



W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison



Lessons Learned from ADVANCE at the UW-Madison

What we wish we had known....



Issues to think about as you begin

- ***Administrative***
- ***Programmatic***
- ***Data Collection & Analysis***
- ***Evaluation***
- ***Sustainability***
- ***Dissemination***
- ***Surprises***



Lesson Learned, Administrative

- How to get the most out of your “Internal Collaborators”
 - Pay them well
 - Keep them engaged
 - Add new folks as you can
 - Define expectations explicitly, and at the beginning



Lesson Learned, Programmatic

- Don't be afraid to deviate from your proposal if needed
 - Do be careful if you are deviating from your cooperative agreement
 - Use evaluation results to inform “mid-stream corrections”
 - New ideas, new opportunities may present themselves



Lesson Learned, Evaluation

- Do not skimp on evaluation
 - Evaluation is the key to sustainability
 - Do not underestimate the power of qualitative evaluation (“the power of the quote”)
 - Having an internal evaluation team has been instrumental to our success
 - Intimately familiar with program
 - Able to add/change quickly
 - Add and subtract staff as needed
 - Invest in a color printer



Lesson Learned, Administrative/Sustainability

- Hire a high-level “program coordinator”
 - Represent program to top administrators
 - Prepare reports/publications
 - Analyze data
 - Good organizational skills, communication skills
- Obtain commitment from University to fund position after ADVANCE
 - Evidence of institutional commitment/sustainability
 - Recruiting tool




Lesson Learned, Surprises

- PIs become “lightening rods”
 - Clip of Molly Carnes





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