

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

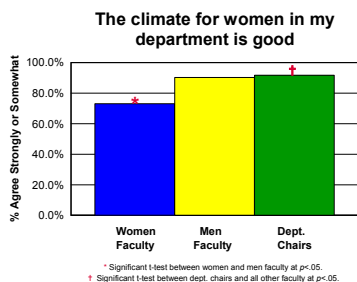
- Interviews with women faculty and staff
- Study of Faculty and Academic Staff Worklife (climate survey)
- Resource studies
- Issue Studies
- Evaluation of existing programs at UW-Madison

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

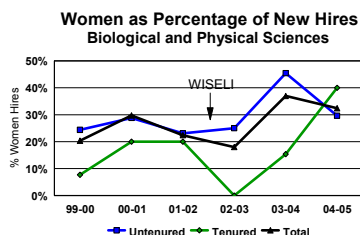
Results

Climate:



- Climate survey and interviews with women faculty identify **DEPARTMENT CHAIRS** as key influences on the experiences of women faculty.
- To date, sixteen department chairs participated in our Climate Workshops; the improvements made as a result of this will affect thousands of faculty and staff in those departments.
- Climate will be re-assessed in 2006 to evaluate overall effects of Climate Workshops for Dept. Chairs.

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	University of Michigan
Georgia Institute of Technology	University of Puerto Rico-Humacao
New Mexico State University	University of Washington
University of California-Irvine	University of Wisconsin, Madison
University of Colorado, Boulder	

Ten institutions of 72 applicants awarded grants in "second round" (2003/04):

Case Western Reserve University	University of Montana
Columbia University	University of Rhode Island
University of Alabama, Birmingham	University of Texas at El Paso
Kansas State University	Utah State University
University of Maryland-Baltimore County	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.