

WEPAN

Women in Engineering
Programs & Advocates Network

Engineering a diverse future for the engineering profession

A stylized, hand-drawn illustration of a suspension bridge. The bridge features two tall, rectangular towers. The left tower is primarily blue and red, with yellow and orange vertical lines representing the suspension cables. The right tower is green. The bridge deck is brown, and the suspension cables are red and orange. The bridge spans across a solid orange horizontal band at the bottom of the image, which represents the ground or water. The overall style is graphic and artistic, using bold lines and a limited color palette.

Building Bridges to the Future
...for Women in Engineering

WEPAN 2006 National Conference
June 11 - 14, 2006
Pittsburgh, Pennsylvania



Welcome to Pittsburgh

WEPAN 2006 National Conference

June 11 - 14, 2006

Omni William Penn Hotel & Pittsburgh, Pennsylvania

About WEPAN

WEPAN is a non-profit organization dedicated to achieving the full participation of women in engineering. WEPAN's mission is to be a catalyst, advocate and leading resource for institutional and national change that enables the success of all women in engineering. Visit www.wepan.org to read more on WEPAN's new strategic plan.

Building Bridges, the conference theme, is a metaphor for WEPAN's commitment to building partnerships and programs that advance women in engineering. Conference participants will have opportunities to network and share information about programs and career progressions.

Conference Sponsors

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New Jersey Institute of Technology
- Murray Center for Women in
Technology

President's Welcome

Welcome to Pittsburgh and to WEPAN's annual national conference. What a beautiful location, both the city and the Omni William Penn Hotel! No wonder they call Pittsburgh a city of bridges, and what an appropriate theme for this year's conference.

WEPAN has gone through a transformation over the past few years. We have restructured the Board of Directors, hired our first Executive Director, established a number of working committees and redirected our strategy.

We are now in a period of bridging the old with the new as we build on our accomplishments, pursue our strategy and continue to strive toward our vision of achieving the full participation of women in engineering.

Work is underway on several new strategic focus areas and this year's conference program highlights a number of them: effecting change within institutions of higher learning, supporting growth in the number of WIE programs, providing professional development opportunities for our members, leveraging the commitment of our corporate partners, providing conference sessions specifically geared towards our industry representatives and increasing awareness of national policies related to underrepresented groups in STEM fields. The newly published strategic plan is available on our website at www.wepan.org.

In accordance with our commitment to effecting change within higher education, we are pleased that Women in Engineering Leadership Institute (WELI) is offering a workshop in conjunction with our conference. Their focus on women faculty in engineering should precipitate much meaningful dialogue and potential collaboration.

We hope you will find the conference program, networking, opportunities for partnerships, and commitment of so many individuals, institutions and corporations inspiring. A very committed team of volunteers from across WEPAN has worked extremely hard to produce a conference that promises to support you in both your personal development and in your endeavors at your respective institutions, companies and organizations. A special thanks to the 2006 WEPAN Conference Committee!

I cannot close without extending a very enthusiastic welcome to all our newcomers – your participation is critical to keeping WEPAN energized, current and effective as we bridge to the future. Thanks for being here.

Enjoy the conference!

Linda Scherr
WEPAN President



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Conference Committee

WEPAN 2006 National Conference

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Committee Chairs and Members

Conference Chair

Talina N. Knox

Program Director, New Jersey
Institute of Technology - Murray
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WEPAN Liaisons

Dr. Paige Smith, *Board Liaison*
Director, Women in Engineering, A.
James Clark School of Engineering
University of Maryland

C. Diane Matt, *Development Liaison*
Executive Director, WEPAN, Inc.

Development

Dr. Jane Daniels, Chair

Director, Clare Boothe Luce Program
The Henry Luce Foundation

Publications and Marketing

Tricia Berry, Chair

Director, Women in Engineering
Program, The University of Texas
at Austin

Registration

Cathy Deno, Chair

Executive Assistant, WEPAN
Member Services and
Administrative Assistant, Women
in Engineering Program, Purdue
University

Newcomers

Katie Kizziar, Chair

Program Coordinator, Women
in Engineering Program, The
University of Texas at Austin

Arrangements & Logistics

Dr. Suzie Laurich-McIntyre, Chair

Assistant Vice Provost for Graduate
Education, Carnegie Mellon University

Program Committee

Barbara Ruel, Co-Chair

Director, Diversity and Women in
Engineering Programs, Rensselaer
Polytechnic Institute

Lisa Gable, Co-Chair

Manager, Systems Technology and
Operations, IBM Corporation

Lisa Anderson, *Bookstore Coordinator*
Supervisor, Facilities Engineering,
Ryerson University

Dr. Martha Cyr, *Board Professional
Development Liaison*
Director, K-12 Outreach, Worcester
Polytechnic Institute (WPI)

Dr. Brenda Hart, *Moderator
Coordinator*
Director of Student Affairs,
University of Louisville

Lisa Norwood, *Poster Session
Coordinator*
Assistant Dean, Engineering
Undergraduate Studies-School of
Engineering and Applied Sciences
and Coordinator, Kauffman
Entrepreneurial Year Program
University of Rochester

Dr. Mary Stroup-Gardiner,
Proceedings Committee Liaison
Associate Professor, Auburn University

Dr. Sherry Woods
Director of Special Projects, College
of Engineering, The University of
Texas at Austin

Betty Preece
Science Education Consultant

Tours & Local Events

Dr. Patricia Laughlin, Chair

Associate Dean, College of
Engineering, Carnegie Mellon
University

Amy Vickless
Manager of Staffing and University
Relations, Alcoa Inc.

Proceedings/Evaluation

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Affairs and Vice Provost for
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Whiting School of Engineering,
Johns Hopkins University

Dana Hosko
AWE Project Coordinator, Penn State

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Engineering, Penn State

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University of Michigan

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Associate Professor, Industrial
Engineering, Arizona State University

2005-2006 WEPAN Board



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Director, Program for Women in Science and Engineering, Iowa State University

Diane Matt

Ex-Officio

Executive Director, WEPAN

WEPAN Vision, Mission and Strategy



Vision: To achieve the full participation of women in engineering.

Mission: WEPAN's mission is to be a catalyst, advocate, and leading resource for institutional and national change that enables the success of all women in engineering.

Overall Strategy: WEPAN's strategy is to focus on higher educational institutional transformation. WEPAN will leverage its information, experience, partnerships, and advocacy to bring about change on an institutional and national level focusing on colleges of engineering and Science, Technology, Engineering, and Mathematics (STEM) related disciplines.

WEPAN will continue to be the leading resource and advocate for women in engineering by providing information, trends, and best practices to all interested in advancing women in STEM fields.



Keynote Speakers

WEPAN 2006 National Conference

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Nicholas M. Donofrio, IBM Corporation

Monday, June 12, 2006

12:30 p.m. - 2:00 p.m., Grand Ballroom

Innovation for the 21st Century

Nicholas M. Donofrio, Executive Vice President, Innovation and Technology, IBM Corporation



Mr. Nick Donofrio is a champion for innovation across IBM and its global ecosystem and is the leader of IBM's global technology strategy. In addition to his strategic business mission, Mr. Donofrio leads the development and retention of IBM's technical population and strives to enrich that community with a diversity of culture and thought.

He holds a Bachelor of Science degree in Electrical Engineering from Rensselaer Polytechnic Institute and a Master of Science in the same discipline from Syracuse University. He also holds an honorary doctorate in Engineering from Polytechnic University, an honorary doctorate in Sciences from the University of Warwick in the United Kingdom, and an honorary doctorate in Technology from Marist College.

In 2005, Mr. Donofrio was appointed by the U.S. Department of Education to serve on the Commission on the Future of Higher Education, a 20-member delegation of business and university leaders charged with developing a new national strategy for post-secondary education that will meet the needs of America's diverse population and also address the economic and workforce needs of the country's future.

Dr. Priscilla P. Nelson, NJIT

Tuesday, June 13, 2006

12:30 p.m. - 2:00 p.m., Grand Ballroom

Partnering Across Sectors – Close Encounters of a Flexible Kind

Dr. Priscilla P. Nelson, Provost, New Jersey Institute of Technology (NJIT)

Dr. Priscilla Nelson joined NJIT in May 2005, leaving her position as Senior Advisor to the Director of the National Science Foundation (NSF). She had been at NSF since 1994, and served in many roles including Senior Advisor for the Engineering Directorate, Director of the Civil and Mechanical Systems Division, and Program Manager for the \$82 million George E. Brown, Jr. Network for Earthquake Engineering Simulation project.

From 1983 through 1996, Dr. Nelson was on the faculty in Civil Engineering at The University of Texas at Austin. She has received three advanced degrees including Master's degrees in both Geology (Indiana University) and Structural Engineering (University of Oklahoma). In 1983, she received her PhD in Civil Engineering from Cornell University. Dr. Nelson has a national and international reputation in geological and rock engineering, and the particular application of underground construction. She has more than 15 years of teaching experience, has mentored and advised many students, and has more than 130 technical and scientific publications to her credit.



WEPAN 2006 Awards Presented at the **Networking & Awards Dinner**

Monday, June 12, 2006 ⚡ 7:00 p.m. - 9:00 p.m. ⚡ Grand Ballroom



WEPAN Awards honor key individuals, programs, and corporations for accomplishments that underscore WEPAN's mission. They are presented each year at the annual conference for extraordinary service, significant achievement, model programs, and work environments that support the career success of women engineers.

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, director of the Commission on Professionals in Science and Technology, who served as the first treasurer of WEPAN, Inc. and was a founding WEPAN Board member.

BREAKTHROUGH AWARD

The Breakthrough Award recognizes and honors an employer for creating a work environment that enhances the career success of women engineers of all ethnicities. The name of the award signifies the ability of an employer to "break through" the artificial barriers that prevent women engineers of all ethnicities from attaining their full potential. Recipients are announced in the national media and in all WEPAN publications and web sites. The winning company will receive a commissioned, original sculpture representing a fusion of pieces of broken glass by artist Vivian Shimoyama.

DISTINGUISHED SERVICE AWARD

The Distinguished Service Award recognizes a WEPAN member whose individual service has made a significant impact for the organization.

FOUNDER'S AWARD

The Founder's Award honors a WEPAN member who exemplifies the spirit of the WEPAN founders through extraordinary service. The award is named for WEPAN, Inc. founders Suzanne G. Brainard, Jane Zimmer Daniels and Susan Staffin Metz.

NATIONAL ENGINEERS WEEK INTRODUCE A GIRL TO ENGINEERING DAY AWARD

WEPAN and Introduce a Girl to Engineering Day, a program of National Engineers Week, work together to recognize major contributions of WEPAN Institutional Members to the Introduce a Girl to Engineering Day.

PRESIDENT'S AWARD

The President's Award, given at the discretion of the WEPAN President, honors individuals or groups who contribute to WEPAN in a variety of ways. The contribution being recognized can be a one time service or a strong history of service.

UNIVERSITY CHANGE AGENT AWARD

The University Change Agent Award honors an individual who has had a positive impact on their institution with regard to the climate for women in science, technology, engineering and mathematics fields, with an emphasis on engineering.

WOMEN IN ENGINEERING INITIATIVE AWARD

The Women in Engineering Initiative Award recognizes a new program or an existing program or project that serves as a model for other institutions. Institutions are limited to one award in a three-year period.

Awards Committee

Chair: Josie B. Herrera, University of Vermont

Board Liaison: Dr. Paige Smith, WEPAN Secretary,
University of Maryland

Committee Members:

Serita Acker, Clemson University
Dr. Suzanne Brainard, University of Washington
Dr. Patricia Campbell, Campbell-Kibler Associates

Dr. Elizabeth Cannon, Calgary University
Barbara Clark, Purdue University
Whitney Edmister, Virginia Tech
Dr. Richard Gallagher, Kansas State University
Linda Hutchison, Bristol Community College
Peggy Layne, Virginia Tech
Dr. Sheryl Sorby, Michigan Technological University
Dr. Barbara Waugh, Hewlett-Packard Company
Dr. Sherry Woods, The University of Texas at Austin



Plenary Sessions

WEPAN 2006 National Conference

June 11 - 14, 2006

Grand Ballroom & Omni William Penn Hotel

Monday, June 12, 8:00 a.m. - 9:45 a.m.

Advancing Women in Technical Fields within Higher Education: Progress to Date and Current Climate

This panel will discuss the environment and climate for women students, faculty, and administrators in higher education and the progress that's taking place relative to the advancement of all women in technical fields.

Moderator: Dr. Indira Nair, Vice Provost of Education; Professor of Engineering and Public Policy, Carnegie Mellon University

Panelists:

- Dr. Cristina Amon, Director of the Institute for Complex Engineered Systems and Raymond J. Lane Distinguished Professor of Mechanical and Biomedical Engineering, Carnegie Mellon University
- Dr. Mary Frank Fox, NSF Advance Professor, School of Public Policy and Co-Director of the Center for Study of Women, Science and Technology, Georgia Institute of Technology
- Dr. Gary Gabriele, NSF Division Director for the Engineering Education and Centers Division and incoming Dean of the College of Engineering, Villanova University

Tuesday, June 13, 8:00 a.m. - 9:30 a.m.

A Regional Approach to Engaging K-12 Students in Engineering

This panel describes the interactions amongst multiple constituencies in Massachusetts who have built bridges between higher education, industry, K-12 and government to address and support engineering educational reform. The desired outcome is for more children to become interested in engineering, science and technology and to adequately prepare them for pursuing academic degrees in higher education and professional careers in a 21st century technological work force. Included in the discussion will be a description of the process that led to the successful incorporation of engineering in the educational standards for the entire state of Massachusetts.

Moderator: Ms. Linda Hutchison, Director, Foundations of Technical Careers, Bristol Community College

Panelists:

- Dr. Martha Cyr, Director of K-12 Outreach, Worcester Polytechnic Institute
- Ms. Migdalia De Leon-Coffin, Academy Middle School Teacher
- Mr. Rob Richardson, East Coast Education Manager, Intel Corporation
- Dr. Yvonne Spicer, Associate Director, Museum of Science's National Center for Technological Literacy K-12

Tuesday, June 13, 3:30 p.m. - 4:30 p.m.

The Path Forward: Title IX as a Change Strategy for Science and Engineering

Dr. Debra Rolison, Head, Advanced Electrochemical Materials, Naval Research Laboratory

The July 2004 release of the General Accountability Office report on Women's Participation in the Sciences reminded federal funding agencies and the scientific community that Title IX is the LAW, one that prohibits discrimination on the basis of sex in any educational activity receiving federal funds. The funding agencies must now begin proactive—not reactive—Title IX compliance reviews of the institutions they support to do scientific research. The internal and external assessments that accompany these reviews provide the impetus and the information necessary to create academic environments that women are willing to join as faculty and not just as talented and productive students. Title IX assessments of research universities and national laboratories can serve as a means to a critical national goal: a truly inclusive scientific enterprise.

Closing Remarks

Dr. Beverly Karplus Hartline, Dean, College of Mathematics, Natural Science and Technology, Delaware State University

Corporate Track



WEPAN is pleased to offer its first set of four sessions developed especially for our corporate attendees. Focused on the interface of corporate and Women in Engineering (WIE) Program interests, these sessions are intended to open dialogue in strategic arenas as well as developing win-win corporate-WIE relationships. All sessions are open to all conference attendees.

Monday, June 12, 2006, 10:00 a.m. - 12:15 p.m., Session M1.1, Monongahela

Collaboration: None of Us are as Effective as Many of Us

Moderator: Cathleen A. Barton, U.S. Education Manager, Intel

Monitor: Dr. Suzanne Brainard, University of Washington

Panelists:

- Margaret Ashida, Director, University Talent Programs, IBM Corporation
- Wendy Carmody, University Relations Program Manager, Hewlett-Packard Company
- Dr. Jeremy Haefner, Dean, College of Engineering and Applied Science, University of Colorado at Colorado Springs
- Dr. James H. Johnson, Jr., Dean and Professor of Civil Engineering, Howard University
- Dr. Klod Kokini, Dean for Academic Affairs, College of Engineering, Purdue University



Monday, June 12, 2006, 2:15 p.m. - 3:15 p.m., Session M3.2, Allegheny

From Concept to Action – The Role of WEPAN

Moderator: Kathryn Tobey, Lockheed Martin

Monitor: Susan Linnemeyer, University of Illinois at Urbana-Champaign

Panelists:

- Cathleen A. Barton, U. S. Education Manager, Intel
- Beth Holloway, WEPAN President Elect; Director, Women in Engineering Program, Purdue University
- Dr. Jolene Jesse, Program Director Research on Gender in Science and Engineering, National Science Foundation
- Dr. Klod Kokini, Dean for Academic Affairs, College of Engineering, Purdue University

Tuesday, June 13, 2006, 10:00 a.m. - 11:00 a.m., Session T1.3, Phipps

What I Wish I Knew Then That I Know Now—Early Career Women Engineers in Industry Share Their 20/20 Hindsight

Moderator: Linda Betz, IBM Corporation

Monitor: Dr. Paige Smith, University of Maryland

Panelists:

- Carlie Bower, Software Engineer, AIX Operating System Development, IBM Corporation
- Maria Caporicci, Systems Engineer II, Air Defense Systems, Raytheon
- Pam Daum, Senior Engineer, Computer Systems Engineering, Lockheed Martin
- Rebecca Rieland, Technical Engineer, DuPont
- Katherine Rivera, Performance Manager, Group Safety and Industrial Hygiene, BP



Tuesday, June 13, 2006, 11:15 a.m. - 12:15 p.m., Session T2.4, Frick

Plain Talk: Exploring the Dynamics of Corporate—Women in Engineering Program Interactions

Moderator: Dr. Sherry Woods, The University of Texas at Austin

Monitor: Dr. Brenda Hart, University of Louisville

Panelists:

- Tricia Berry, Director, Women in Engineering Program, The University of Texas at Austin
- Glenda La Rue, Director, Women in Engineering, The Ohio State University
- Rob Richardson, East Coast Education Manager, Intel Corporation

Tuesday, June 13, 2006, 2:15 p.m. - 3:15 p.m., Session T3.2: Allegheny

The Good, the Bad, and the Ugly...

25 Years as a Woman in Engineering in Corporate America

Monitor: Bonnie Wilson, Auburn University

Jane Rudolph, Vice President of Homeland Security, Lockheed Martin



**WEPAN thanks the WEPAN 2006 National Conference Half Day Symposium Sponsors:
Alcoa Foundation, IBM Corporation, Intel and Lockheed Martin.**



Conference Highlights

WEPAN 2006 National Conference

June 11 - 14, 2006

Omni William Penn Hotel & Pittsburgh, Pennsylvania

Conference Opening Reception - A Taste of Pittsburgh

Sunday, June 11, 2006, 6:00 p.m. - 7:30 p.m.

Urban Room, Omni William Penn Hotel

Make new friends and reconnect with old friends at the Conference Opening Reception - A Taste of Pittsburgh. Enjoy welcoming ceremonies and special entertainment. Refreshments and a cash bar will be available.



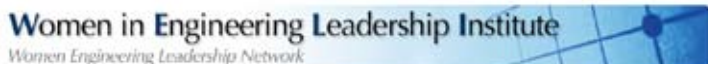
Engineering a diverse future for the engineering profession

Networking & Awards Dinner

Monday, June 12, 2006, 7:00 p.m. - 9:00 p.m.

Grand Ballroom, Omni William Penn Hotel

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Women in Engineering Leadership Institute (WELI) Workshop

Monday, June 12, 2006

Special Registration Required

Dr. Tracey Manning, University of Maryland, is presenting the following sessions for senior women engineering faculty who are in positions of leadership (chairs, deans, center or institute directors) or are about to assume positions of academic leadership.

10:15 a.m. - 12:15 p.m.

Unlearning Leadership: What Your Culture Shouldn't Have Taught You

2:00 p.m. - 3:00 p.m.

Identifying and Deploying Your Leadership Strengths

4:00 p.m. - 5:00 p.m.

Crafting Your Personal—and Organizational—Leadership Vision

Keynote Luncheons

See Page 6 for Details

Monday, June 12, 2006, 12:30 p.m. - 2:00 p.m.

Grand Ballroom, Omni William Penn Hotel

Innovation for the 21st Century

Nicholas M. Donofrio, IBM Corporation

Tuesday, June 13, 2006, 12:30 p.m. - 2:00 p.m.

Grand Ballroom, Omni William Penn Hotel

Partnering Across Sectors – Close Encounters of a Flexible Kind

Dr. Priscilla P. Nelson, New Jersey Institute of Technology

Plenary Sessions

See Page 8 for Details

Monday, June 12, 2006, 8:00 a.m. - 9:45 a.m.

Grand Ballroom, Omni William Penn Hotel

Panel: Technical Fields within Higher Education: Progress to Date and Current Climate

Tuesday, June 13, 2006, 8:00 a.m. - 9:30 a.m.

Grand Ballroom, Omni William Penn Hotel

Panel: A Regional Approach to Engaging K-12 Students in Engineering

Tuesday, June 13, 2006, 3:30 p.m. - 4:30 p.m.

Grand Ballroom, Omni William Penn Hotel

The Path Forward: Title IX as a Change Strategy for Science and Engineering

Dr. Debra Rolison, Head, Advanced Electrochemical Materials, Naval Research Laboratory

Corporate Track

Focused on the interface of corporate and Women in Engineering (WIE) Program interests, these sessions are intended to open dialogue in strategic arenas as well as developing win-win corporate-WIE relationships. All sessions are open to all conference attendees.

See Page 9 for Details .

Poster Session, 3:30 - 5:00 p.m., Monday

Urban Room, Omni William Penn Hotel

Learn about resources, programs and initiatives and visit with poster presenters.

A Critical Survey of Online Assessment Tools

*Dr. Rose M. Marra, University of Missouri-Columbia;
Barbara Bogue, Penn State University*

A WEPAN Portfolio of Presentation Slides--Status and Trends on Broadening Participation of Women & Underrepresented Minorities in Engineering Early Advantage Program for Women

Diane Matt, WEPAN; Susan Metz, Stevens Institute of Technology

Be a Mentor, or Be Mentored Through MentorNet

Dr. Patricia Laughlin, Carnegie Mellon; MentorNet Board

Biomedical Engineering: Conduit for Recruitment of Women into Engineering

Dr. Anne Marie Petrock, New Jersey Institute of Technology

Bridging into Graduate Studies: Purdue University's Women in Engineering Graduate Mentoring Program

Lindsay Walthall, Purdue University

Building Bridges to Institutional Transformation

Peggy Layne, Virginia Polytechnic Institute and State University

Celebrating Michigan Women Engineers: Preserve, Honor and Inspire

Debbie Taylor, University of Michigan

Collaborative Research: Women Engineering Faculty Leadership Network

Dr. Judy M. Vance, Iowa State University

Connecting Educators to Engineering: An Overview of the Society of Women Engineers New Legacy Project of EWEK 2006

Elaine Borrelli, Society of Women Engineers

Designing and Delivering Student-Led Outreach Events for Middle School Students

Susan Arnold Christian, Kansas State University

Employability in Information Technology for Women with Disabilities, An Underutilized Portion of the Workforce

Sandra Freudenberg, IBM Corporation

Engineering @ Sweet Briar College: A New Program for and about Women

Dr. Kurt Schulz, Sweet Briar College

Engineering Early Advantage Program for Women

Bonita Anthony and Beverly Forbes, Old Dominion University

Indian Women & Information Technology - Building Bridges

Amrutha S. Shenoy, IBM Corporation

Inspiring Engineering Careers: The Extraordinary Women Engineers Project

Betty Shanahan, Extraordinary Women Engineers Project Coalition

IsisHawaii, The Power of One Plus One: Bringing Girls and Young Women into the Science and Engineering Pipeline

Leslie Wilkins, Maui Economic Development Board, Inc.

Outreach: Using Service to Build the Bridge to Success for Women in Engineering

Whitney Edmister, Amanda Martin and Dr. Bevelee Watford, Virginia Polytechnic Institute and State University

Providing Support: Mississippi State's Women in Engineering Faculty Program

Dr. Donna Reese, Mississippi State University

Province-wide WIE Collaboration for Go ENG Girl! Event

Lisa Anderson, Ryerson University; Márta Ecsedi, University of Toronto

The Characterization of Potential Women Engineering Administrators in Academia

Dr. Mary Anderson-Rowland, Arizona State University

The Importance of Including Career Clarification in a First-Year Summer Experience

Dr. Paige Smith, University of Maryland-College Park

The National Study of Living-Learning Programs: An Invitation to Participate in the 2007 NSF-Funded Study to Examine the Outcomes of Women in STEM

Matthew Soldner and Dawn Johnson, University of Maryland-College Park

Towards Institutionalizing RISE Summer Research Teams

Dr. Paige Smith, University of Maryland-College Park

Want to Connect with Pre-College and Collegiate Students and Faculty? Here's how SWE can work with you for success!

Betty Preece and Walter McFall, Society of Women Engineers

Women and Persistence in Engineering: Indian Women & Information Technology - Building

John Duncan, Clemson University; Yong Zeng, University of Illinois at Urbana-Champaign

Women in Engineering Partnerships for Pre-college Awareness

Glenda La Rue, Dr. Mary C. Juhas and Kristina Kennedy, The Ohio State University

Women's Empowerment, Breaking Barriers (WEBB)

Forough Ghahramani, Society of Women Engineers

YWCA--FLAME (Female Leadership and Mentoring Endeavor)

Shelly Brown, YWCA



WEPAN Thanks

the 2006 National Conference Half Day Symposium Sponsors

**Thanks to the
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for continuing support of
WEPAN and the
2006 National Conference**



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EQUALITY**

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Women leap forward in Science and Engineering

Congratulations WEPAN members and conference attendees. Intel applauds your efforts to support technical innovation in the U.S. by increasing the engineering pipeline with more female engineers. To learn more about Intel's commitment to education, technology, math, and engineering education, visit www.intel.com/education.

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powered by
innovation



guided by
integrity



everything is possible.

Lockheed Martin is a proud sponsor of the Women in Engineering Programs and Advocates Network. Best wishes on a successful conference!

For more information about Lockheed Martin, please visit our Web site at: www.lockheedmartin.com/careers

An Equal Opportunity Employer



Voted 1st Choice Employer by undergraduate engineering and science students in 2005.

– Universum Undergraduate Survey, 2005





Schedule at a Glance

WEPAN 2006 National Conference

June 11 - 14, 2006

Omni William Penn Hotel & Pittsburgh, Pennsylvania

Sunday, June 11

8:00 a.m. - 6:00 p.m.	Registration, 17th Floor - Registration/Coat Check Room
9:00 a.m. - 12:00 p.m.	WEPAN Board Meeting, Bob and Dolores Hope Room
9:00 a.m. - 10:00 a.m.	Session S1: Workshop, Coming Together: Building Effective Corporate-University Relations , Allegheny
10:00 a.m. - 12:00 p.m.	Session S2.1: Workshop, Assessment as a Capacity Building Tool to Develop Systemically Planned and Implemented Activities , Allegheny
10:00 a.m. - 12:00 p.m.	Session S2.2: Workshop, How to Feel as Bright and Capable as Everyone Seems to Think You Are , Monongahela
10:00 a.m. - 12:00 p.m.	Session S2.3: Workshop, Media Interview Workshop: Learn How to Be Interviewed! , Conference Room B

WEPAN Committee Meetings

1:00 p.m. - 2:30 p.m.	Diversity Advancement Committee, Conference Room B Finance Committee, Monongahela Knowledge Center Committee, Parlor E & F Research Committee, Allegheny
2:30 p.m. - 4:00 p.m.	Awards Committee, Parlor E & F Corporate Relations Committee, Conference Room B Membership Committee, Bob and Dolores Hope Proceedings Committee, Monongahela Professional Development Committee, Allegheny
4:30 p.m. - 5:30 p.m.	Newcomers Meet N' Greet Reception , Sky Room
6:00 p.m. - 7:30 p.m.	Conference Opening Reception - A Taste of Pittsburgh , Urban Room

Monday, June 12

7:00 a.m. - 5:00 p.m.	Registration, 17th Floor - Registration/Coat Check Room
8:00 a.m. - 9:45 a.m.	Plenary Panel: Advancing Women in Technical Fields within Higher Education: Progress to Date and Current Climate , Grand Ballroom
10:00 a.m. - 6:00 p.m.	Book Fair, 17 th Floor - Across from the Sky Room
Session M1: Outreach and Collaboration	
10:00 a.m. - 12:15 p.m.	Session M1.1: Roundtable, Collaboration: None of Us are as Effective as Many of Us , Monongahela
10:00 a.m. - 11:00 a.m.	Session M1.2: Workshop, Chemical Engineering and Cosmetics: Making the Connection Between Chemistry and Engineering Processes in Product Manufacturing , Allegheny
10:00 a.m. - 11:00 a.m.	Session M1.3: Paper Presentations, Outreach and Recruitment , Phipps
10:00 a.m. - 11:00 a.m.	Session M1.4: Discussion Group, But, Engineering IS Cool - Effective Messaging for Pre-college Students , Frick
Session M2: Collaboration and Mentoring	
11:15 a.m. - 12:15 p.m.	Session M2.1: Paper Presentations, STEM Images and Student Mentoring , Allegheny
11:15 a.m. - 12:15 p.m.	Session M2.2: Paper Presentations, Mentoring in Industry and Academia , Phipps
11:15 a.m. - 12:15 p.m.	Session M2.3: Panel, Current Trends in Climate Assessment in Engineering , Frick

12:30 p.m. - 2:00 p.m.

Keynote Luncheon: Innovation for the 21st Century, Grand Ballroom

Session M3: Faculty and Recruiting

2:15 p.m. - 3:15 p.m.

Session M3.1: Workshop, **FIRST Programs: A Bridge to the Future for Aspiring Female Engineers**, Monongahela

2:15 p.m. - 3:15 p.m.

Session M3.2: Panel, **From Concept to Action – The Role of WEPAN**, Allegheny

2:15 p.m. - 3:15 p.m.

Session M3.3: Paper Presentations, **Academic Advancement**, Phipps

2:15 p.m. - 3:15 p.m.

Session M3.4: Workshop, **Girl Power 21st Century: A Successful Model for Building and Maintaining Long-Term Community**, Frick

3:30 p.m. - 5:00 p.m.

Poster Session, Urban Room

4:30 p.m. - 5:30 p.m.

WEPAN Communications Committee Meeting, Phipps

5:00 p.m. - 6:00 p.m.

2007 WEPAN Conference Planning Meeting, Allegheny

5:00 p.m. - 6:00 p.m.

WEPAN Presentation: **Getting Involved: Overview of WEPAN Volunteer and Leadership Opportunities**, Monongahela

7:00 p.m. - 9:00 p.m.

Networking and Awards Dinner, Grand Ballroom

Tuesday, June 13

7:30 a.m. - 5:00 p.m.

Registration, 17th Floor - Registration/Coat Check Room

8:00 a.m. - 9:30 a.m.

Plenary Panel: **A Regional Approach to Engaging K-12 Students in Engineering**, Grand Ballroom

Session T1: Climate, Retention, and the Media

10:00 a.m. - 11:00 a.m.

Session T1.1: Paper Presentations, **Climate, Relationship Building and the Media**, Monongahela

10:00 a.m. - 11:00 a.m.

Session T1.2: Panel, **Introducing Girls to the Wonder and Promise of Technical Careers**, Allegheny

10:00 a.m. - 11:00 a.m.

Session T1.3: Panel, **What I Wish I Knew Then That I Know Now—Early Career Women Engineers in Industry Share their 20/20 Hindsight**, Phipps

10:00 a.m. - 11:00 a.m.

Session T1.4: Discussion Group, **Dump the Slump: Retaining Engineering Women into the 3rd Year**, Frick

Session T2: Retention, Evaluation, and WIE Programs

11:15 a.m. - 12:15 p.m.

Session T2.1: Paper Presentations, **Retention and Evaluation**, Monongahela

11:15 a.m. - 12:15 p.m.

Session T2.2: Workshop, **National Girls Collaborative Project: Successful Partnerships for Change**, Allegheny

11:15 a.m. - 12:15 p.m.

Session T2.3: Discussion Group, **Facilitating Success for Women in STEM through Living-Learning Programs: Results from the National Study of Living-Learning Programs**, Phipps

11:15 a.m. - 12:15 p.m.

Session T2.4: Panel, **Plain Talk: Exploring the Dynamics of Corporate—WIE Program Interactions**, Frick

12:30 p.m. - 2:00 p.m.

Keynote Luncheon: Partnering Across Sectors – Close Encounters of a Flexible Kind, Grand Ballroom

Session T3: Networking, Transformation and Stress Reduction

2:15 p.m. - 3:15 p.m.

Session T3.1: Paper Presentations, **Program Development, Networking and Retention**, Monongahela

2:15 p.m. - 3:15 p.m.

Session T3.2: Guest Speaker, **The Good, the Bad, and the Ugly...25 Years as a Woman in Engineering in Corporate America**, Allegheny

2:15 p.m. - 3:15 p.m.

Session T3.3: Panel, **Dissipating Stresses by Design: How Women in Science and Engineering Programs Interact with Multiple Engineering Student Organizations**, Phipps

2:15 p.m. - 3:15 p.m.

Session T3.4: Discussion Group, **Institutional Transformation: Developing Inter-organizational Partnerships to Increase Diversity and Build Community**, Frick

3:30 p.m. - 4:30 p.m.

Closing Plenary and Closing Remarks, **The Path Forward: Title IX as a Change Strategy for Science and Engineering**, Grand Ballroom

Wednesday, June 14

9:00 a.m. - 3:00 p.m.

Post Conference Tour, Frank Lloyd Wright's Fallingwater



Conference Schedule

WEPAN 2006 National Conference

June 11 - 14, 2006

Omni William Penn Hotel & Pittsburgh, Pennsylvania

Sunday, June 11

8:00 a.m. - 6:00 p.m., Registration, 17th Floor - Registration/Coat Check Room

9:00 a.m. - 12:00 p.m., WEPAN Board Meeting, Bob and Dolores Hope Room

9:00 a.m. - 10:00 a.m., Session S1: Workshop, Allegheny

Coming Together: Building Effective Corporate-University Relations

Moderator: Lisa Anderson, Ryerson University

Tricia Berry, The University of Texas at Austin

The University of Texas at Austin's Women in Engineering Program (WEP) maintains corporate relations with an average of 50 companies annually with corporate contributions making up over 80 percent of the funds raised to cover the annual WEP budget. Through this workshop the perspectives from both sides on effective corporate-university program relations will be shared and discussed. In addition, various components of effective corporate-university program relations will be examined including reporting and documentation, recognition and visibility. Participants will have the opportunity to use the ideas, tools and perspectives learned to begin drafting their own plan and building their own bridge for their relationships.

10:00 a.m. - 12:00 p.m., Session S2.1: Workshop, Allegheny

Assessment as a Capacity Building Tool to Develop Systemically Planned and Implemented Activities

Moderator: Jennifer Weil, University of Pittsburgh

Barbara Bogue, Penn State; Dr. Rose M. Marra, University of Missouri-Columbia; Tricia Berry, The University of Texas at Austin

This workshop is aimed at capacity building in the area of systemic activity development based upon an assessment model. The presenters will use hands-on activities to introduce methodologies and skills necessary for assessment planning and implementation. Participants will have the opportunity to work on the development of instruments tailored to specific activities for use at their home institutions, resulting in a better understanding of assessment planning and implementation and a familiarity with commonly used methodologies and tools.

10:00 a.m. - 12:00 p.m., Session S2.2: Workshop, Monongahela

How to Feel as Bright and Capable as Everyone Seems to Think You Are

Moderator: Marta Ecsedi, University of Toronto

Dr. Valerie Young, ImpostorSyndrome.com

This solutions-oriented workshop examines the attitudes, behaviors, and social realities that keep many intelligent, capable students, faculty, and professionals from fully internalizing their success and building on them. We will explore why so many bright, capable people and women, in particular, secretly believe they have fooled others into thinking they are more intelligent and competent than they know themselves to be. We will also examine why success can be more complicated for women, people of color, and working class students, and what WEPAN members can do to help their constituents to feel as bright and capable as they really are.

10:00 a.m. - 12:00 p.m., Session S2.3: Workshop, Conference Room B

Media Interview Workshop: Learn How to Be Interviewed!

Moderator: Yolanda George, American Association for the Advancement of Science

Teresa S. Thomas and Dr. Mildred S. Myers, Carnegie Mellon University

Telling the story about women in science and engineering through the news media and other public outlets is important. But when you get the chance to do that interview or participate in that panel discussion, what will you say and how will you say it? The Media Interview Workshop gives you practical, intensive training on successful interview techniques. A few volunteers will have the opportunity for brief, videotaped interviews about an issue related to women in science and engineering. Immediately following the interviews, we will play them back and discuss their strengths and weaknesses. Participants

will leave with new insights into how the news media operate and with an arsenal of techniques for preparing appropriate messages and making sure you get a chance to deliver them.

WEPAN Committee Meetings

- 1:00 p.m. - 2:30 p.m. Diversity Advancement Committee, Conference Room B
Finance Committee, Monongahela
Knowledge Center Committee, Parlor E & F
Research Committee, Allegheny
- 2:30 p.m. - 4:00 p.m. Awards Committee, Parlor E & F
Corporate Relations Committee, Conference Room B
Membership Committee, Bob and Dolores Hope
Proceedings Committee, Monongahela
Professional Development Committee, Allegheny



4:30 p.m. - 5:30 p.m., **Newcomers Meet N' Greet Reception**, Sky Room

The Newcomers Meet N' Greet Reception is a perfect opportunity to learn more about WEPAN and how to maximize your conference experience. Participants will be introduced to WEPAN leaders and provided a chance to network with representatives from institutions of higher learning, corporations, government agencies and other not-for-profit organizations who are focused on the full participation of women in engineering.

6:00 p.m. - 7:30 p.m., **Conference Opening Reception**, Urban Room

Make new friends and reconnect with old friends at the Conference Opening Reception held at the historic Omni William Penn Hotel. Enjoy welcoming ceremonies and special entertainment. Refreshments and a cash bar will be available.

Monday, June 12

7:00 a.m. - 5:00 p.m., Registration, 17th Floor - Registration/Coat Check Room

8:00 a.m. - 9:45 a.m., Plenary Panel, Grand Ballroom

Advancing Women in Technical Fields within Higher Education: Progress to Date and Current Climate

Moderator: Dr. Indira Nair, Carnegie Mellon University

Panelists: Dr. Cristina H. Amon, Carnegie Mellon University; Dr. Mary Frank Fox, Georgia Institute of Technology; Dr. Gary Gabriele, NSF Division Director, Engineering Education and Centers

This panel will discuss the environment and climate for women students, faculty, and administrators in higher education and the progress that's taking place relative to the advancement of all women in technical fields.

10:00 a.m. - 6:00 p.m., **Book Fair**, 17th Floor - Across from the Sky Room

Jay's Bookstall will be selling an assortment of titles including women in science and engineering and professional development resources. Books will be available for purchase and may also be ordered and shipped to your home.

Session M1: Outreach and Collaboration

10:00 a.m. - 12:15 p.m., Session M1.1: Panel and Breakout Session:, Monongahela

Collaboration: None of Us are as Effective as Many of Us

Moderator: Cathleen A. Barton, U.S. Education Manager, Intel

Monitor: Dr. Suzanne Brainard, University of Washington

Panelists: Margaret Ashida, IBM Corporation; Wendy Carmody, Hewlett-Packard Company; Dr. Jeremy Haefner, University of Colorado at Colorado Springs; Dr. James H. Johnson, Jr., Howard University; Dr. Klod Kokini, Purdue University (panelist titles may be found on Page 9)

The US is in danger of losing its technological leadership. WEPAN members are well aware of the importance of full participation of women and minorities in engineering and other STEM fields to US competitiveness. Numerous initiatives are underway, but measurable progress remains illusive. Join us for a double session roundtable in which WEPAN kicks off our first conference corporate track with a discussion among industry leaders with their counterparts from academe on effective strategies for collaboration on gender equity in STEM fields. Leveraging the expertise, resources and commitment of partners is a key objective of WEPAN's current strategy. All conference attendees interested in participating in this ground-breaking collaboration are invited to attend. Audience breakouts led by panelists will run from 11:15 a.m. to 12:15 p.m.



Monday, June 12 (continued)

10:00 a.m. - 11:00 a.m., Session M1.2: Workshop, Allegheny

Chemical Engineering and Cosmetics: Making the Connection Between Chemistry and Engineering Processes in Product Manufacturing

Moderator: Sara Hernandez, Cornell University

Rosemary Frollini and Dr. Annette Jacobson, Carnegie Mellon University

This workshop will provide an activity for educators and those involved in outreach to assist in promoting engineering and science careers to youth. It will also provide an opportunity to bring industrial technology into the classroom using cosmetic and personal care products as a focus. Participants will develop an awareness of the part played by the engineer and scientist in the formulation and processing of products they use everyday. The inexpensive and easy to obtain workshop supplies make these activities ideal for participants to implement on their own for a wide range of audiences.

10:00 a.m. - 11:00 a.m., Session M1.3: Paper Presentations, Phipps

Outreach and Recruitment

Moderator: Dr. Julie Trenor, University of Houston

Collaborative Efforts to Encourage Women and Girls in Rural Areas to Pursue STEM Fields

Mary Jo Wellenstein, Milwaukee School of Engineering

The Milwaukee School of Engineering (MSOE) has developed a new partnership with Hawaii's Maui Economic Development Board to encourage women and girls in rural areas into STEM fields. The partnership's mission is to ensure that women and girls, especially in rural areas, have more opportunities to be engaged in STEM education and careers and develop program models that can be adopted in the future by other institutions.

IBM EXITE Camp: Growing the Pipeline of Women Who Enter STEM Fields

Janel Barfield and Audrey Romonosky, IBM Corporation

As women working in technology fields, we have a unique opportunity to inspire the interest and success of young women in science and technology. As powerful and influential women, we partner with professionals, educators and parents in our community to have an impact on growing the pipeline of young women who become scientists and engineers. The Austin, Texas IBM EXITE (EXploring Interests in Technology and Engineering) Camp is one of 48 such camps worldwide and is a shining example of community partnerships. We will discuss the program benefits and operation.

Growing a STEM Team - Evaluation and Dissemination of a Partnership Model for K12 Outreach

Rachelle Reisberg, Northeastern University

In 2002, Northeastern University, Boston University, Tufts University and Worcester Polytechnic Institute began a collaboration to test a new model for outreach under the Four Schools for Women in Engineering program. In the STEM Team model, K12 science teachers from local school districts partner with university staff, engineering faculty and students, as well as practicing engineers to develop and implement gender inclusive engineering activities for eighth grade science classrooms. This presentation will review final evaluation data from the three year project.

Attracting and Retaining Females in Engineering Technology through Curriculum Reform and Innovative Recruitment Strategies

Elaine L. Craft, Florence-Darlington Technical College and Donald L. McCoy, IBM Corporation

The South Carolina Advance Technological Education Center of Excellence (SC ATE) and IBM representatives will share strategies and best practices for creating environments that invite, welcome, encourage, and celebrate females in technology fields. Results from the most effective efforts will be shared. Ways for effective collaboration between academia and industry to address gender equity in engineering and technology will also be addressed.

10:00 a.m. - 11:00 a.m., Session M1.4: Discussion Group, Frick

But, Engineering IS Cool - Effective Messaging for Pre-college Students

Moderator: Mary Juhas, The Ohio State University

Katie Kizziar and Didey Muniz, The University of Texas at Austin

The April 2005 Final Report for the Extraordinary Women Engineers project confirms what many in the engineering recruitment field struggle with high school girls do not have a good understanding of what engineering is or an interest in engineering careers. For years we have dreamed of a CSI or ER-type mainstream television program to highlight the exciting and important world of engineering. Until the day we manage to break into television production and sweep the Emmys, let's work together to formulate outreach and recruitment messages that speak to the values and interests of pre-college students.

Session M2: Collaboration and Mentoring

11:15 a.m. - 12:15 p.m., Session M2.1: Paper Presentations, Allegheny

STEM Images and Student Mentoring

Moderator: Carolyn Vallas, University of Virginia

Evaluating STEM Department Websites for Diversity

Dr. Cynthia Burack, The Ohio State University; Dr. Suzanne E. Franks, Independent Scholar

Websites are the official face we present to the world and to our stakeholders. Websites convey tacit messages in addition to the overt ones that reflect its designer's intentions. These tacit messages constitute a hidden curriculum that communicates the culture of a department. We will discuss the development of a website evaluation rubric, including some of the common problems with STEM websites and proposed solutions for website redesign and evaluation.

Designing Welcoming and Inclusive STEM Department Websites

Dr. Beth A. Montelone and Dr. Ruth A. Dyer, Kansas State University

The Kansas State University ADVANCE program team recognizes the power of website messages. We have partnered with six of our science and engineering departments over the last two years on a website initiative. These departments agreed to work on improving delivery of welcoming and inclusive messages to students, faculty, and staff via their departmental websites. They participated in a three-step process: workshops; revision of existing websites; evaluation and feedback. We will share information about the three-step process, lessons learned and best practices.

The Longitudinal Effects of a Women's Mentoring Course on the Retention of Women in Engineering

Susan A. Linnemeyer, University of Illinois at Urbana-Champaign

Since 1999, the University of Illinois has offered a course that provides mentoring relationships in a structured environment. First-year women engineering students are matched by discipline with women in their second, third, or fourth years. Upperclasswomen are mentored in turn by graduate and faculty women. Professional and leadership skills are the theme of the course that includes formal and informal activities. Retention of women enrolled in the course from 1999 to 2003 (N = 202) was compared for a matched sample of women who were not enrolled in the course. Results include that women (mentees and mentors) who were enrolled in the course were three times more likely to remain in engineering than women who were not enrolled in the course.

Diversifying the Images of Computing-Related Disciplines: Women Students Take on the Challenge!

Carol Frieze, Carnegie Mellon University

Learn the story of student initiatives, driven by a desire to diversify the images that surround computing-related disciplines and those who work in them. Useful models for those interested in launching outreach programs to encourage increased participation of girls and women will be reviewed.

11:15 a.m. - 12:15 p.m., Session M2.2: Paper Presentations, Phipps

Mentoring in Industry and Academia

Moderator: Dr. Vanessa Rivera, University of Massachusetts

Smart Mentorship - Key to Organizational and Personal Growth

Jin Zhang, IBM Corporation

Mentoring not only promotes personal growth but also enhances organizational capability. However, looking for the right mentor and making the mentorship truly effective can be challenging, especially in a large business organization. This presentation will explore three key areas with three different role plays: 1) As a protégé: how to look for a mentor and drive an effective mentorship; 2) As a mentor: how to coach and help but not take it over; 3) As a manager: how to encourage and facilitate smart mentoring and convert it into organizational capability.

Educating the Educator

Dr. Betsy Willis, Southern Methodist University

The Gender Parity Initiative of the SMU School of Engineering has the goal of reaching 50% female enrollment in SMU's undergraduate engineering population. SMU engineering is taking a unique approach to achieving gender parity by engaging both students and their influencers. One key group of influencers is high school educators, so SMU Engineering developed Educators Day, a 3-hour workshop that provides high school math teachers, science teachers, and guidance counselors with information on engineering. This presentation will discuss workshop content, evaluations, and impact on engineering enrollment.

(Session M2.2 continued on next page)

Monday, June 12 (continued)

11:15 a.m. - 12:15 p.m., Session M2.2: Paper Presentations, Phipps (*continued from previous page*)

Identifying Variables That Predict a STEM Major for Female Students

Gillian M. Nicholls, University of Pittsburgh

This study uses a dataset of over 12,000 incoming college freshmen at two universities to develop a methodology to identify variables that consistently predict interest in majoring in STEM. The methodology analyzes nominal, ordinal, and interval data using basic statistical techniques and gauges the importance of specific variables in predicting a STEM major across racial/ethnic and gender subgroups.

Women Engineering Students Self-Efficacy a Two-Year Longitudinal Multi-Institution Study

Dr. Rose M. Marra, University of Missouri-Columbia; Barbara Bogue, Penn State University

Self-efficacy has been found to be an important factor in the success of women studying engineering. Self-efficacy is belief in one's capabilities to organize and execute the courses of action necessary to manage prospective situations. We will report on a two-year longitudinal study of women engineering student self-efficacy with data collected from five institutions across the United States. We measured self-efficacy via the LAESE survey instrument (longitudinal assessment of engineering self-efficacy).

11:15 a.m. - 12:15 p.m., Session M2.3: Panel, Frick

Current Trends in Climate Assessment in Engineering

Moderator: Nancy Knight, Iowa State University

Panelists: Todd Allen, American Association of Engineering Societies (AAES) Diversity Coalition; Dr. Daryl Chubin, American Association for the Advancement of Science (AAAS) Center for Advancing Engineering and Science Capacity; Kitty Didion, National Academy of Engineering

Assessment and improvement of academic department climate has been shown to be valuable in enhancing recruitment, retention, and advancement of women in engineering. WEPAN's newly updated strategic plan focuses on improving department climate. The panel will review current trends and tools in assessing and improving department climate, with an eye toward informing WEPAN members about climate studies and encouraging their use in engineering departments.

12:30 p.m. - 2:00 p.m., Keynote Luncheon, Grand Ballroom

Innovation for the 21st Century

Nicholas Donofrio, Executive Vice President, Innovation and Technology, IBM Corporation



Session M3: Faculty and Recruiting

2:15 p.m. - 3:15 p.m., Session M3.1: Workshop, Monongahela

FIRST Programs: A Bridge to the Future for Aspiring Female Engineers

Moderator: Glenda LaRue, The Ohio State University

George Burcin, Senior Mentor, FIRST

FIRST (For Inspiration and Recognition of Science and Technology) is a multinational non-profit organization, that aspires to transform culture, making science, math, engineering, and technology as cool for students ages 9-18 as sports are today. The basics of FIRST, the number of ways an individual or group can get involved, and why this program is important for the future of women in engineering will be discussed. Audience will be divided into three groups and will circulate around the room learning more about each FIRST program. At each station attendees will get to see and operate an actual robot built for competition, will receive materials and interact with the women of all ages who are currently involved.

2:15 p.m. - 3:15 p.m., Session M3.2: Panel, Allegheny

From Concept to Action – The Role of WEPAN

Moderator: Kathryn Tobey, Lockheed Martin

Monitor: Susan Linnemeyer, University of Illinois at Urbana-Champaign

Panelists: Cathleen A. Barton, Intel; Beth Holloway, WEPAN President Elect and Purdue University;

Dr. Jolene Jesse, National Science Foundation; Dr. Klod Kokini, Purdue University

(panelist titles may be found on Page 9)

One of the objectives of WEPAN's new strategic direction includes engaging corporate, academic, not-for-profit, and other leaders in an ongoing partnership specifically focused on effecting changes in institutions of higher learning. After a brief overview of the WEPAN strategy, this session will focus on mapping the output of the morning session on corporate collaboration against the WEPAN strategic objectives. The anticipated output of this session is the articulation of the role of WEPAN in the rollout of identifiable initiatives.



2:15 p.m. - 3:15 p.m., Session M3.3: Paper Presentations, Phipps

Academic Advancement

Moderator: Laura Kincaid, Auburn University

Academic Leadership Conference Training and Networking

Dr. Parveen Wahid, University of Central Florida

The Academic Leadership Conference is designed to encourage women faculty to consider leadership positions in academia. It exposes women faculty to the challenges and demands these positions present and provides them with a network of women faculty and leaders for future interactions. This presentation will provide the details of the selection process for the participants and the results of the pre and post 2005 conference surveys. Highlights from the various conference sessions will also be presented.

A Novel Approach to Active Recruiting of Women for STEM Faculty Positions

Dr. Ruth A. Dyer and Dr. Beth A. Montelone, Kansas State University

Recruiting to Expand Applicant Pools (REAP) is a K-State initiative that provides competitive awards for search committees and departments to develop novel recruiting strategies that focus on gender and diversity issues. The K-State Department of Chemical Engineering made use of funds provided by a REAP award to carry out an aggressive faculty recruiting campaign in the 2004-2005 academic year. This presentation will share insights and lessons learned from our experience with these innovative recruiting strategies.

Advancing Women Faculty through Collaborative Research Networks

Dr. Nancy Steffen-Fluhr, New Jersey Institute of Technology

The absence of women faculty in the science and technology classroom creates a negative feedback loop that resists change. Few women want to go to places where few women are. This presentation describes an innovative, exportable, low-cost solution to the conundrum of small numbers that has been proposed by the Murray Center for Women in Technology at the New Jersey Institute of Technology (NJIT) including an assessment strategy that maps networks in research-oriented social space over time providing a dynamic method of measuring institutional climate change.

Prairie View A&M University: Assessing Impacts of STEM Pre-College Enrichment Programs on Double-Minorities

Dr. Felecia Nave and Dr. Sherri Frizell, Prairie View A&M University

Over the past two decades, Prairie View A&M University has sponsored several STEM pre-college enrichment programs to help better prepare minority students for college, provide them with information regarding STEM careers, as well as encourage them to attend college. Six programs have been major contributors to the success of minority students electing to matriculate in STEM related fields. This presentation will assess past and current paradigms used by the six pre-college programs to promote academic success of double minority students majoring in STEM related fields.

2:15 p.m. - 3:15 p.m., Session M3.4: Workshop, Frick

Girl Power 21st Century: A Successful Model for Building and Maintaining Long-Term Community

Moderator: Dr. Lynn Peterson, The University of Texas at Arlington

Janice A. Grackin, Stony Brook University

A collaborative partnership between a public university, local Girl Scout Council, K-12 school district, and corporate partners can effectively increase the participation of women in the information technology workforce. Attendees will generate ideas for specific collaborations within their own communities, and will complete worksheets outlining plans and identifying potential challenges. Participants will leave the session with an outline plan to develop and maintain successful community collaborations at their own institutions.

3:30 p.m. - 5:00 p.m., **Poster Session**, Urban Room, *See page 11 for Poster Session information*

4:30 p.m. - 5:30 p.m., **WEPAN Communications Committee Meeting**, Phipps

5:00 p.m. - 6:00 p.m., **2007 WEPAN Conference Planning Meeting**, Allegheny

5:00 p.m. - 6:00 p.m., WEPAN Presentation, Monongahela

Getting Involved: Overview of WEPAN Volunteer and Leadership Opportunities

Diane Matt, WEPAN

Are you curious about being on a WEPAN Committee, Task Force, or becoming a Board member? WEPAN volunteers are an engaging group dedicated to making a difference. At this session, you'll hear some WEPAN history and learn about the new strategic plan, committee roles, basics of non-profit volunteering, and what it's like to get involved. All conference participants are encouraged to attend!

Monday, June 12 (continued)

7:00 p.m. - 9:00 p.m., **Networking and Awards Dinner**, Grand Ballroom

WEPAN Awards honor key individuals, programs, and corporations for accomplishments that underscore WEPAN's mission. They are presented each year at the annual conference for extraordinary service, significant achievement, model programs, and work environments that support the career success of women engineers. See page 7 for award details.

Tuesday, June 13

7:30 a.m. - 5:00 p.m., Registration, 17th Floor - Registration/Coat Check Room

8:00 a.m. - 9:30 a.m., Plenary Panel, Grand Ballroom

A Regional Approach to Engaging K-12 Students in Engineering

Moderator: Linda Hutchinson, Bristol Community College

Panelists: Dr. Martha Cyr, Worcester Polytechnic Institute; Ms. Migdalia De Leon-Coffin, Academy Middle School Teacher; Mr. Rob Richardson, Intel Corporation; Dr. Yvonne Spicer, National Center for Technological Literacy K-12, Boston Museum of Science

This panel describes the interactions among multiple constituencies in Massachusetts who have built bridges between higher education, industry, K-12 and government to address and support engineering educational reform at the K-12 level. The desired outcome is for more children to become interested in engineering, science and technology and to adequately prepare them for pursuing academic degrees in higher education and professional careers in a 21st century technological work force. Included in the discussion will be a description of the process that led to the successful incorporation of engineering in the educational standards for the entire state of Massachusetts.

Session T1: Climate, Retention, and the Media

10:00 a.m. - 11:00 a.m., Session T1.1: Paper Presentations, Monongahela

Climate, Relationship Building and the Media

Moderator: Cathy Pieronek, Notre Dame University

Improving Skills and Attitudes in Minority Females Training for Engineering and Technology Careers

Dr. Pete Hylton, Indiana University Purdue University at Indianapolis

Minority females continue to be significantly under-represented in collegiate Engineering and Technology programs. A number of universities and secondary school systems are addressing this diversity issue by working closely with interested students during the middle school and high school years. This presentation includes quantitative and qualitative results documenting the improvement in skills and attitudes as a result of a month-long summer enrichment program. A discussion of the general approach for course development and specific examples of topics that worked best with this student group will be discussed. Plans for further research and curriculum modifications will also be included.

Building the Bridge for Effective Cross-Site Relationships

Rajni M. Satpute, IBM Corporation

For an organization which has worldwide presence spanning different regions, working across geographically separated teams is a challenge in itself. While the advantages of this kind of a working relationship are numerous, it is imperative that a healthy relationship be established for effective functionality. This presentation will highlight the findings of a cross-site workgroup and contains best practices for effective cross-site teaming.

Climate Studies and Associated Best Practices to Improve Climate Issues in the Workplace

Rekha Nair, IBM Corporation

One of the most important management challenges facing organizations today is the search for creative, flexible work environments that promote job satisfaction and innovation. In an era of fiscal restraint, downsizing, outsourcing and demands for increased productivity, it is imperative to have a diverse workforce that is flexible, creative and adept at handling change. Research at IBM has shown the increasing importance of workplace climate on employee job satisfaction, creativity, motivation and retention. Best practices will be shared in this presentation.

Assessing Media Influences on Middle School-Aged Children's Perceptions of Women in Science and Engineering Using the Draw-A-Scientist Test (DAST)

Dr. Jocelyn Steinke, Western Michigan University

Gender stereotypes in the mass media perpetuate traditional views of women that may influence children's perceptions of the role of women in science, engineering, and technology (SET). This study used a randomized posttest only control group design to determine the efficacy of media literacy training on middle school-aged children's perceptions of scientists. The implications of the findings will be discussed as related to future research on the potential influence of media models on middle school-aged children's perceptions of scientists and the use of media literacy training as an intervention for changing perceptions of gender and science.

10:00 a.m. - 11:00 a.m., Session T1.2: Panel, Allegheny

Introducing Girls to the Wonder and Promise of Technical Careers

Moderator: Dr. Donna Reese, Mississippi State University

Panelists from IBM Corporation: Suchita Dadhich, Lisa Gable, Grace Suh and Jennifer Topp

At a time when opportunities in IT are great, women are retreating from science and technology fields in alarming numbers. Studies show that many girls begin steering away from math and science as early as middle school, making academic decisions that carry life-long consequences. Without the necessary math and science background, their chances for success in pursuing an engineering or technical degree are limited, along with the fulfilling careers that these fields offer. Learn how IBM is making math and science more enticing and fun for young women through its WIT K-12 outreach programs and how communities worldwide have benefited.

10:00 a.m. - 11:00 a.m., Session T1.3: Panel, Phipps

What I Wish I Knew Then That I Know Now—Early Career Women Engineers in Industry Share their 20/20 Hindsight

Moderator: Linda Betz, IBM Corporation

Monitor: Dr. Paige Smith, University of Maryland

Panelists: Carlie Bower, IBM Corporation; Maria Caporicci, Raytheon; Pam Daum, Lockheed Martin; Rebecca Rieland, DuPont; Katherine Rivera, BP (panelist titles may be found on Page 9)

What insights would early career women engineers with less than five years' work experience give themselves if they could go back in time? What were some of the best decisions they made to help them be successful in the working world? With 20/20 hindsight, this panel will explore the actions these women would take if they could go back and make best use of their experiences.



10:00 a.m. - 11:00 a.m., Session T1.4: Discussion Group, Frick

Dump the Slump: Retaining Engineering Women into the 3rd Year

Moderator: Rachelle Reisberg, Northeastern University

Tricia Berry and Ana Dison, The University of Texas at Austin

The Sophomore Slump impacts a wide variety of individuals and entities including students, musical artists, restaurants, business people, and television shows. Lemons and Richmond (1987) define the Sophomore Slump in the academic world as a period of developmental confusion and hypothesize that sophomore slump results from student's struggles with achieving competence, desiring autonomy, establishing identity, and developing purpose. This discussion group will address the following questions: 1) what is the Sophomore Slump; 2) what are the unique academic and developmental issues sophomores face; 3) how do these issues impact the retention of sophomores into their third year; and 4) how can Women in Engineering programs and offices support these students and improve the retention of sophomore women into their third year of engineering and through to graduation. Participants will have the opportunity to share their own experiences and best practices.

Session T2: Retention, Evaluation, and WIE Programs

11:15 a.m. - 12:15 p.m., Session T2.1: Paper Presentations, Monongahela

Retention and Evaluation

Moderator: Phyllis Brady, University of California at Santa Barbara

Retention of Women Engineering Technology Students at Rochester Institute of Technology

Maureen Valentine, Rochester Institute of Technology

This is the final report of a three-year low-cost project to improve retention through the implementation of academic support activities for female students across eight engineering technology programs at Rochester Institute of Technology (RIT). Retention improved approximately 18% each year over the last two years.

(Session T2.1 continued on next page)

Tuesday, June 13 (continued)

11:15 a.m. - 12:15 p.m., Session T2.1: Paper Presentations, Monongahela (continued from previous page)

Teachers (6-12) / Faculty Partnerships to Improve Science Education

Dr. Beth A. Montelone, Kansas State University

In 2005 the Girls Researching Our World (GROW) Project at Kansas State University expanded to include a graduate course for in-service teachers to provide an extensive partnership with university faculty members to develop modules on current scientific research for delivery at the workshop and in 6-12 classrooms. Teachers came to campus for three weeks in the summer overlapping the GROW Summer Workshop. During this time the activities were practiced, delivered, and refined. The course closed with participating teachers presenting their activities to one another. Particular attention is paid to how the modules address science standards. Our early results provide some insight into the issues involved with integrating on-going science/engineering research with standards-based 6-12 science instruction.

Evaluation of a Program to Encourage Underrepresented Minority and Women Students to Become Interested in Research and to Attain Graduate Degrees

Dr. Mary R. Anderson-Rowland, Arizona State University

In the fall of 2002, the Collaborative Interdisciplinary Research Community (CIRC) program began to graduate more U.S. citizens and permanent residents in engineering and computer science and encouraged these students to continue on to Graduate School. An emphasis of the program is on underrepresented minority and women student to increase the low national representation of women and of minority students in engineering graduate programs. The evolution of the program over four years will be described.

Increasing Retention of Community College Women Transferring into STEM at the University of Arizona

Kathy Powell, University of Arizona

Project Futurebound is a demonstration program at the University of Arizona to increase the enrollment, retention, and graduation of women in tracks leading to B.S. and graduate degrees in STEM fields. The Futurebound program works by building a sense of community within the cohort of transfer students, developing students self-identity as scientists and engineers, and connecting students to the larger university community. Effective strategies to enroll and retain more women in STEM fields will be shared.

11:15 a.m. - 12:15 p.m., Session T2.2: Workshop, Allegheny

National Girls Collaborative Project: Successful Partnerships for Change

Moderator: Dr. Margaret Bailey, Rochester Institute of Technology

Karen Peterson, National Girls Collaborative Project CEO; Patricia MacGowan, Washington MESA

Learn innovative ways to bring organizations together to collaborate in person and virtually using cutting-edge technology to increase participation of women in non-traditional careers. Successful partnerships have been established through the Northwest Girls Collaborative, an NSF project. This collaboration model is being replicated in the United States as the National Girls Collaborative. The objective of this session is to educate session participants on strategies and tools to promote effective collaboration among organizations in an effort to increase the number of women in STEM fields.

11:15 a.m. - 12:15 p.m., Session T2.3: Discussion Group, Phipps

Facilitating Success for Women in STEM through Living-Learning Programs: Results from the National Study of Living-Learning Programs

Moderator: Betty Preece, Science Education Consultant

Dawn Johnson and Matthew Soldner, University of Maryland

This session will discuss research on how living-learning programs, or co-curricular academic programs based in college residence halls, can facilitate the success of women in STEM majors on outcome measures such as academic achievement, retention, sense of belonging, and perceptions of the climate. The session will include results of a study of 1,679 women attending 28 universities including over 50 WISE and co-educational STEM living-learning programs. Audience members will be asked to share their campus assessment efforts; the presenters will introduce results from the National Study of Living-Learning Programs, sponsored by NSF, and invite participants to join the 2006-2007 study.

11:15 a.m. - 12:15 p.m., Session T2.4: Panel, Frick

Plain Talk: Exploring the Dynamics of Corporate—WIE Program Interactions

Moderator: Dr. Sherry Woods, The University of Texas at Austin

Monitor: Dr. Brenda Hart, University of Louisville

Panelists: Tricia Berry, The University of Texas at Austin, Glenda La Rue, The Ohio State University, Rob Richardson, Intel Corporation
Corporate interactions with university-based Women in Engineering (WIE) Programs vary from campus to campus. On



some campuses, corporate recruiters interface directly with WIE staff to promote their company and to identify potential hires. On others, corporate personnel in charge of university relations interact with WIE staff to address issues related to diversity. And on many campuses, engineering alumni representing their companies are charged with both roles: recruiter and diversity champion. This session has two objectives: (1) to provide corporate representatives with background information about WIE programs across the US; and (2) to identify strategies for developing "Win/Win" relationships between corporations and WIE programs. The session will include a brief presentation followed by a panel discussion.

12:30 p.m. - 2:00 p.m., Keynote Luncheon, Grand Ballroom

Partnering Across Sectors – Close Encounters of a Flexible Kind

Dr. Priscilla P. Nelson, Provost and Senior Vice President for Academic Affairs, New Jersey Institute of Technology

Session T3: Networking, Transformation and Stress Reduction

2:15 p.m. - 3:15 p.m., Session T3.1: Paper Presentations, Monongahela

Program Development, Networking and Retention

Moderator: Margaret Anderson, Rochester Institute of Technology

Establishing a Women in Engineering Program at an Urban University

Dr. Julie Martin Trenor, University of Houston

This presentation discusses how a newly-established women in engineering program called WELCOME (Women in Engineering Program for Maximizing Excellence) has influenced the engineering student body at the University of Houston. A large number of students are first-generation college students and many are the first generation in their family born in the United States. Nearly all (94%) UH students commute to campus from the metro-Houston area, and a large number of students transfer to the university from community or junior colleges. The results from the Longitudinal Assessment of Engineering Self-Efficacy created by the Assessing Women in Engineering Project, which was administered to a sample of female engineering students at UH, will also be shared.

Building a Vibrant Women's Network at Work: The Benefits, Challenges, and Best Practices

Skyla Loomis, IBM Corporation

An organized women's network that delivers relevant programming, offers mentoring opportunities, promotes successful women as role models, and connects women through networking opportunities is a powerful organizational tool. Sometimes it can be difficult just for women to find each other in a technical workplace where they are typically underrepresented. This session explores a case study of the development, challenges, and successes of the San Jose Women's Interest Network started at the IBM Silicon Valley Lab in late 2004. Best practices for developing your own vibrant and successful women's network at work will be discussed.

Progress toward a Canadian Centre for Women in SETT (Science, Engineering, Trades and Technology)

Carolyn J. Emerson, Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT)

The CCWESTT has embarked on a multi-year initiative to build bridges between organizations in Canada and strengthen its influence in government, industry, professional associations and post-secondary institutions, to increase women's participation and leadership in these fields. The Women in SETT (Science, Engineering, Trades and Technology) Initiative has the goal of bringing a strong unified voice to institutional policy assessment and development through the establishment of a fully resourced national center. Learn about the background of the Women in SETT initiative, comparisons with national initiatives in the US and elsewhere, the business case, proposed model, and next steps.

Retention Rates and Differences between Leavers and Stayers

Elizabeth Litzler, University of Washington

As part of a NSF grant, the University of Washington revised its longitudinal study of female students in STEM. A primary revision in the study design included the development of measures to compare the retention rates of women who participate in the Women in Science and Engineering (WISE) program with those who do not. This presentation reviews new findings about STEM leavers and stayers.

2:15 p.m. - 3:15 p.m., Session T3.2: Guest Speaker, Allegheny

The Good, the Bad, and the Ugly....25 Years as a Woman in Engineering in Corporate America

Monitor: Bonnie Wilson, Auburn University

Jane Rudolph, Vice President of Homeland Security, Lockheed Martin

Twenty five years ago women were graduating with engineering degrees in record numbers. The concept of women in the engineering workforce was moving from trail blazing to mainstream. Reflecting on my experiences I will explore what has gone well, what could have gone better and what needs to change. I will discuss the impact my educational experience had on my success and areas needed to better prepare women for success in engineering in the 21st century.



Tuesday, June 13 (continued)

2:15 p.m. - 3:15 p.m., Session T3.3: Panel, Phipps

Dissipating Stresses by Design: How Women in Science and Engineering Programs Interact with Multiple Engineering Student Organizations

Moderator: Dr. Betsy Willis, Southern Methodist University

Panelists: *Tricia Berry, The University of Texas at Austin; Sara Hernandez, Cornell University; Dr. Paige Smith, University of Maryland; Dr. Bevlee Watford, National Science Foundation and Virginia Tech*

Women in Science and Engineering (WISE) Programs have a long history of working in parallel with Society of Women Engineering student sections. With the expansion of engineering sororities and other female-focused science and engineering organizations, WISE administrators become the bridge between all such entities on a college campus. By sharing individual experiences and practices of multiple organization interaction with WISE programs, participants will gain insight into lessons learned and ideas to increase collaborations and improve communications. Resources will be shared along with information on the various engineering sororities and other female-focused science and engineering organizations active at the panelists' institutions.

2:15 p.m. - 3:15 p.m., Session T3.4: Discussion Group, Frick

Institutional Transformation: Developing Inter-organizational Partnerships to Increase Diversity and Build Community

Moderator: Lisa Norwood, University of Rochester

Panelists from Rensselaer Polytechnic Institute: *Dr. Luciano Castillo, Dr. Kenneth Durgans, Karen R. Ferrer-Muñiz, Barbara Ruel and Tom Tarantelli*

This session will share a model of institutional transformation and engage colleagues in a discussion of what transformational efforts they may have initiated or might initiate at their own institutions that support diversity efforts and build partnerships and community amongst campus constituents.

3:30 p.m. - 4:30 p.m., Closing Plenary, Grand Ballroom

The Path Forward: Title IX as a Change Strategy for Science and Engineering

Dr. Debra Rolison, Head, Advanced Electrochemical Materials, Naval Research Laboratory

The July 2004 release of the General Accountability Office report on Women's Participation in the Sciences reminded federal funding agencies and the scientific community that Title IX is the LAW, one that prohibits discrimination on the basis of sex in any educational activity receiving federal funds. The funding agencies must now begin proactive—not reactive—Title IX compliance reviews of the institutions they support to do scientific research. The internal and external assessments that accompany these reviews provide the impetus and the information necessary to create academic environments that women are willing to join as faculty and not just as talented and productive students. Title IX assessments of research universities and national laboratories can serve as a means to a critical national goal: a truly inclusive scientific enterprise.

Closing Remarks

- *Dr. Beverly Karplus Hartline, Dean, College of Mathematics, Natural Science and Technology, Delaware State University*
- *Beth Holloway, WEPAN President-Elect and Women in Engineering Program Director, Purdue University*

In response to Dr. Rolison's Closing Plenary, Dr. Hartline will discuss how WEPAN members might be prepared for Title IX audits in science, technology, engineering and mathematics departments. She will comment on how departments might respond to national policy developments as well as possible outcomes or benefits for women in engineering.

Wednesday, June 14

9:00 a.m. - 3:00 p.m., **Post Conference Tour**, Frank Lloyd Wright's Fallingwater

Pre-registration required. Tour participants meet in the hotel lobby at 8:45 a.m. for prompt departure at 9:00 a.m.


Fallingwater is recognized as one of Frank Lloyd Wright's most acclaimed works, and in a 1991 poll of members of the American Institute of Architects, it was voted "the best all-time work of American architecture." Photographs of Fallingwater courtesy of the Western Pennsylvania Conservancy. Fallingwater is located in Mill Run, Pennsylvania, 724-329-8501.





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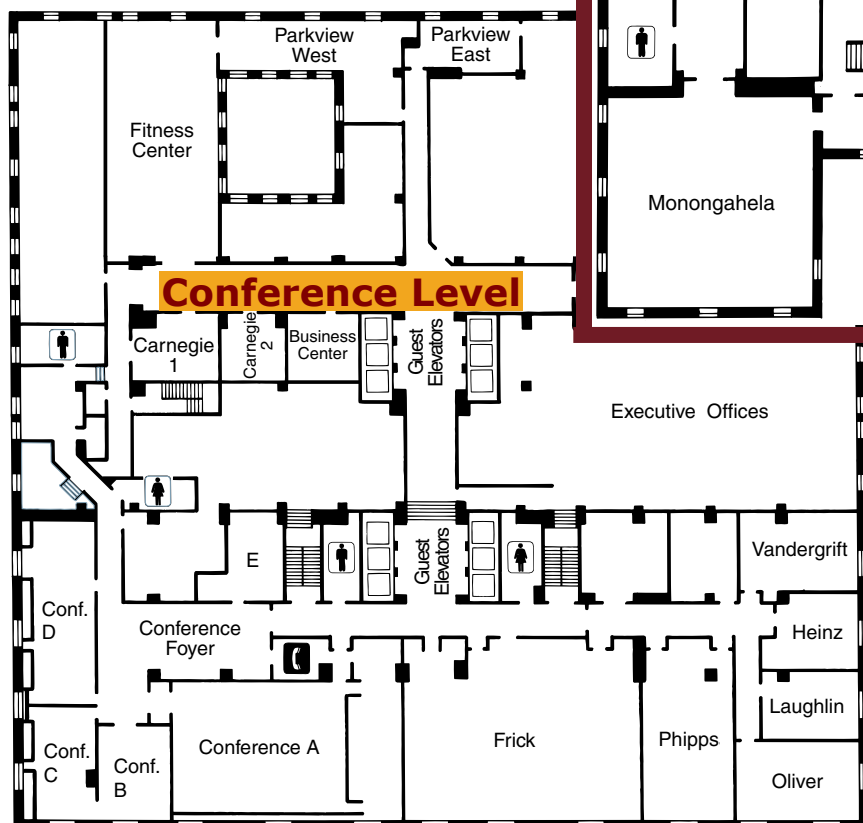
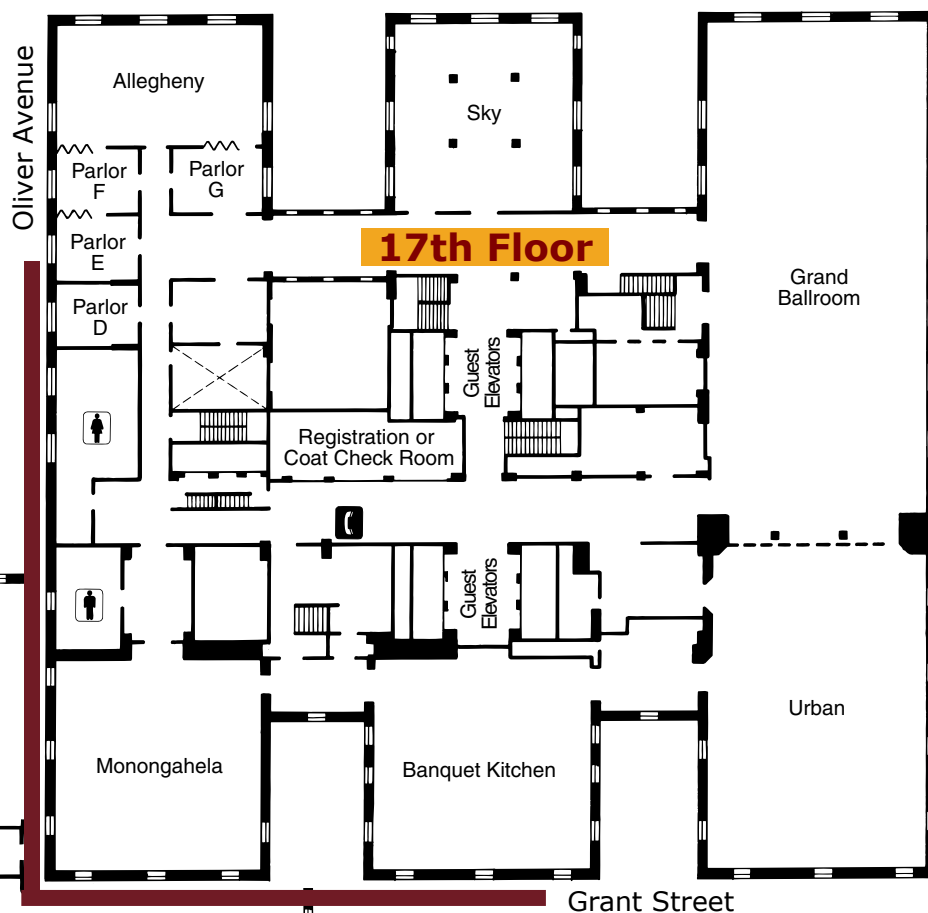
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Get involved! Join in the fun!

**ATTEND THE 2007 CONFERENCE PLANNING COMMITTEE MEETING
MONDAY, JUNE 12 FROM 5-6 P.M. IN THE ALLEGHENY ROOM**

CO-CHAIRS

**LINDA HUTCHISON (LHUTCHIS@BRISTOL.MASS.EDU)
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