Program: **ADVANCE Institutional Transformation**  
Funding Agency: National Science Foundation  
NSF Program Officer: Alice Hogan (ahogan@nsf.gov)  
Funding Level: $750,000/year for 2002 - 2006

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

**Constituents**  
Science and engineering faculty and staff in the **six schools** with the largest science and engineering faculty: College of Engineering, College of Letters & Sciences, College of Agricultural and Life Sciences, the School of Veterinary Medicine, the School of Pharmacy, and the Medical School. In total, we target **over 50 departments and 1200 faculty** in the biological and physical sciences.

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

**Grant Programs**  
- Life Cycle Research Grant Program  
- Celebrating Women in Science & Engineering Grants

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

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

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

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

**Results**

**Climate:**  
- The climate for women in my department is good

**Hiring:**  
- New faculty hires increased from 22% women prior to WISELI, to 32% in the 2004 hiring cycle.  
- To date, approximately 70 hiring committee chairs have participated in our training workshops.  
- Evaluation of composition of hiring pools is underway.
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National-Level Overview
Nine institutions of 76 applicants awarded grants in "first round" (2001/02):
Hunter College, City University of New York
Georgia Institute of Technology
New Mexico State University
University of California-Irvine
University of Colorado, Boulder
University of Michigan
University of Puerto Rico-Humacao
University of Washington
University of Wisconsin, Madison

Ten institutions of 72 applicants awarded grants in “second round” (2003/04):
Case Western Reserve University
Columbia University
University of Alabama, Birmingham
Kansas State University
University of Maryland-Baltimore County
University of Montana
University of Rhode Island
University of Texas at El Paso
Utah State University
Virginia Polytechnic Institute

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