

APPENDIX C

1998 WEPAN Awards

CREATING A GLOBAL ENGINEERING COMMUNITY THROUGH PARTNERSHIPS

1998 WE PAN National Conference

1998 WEPAN AWARDS

Each year, WEPAN awards are presented to individuals, programs or companies for outstanding achievement and service. The individual or program recipient received a plaque and a cash award during the annual awards luncheon during the 1998 WEPAN National Conference.

A new award was introduced this year: The Breakthrough Award, which recognizes employers who have made outstanding contributions to the advancement of women. The company honored received an original sculpture of shattered glass designed by Vivian Shimoyama, with a citation affixed.

1998 AWARD RECIPIENTS

CAROL B. MULLER **The Founders Award**

The Founders Award honors a WEPAN member who exemplifies the spirit of the WEPAN founders through her or his extraordinary service to the organization. The award is named for the three founders of WEPAN, Inc.—Suzanne G. Brainard, Jane Zimmer Daniels and Susan Staffin Metz

Selection Criteria:

- WEPAN membership
- individual efforts that have significantly advanced the goals of WEPAN
- extraordinary service to the WEPAN organization

Carol Muller was honored for her “vision, creative and analytical thinking, collaborative focus and entrepreneurial spirit, which have contributed significantly to the mission and organizational development of WEPAN.” As founder and executive director of MentorNet, Dr. Muller established a mentoring program designed to provide on-line resources to women and girls pursuing science and engineering and obtained significant visibility and increased credibility for WEPAN in the industry sector. An active member and supporter of WEPAN, Dr. Muller has served on the Board of Directors since 1995 and served on the Metrics and Milestones Committee, which took the lead role in developing a new strategic plan for WEPAN 1998-2001. She has participated in numerous WEPAN conferences and Regional Training Seminars as a speaker, group facilitator and moderator. Her fund raising efforts on behalf of WEPAN and MentorNet resulted in planning grants from Intel and Sloan Foundations, with subsequent funding of \$300,000 from AT&T Foundation and \$100,000 from Intel Foundation.

PATRICIA B. CAMPBELL
The Betty Vetter Award for Research

The Betty Vetter Award for Research recognizes notable achievement in research related to women in engineering. The award is named in memory of Betty M. Vetter, long time director of the Commission on Professionals in Science and Technology, who served as the first treasurer of WEPAN, Inc. and was a founding member of the Board of Directors.

Selection Criteria:

- research is a notable achievement related to women in engineering
- research results have been published or presented at a professional conference
- research has relevance to Women in Engineering Programs

Dr. Patricia B. Campbell, President of Campbell-Kibler Associates, Inc., was honored for “significant contributions to the body of research relevant to women in engineering issues and programs and [her] willingness to share [her] knowledge widely with contagious enthusiasm.” Dr. Campbell is an expert in educational research and evaluation with a particular emphasis on issues of gender and ethnicity in math, science and technology. Her significant contributions to the field of research have reached and influenced teachers, parents, college faculty, administrators of women in engineering and science programs, and the public at large. She has authored more than 80 books, book chapters and articles.

THE WEST PROGRAM
DWIGHT LOOK COLLEGE OF ENGINEERING
TEXAS A&M UNIVERSITY
The Women in Engineering Program Award

WOMEN IN ENGINEERING INITIATIVE
UNIVERSITY OF WASHINGTON
The Women in Engineering Program Award

The Women in Engineering Program (WIEP) Award recognizes a new program or major recent advances in an existing program which can be used as a model by other institutions.

Selection Criteria:

- represents new or significant advances to the institution's WIEP
- has the potential to serve as a model for other WIE programs
- demonstrates improvements in the educational environment for women in engineering
- gives professional guidance to students and/or faculty who seek engineering and science as a career or profession

WEST, the Women in Engineering, Science and Technology Program, of the Dwight Look College of Engineering at Texas A&M University, was recognized for "the creation and continuous improvement of programs to enhance the educational environment for students and faculty that have led to higher enrollments, retention, and graduation of women." Founded in 1993, with Jan Rinehart as director, WEST built on programs existing at A&M. In 1995, the program initiated an annual Women in Engineering Conference, which drew 336 participants in 1995 and MAPs (Mentors for Aggies) and, a year later, expanded a special housing option for women. An active participant in the NSF Foundation Coalition, WEST has arranged industry contact for students and conducted faculty training. A significant result has been the increased retention of women engineering students.

The Women in Engineering Initiative at the University of Washington was recognized for its significant contributions to the practices, training and evaluation of mentoring programs, thereby improving the climate for women in science and engineering. The WIE Initiative developed and disseminated *A Curriculum for Training Mentors and Mentees in Science and Engineering*, is significant as a comprehensive approach to mentoring. Based upon the WIE Mentoring Program, it includes an administrator's guide with a comprehensive curriculum; individual handbooks for students, faculty, professional scientists and engineers; a bibliography of resources; an evaluation module; a video of scenarios depicting mentoring relationships; and a facilitated guide for group discussion. The WIE Director is Suzanne Brainard.

AT&T LABS

The Breakthrough Award

The Breakthrough Award recognizes and honors an employer of women engineers for creating a work environment which enhances their career success. The name of the award signifies the ability of an employer to "break through" the artificial barriers which prevent women engineers from attaining their full potential.

Selection Criteria:

- support the mission of WEPAN "to be a catalyst for change that enhances the success of women in the engineering professions"
- women engineers are employed at many levels in the corporation/agency
- evidence of written policies or established practices which facilitate the full participation and career advancement of women in engineering

AT&T Labs was recognized for creating an environment that fosters the success of women in the engineering professions and sets an industry standard that encourages all employees to reach their highest career potential. AT&T Labs, and its parent company AT&T, have put into place policies and practices that support the advancement of women in engineering fields, including flexible benefits and work schedules. As a result the numbers and levels of women in engineering and technical positions at AT&T Labs are high: the percentage of total female women who work in engineering, computer science and information technology functions, is 25.2%, with approximately 5 % occupying the

highest level assignments (as compared with 9% of males in AT&T labs). AT&T offers special fellowship programs in support of women in engineering and several leadership development programs specifically for women including the Women's Leadership Program, the Catherine B. Cleary Award, The International Women's Forum Leadership Foundation Fellows Program and inclusion of the Smith College Executive Education Program for Women. AT&T has a long history of involvement with WEPAN.

The 1998 WEPAN Awards Committee

Jane Zimmer Daniels, Purdue University, Chair
Barbara Bogue, The Pennsylvania State University
Brenda Hart, University of Louisville
Peggy Layne, ABB Environmental Services
Barbara Lazarus, Carnegie Mellon University
Judith McDonald, The Ohio State University