.



B. Tenure

- Tenure rates by cohort are equitable by gender, but the numbers of women and men *denied* tenure over an 8-year period is inequitable for the Biological Sciences and Social Studies divisions.



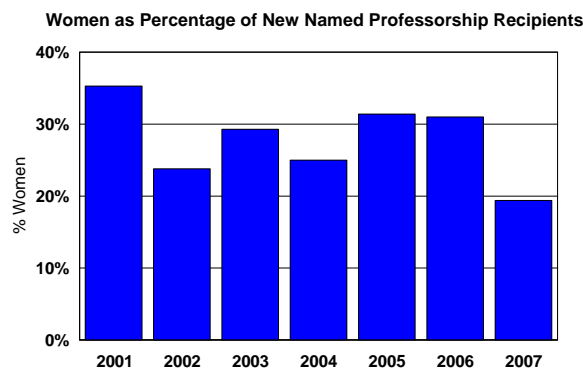
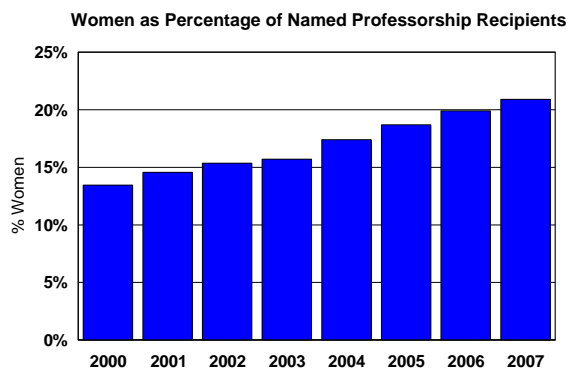
Tenure Denials* at Divisional Committee Level, 2000-2007

	Women						Men						% Female	
	# Reviewed	Denials/Deferrals	Dean Reversal	Later Promotion	Total Denials	% Denied	# Reviewed	Denials/Deferrals	Dean Reversal	Later Promotion	Total Denials	% Denied	Reviewed	Denied
Biological Sciences	47	9	1	1	7	15%	92	10	3	4	3	3%	34%	70%
Physical Sciences	15	0	0	0	0	0%	93	10	0	5	5	5%	14%	0%
Social Studies	54	8	1	0	7	13%	73	1	0	0	1	1%	43%	88%
Arts & Humanities	56	2	0	0	2	4%	49	1	0	0	1	2%	53%	67%

* Some denials/deferrals from recent years may not have been re-considered yet. Some reversals may have occurred in 2000-2003, but data are incomplete for that time period. Thus, these data may OVERESTIMATE total denials in this time period.
SOURCE: Secretary of the Faculty

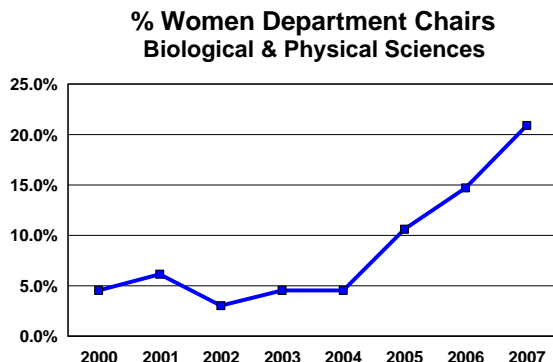
C. Awards and Honors

- Overall the percentages of honors and awards (e.g., named professorships) going to women is slowly increasing over time. However, in 2007, any new named professorships that were awarded on campus went to women at a much lower rate than in the past.



D. Leadership

- The numbers and percentages of women department chairs continues to increase rapidly in the STEM disciplines.



V. WISELI Management and Infrastructure

A. Funding Sources

- **Grants.**
 - The NSF ADVANCE Institutional Transformation award officially ended on 6/30/2007.
 - The NSF PAID award began on 1/1/2007; however, spending was postponed until 7/1/2007. The funds from PAID primarily support Eve Fine, Deveny Benting, and provide some support for Molly Carnes, Jo Handelsman, and Amy Wendt.
 - New grants were applied for in 2007 that would run through WISELI, and support some of WISELI's programming. An NSF AGEPE (Alliance for Graduate Education and the Professoriate) proposal was submitted in Fall 2007; co-PIs included Molly Carnes. In addition, Jennifer Sheridan participated as a co-PI on an NSF PAID grant, in collaboration with colleagues from the Committee on Institutional Cooperation (CIC).
- **Campus Support.**
 - The Office of the Provost is providing a large amount of funds to the WISELI program. Funds provide support for 100% of Jennifer Sheridan's salary. In

addition, the campus provides \$55,000 annually until 2009. These funds support Deveny Benting, Jessica Winchell, and miscellaneous travel and supply expenses.

- The School of Medicine and Public Health is providing \$70,000, renewable annually. These funds are used to pay the salary of Christine Pribbenow, and Molly Carnes. \$2,000 of the funds are used to support the Celebrating Women in S&E grant program.
- The College of Engineering is providing \$33,922 annually (which includes 25% of the salary for WISELI grants administrator Carol Sobek), as well as providing WISELI with excellent new space in the newly-remodeled Mechanical Engineering Building. These funds are used to pay for supplies and travel for WISELI employees, and \$2,000 is set aside for the Celebrating Women in S&E grant program.
- The College of Agricultural & Life Sciences, the College of Letters & Science, the School of Pharmacy, and the School of Veterinary Medicine all provide \$2,000 per year in support of the Celebrating Women in S&E grant program.
- **Income-Generating Activities.**
 - Sales of our brochures and guidebooks, and presentation of our hiring workshops to outside universities, have generated almost \$40,000 in additional income for WISELI in 2007.

B. Personnel

Co-Directors: Molly Carnes, Jo Handelsman (January-June), and Amy Wendt (July-December)

Executive & Research Director: Jennifer Sheridan

Evaluation Director: Christine Maidl Pribbenow

Researcher: Eve Fine

Research Specialist: Deveny Benting

Grants & Contracts Specialist: Carol Sobek

Project Assistant: Jessica Winchell

Graduate Student Interns: Anuschka Neuwald and Vansa Shewakramani

C. Advisory Council

In Development.

D. Internal Partners

In Development.

VI. Financial Report

2007 Financial Report

	Account						Total
	101 190240-4	144-KU26 190240-4	144-PW16 190240-4	150-E874 190240-4	133-JM60 190240-4	136 190240-4	
Income							
NSF		\$271,773	\$499,991				\$771,764
College of Engineering	\$23,922			\$10,000			\$33,922
Office of the Provost	\$117,381						\$117,381
Office of the Chancellor					\$15,000		\$15,000
School of Medicine & Public Health	\$70,000						\$70,000
College of Agriculture & Life Sciences	\$2,000						\$2,000
School of Veterinary Medicine	\$2,000						\$2,000
College of Letters & Sciences	\$2,000						\$2,000
School of Pharmacy	\$2,000						\$2,000
Foundation Fund					\$200		\$200
Income Generating Activities						\$38,097	\$38,097
Expenditures							
Salaries							
Faculty Directors	\$21,648	\$30,820	\$7,801			\$2,111	\$62,380
WISELI Staff	\$100,997	\$57,956	\$14,689		\$2,843	\$3,916	\$180,401
Evaluation Staff	\$21,165	\$27,302	\$3,905			\$6,398	\$58,771
Fringe Benefits		\$38,045	\$9,898		\$1,066	\$4,710	\$53,719
Tuition Remission	\$3,556	\$4,000					\$7,556
Travel	\$114	\$7,713	\$860	\$2,922			\$11,609
Supplies and Equipment	\$1,872	\$13,438		\$194		\$454	\$15,958
Initiatives							
Celebrating Grants	\$5,200	\$1,630					\$6,830
Research & Evaluation Expenses							\$0
Library	\$339	\$431	\$143	\$1,267			\$2,180
Denice D. Denton Distinguished Lecture Series					\$8,660		\$8,660
Professional Development Activities for Faculty, Staff & Students		\$50		\$199			\$249
Workshop Expenses		\$963		\$433			\$1,396
Brochures, Booklets, & Other Publications	\$146	\$3,199				\$550	\$3,896
Dissemination Activities		\$3,300				\$2,907	\$6,207
Overhead		\$82,926	\$17,530				\$100,456
Total Income	\$219,303	\$271,773	\$499,991	\$10,000	\$15,200	\$38,097	\$1,054,364
Total Expenditures	\$155,036	\$271,773	\$54,827	\$5,015	\$12,569	\$21,047	\$520,267
Remaining Funds	\$64,267	\$0	\$445,164	\$4,985	\$2,631	\$17,051	\$534,097

VII. Expected WISELI Directions for 2008

A. Initiatives

- *Searching for Excellence & Diversity* hiring workshops, *Enhancing Department Climate: A Chair's Role* climate workshops, *Vilas Life Cycle Professorships*, and *Celebrating Women* grants will continue as in the past.
- WISELI will continue to offer *Implementing Training for Hiring Committees* external workshops as time permits to disseminate knowledge and generate income.
- Planning for 2011 *Study of Faculty Worklife* survey will begin.
- An evaluation plan for the *Celebrating Women in Science & Engineering* grant program will be designed.
- *Running a Great Lab* PI workshops will be evaluated and revised, with a changed series offered in Fall 2009.
- Continued monitoring of institutional data.
- We expect to apply for at least two grants: NSF I³ (Innovation through Institutional Integration) and NIH "Research on Causal Factors and Interventions that Promote and Support the Careers of Women in Biomedical and Behavioral Research" R01 funding.

B. Personnel

- Christine Pribbenow is expected to move to WCER in 2008. She will retain a 25% appointment with WISELI, until a new evaluation director can be funded.

C. Funding

- Funding levels are expected to remain the same in 2008. We will likely raise our rates for outside workshops slightly to account for actual costs of providing these workshops.

E. Center Structure

- WISELI has worked closely with related diversity programs WiscAMP (Wisconsin Alliance for Minority Participation), and GERS (Graduate Engineering Research Scholars), and with the move to new space in the Mechanical Engineering Building which co-locates these three programs, we are sharing resources and creating a shared vision of diversity efforts in STEM at UW-Madison overall. To that end, we are creating a new, umbrella organization called WIRED in STEM (Wisconsin Institute for Research and Evaluation on Diversity in STEM) which will encompass WISELI, WiscAMP, GERS (and the affiliated AGEP program if it is funded), PAID, and any other NSF-funded diversity programs written by co-PIs Molly Carnes, Doug Henderson, Jennifer Sheridan, Manuela Romero, and/or Amy Wendt.

The purpose of WIRED is to support the UW-Madison campus in diversifying the STEM workforce in terms of gender, race/ethnicity, and disability, by providing core resources for all programs on campus with a mission to enhance the diversity of the STEM workforce, including evaluation, web support, and data support. These core resources will primarily be supported by an NSF I³ grant (Innovation through Institutional Integration), should it be funded. If I³ is funded, the Center Status and UDDS that is currently named WISELI will change to WIRED, and WISELI will be one program within the WIRED umbrella.

VIII. WISELI Publications and Presentations, 2007

Papers Published:

Handelsman, Jo and Robert Birgeneau. September 25, 2007. "Women Advancing Science: A Few Significant Changes in the Academic System Could Stem the Loss of Talented Women, Thereby Fortifying our Scientific Leadership." *Technology Review*. <http://www.technologyreview.com/blog/guest/21855/>.

Marchant, Angela; Abhik Bhattacharya; and Molly Carnes. 2007. "Can the Language of Tenure Criteria Influence Women's Academic Advancement?" *Journal of Women's Health*. 16(7): 998-1003.

Sheridan, Jennifer; Eve Fine; Jessica Winchell; Christine Maidl Pribbenow; Molly Carnes; and Jo Handelsman. 2007. "Searching for Excellence & Diversity: Does Training Faculty Search Committees Improve Hiring of Women?" American Society for Engineering Education (ASEE) 2007 Conference Proceedings. <http://www.asee.org/acPapers/AC%202007Full992.pdf> . June 2007.

Sheridan, Jennifer; Christine Maidl Pribbenow; Eve Fine; Jo Handelsman; and Molly Carnes. 2007. "Climate Change at the University of Wisconsin-Madison: What Changed, and Did ADVANCE Have an Impact?" Women in Engineering Programs & Advocates Network (WEPAN) 2007 Conference Proceedings (on CD-ROM). http://dpubs.libraries.psu.edu/DPubS?service=Repository&version=1.0&verb=Disseminate&handle=psu.wepan/1200322686&view=body&content-type=pdf_1# . June 2007.

Carnes, Molly and JudyAnn Bigby. 2007. "Jennifer Fever in Academic Medicine." *Journal of Women's Health*. 16(3):299-301.

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.

Working Papers:

Sheridan, Jennifer; Jo Handelsman; Amy Wendt; and Molly Carnes. 2007. "ADVANCE at the University of Wisconsin-Madison: Progress Towards Transforming the College of Engineering." Working paper.

Crone, Wendy. *Survive and Thrive: A Self-Assessment Guide for Untenured Faculty*. 2007 draft under review/tentative publication agreement. Cambridge University Press.

Pribbenow, Christine Maidl; Jennifer Sheridan; and Deveny Benting. 2007. "Extending the Tenure Clock: The Experiences of Faculty at One University."

Dissertations:

Gunter, Ramona. 2007. "Laboratory Talk: Gendered Interactions and Research Progress in Graduate Science Education." Doctoral Dissertation: University of Wisconsin-Madison.

Presentations:

Carnes, Molly. November 29, 2007. ADVANCE Distinguished Lecture Series. "UW-Madison ADVANCE Program: Did we transform the institution in 5 years?" National Science Foundation. Washington, DC.

Carnes, Molly. November 27-28, 2007. Chair, NIH National Leadership Workshop on Mentoring Women in Biomedical Careers. National Institutes of Health. Washington, DC.

Handelsman, Jo. November 15-16, 2007. "Beyond Bias and Barriers: Strategies for an Equitable Hiring Process." University of Maryland-Baltimore County. Baltimore, MD.

Mathews, Nancy. November 13, 2007. Invited presentation, "Balancing Work and Life in the Academy in the 21st Century: A Changing Paradigm for Women?" 28th Annual meeting of the Society for Environmental Toxicology and Chemistry. Milwaukee, WI.

Carnes, Molly. November 4, 2007. Panelist, "Women's Academic Advancement: The Influence of Language." Association of American Medical Colleges Annual Meeting. Washington, DC.

Sheridan, Jennifer; Eve Fine; Jessica Winchell; Christine Maidl Pribbenow; Molly Carnes; and Jo Handelsman. June, 2007. "Searching for Excellence & Diversity: Does Training Faculty Search Committees Improve Hiring of Women?" American Society for Engineering Education (ASEE) Annual Meetings. Honolulu, HI.

Sheridan, Jennifer. June, 2007. Moderator, "Climate Surveys Panel." 6th Annual NSF ADVANCE PI Meeting. National Science Foundation. Washington, DC.

Sheridan, Jennifer; Christine Maidl Pribbenow; Eve Fine; Jo Handelsman; and Molly Carnes. June 2007. "Climate Change at the University of Wisconsin-Madison: What Changed, and Did ADVANCE Have an Impact?" Women in Engineering Programs & Advocates Network (WEPAN) 2007 Annual Meeting. Orlando, FL.

Carnes, Molly. May 23-25, 2007. "Women in Academic Medicine: Institutional Transformation Required" (Whittington Lecturer) and "Careers in Academic Medicine:

Evaluation at Gatekeeping Junctions” (Medical Grand Rounds). University of Florida. Gainesville, FL.

Carnes, Molly. May 2-3, 2007. “NIH Director's Pioneer Award: Lesson in Scientific Review” and “Workshop: Lessons Learned in Shaping a Career” (Invited speaker). Brown University. Providence, RI.

Parker, Brenda. April 19, 2007. “NSF ADVANCE: Lessons for Geography Departments” (Panelist). American Association of Geographers Annual Meetings. San Francisco, CA.

Carnes, Molly and Jennifer Sheridan. April 11-12, 2007. “Overview of WISELI: Lessons Learned” and “Overview of WISELI: New Initiatives at UW-Madison” (Invited speakers). University of Minnesota. Minneapolis, MN.

Sheridan, Jennifer. March 27, 2007. “WISELI: Improve Departmental Climate for Women Faculty and Faculty of Color” (Poster). Showcase 2007. University of Wisconsin-Madison. Madison, WI.

Carnes, Molly. March 21-22, 2007. “Careers in Academic Medicine: Evaluation at Gatekeeping Junctions” (Medical Grand Rounds) and “Women Leaders in Academic Health Sciences: Institutional Transformation Required” (Invited speaker). University of Utah. Salt Lake City, UT.

Carnes, Molly. March 14, 2007. “Bias in Scientific Review: The Case of the NIH Directors Pioneer Award.” Center for the Study of Cultural Diversity in Healthcare Training Seminar. University of Wisconsin-Madison. Madison, WI.

Carnes, Molly. February 22, 2007. “Words Matter: How Language Can Promote the Activation of Stereotypes” (Invited speaker). University of Illinois-Chicago. Chicago, IL.

Carnes, Molly. February 21, 2007. “Gender Bias in Scientific Review” (Invited speaker). Medical College of Wisconsin. Milwaukee, 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. University of Wisconsin-Madison. Madison, WI.

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

Campus Visits/Dissemination of Programming:

“Searching for Excellence & Diversity” workshop, and “Implementing Workshops for Search Committees” workshop. September 20-21, 2007. University of Wisconsin-Whitewater. Whitewater, WI.

Meet for information re: implementing *Searching for Excellence & Diversity* workshops. September 7, 2007. Deborah Love (Vice President for Institutional Equity) and Anne

McCall (Associate Professor of French and Associate Dean, School for Liberal Arts). Tulane University.

Meet for information re: ADVANCE. May 18, 2007. Catherine Duckett (Project Manager, Office for the Promotion of Women in Science, Engineering, and Mathematics). Rutgers University.

Meet for information re: ADVANCE institutionalization. May 29, 2007. Trish Kalbas-Schmidt (Program Leader, ADVANCE). Utah State University.

Meet for information re: ADVANCE. April 11-12, 2007. Molly Carnes and Jennifer Sheridan travel to Institute of Technology, hosted by Roberta Humphries (Professor of Astronomy and Associate Dean for Academic Affairs). University of Minnesota.

Participation in training for facilitators for *Enhancing Department Climate: A Chair's Role* workshop. April 19, July 19, and August 30, 2007. Linda Siebert Rapoport (Director, Women in Science & Engineering System Transformation). University of Illinois-Chicago.

“Implementing Workshops for Search Committees.” A train-the-trainer workshop for campuses wanting to implement training for faculty search committee chairs. March 5-March 7, 2007. Medical School and Danforth Campus. Washington University in St. Louis.

“Searching for Excellence & Diversity” workshop, and “Implementing Workshops for Search Committees” workshop. February 28-March 1, 2007. University of Wisconsin-Stout.

WISELI in the Press:

“Help Women Stay in Science: A Female Scientist Gives Her Top 10 List of Tips for Her Male Colleagues—What Are Yours?” *The Scientist.com*. September 27, 2007. <http://www.the-scientist.com/news/home/53655/> .

Products Available to the Public:

“WISELI: *FORWARD* with Institutional Transformation.” Documentary Video, third in series of three. Available online through *The Research Channel*: <http://www.researchchannel.org/prog/displayevent.aspx?rID=16095&fID=345> .

“Reviewing Applicants: Research on Bias and Assumptions.” 2nd Edition. Brochure available online at: http://wiseli.engr.wisc.edu/initiatives/hiring/BiasBrochure_2ndEd.pdf , and also available in large quantities for 25¢/brochure plus mailing costs by contacting at <https://wisccharge.wisc.edu/wiseli/items.asp> .

Reports to Funding Agencies:

Sheridan, Jennifer; Molly Carnes, Jo Handelsman, and Amy Wendt. December 2007. "Partnerships for Adaptation, Implementation, and Dissemination Annual Report 2007."

Sheridan, Jennifer; Molly Carnes and Jo Handelsman. September 2007. "Final Report of the ADVANCE Program for University of Wisconsin-Madison. 2002-2007."
http://wiseli.engr.wisc.edu/initiatives/researcheval/Final_Report_Final.pdf .

Grant Proposals in Support of WISELI:

NSF Partnerships for Adaptation, Implementation, and Dissemination (PAID) program. "ADVANCE Partnerships for Adaptation, Implementation, and Dissemination." PI: Jennifer Sheridan. Co-PIs: Molly Carnes, Jo Handelsman, Amy Wendt. Submitted January 27, 2006. Funded 1/1/07 – 12/31/09.

Evaluation Reports:

Sheridan, Jennifer; Molly Carnes and Jo Handelsman. September 2007. "Final Report of the ADVANCE Program for University of Wisconsin-Madison. 2002-2007."
http://wiseli.engr.wisc.edu/initiatives/researcheval/Final_Report_Final.pdf .

Pribbenow, Christine Maidl; Jennifer Sheridan; Brenda Parker; Jessica Winchell; Deveny Benting; Kathy O'Connell; Cecilia Ford; Ramona Gunther; and Amy Stambach. July 2007. "Summative Evaluation Report of WISELI: The Women in Science and Engineering Leadership Institute."
http://wiseli.engr.wisc.edu/initiatives/researcheval/FINAL_WISELI_Sum_Eval_Report.pdf .

Sheridan, Jennifer. May 2007. "Gender Equity By The Numbers: Status of Women in Biological & Physical Sciences at the University of Wisconsin-Madison, 2002-2006."
http://wiseli.engr.wisc.edu/initiatives/researcheval/By_the_Numbers.pdf .

Pribbenow, Christine Maidl and Jennifer Sheridan. April 2007. "Evaluation of the Vilas Life Cycle Professorships Program."

Benting, Deveny. March 29, 2007. "Evaluation of the Workshop: 'Implementing Training for Search Committees'". Presented to the Washington University Medical School on March 5, 2007."

Benting, Deveny. March 28, 2007. "Evaluation of the Workshop: 'Implementing Training for Search Committees'". Presented to the Washington University Danforth Campus on March 6, 2007."

Benting, Deveny. March 26, 2007. "Evaluation of 'Searching for Excellence and Diversity: A Workshop for Search Committees'". Presented at UW-Stout on March 1, 2007."

Sheridan, Jennifer. February 8, 2007. "Climate Change for Faculty at UW-Madison: Evidence from the 2003 and 2006 *Study of Faculty Worklife*." Report prepared for the Campus Diversity Plan Oversight Committee.

Presentations of WISELI Activities to Campus Groups

Deans' Council—5/9/2007

College of Engineering (CoE) Academic Affairs—10/11/2007

Plan 2008 Campus Resource Fair/Diversity Forum—9/28/2007

Showcase—3/27/2007

Provost Department Chair Training—8/30/2007

Campus Diversity Plan Oversight Committee—2/8/2007

Wisconsin Institute for Discovery Program Committee—3/26/2007

SMPH Committee on Academic Staff Issues—5/15/2007