

## **APPENDIX D**

### **WEPAN National Conference Action Group Meetings**





## WEPAN FACULTY ACTION GROUP MEETING MINUTES

Submitted by:  
Carolyn Heising  
Iowa State University

### In Attendance:

Prof. Mary Anderson,  
Arizona State

Prof. Mary C. Verstraete  
Univ. of Akron

Prof. Carolyn Heising  
Iowa State

Prof. Karan Watson  
Texas A&M

Prof. Elizabeth Ervin  
U. of Dayton

Prof. Eileen Ashworth  
South Dakota School of Mines and  
Technology

Prof. Sally Shadman  
U. of Wyoming

Prof. Laura Kramer  
Montclair State Univ.

Prof. Christina Madrangelo  
U of Virginia

Prof. Donna Zerby  
Mesa Community College

Prof. Stacie Nunes  
SUNY New Paltz

Norman Fortenberry  
GEM Consortium

Prof. Sandy Cooper  
Washington State U

Suzie Laurich-McIntyre,  
Univ of Washington

Prof. Laura Steinberg  
Tulane U

Deborah Waltar, PhD  
Penn State

Prof. Harriet Black Nembhard  
Auburn U.

Sarah Whitlock  
Stanford University

Prof. Caroline Carvill  
Rose-Hulman

We discussed issues related to developing a network of ties across the US and Canada, and possibly elsewhere, including Australia, etc. of women engineering faculty. We would plan to do this initially

through the INTERNET (e-mail) and also through various available professional engineering societies professional women's organizations. We also discussed tying in with the women in academia committee of SWE (which Carolyn Heising attended in June at the SWE Portland meeting). We discussed new leadership, and Carolyn Heising became the new chair of the meeting after volunteering to relieve Dean Mary Anderson, who has tirelessly worked for WEPAN (and SWE) for so many years in her multiple roles. We discussed a position paper that was being spearheaded by Mary Anderson and Karan Watson.

We discussed future efforts to be made at WEPAN at the next conference in the Washington, DC area principally focusing on a panel that would address women in academia concerns. Several of the members present agreed to participate as panelists. Issues such as tenure and promotion were discussed, and availability of faculty slots as several attendees were PhD students interested in future careers in academia. Ties were made with the women faculty and the students in this regard. Issues of obstacles that women faculty face in engineering colleges were also discussed, and individuals made personal observations based on their relevant experience. The backlash against women in academia in general was discussed, as well as the backlash against affirmative action programs and how this impacts faculty women in particular. A discussion was held of the issue of women faculty teaching evaluations by both male and female students; these evaluations were discussed in a paper by Bernice Resnick Sandler and this issue was also touched upon by Dr. Sandler in her keynote address to the WEPAN conference. It was determined that the WEPAN faculty action group would develop a position paper related to this issue of teaching evaluations and how such evaluations are used in academic decision-making, particularly with respect to promotion and tenure issues. It was agreed that the work done by Dr. Sandler's center would form a central part of this position paper. It was also suggested that the WEPAN women faculty action group develop such a position statement jointly with the SWE women in academia committee. The new chair of the action group, Dr. Heising, agreed to serve as liaison between WEPAN and SWE in this regard. It was agreed that such a position paper would be circulated to all Deans of Engineering so that the issue of teaching evaluations in women engineering faculty promotion and tenure cases be taken seriously.



## ACTION GROUP MEETINGS: INTERNATIONAL MINUTES

Submitted and chaired by:  
Barbara B. Lazarus, Ph.D.  
Chair, WEPAN International Action Group

Members of the International Action Group have a variety of interests and concerns including: American graduate study opportunities for Canadian Students, helping international women students acclimate to engineering study in the U.S., finding work, study abroad opportunities, finding employees for the global economy, finding support systems for women in science and engineering worldwide, and examining the cultural factors which have encouraged retention and success of able young women in other countries.

Mechanisms which help the IAG members stay in touch include: the GE3 student exchange, a DLIST among members, and the annual conference. Next year we hope to sponsor a panel on issues for women from countries in science and engineering, a session on model support programs offered for our international students, and a plenary session with a major address by an international leader in women in science and engineering.



## ACTION GROUP ON RESEARCH, EVALUATION, AND DISSEMINATION MINUTES

Submitted by Dorie McCubbrey, AGRED Co-Chair

Chaired by Silvia Middleton  
University of North Carolina, Charlotte, North Carolina

1. The meeting began at 4:35 p.m. Present were 27 WEPAN members.
2. Emily Wadsworth, chair of the AGRED Executive Committee for the 1994 and 1995 academic years, began the meeting by "passing the baton" to Silvia Middleton, who was elected to lead the AGRED Executive Committee as chairperson for a two-year term. Emy also "passed the baton" to Dorie McCubbrey, who was elected as co-chair. Emy thanked the group for their support, and also thanked the WEPAN board for their support of AGRED.
3. Silvia Middleton introduced herself, and stated that her goal as chair of AGRED was to continue the excellence set forth under Emy's direction. Silvia referred to the change in leadership of AGRED as the "changing of the guardians" of AGRED. Silvia, wearing a guardian angel pin, presented Emy with a guardian angel pin and thanked her for her contributions. Silvia also gave guardian angel pins to Michele Fish and Dorie McCubbrey as the co-chair guardians.
4. Dorie McCubbrey introduced herself, and indicated that she and Silvia wanted the AGRED membership to become actively involved in planning AGRED's future directions.
5. Silvia asked each of the meeting attendees to introduce themselves, and to share what they were hoping to get out of their involvement with AGRED.
6. The Evaluation Workshop held at the 1996 Conference was discussed. Beverly Marshall-Goodell indicated that there was a great deal of information presented in a short period of time, and that she came away with what she needed. Miriam Maslanik stated that she learned that her institution was indeed engaged in aspects of program evaluation although prior to the workshop she had not realized this. Lisa Frehill indicated that consultations were held in addition to the workshop because it was

recognized that the workshop could not address each participant's specific needs. Geneva Blake shared that she obtained a good overview of evaluation which was very helpful. Emy Wadsworth thanked Dorie McCubbrey for chairing the committee which planned the workshop.

7. Group directions were discussed. Silvia stated that she would like to see more guidelines formulated for research, so that it is possible to compare "apples to apples" rather than "apples to oranges". Dorie stated that she would like to see AGRED develop future goals for all of the categories: research, dissemination, and evaluation. Participants shared their needs and concerns with the group. Silvia stated that a "shared vision" was necessary for the group to effectively move forward. She asked all meeting participants to answer three questions on a sheet of paper: first, needs from AGRED; second, short-term goals for AGRED; third, long-term goals for AGRED. The papers were collected at the conclusion of the meeting for review and detailed planning of future directions.

8. Ideas for the 1997 WEPAN Conference were discussed. Some ideas included: a workshop on proposal writing, a workshop on the development of web pages for the World Wide Web, a workshop on dissemination including where to publish results of research.

9. Three sub-committees were established: first, a Strategic Planning Sub-Committee with Silvia Middleton as leader and Beverly Marshall Goodell as co-leader; second, a 1997 Conference Sub-Committee with Jorga Kimball as leader; third, an Internet Sub-Committee with Irene Mikawoz as leader and Deidre Hirschfeld as co-leader.

10. Silvia concluded the meeting by thanking the attendees for their participation, and by giving each attendee a gold star to symbolize that AGRED is "reaching for the stars!" The meeting was adjourned at 5:45 p.m.

#### AGRED Executive Committee, 1996-1997

Chair: Silvia Middleton, University of North Carolina, Charlotte (sgm@uncc.edu)

Co-Chair: Dorie McCubbrey, The University of Akron (dmccubbrey@uakron.edu)

Strategic Planning Sub-Committee:

Silvia Middleton, University of North Carolina, Charlotte (sgm@uncc.edu)

Beverly Marshall-Goodell, The University of Iowa (bev-mgoodell@uiowa.edu)

1997 Conference Sub-Committee:

Jorga Kimball, Texas A&M University (j-kimball@tamuk.edu)