

WISELI's mission is to promote the participation and advancement of women in academic science and engineering. To accomplish this mission, WISELI uses the UW-Madison as a "living laboratory" to study the problems and barriers for women, and design and implement solutions. 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.

WISELI's programming includes:

### Workshops

- *Searching for Excellence & Diversity*--workshops for search committee chairs & members
- *Enhancing Department Climate: A Chair's Role*--climate workshops for department chairs
- *Running a Great Lab*--Workshops for PIs on building effective research teams

### Grant Programs

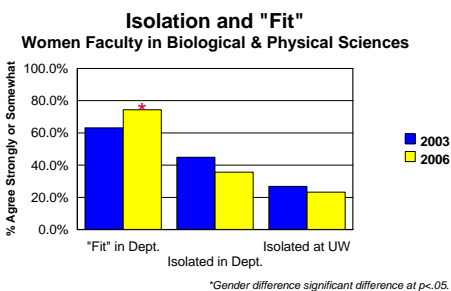
- Vilas Life Cycle Professorship Program
- Celebrating Women in Science & Engineering Grants

### Research & Evaluation

- Study of Faculty and Academic Staff Worklife (climate survey)
- Exit Interviews of Faculty

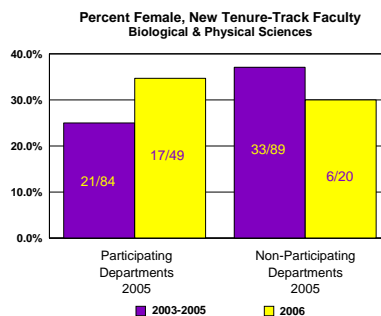
## Selected Results

### Climate



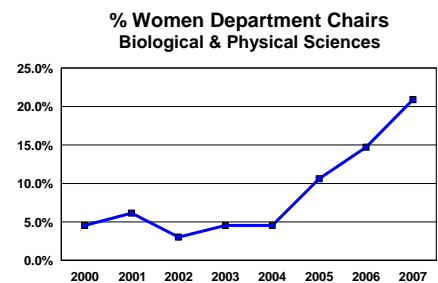
- Significant increase in the percentage of women faculty who felt they "fit" in their departments.
- Women faculty in bio. and phys. sciences reported less isolation in 2006 than in 2003, both in their departments and at UW-Madison.

### Hiring



- 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.

### Leadership



- When WISELI began in 2002, there were only 2 women department chairs (of 68). By 2007, UW-Madison had 14 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*
  - *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)
  - *Enhancing Department Climate: A Guide for Department Chairs* (coming soon)
- Hiring:**
- *Recruiting Applicants: Research on Bias and Assumptions (2<sup>nd</sup> Edition)*
  - *Searching for Excellence and Diversity: A Guide for Faculty Search Committee Chairs*
- Selected Publications:**
- Ford, Cecilia E. 2008. *Women Speaking Up: Getting and Using Turns in Workplace Meetings*. New York: Palgrave Macmillan.
  - Handelsman, Jo and Robert Birgeneau. September 25, 2007. "Women Advancing Science: A Few Significant Changes in the Academic System Could Stem the Loss of Talented Women, Thereby Fortifying our Scientific Leadership." *Technology Review*.
  - Marchant, Angela; Abhik Bhattacharya; and Molly Carnes. 2007. "Can the Language of Tenure Criteria Influence Women's Academic Advancement?" *J. of Women's Health*. 16(7): 998-1003.
  - Sheridan, Jennifer; Eve Fine; Jessica Winchell; Christine Maidl Pribbenow; Molly Carnes; and Jo Handelsman. 2007. "Searching for Excellence & Diversity: Does Training Faculty Search Committees Improve Hiring of Women?" ASEE 2007 Conference Proceedings. June 2007.
  - Carnes, Molly and JudyAnn Bigby. 2007. "Jennifer Fever in Academic Medicine." *Journal of Women's Health*. 16(3):299-301.
  - Sheridan, Jennifer; Patricia Flately Brennan; Molly Carnes; and Jo Handelsman. 2006. "Discovering Directions for Change in Higher Education Through the Experiences of Senior Women Faculty." *Journal of Technology Transfer*. 31(3): 387-396.
  - Carnes, Molly; Stacie Geller; Evelyn Fine; Jennifer Sheridan; and Jo Handelsman. 2005. "NIH Director's Pioneer Awards: Could the Selection Process be Biased Against Women?" *Journal of Women's Health*. 14(8):684-691.
  - Carnes, Molly; Jo Handelsman; and Jennifer Sheridan. 2005. "Diversity in Academic Medicine: The Stages of Change Model." *Journal of Women's Health*. 14(6):471-475.
  - Handelsman, Jo; Nancy Cantor; Molly Carnes; Denice Denton; Eve Fine; Barbara Grosz; Virginia Hinshaw; Cora Marrett; Sue Rosser; Donna Shalala; and Jennifer Sheridan. 2005. "More Women in Science." *Science*. 309(5738):1190-1191.
  - Gunter, Ramona and Amy Stambach. 2005. "Differences in Men and Women Scientists' Perceptions of Workplace Climate." *J. of Women in Minorities in S&E*. 11(1):97-116.
- 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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