Objective
NSF ADVANCE at the University of Wisconsin-Madison was 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 was administered through the Women in Science & Engineering Leadership Institute (WISELI), an institutionalized research center.

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 School of Medicine and Public Health. We target 70 departments/units and 1,200 faculty in the biological and physical sciences.

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

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

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

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

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

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

Selected Results

Climate
Isolation and "Fit"
Women Faculty in Biological & Physical Sciences

<table>
<thead>
<tr>
<th>Year</th>
<th>&quot;Fit&quot; in Dept.</th>
<th>Isolated at UW</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>2006</td>
<td>90%</td>
<td>10%</td>
</tr>
</tbody>
</table>

*Gender difference significant difference at p<.05.

Hiring
Percent Female, New Tenure-Track Faculty Biological & Physical Sciences

<table>
<thead>
<tr>
<th>Year</th>
<th>Participating Departments 2005</th>
<th>Non-Participating Departments 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003-2005</td>
<td>31.84</td>
<td>32.00</td>
</tr>
<tr>
<td>2005</td>
<td>17.49</td>
<td>16.00</td>
</tr>
</tbody>
</table>

Leadership
Percent Women Department Chairs Physical & Biological Science Departments

<table>
<thead>
<tr>
<th>Year</th>
<th>Participating Departments 2005</th>
<th>Non-Participating Departments 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>2.0%</td>
<td>2.0%</td>
</tr>
<tr>
<td>2001</td>
<td>4.0%</td>
<td>4.0%</td>
</tr>
<tr>
<td>2002</td>
<td>6.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td>2003</td>
<td>8.0%</td>
<td>8.0%</td>
</tr>
<tr>
<td>2004</td>
<td>10.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>2005</td>
<td>12.0%</td>
<td>12.0%</td>
</tr>
<tr>
<td>2006</td>
<td>14.0%</td>
<td>14.0%</td>
</tr>
</tbody>
</table>

- Significant increase in the percentage of women faculty who felt they “fit” in their departments.
- Women faculty in bio. and phys. sciences reported less isolation in 2006 than in 2003, both in their departments and at UW-Madison.
- Departments sending at least one faculty member to our workshops for search committee chairs showed an increase in new women hires; non-participating departments showed a decrease in new women hires.
- At beginning of grant period (2002), there were only 2 women department chairs (of 68). By 2006, UW-Madison had 10 women chairs in the 68 biological and physical science departments.
Products (see http://wiseli.engr.wisc.edu/products.htm):

**Climate:**
- Benefits and Challenges of Diversity
- Enhancing Department Climate: A Chair’s Role: Resources
- Advice to the Top: Top 10 Tips for Academic Leaders to Accelerate the Advancement of Women in Science and Engineering
- Sex and Science: Tips for Faculty
- Study of Faculty Worklife at the University of Wisconsin-Madison (survey instrument and results)

**Hiring:**
- Recruiting Applicants: Research on Bias and Assumptions (2nd Edition)
- Searching for Excellence and Diversity: A Guide for Faculty Search Committee Chairs

**Selected Publications:**

**Awards & Honors:**
- Advancing Your Career through Awards and Recognitions: A Guide for Women Faculty in the Sciences & Engineering

**Documentary Videos:**
- WISELI: Advancing Institutional Transformation
- WISELI: Building on a Legacy
- WISELI: FORWARD with Institutional Transformation

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