



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

2004

Principals, *University of Wisconsin-Madison*

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Table of Contents

<i>I. Executive Summary: Major Accomplishments in Year 3.....</i>	<i>1</i>
<i>II. Activities: Status of WISELI Initiatives.....</i>	<i>5</i>
A. Workplace Interactions	5
B. Life-Career Interface	6
C. Development, Leadership, Visibility.....	7
D. Overarching	9
<i>III. Findings: Value Added</i>	<i>15</i>
<i>IV. Findings: Difficulties & Solutions</i>	<i>19</i>
<i>V. WISELI Management and Infrastructure</i>	<i>22</i>
<i>VI. Financial Reports.....</i>	<i>23</i>
<i>VII. P.I.s' Current and Pending Support.....</i>	<i>26</i>
<i>VIII. WISELI Publications and Presentations.....</i>	<i>29</i>
<i>IX. Quantitative Indicators of Activity and Progress.....</i>	<i>35</i>

I. Executive Summary: Major Accomplishments in Year 3

“‘They are holding the conversation’ on a campus where there has been silence on gender issues.¹” This assessment, from the report of our site visit review in November 2004, indicates the important qualitative success that the Women in Science & Engineering Leadership Institute (WISELI) has had in engaging faculty, staff and administrators in discussions of gender equity at the UW-Madison. It is the ability to have such conversations that underlies the more quantifiable successes we highlight in this Annual Report.

During the past year, WISELI has continued the important work begun in years one and two. We have implemented the two workshop series we designed; we have communicated our research findings with multiple audiences; we have produced guidebooks, brochures, and a documentary video that have had national visibility; we have provided grants to faculty and staff to increase both the visibility and the advancement of women in the sciences and engineering on campus; and we have continued to collaborate with other active and successful diversity efforts both on campus and off.

The past year in our ADVANCE program was dedicated to launching and evaluating our central initiatives. Some of our key accomplishments 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 70 individuals this year.
- We implemented an innovative workshop series for department chairs to improve climate. The discovery-based approach used in these workshops has reached 15 chairs, and over 2,000 department members have taken part in the workshops’ climate surveys.
- The Office of the Provost invited WISELI input and presentation to their all-day training workshop for new department chairs (August 2004).

Grants

- We awarded seven new Celebrating Women in Science & Engineering grants.
- In partnership with the Graduate School and the Office of the Provost, WISELI: (1) provided funding for 6 more faculty members at vulnerable junctures in their research through the Life Cycle Research Grant initiative; and (2) is developing a

¹ Fouke, Janie; Robert Drago; Elizabeth Higgenbotham, Catherine Mavriplis, JoAnn Moody, Susan Fitzpatrick, Lloyd Douglas, and Alice Hogan. 2004. “ADVANCE Program Site Visit Report: The University of Wisconsin at Madison. November 7-9, 2004.”

strategy to permanently fund the Life Cycle Research Grant program for all UW-Madison faculty.

Research & Evaluation

- An overview of findings from the in-depth interviews with 26 women faculty in the biological and physical sciences was presented to the public at the March 22, 2004 WISELI Seminar.
- We continued analyses of campus-wide surveys of climate for faculty and staff and reported results to over 20 groups on campus, including department chairs, committees, departmental seminars, and informal groups of women faculty. We have also presented survey results in at least four venues outside the UW-Madison.
- We have combined in-depth interview data with faculty survey data to produce:
 - three evaluation reports of existing campus programs (Women Faculty Mentoring Program, Tenure Clock Extension Policy, and Campus Childcare); and
 - an issue study (draft) outlining the importance of the department chair in creating the climate for women faculty.
- Ten women faculty who left the University from 2000 to 2004 have been interviewed for an issue study of “Why Women Leave.” Analysis of these data will proceed in early 2005.
- A paper outlining the process of interviewing senior women faculty has been accepted for a special issue of the *Journal of Technology Transfer*.
- An ethnographic study of men and women faculty in science and engineering is continuing.
- Analysis of men’s and women’s conversation in naturally-occurring academic meetings is ongoing, and a book proposal has been developed to publish the study once complete.

Leadership

- WISELI Leadership Team members continue to occupy key positions that have influence over gender-related policy and practice: Gary Sandefur, Dean of the College of Letters & Sciences; Molly Carnes, University Committee; Amy Wendt, Physical Sciences Research Committee (Graduate School).
- WISELI’s co-Directors have leveraged resources from the Office of the Provost for administrative help for WISELI personnel, and from the Office of the Provost and the Graduate School for continued implementation of the Life Cycle Research Grant program.
- 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 to tenure track, departmental re-assignment,

tenure achievement, and less-quantifiable outcomes of improved satisfaction with professional life.

- The WISELI Seminars, held three times per semester, continue to attract a large audience (30-40 attendees) from multiple departments and schools.
- WISELI has collaborated with the Diversity Affairs Office in the College of Engineering to: (1) develop a Louis Stokes Alliance for Minority Participation program focusing on increasing the diversity in the academic pipeline in science and engineering (awarded November 2004); and (2) submit a proposal to NSF for an Alliance for Graduate Education and the Professoriate (under review).

Other

- The WISELI Year One video was publicly screened in February 2004. This documentary video is currently in rotation on *The Research Channel*, making it available to a national audience. During 2004, we completed filming for the next video, to be edited and screened in Spring 2005.
- The WISELI Seminars, held three times per semester, continue to attract a large audience (30-40 attendees) from multiple departments and schools.
- WISELI has collaborated with the Diversity Affairs Office in the College of Engineering to: (1) develop a Louis Stokes Alliance for Minority Participation program focusing on increasing the diversity in the academic pipeline in science and engineering (awarded November 2004); and (2) submit a proposal to NSF for an Alliance for Graduate Education and the Professoriate (under review).

In addition to these concrete programmatic elements, we have engaged in a process of self-examination during this past year that has resulted in additional resources and enhancements to our research and initiatives.

- Detailed justifications for some of our decisions (requested after our 2003 Annual Report was submitted) helped us articulate and make explicit some of our operating assumptions.
- Our External Advisory Team visited campus on June 2nd, 2004. They met with WISELI co-Directors and Leadership Team, as well as the Provost and Associate Vice Chancellor for Diversity and Climate. After the visit they provided a review of our program and recommendations. This letter helped us leverage administrative support from the Office of the Provost.
- Dr. Joseph Bordogna, NSF Deputy Director, visited campus on June 4th, 2004. He met with WISELI co-Directors and Leadership Team, as well as Associate Dean for Physical Sciences in the Graduate School, the Provost and Associate Vice Chancellor for Diversity and Climate, the Chancellor, and the Senior Vice President for Academic Affairs for the UW System. In his follow up email, Dr. Bordogna wrote: "I enjoyed being with you and your colleagues to hear first hand about the wonderful work you are doing for our country, and for humankind generally. Makes me feel upbeat and wanting to follow. Thank you for your kind hospitality and for teaching me new things."

- We were site-visited on November 8-9, 2004, by eight outside reviewers. The site visitors had an extensive schedule of presentations, and interviews with 43 individuals including the Provost, Dean of the Graduate School, Dean of Engineering, Dean of the School of Veterinary Medicine, Associate Vice Chancellor for Diversity and Climate, and Senior Vice President for Academic Affairs for the UW System. The panel reviewed our program very positively, and provided some specific suggestions for improvement.

II. Activities: Status of WISELI Initiatives

A. Workplace Interactions

Climate Workshops for Department Chairs

- We have trained or are in the process of training 15 department chairs. We have had especially good representation from the Medical School (trained 6 of 11 Basic Science chairs) and the College of Engineering (trained 4 of 9 department chairs.)
- We have administered electronic surveys to approximately 2,000 faculty, academic and classified staff, postdoctoral fellows, scientists, researchers and graduate students to assess climate in their departments. Response rates for these surveys average 52% (range 30% to 75%).
- A description of the workshops and a resource book are available publicly on the WISELI website.
- A document entitled “Benefits and Challenges of Diversity,” written especially for this audience, will be produced as a separate brochure that will be available for distribution in 2005.

Workshops for Search Committee Chairs

- A majority of search committee chairs in CALS and Engineering and many in the Medical School have participated in these workshops. In total, we have run 13 sessions and trained 70 search chairs and committee members.
- We have developed three different “modes” for delivering material to chairs of hiring committees:
 - A 3-session workshop facilitating small-group discussion and peer learning, with each session timed according to critical points in the search process (before the deadline, reviewing applicants, before the interviews.)
 - A 1-session discussion session with a small group of chairs to facilitate small-group discussion and peer learning, with one session covering all of the material in our guidebook.
 - A 1-session formal workshop with carefully chosen presenters from the College or organization in which it occurs, to lend authority to the messages. Smaller-group discussion is facilitated by seating participants at round tables and providing them problems to discuss cooperatively. These workshops are open to all members of search committees, and also departmental administrators who assist with faculty searches.
- We produced a guidebook for search committee chairs and a brochure that summarizes research on unconscious assumptions and biases. These documents, especially the brochure, are in high demand on campus and beyond, and we have provided them to at least nine different campuses and organizations outside the UW-Madison. Over 3,500 copies of the brochure have been distributed at UW-Madison and beyond.

- Requests for our materials and training have been received from the UW System and the UW Extension colleges. Plans for disseminating our workshops and materials to UW System campuses in 2005 is underway.

Workshops in Building Effective Research Teams

- While researching the resources available for such a workshop on our campus, we discovered that the Howard Hughes Medical Institute (HHMI) is developing a program remarkably similar to what we had in mind. WISELI co-Director and HHMI Professor Jo Handelsman will contribute to HHMI's workshops in June 2005 and provide them with WISELI materials that address gender equity. Handelsman's participation in this workshop will allow us to determine how best to incorporate their materials on our campus.

B. Life-Career Interface

Life Cycle Grants

- In collaboration with the Graduate School and the Office of the Provost, we have awarded ten grants to 20 applicants.
- Our completed formative and summative evaluation of this program shows that this program is much needed, successfully supports faculty in crisis, and helps sustain and increase professional productivity.
- We are in the process of institutionalizing this important initiative. In the short-term (through Spring 2005), the Provost's Office and the Graduate School will jointly fund the program for biological and physical science faculty only. In the long-term, we will seek funding from the Vilas Trust, the Women in Philanthropy Council, and the UW Foundation to raise an endowment that will make this program available to any qualified faculty in need. We have produced a sample brochure for this fundraising effort.

Time-Stretcher Services

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

Lactation Space

- WISELI Leadership Team members Amy Wendt and Vicki Bier were instrumental in securing space for a lactation room in Engineering Hall (later to be moved to the planned renovation of the nearby Mechanical Engineering Building.)

C. Development, Leadership, Visibility

Celebrating Women and Science and Engineering Grants

- Since 2002, we have awarded 21 grants, and have brought in 51 women speakers to 18 departments/programs in five schools/colleges.
- Each grantee completes his or her own evaluation of the impact of their guest. These individual reports have been collectively summarized to analyze the effectiveness of the program. This report suggests that the program has been successful in:
 - Reaching a “wide” population (many different departments, large attendance at sponsored events, variety of audiences including undergraduate and graduate students, postdocs, academic staff, and men and women faculty.)
 - Reaching “deeply” into a department with special one-on-one meetings for graduate students and assistant professors that provide mentoring and networking opportunities that did not exist previously.
 - Providing interesting, encouraging, inspirational, and informative speakers to a department or group.
 - Supporting women in a variety of ways, including: providing a role model, addressing career/family concerns, speaking to climate challenges women face in science and engineering; suggesting alternative career paths, providing research support, leadership and networking opportunities, and mentoring.

The report suggests that WISELI might help more with publicizing the speakers brought in through the Celebrating Women in S&E program, especially for student groups.

- The next call for proposals will go out in late spring, 2005, for the 2005/06 academic year.

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

- WISELI co-Directors Carnes and Handelsman have actively pursued five cases in which an accomplished academic staff member wished to move to a tenure-track faculty position. Their efforts and experiences will allow us to produce a “road map” for switching tracks that will identify characteristics of the ideal candidate and outline the appropriate steps to take.
- To date, two cases have been successful, both involving clinical faculty (a third clinical case is pending). We have started working on a case involving a research staff member. The two cases involving teaching staff have presented greater challenges; one did not succeed and one is still pending. WISELI leadership will continue to pursue selected cases.

Senior Women Faculty Initiative

- We will publish a paper discussing the format of these meetings in a special issue of the *Journal of Technology Transfer* in 2005.
- Two presentations on the benefits and challenges of using this approach to reach senior women faculty have resulted from this initiative.
- Next directions for this initiative include a possible study on senior women faculty and their motivations for (and against) entrepreneurship.

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 sends women to national WISE meetings, including the 2004 ADVANCE meeting in Atlanta.

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

- As a direct result of our conversations with senior women faculty, WISELI Leadership Team member Professor Patricia Brennan drafted a brochure designed to inform women of the benefits of pursuing academic awards and honors in order to enhance their careers. We have distributed over 350 copies of this brochure.
- We are currently developing a web-based template other campuses can use to easily inform women about awards and other honorific opportunities available on their own campuses.
- Leadership Team members have actively pursued nomination of women faculty and staff for awards.
- In exchange for an acknowledgement of WISELI and the National Science Foundation ADVANCE program, we have given all of our work in this area, including a database with over 180 national awards for science & engineering scholarship and leadership as well as our brochure, to the Association for Women in Science (AWIS), which is developing a systematic way to nominate women for important national awards.

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.

Leadership Development of Non-Tenure Line Women in Science and Engineering

- When appropriate courses become available, WISELI offers professional development opportunities (including awards nominations) to academic staff. In 2004, we sent at least 11 academic staff members to various workshops and mini-courses.
- Academic staff members are always invited to all public WISELI events, and our Leadership Team includes academic staff members.

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. Handelsman remains at 30% effort on the project, and Carnes has reduced her effort to 40%. Jennifer Sheridan remains as WISELI's Executive and Research Director.
- **WISELI Seminar.** The WISELI seminar series has remained popular, with between 30 and 40 attendees from multiple departments and schools for each seminar, on average. In 2004 the following speakers presented their work at the seminar:
 - o Cecilia Ford, Professor, Department of English. "Getting our Voices Heard: Patterns of Participation in University Meetings."
 - o Christine Maidl Pribbenow, WISELI Director of Evaluation. "The Climate for Women Faculty in the Sciences and Engineering: Their Stories, Successes, and Suggestions."
 - o Virginia Sapiro, Associate Vice Chancellor for Teaching and Learning and Professor, Dept. of Political Science. "Through a Glass Ceiling Darkly: The Political Psychology of Not Getting to the Top."
 - o Margaret Harrigan, Senior Policy Analyst, Office of Academic Planning & Analysis. "The Impact of Strategic Funding on Hiring Minority and Women Science Faculty at UW-Madison."
 - o Patricia Brennan, Professor of Industrial Engineering and Nursing. "Discovering the Experiences of Senior Women in Academic Science & Engineering."
 - o Molly Carnes, Jo Handelsman, Lillian Tong, and Amy Wendt. WISELI co-Directors and Leadership Team Members. "WISELI Update—Status of Our Efforts to Promote the Advancement of Women in Science and Engineering."
- **WISELI Website.** In 2004, the website continued to grow. We continue to post news about UW-Madison women scientists and engineers, and to post events related to women in science (WISELI sponsored or not.) Our web counter shows

over 6,400 hits as of the end of 2004.

- **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. We are investigating ways to make it available to a wider audience through the Virginia Tech ADVANCE Web Portal.
- **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, 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, 2004, we have 253 affiliates on our listserv.
- **Working Web Site (WWS).** We compile resources, post working documents, provide links to sites and resources of interest, and more on our Working Web Site. This site is password protected. We give access to the WWS to persons on a case-by-case basis, and try to limit access especially to off-site persons. It has become an effective way to share our working documents and research with interested parties before the documents are ready to go “public.”
- **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 2004, we made 14 presentations to groups outside of the UW-Madison, and over 22 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) Our “Research on Bias and Assumptions” brochure has generated a great deal of interest in our work. Some of the organizations we have worked with in 2004 include both ADVANCE sites (University of Texas at El Paso, Virginia Tech, University of Montana, New Mexico State University, University of Nebraska-Lincoln, and the University of Washington, for example) as well as non-ADVANCE institutions such as Clarkson University, the Northeast Consortium for Faculty Diversity, the Howard Hughes Medical Institute, The University of Alaska, the University of Wisconsin Colleges, New York University, and more. In total, we have given our materials and/or advice to at least 29 institutions (14 of which are ADVANCE institutions.)
- (2) 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 2004 include: HHMI, MIT, Harvard, University of Georgia, Georgia Tech, University of Minnesota, Virginia Commonwealth University, the University of Illinois at Chicago, the NIH Women’s Health Roundtable for

the Office of Research on Women's Health², the annual meeting of the Directors of the DHHS designated National Centers of Excellence in Women's Health, and the NIH Roadmap Workshop on Multidisciplinary Clinical Research Training.

Documentary Video

- We completed the first video in early 2004, screened it publicly at UW-Madison in March 2004, and it premiered on *The Research Channel* in June 2004 (<http://www.researchchannel.com/program/displayevent.asp?rid=2217> .) Including the video on *The Research Channel* has given us national exposure to our project.
- We are currently filming a video highlighting three of our most successful initiatives. This video will be completed and publicly screened in Spring 2005.
- We plan one more video highlighting evaluation and institutionalization of our projects, and from these three videos one single piece documenting the entire 5-year project will be created (2006).

Evaluation/Research

- ***Study of Faculty & Academic Staff Worklife at the University of Wisconsin-Madison.***
 - o Preliminary findings have been presented to at least 20 groups of faculty, staff and administrators on campus, and at least four groups outside campus.
 - o Upon request of the Provost, faculty survey data was used to estimate the number of children born to/adopted by faculty each year, in order to estimate financial impact of a parental leave policy for faculty.
 - o Upon request from the College of Engineering Committee for Academic Staff Issues (CASI), detailed tabulations and a special report of academic staff in the College of Engineering was written. The CASI has used the findings to help set their agenda for 2004/05.
 - o Upon request from the College of Agricultural and Life Sciences (CALS) CASI, detailed tabulations of time allocation for CALS academic staff were provided, as part of their participation in a Sloan project (Louise Root-Robbins from UW System and Bernice Durand from UW-Madison are the Sloan PIs.)
 - o Four research papers using data are underway:
 - Analysis of departmental "stage of change", using the *Diversity Issues at UW-Madison* items;
 - Event history analysis of gender differences in time to promotion to full professor, taking into account childbearing patterns of male and female faculty (*Balancing Personal and Professional Life* items);
 - Issue study combining "Climate" items with qualitative data from in-depth interviews to show the importance of the department chair as a critical determinant of the climate experienced by women faculty; and

² Our participation resulted in the inclusion of gender equity as it impacts the career of women scientists in the Office's 2005 priority areas for research.

- Analysis of the differential self-reported health of faculty by gender and race/ethnicity, and the possible effects of departmental climate on self-reported health of faculty.
 - o Data have been used in three evaluations of existing campus programs (Women Faculty Mentoring Program, Tenure Clock Extensions, and Campus Childcare.) In 2005, data will be used to inform evaluations of Dual Career Couples program, Split Appointments, Gender Pay Equity Studies, and the Sexual Harassment Information Sessions.
 - o Space (office and lab square footage) and grant funding has been added to the longitudinal database for three colleges (VetMed, Engr, and CALS.) Tenure date, age, and promotion date (to full) added for all faculty.
 - o A shorter version of the faculty survey will be repeated in early 2006. The academic staff will probably not be re-surveyed (due to the disappointingly low response rate for staff.)
- ***Interviews with UW-Madison women in science & engineering.***
 - o Results from analysis of interviews presented to the public in March, 2004 at the WISELI Seminar.
 - o Data have been used in three evaluations of existing campus programs (Women Faculty Mentoring Program, Tenure Clock Extensions, and Campus Childcare.) In 2005, data will be used to inform evaluations of Dual Career Couples program, Gender Pay Equity Studies, and the Sexual Harassment Information Sessions.
 - o Issue study underway, combining “Climate” items with quantitative data from climate surveys to show the importance of the department chair as a critical determinant of the climate experienced by women faculty.
 - o Working paper, “The Culture and Climate for Women Faculty in the Sciences and Engineering: Their Stories, Successes, and Suggestions” is available.
- ***Issue Studies.***
 - o Issue Study #1, “The Department Chair and Climate”: We are currently writing an article for publication based on data from interviews and the survey, indicating the importance of department chairs to the success, or lack thereof, of women faculty.
 - o Issue Study #2, “Why Women Leave”: Our second study will identify the reasons why women faculty in the sciences and engineering leave UW-Madison. Based on interviews with ten women who recently left the UW-Madison, we hope to discover novel ways to retain more women. We are coding and analyzing data from these interviews and will draft a report in February 2005.
 - o Issue Study #3, to be identified in Spring 2005.
- ***Ethnographic Study.***
 - o Working paper under review, “Differences in Men and Women Scientists Perceptions of Workplace Climate.”
 - o Lab observations continuing.
- ***Discourse Analysis of the “Ignoring-my-ideas” Phenomenon.***
 - o Analysis of videotaped meetings is underway. This analysis will be supplemented with interview data of some meeting participants.

- o “Getting our Voices Heard: Patterns of Participation in University Meetings.” Presented at the WISELI seminar in February, 2004.
- o ““Having our ideas ignored”: CA and a Feminist Project.” Presented at the American Association for Applied Linguistics Annual Conference in May 2004.
- o Book proposal for *Talking Change* under review.
- ***Study of Career Choices in Engineering.*** Interviews underway. Draft of paper expected by late 2005.
- ***Examine the patterns of assigning institutional resources for uneven distribution by gender.***
 - o Data on office and lab space collected in 2003 has been merged with data on grant funding, time at institution, rank, and responses to climate survey regarding satisfaction with space.
 - Preliminary results indicate that the number and dollar amounts of grants received explains gender differences we found in lab space in three colleges.
 - o We will similarly evaluate other important resources (administrative support, TAs, etc.) at a future date, relying both on survey data about resource satisfaction and institutional data
- ***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.* We plan to use survey results to assess perceptions of the gender pay equity exercise of 2001/02. Expected completion 2005.
 2. *Sexual Harassment Information Sessions.* We plan to use survey results to assess perceptions of the effectiveness of the training. Combined with reported rates of sexual harassment on campus, we will do a more in-depth analysis if warranted. Expected completion 2005.
 3. *Provost’s Climate Initiative.* We plan to use survey results to evaluate. Expected completion 2006.
 4. *Dual Career Couples.* We are collaborating with researchers from Virginia Tech on an inter-institutional study of Dual Career Couples. We have provided Virginia Tech with the names of 15 faculty members who participated on our program. We will receive the transcripts from these interviews in 2005, and combine them with interview and survey data to complete our review of the Dual Career Couples program at UW-Madison. Expected completion 2005.
 5. *Tenure Clock Extensions.* We used survey and interview data to assess the success of this policy. Completed October 2004.
 6. *Campus Childcare.* Evaluation of campus childcare using data from our interviews and surveys is nearly complete, and will be available in January 2005.

7. *Split Appointments*. We plan to use survey results, probably combined with personal interview data in our evaluation of this program (as so few faculty members are involved.) Expected completion 2005.
8. *WISE Residential Program*. We no longer plan to evaluate the Women in Science and Engineering Residential Program, as they undertook their own evaluation in 2003.
9. *Women Faculty Mentoring Program*. We used survey and interview data to assess the success of this program, and reported the results back to the executive committee of the 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 implementing 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 have begun negotiations with two units within the UW System to “export” our training for hiring committee chairs to their organizations. Working with these units, as well as training additional UW Madison faculty and staff to run these workshops, may lead to a “training the facilitators” workshop in 2005.
- Given several recent episodes where opportunities to highlight the accomplishments of women scientists were missed or materials were produced that conveyed an inhospitable message, WISELI is planning to convene a meeting with the media representatives from the schools and colleges and from the University Communications office to do a training workshop adapted from our hiring workshops.

III. Findings: Value Added

Tangible outputs

- Workshops. WISELI has directly contributed two new campus-wide training workshops (training for chairs of hiring committees, and a workshop on departmental climate for department chairs), and has integrated them into the existing structure of training through the Office of the Provost. We have trained 70 hiring committee chairs and members, and 15 department chairs.
- Research. Through the interviews with women scientists and engineers, and the surveys of faculty and staff worklife at UW-Madison, WISELI is providing *data* to faculty, staff, and administrators regarding the experience of women in the sciences and engineering on campus, often for the first time.
- Evaluation of existing programs. As the results of the faculty and staff surveys are compiled, WISELI has begun evaluating existing gender equity programs on campus. Three programs have been evaluated (Women Faculty Mentoring Program, Tenure Clock Extensions, and Campus Childcare), with others to follow in 2005/06. As we move to investigate more of these existing programs, the campus will have an outside evaluation of many of these programs for the first time.
- Direct effect on hiring women due to presence of WISELI on campus. The presence of WISELI within the College of Engineering has been cited by the Dean of Engineering and others in the College as having a direct influence on the recruitment of more women faculty to the College than ever before. In 2004, 40% of the new hires in the College were women.
- Additional grants. WISELI collaborated with the Provost, the Dean of the Graduate School, and Prof. Douglass Henderson of the Diversity Affairs Office (DAO) in the College of Engineering (with whom we share contiguous office space) on the preparation of two grants designed to diversify the science and engineering workforce in the U.S. The first, an NSF Louis Stokes Alliance for Minority Participation (LSAMP) grant, was successful and began in November 2004. The second, an Alliance for Graduate Education and the Professoriate, was submitted in July 2004 and is still pending. WISELI's investments in helping the UW-Madison secure these grants is strategic for diversifying the pipeline of women in the sciences and engineering. Furthermore, collaboration among these programs enhances the mission of each; gender is strongly integrated in the diversity mission of the AMP and AGEP programs, and diversity is strongly integrated in the gender mission of WISELI.
- Movement on tenure-line conversion. WISELI continues to work with interested academic staff who wish to convert their appointments to the tenure track. To date, we have been successful with two clinical faculty members who made this conversion; we have been unsuccessful with staff outside of the Medical School, although we still have three cases in process. We continue to pursue these conversions on a case-by-case basis.
- Establishment of WISELI as a formal Center. WISELI is designated as a formal research center within the College of Engineering. This places the directors of

WISELI on par for deliberations and resource commitments with directors of other Engineering centers such as the TRACE Center, Materials Science Research, and the Center for Health Systems Research & Analysis. Thus, by the power of the position, decisions made by the Center Directors as a group will be shaped by thinking of WISELI. Grants can now be run through WISELI. This is an important step in building sustainability of WISELI beyond funding of the NSF ADVANCE program.

- Contribution to development of Provosts' programs. WISELI co-Directors were sought out for advice and feedback on an emerging program in the Office of the Provost to conduct exit interviews for all faculty leaving the UW-Madison. Among other suggestions, questions about climate and diversity from the WISELI survey of faculty were added to the exit interview instrument. WISELI also contributed to the feasibility study of a faculty parental leave policy, and has been invited to participate in the Provost's Human Resources Working Group.

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

- Visibility of gender equity issues. The presence of WISELI on campus, and especially the large sum of money associated with the ADVANCE Institutional Transformation award, has increased the visibility of the issue of gender equity on our campus. WISELI has especially increased the visibility of gender issues in relation to *campus climate* and *hiring*, through our use of empirical studies to explain how subtle biases can affect women's careers in academic science and engineering. We have been successful at using this social science research to “hold[ing] the conversation” on a campus where there has been silence on gender issues.”
- Ability to work on issues openly. The visibility of WISELI, and the size and prestige of the ADVANCE award, has removed some of the social stigma associated with working on gender issues and allowed those who are committed to the subject the “permission” to work on these issues on campus openly. Through the ADVANCE grant, people are now getting paid to work on these issues—they no longer have to do it on their own time, in a subversive or sneaky way. The resulting validation of the work has allowed more people, who might not otherwise have done so, to become involved in issues of gender equity.
- 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 to top administrators of the University who have responded with aggressive action. 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. However, note that within WISELI’s tenure, the deans of Pharmacy, Letters & Sciences, CALS, and the Medical School will all be replaced, and WISELI has or will have an impact in the choice of all four replacements.

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, 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. WISELI’s presence helped demonstrate the contributions of key women and helped secure appointment or election to key university administrative bodies by serving as a public example of their leadership, contributions, and qualities.
 - o Associate Vice Chancellor for Diversity & Climate Bernice Durand.
 - o University Committee member Patti Brennan.
 - o Biological Sciences Divisional Vice Chair Caitilyn Allen.
 - o University Committee member Molly Carnes.
 - o Physical Sciences Research Committee (Graduate School) member Amy Wendt.
 - o Committee on Honorary Degrees Chair Jo Handelsman.

Contributions to gender equity programs nationally

- Survey. Campuses continue to request our survey (e.g., Virginia Tech, Syracuse, University of Alaska, and University of Montana.)
- Joint Projects. We have tentatively begun negotiation with other ADVANCE sites on partnering to produce joint papers or other projects:
 - o With the University of Washington, we have discussed combining evaluation efforts for our similar grant programs (Life Cycle Grants at UW-Madison, and Transitional Support Program at the Univ. of Washington).
 - o We are also working with the University of Washington to look at career choices of women in Engineering, and the effects of ADVANCE on those choices.
 - o Jennifer Sheridan will work with Lisa Frehill (NMSU) and others on a Supplement to the ADVANCE grants that will re-evaluate the Indicators, and standardize reporting.

- o As UTEP implements their climate survey, we will work with them to compare results (the same survey was administered on both campuses.)
- o We have collaborated with Hunter College on the creation of a database to help ensure more women are nominated for prestigious awards in S&E. We have now passed this work on to the American Women in Science organization, which will be publishing an online database.
- o We are collaborating with researchers at Virginia Tech on a national study of dual career couples.
- 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 2004 include: HHMI, MIT, Harvard, University of Georgia, Georgia Tech, University of Minnesota, Virginia Commonwealth University, the University of Illinois at Chicago, the NIH Women's Health Roundtable for the Office of Research on Women's Health³, the annual meeting of the Directors of the DHHS designated National Centers of Excellence in Women's Health, and the NIH Roadmap Workshop on Multidisciplinary Clinical Research Training.

³ Our participation resulted in the inclusion of gender equity as it impacts the career of women scientists in the Office's 2005 priority areas for research.

IV. Findings: Difficulties & Solutions

Administration and structure

- Time allocation of co-Directors. Carnes and Handelsman remain busy, participating in a number of important committees, projects, research programs, teaching, and grants in addition to their work with WISELI. Their commitment to the ADVANCE project and WISELI continues to be paramount and affects all of their other activities, where they bring gender issues to discussion. These activities enhance their role in WISELI. As our site visit team reported, “The visibility of the Principal Investigators, women who are successful scientists in their own rights, aids in the legitimacy of the program, since these are not women who are viewed as “women in trouble.” Instead, they are both strong leaders of considerable accomplishment who decided to use their influence to address climate related issues, particularly attitudes and barriers that limit women’s success in the sciences and engineering.”
- Structure and function of Leadership Team. Each year we have re-evaluated the way we interact with our Leadership Team members, as we are still looking for the optimal way to leverage their talents. In 2004, we changed the format of our Leadership Team meetings to a more collaborative approach, rather than merely using the time to “report” on WISELI’s work; this seems to have engaged the LT members in a more positive way. At the same time, we continue to have issues of empowerment; Leadership Team members remain unsure when they can do gender equity work under the umbrella of WISELI.

A renewed commitment to meet with each LT member individually each year should help to alleviate these concerns, and provide the feedback and encouragement necessary to empower LT members to follow through on their ideas.

- Not enough time or personnel to do everything. We have only two years left to “transform” the UW-Madison. It is clear that our approach of using research to engage faculty is working, and that our new initiatives are successful. We are pouring our personnel time and resources into making these existing programs work, and demonstrating that they work, so that we will be able to export them to other campuses in the future. This leaves little time to add to our agenda, even when we see a good idea that we should pursue (e.g., bridge research funding in the case of a new baby/adoption.) Given the momentum we have generated and the accomplishments to date, we would strongly support continuation ADVANCE funding from NSF in some form (e.g., offering competitive renewal of the ADVANCE programs or providing tapering funds over a several year period.)

Difficulties with initiative implementation and institutionalization (specific and general)

- Life Cycle Grants. Our completed evaluation of this program demonstrated to UW Administrators the great value of this program. Our current difficulties now will involve: (1) expanding it to faculty in all divisions; (2) finding permanent funding and/or raising an endowment for the program; and (3) selecting which candidates are the most deserving when all applicants are facing difficult personal issues—a continuing difficulty faced with each round of proposals.
- Training for Chairs of Hiring Committees. In 2003 we reported that we had made compromises in the format of our training for chairs of hiring committees when the Provost's Office wanted to use our training immediately. In 2004, we entered into a closer collaboration with the Office of the Provost, so that we might test a variety of structures and formats for the workshops, and at the same time spread the job of training all of the search chairs among more people. This re-organization was very successful, as together we trained 70 chairs or members of hiring committees across campus using a variety of formats (our original 3-session design, a college-based 1-session workshop, and a 1-session small-group format.)
- Climate Workshops for Department Chairs. One dean insisted that we run one of these workshops for chairs in his School only, claiming that a particular group of departments was “so different” from others that they should have a separate section. Our intuition told us this was a bad idea, but we wanted to be accommodating. It turns out that our intuition was correct—holding these intensely personal workshops with chairs all in the same School is not a good idea. The chairs do not inhibit their behavior as they do when they are around peers they do not know, nor do they learn about new ways of doing things because they all know each other. After this experience, we will insist that workshop groups are comprised of chairs from different Colleges.
- Individual advocacy. WISELI co-Directors continue to spend a great deal of time on cases of individual advocacy. In 2003, the bulk of these cases appeared through our conversations with senior women. In 2004, many of them came from the Life Cycle Research Grant program, and through word-of-mouth as WISELI has become even better known and visible. We continue to think about how best to institutionalize this function but are pleased that WISELI has provided a safe place for women faculty and staff to come to discuss gender-related issues.

Overall campus perceptions and attitudes

- Gaining support of department chairs and faculty. Due to our successful climate workshops for department chairs, we feel that we have gained support from chairs. Gaining support from rank-and-file male faculty, however, continues to be an issue. We think that our training for hiring committees is the best way to reach all faculty. Rather than limiting the training to committee chairs, we are creating opportunities for *all* faculty on a hiring committee as well as key staff involved in recruitment to receive our training. This has been effective in the Medical School and the College of Engineering, where we ran school-based workshops on hiring that reached a wider audience. We feel that this is the best way to teach faculty how unconscious biases and assumptions might affect the way they view and evaluate their female colleagues.

- Gender is still not a visible issue at the bench-level. While many people feel that the presence of an ADVANCE grant on the UW-Madison campus has increased visibility and acceptability of talking about gender issues on campus, the experience of scientists and engineers at the ground level suggests that many faculty, administrators and staff remain unaware of the way gender and other differences among people color the thousands of interactions that occur day-to-day. We seem to have succeeded in making people aware of potential gender biases at important *evaluation* points (hiring, tenure & promotion), but are having less of an impact on the *interpersonal* level thus far. We have found, however, that the department-level climate surveys administered through our climate workshops for department chairs are alerting department members to the issues (over 2,000 have taken the survey to date), and because most chairs have been reporting the results of their surveys back to their faculty, we believe that we are making inroads on this issue within departments.

Evaluation difficulties

- Designing evaluation of initiatives. The implementation of our initiatives has changed over time, particularly that for the training of chairs of hiring committees. We have had to change our design and timeline for evaluating this training several times. As the hiring season comes to a close in early 2005, we hope to be able to design an evaluation that is meaningful and takes into account all of the different formats in which chairs received training.
- Respondent fatigue. As we begin interviewing more people for issue studies and evaluations of existing programs, we are finding “overlaps” with our other studies and evaluations. In an effort to decrease respondent burden and ensure a high response rate for the evaluation contacts we need the most, we are becoming more choosy in who we interview and survey, and are removing respondents from interview lists even if they fit the sample description.

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: Stephen Montagna

Leadership Team

Vicki Bier, Patti Brennan, Bernice Durand, Pat Farrell, Cecilia Ford, Douglass Henderson, Cathy Middlecamp, Paul Peercy, Gary Sandefur, Gloria Sarto, Amy Stambach, Lillian Tong, Amy Wendt

Internal Advisor: Linda Greene, Assoc. Vice Chancellor

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 Peter Spear	Dean Martin Cadwallader, Graduate School
Sr. Vice President Cora Marrett, UW System	Dean Jeanette Roberts, Pharmacy	Dean Daryl Buss, Veterinary Medicine
Dean Phil Farrell, Medical School	Dean Elton Aberle, College of Agricultural & Life Sciences	Assoc Dean Tim Mulcahy, 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

Denice Denton, Joan King, Sally Kohlstedt, Charlotte Kuh, Sue Rosser

VI. Financial Reports

2004 Financial Report

	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>Total</u>
Income				
NSF	\$750,000	\$750,000	\$750,000	\$2,250,000
Celebrating Grants	\$6,000	\$13,365	\$4,000	\$23,365
College of Engineering	\$10,000	\$20,000	\$10,000	\$40,000
Salaries and Fringes				
Directors	\$145,180	\$115,306	\$103,088	\$363,574
WISELI Staff	\$98,419	\$128,547	\$156,006	\$382,972
Leadership Team	\$69,725	\$143,700	\$61,618	\$275,043
Evaluators	\$88,261	\$72,110	\$57,076	\$217,447
Travel	\$9,758	\$9,637	\$15,291	\$34,686
Supplies and Equipment	\$17,972	\$12,348	\$12,757	\$43,077
Initiatives				
Celebrating Grants	\$0	\$9,037	\$11,170	\$20,207
Life Cycle Research Grants	\$0	\$57,648	\$52,910	\$110,558
Video	\$12,169	\$5,160	\$7,079	\$24,408
Survey	\$0	\$33,381	\$0	\$33,381
Book Giveaways	\$1,756	\$395	\$0	\$2,151
WISELI Seminar	\$273	\$537	\$875	\$1,685
Senior Women Development	\$172	\$114	\$0	\$286
Workshops	\$2,015	\$1,085	\$1,377	\$4,477
Chairs' Climate Workshops	\$0	\$174	\$1,132	\$1,306
Search Committee Chairs'				
Workshops	\$0	\$382	\$1,142	\$1,524
Awards Brochure	\$0	\$0	\$305	\$305
Overhead	\$198,942	\$251,851	\$200,416	\$651,209
Total Income	\$766,000	\$783,365	\$764,000	\$2,313,365
Total Expenditures	\$644,642	\$841,412	\$682,240	\$2,168,295

2005 Proposed Budget

	2002-04	2005	
	Total	Proposed	Total
Income			
NSF	\$2,250,000	\$750,000	\$3,000,000
Celebrating Grants	\$23,365	\$10,000	\$33,365
College of Engineering	\$40,000	\$10,000	\$50,000
Salaries and Fringes			
Directors	\$363,574	\$100,000	\$463,574
WISELI Staff	\$382,972	\$160,000	\$542,972
Leadership Team	\$275,043	\$62,000	\$337,043
Evaluators	\$217,447	\$85,000	\$302,447
Travel	\$34,686	\$10,000	\$44,686
Supplies and Equipment	\$43,077	\$15,000	\$58,077
Initiatives			
Celebrating Grants	\$20,207	\$10,000	\$30,207
Life Cycle Research Grants	\$110,558	\$56,540	\$167,098
Video	\$24,408	\$15,000	\$39,408
Survey	\$33,381	\$0	\$33,381
Book Giveaways	\$2,151	\$400	\$2,551
WISELI Seminar	\$1,685	\$875	\$2,560
Senior Women Development	\$286	\$0	\$286
Workshops	\$4,477	\$1,500	\$5,977
Chairs' Climate Workshops	\$1,306	\$1,500	\$2,806
Search Committee Chairs'	\$1,524	\$1,500	\$3,024
Workshops			
Awards Brochure	\$305	\$500	\$805
Overhead	\$651,209	\$231,738	\$882,947
Total Income	\$2,313,365	\$770,000	\$3,083,365
Total Expenditures	\$2,168,295	\$751,553	\$2,919,847 *

*Unobligated funds to be used for Survey administered in Year 5.

Cost Sharing Summary (January 1, 2002 - December 31, 2004)

WISELI

	Certified Year 1+2 Total	Uncertified Year 3 (2004)	TOTAL Year 1 - Year 3	<i>Estimate</i> Year 4 (2005)
Salaries & Fringe Benefits ¹	\$49,573	\$34,303	\$83,876	\$20,379
Graduate Student support ²	\$45,079	\$28,899	\$73,978	\$22,860
Symposium support ³	\$12,245	\$10,970	\$23,215	\$10,000
WISE Program support ⁴	\$22,033	\$5,729	\$27,762	\$5,729
Other Program support ⁵	\$79,670	\$29,275	\$108,945	\$45,316
Indirect Costs	\$91,423	\$47,433	\$138,856	\$45,716
Total Costs	\$300,012	\$156,609	\$456,621	\$150,000

1-Includes faculty and staff salaries and fringe benefits for 2002, 2003 and 2004.

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.

3-Funds for Celebrating Women in Science & Engineering Grant program.

4-Includes program support and undergraduate support for the Women in Science and Engineering Residential Program.

5-Includes funds for documentary video project, survey 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

Jo Handelsman Current and Pending Support December 2005

NSF: Co-PIs R. Ruess, J. Banfield, and W. Metcalf; \$512,484 (UW portion); 1/1/02-12/31/05; A cold microbial observatory: Collaborative research in an Alaskan boreal forest soil (5%)

Howard Hughes Medical Institute: \$1,000,000; 9/02-9/06; Biology Brought to Life: Raising a new generation of teachers and researchers. (25%)

Biotechnology and Research Development Corporation: \$428,586; 10/1/03-9/30/06; Microbial resources in Alaskan soils: New fields for biotechnology (5%)

NSF: Co-PI Mary Carnes; \$3,748,973; 1/1/02-12/31/06; ADVANCE Institutional Transformation Award (30%)

Hatch-Multiple Investigator Interdisciplinary: Co-PIs M. Filutowicz, K. Raffa, R. Burgess; \$168,799; 10/1/02-9/30/06; The Trojan horse and the gypsy moth: harnessing killer plasmids for targeted study of microbial communities (5%)

Valent Biosciences: Co-PI K. Raffa; Discovery of synergists of *Bacillus thuringiensis*; 6/1/02-5/31/05; \$266,203 (5%)

NSF: Profile of Signal Molecules in a Soil Microbial Community; 11/1/04-10/31/05; \$144,000; (5%)

PENDING:

Hatch: 10/01/05-9/30/07; co-PIs: K. Raffa, H. Blackwell Small molecule synergists of *Bacillus thuringiensis* for control of Insect Pests. (5%)

CARNES, MARY L. (MOLLY)

CURRENT RESEARCH SUPPORT:

Project Number: 0123666 **Type:** Cooperative agreement

P.I.: M. Carnes, 40%

Title: ADVANCE, Institutional Transformation Award

Source: National Science Foundation

Dates of Project: 1/1/02 – 12/31/06 **Annual Direct Costs:** \$515,347

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: 213-98-0017 **Type:** Contract

P.I.: Carnes, 10%

Source: US PHS, Office on Women's Health

Title: University of Wisconsin National Center of Excellence in Women's Health

Dates of Project: 10/1/98 - 9/30/06 **Annual Direct Costs:** \$50,500

Goals: This contract designates the UW as having one of 18 National Centers of Excellence in Women's Health.

The goals are to educate women to be knowledgeable consumers of health care; to advocate for models of clinical care model that promote optimal health of all women; to develop women leaders in academic health sciences; to develop a national multidisciplinary agenda for women's health research; and to educate providers to provide culturally sensitive care to diverse populations of women.

Project Number: T32 AG00265 **Type:** NRSA Institutional Training Grant

P.I.: M.Carnes, 0% salary

Source: National Institute on Aging

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

Dates of Project: 7/99 – 6/04 **Renewed** 7/04-6/09 **Annual Direct Costs:** \$214,922

Goals: This grant provides post-doctoral salary and research support for four MD or PhD fellows per year. The goals are to develop academic leaders in older women's health by supporting them to do progressively independent research in the laboratories of established scientists. Effort devoted to this grant integrates with the goal of the DHHS Center of Excellence contract.

Project Number: K12AG19247 **Type:** Inst. Mentored Scientist Award

P.I.: M. Carnes, 0% salary

Source: National Institute on Aging

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

Dates: 9/01/02 – 8/31/07 **Annual Direct Costs:** \$339,300

Goals: This grant provides salary support for clinical scientists to do research in women's health and aging. The goal is to develop a cadre of researchers in the area of older women's health who are excellent scientists imbued with an

interdisciplinary perspective, effective communicators, and managers of independent research programs. Effort devoted to this grant integrates with the goal of the DHHS Center of Excellence.

Project Number: 0402549 **Type:** Cooperative agreement
PI: P. Spear; co-PI's: M. Carnes, 0% salary; D. Henderson
Source: National Science Foundation
Title: Wisconsin Alliance for Minority Participation
Dates: 11/1/04 – 10/31/09 **Annual Direct Costs:** \$363,750
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 to commit to doubling the number of underrepresented minority students awarded baccalaureate degrees in science and engineering with an eye toward graduate education. Efforts devoted to this cooperative agreement are congruent with Dr. Carnes' service as a faculty member to the State and University of Wisconsin.

Project Number: K12 HD049112 **Type:** K12 Roadmap
PI: M. Carnes 25%
Source: National Institutes of Health (NIH), NICHD
Title: The Training & Education to Advance Multidisciplinary-Clinical-Research (TEAM) Program
Dates: 10/01/04 – 9/30/09 **Current Year Direct Costs:** \$1,087,658
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.

PENDING RESEARCH SUPPORT:

Project Number: 0450371 **Type:** Cooperative agreement
PI: M. Cadwallader; co-PI's: M. Carnes (0% salary); D. Henderson
Source: National Science Foundation
Title: Collaborative Research: Wisconsin AGEP
Dates: Pending **Annual Direct Costs:** \$1,330,000
Goals: This grant will support efforts to enrich the pipeline of academic science and engineering with diverse trainees by drawing together 3 institutions conferring PhDs in the sciences and engineering in the State of Wisconsin to commit to doubling the number of underrepresented minority students awarded PhDs degrees in science and engineering with an eye toward the professoriate. Efforts devoted to this cooperative agreement are congruent with Dr. Carnes' service as a faculty member to the State and University of Wisconsin.

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.

Working Papers:

Carnes, Molly; Jo Handelsman; Jennifer Sheridan; Eve Fine. 2004. "How Do You Make a University Stop "Smoking"? Applying the Transtheoretical Model of Behavioral Change to Faculty Diversity Issues in Academia." In progress.

Pribbenow, Christine Maidl; Susan Daffinrud; and Deveny Benting. 2004. "The Climate for Women Faculty in the Sciences and Engineering: Their Stories, Successes, and Suggestions." In progress.

Ford, Cecilia. 2003. "Gender and Language in/as/on Academic Science: Combining Research with a Commitment to Institutional Change." In progress.

Sheridan, Jennifer; Jo Handelsman; Molly Carnes. 2004. "Assessing "Readiness to Embrace Diversity": An Application of the Trans-Theoretical Model of Behavioral Change." In progress.

Brennan, Patricia; Jennifer Sheridan; Molly Carnes; Jo Handelsman; and Bernice Durand. 2004. "Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty." Accepted for publication, special issue of *Journal of Technology Transfer* (Volume 31, Issue 1. Jan./Feb. 2006).

Gunter, Ramona and Amy Stambach. 2004. "Differences in Men and Women Scientists Perceptions of Workplace Climate." In progress.

Li, Jing. 2004. "Does Child Bearing Affect Women's Academic Progress at Senior Level?" In progress.

Pribbenow, Christine Maidl and Deveny Benting. 2004. "Why Women Leave." In progress.

Carnes, Molly; Stacie Geller, Eve Fine, Jennifer Sheridan, and Jo Handelsman. 2004. NIH Director's Pioneer Awards: Could the Selection Process Have Favored Men?" Under Review.

Handelsman, Jo; Nancy Cantor, Molly Carnes, Nancy Hopkins, Cora Marrett, Denice Denton, Eve Fine, Sue Rosser, Jennifer Sheridan, and Virginia Valian. 2004. "More Women in Science." In progress.

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. 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. Session Coordinator, "ADVANCE Institutional Data" panel. 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. Presenter, "Campus Climate Surveys" panel. 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.

Products Available to the Public:

“Study of Faculty Worklife at the University of Wisconsin-Madison.” Climate survey instrument.

“Study of Faculty and Academic Staff Worklife at the University of Wisconsin-Madison.” Climate survey instrument.

“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.”

“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.

“Women in Science and Engineering Leadership Institute: Year One.” Documentary Video, first in series of three. Available online through The Research Channel: <http://www.researchchannel.com/program/displayevent.asp?rid=2217> .

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."

Presentations of WISELI Activities to Campus Groups

Deans' Council—9/4/2002, 12/10/2003

CALS Department Chairs and Deans—10/28/2002, 1/26/2004

ENGR Department Chairs and Deans—11/6/2002, 2/4/2004

Medical School Clinical Science Chairs—10/14/2002, 3/9/2004

Medical School Basic Science Chairs—10/8/2002

Pharmacy Division Heads and Deans—4/12/2004

SVM Department Chairs and Deans—12/17/2002, 2/5/2004

L&S Natural Science Chairs—11/18/2002, 9/20/2004

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

Other Groups:

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

Women Faculty Mentoring Program—9/19/2003

Plan 2008 Campus Resource Fair—5/7/2002

Showcase 2002—4/3/2002

Showcase 2004—4/5/2004

Academic Staff Executive Council—3/6/2003, 3/5/2004

WISELI Seminar—10/20/2003, 11/17/2003, 2/16/2004, 3/22/2004, 11/10/2004, 12/8/2004

IX. Quantitative Indicators of Activity and Progress

(Available March, 2005.)