



Significant Accomplishments— Dissemination & Institutionalization

- On April 14th, we partnered with the Science Alliance to host a panel discussion in response to Harvard President Larry Summers' remarks about women in science. It was well-attended and very popular. We videotaped the panel and offer it to the public on our website.
- On June 9, Jo Handelsman participated in HHMI's training for new faculty. She created a new training module on gender based upon our papers "Benefits and Challenges of Diversity", "Advice to the Top", and "Sex and Science: Tips for Faculty," which she will modify when she meets with the Harvard University deans in early July.
- On June 14th, conducted a workshop entitled "**Searching for Excellence & Diversity: Implementing Training for Search Committees.**" This was a "train the trainers" workshop, and we provided 41 persons from 12 non-Madison campuses and UW System administration with materials, suggestions, tips, and insight into how to set up training for hiring committees on their own campuses. We also trained 17 new persons from UW-Madison at this session to act as future training presenters and facilitators.
- We received annual funding for our Life Cycle Research Grant program, in the form of a \$310,000/year award from the Estate of William F. Vilas. This program is now available to ALL faculty at UW-Madison and is effectively institutionalized!



Areas of difficulty/resistance

- Handling cases of individual advocacy for women scientists has continued to be an issue for us. As we have gained trust in the community, and a reputation for solving problems and taking action, women have continued to approach the WISELI co-Directors for help and advice. The cases often point to extremely problematic climate and personnel issues within departments.
 - On the one hand, the cases are incredibly time-consuming for the co-PIs....
 - On the other, when solutions are worked out, they result in positive change that in many cases is larger than the issue for the individual woman. Some of the best changes WISELI has facilitated have occurred in this way.



Best Idea/Reference Source/Insight

- Two studies that WISELI co-PIs have been citing frequently in the past few months:
 - Thomas-Hunt, Melissa and Katherine Phillips. 2004. “When What You Know Is Not Enough: Expertise and Gender Dynamics in Task Groups.” *Personality and Social Psychology Bulletin*. 30(12): 1585-1598.
 - Uhlmann, Eric Luis and Geoffrey Cohen. 2005. “Constructed Criteria: Redefining Merit to Justify Discrimination.” *Psychological Science*. 16(6): 474-480.