

# Welcome

## WEPAN 2007 National Conference

### June 10-13, 2007

Disney's Coronado Springs Resort

## 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](http://www.wepan.org) to read more on WEPAN's strategic plan.

## Conference Sponsors

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# President's Welcome

Welcome to the 2007 WEPAN National Conference – Imagining the Future of Engineering in sunny Orlando, Florida! Whether this is your first WEPAN conference, or your tenth, there is something at the WEPAN conference for everyone. The hard working and dedicated 2007 Conference Committee has planned a conference for you that highlights what WEPAN is all about.



- **Networking:** The WEPAN organization brings you into contact with others in academia, industry, government, and non-profits who share a common interest in the success of women in engineering. This conference is a great venue to network, expand your circle, find collaborators and partners, and share information. Be sure to attend the Newcomer's Welcome, the Opening Reception, the Epcot Networking Reception and Fireworks, and the lunches to take full advantage of the networking opportunities.
- **Resource:** WEPAN is a leading resource for information about women in engineering – research, best practices, and a connection to the national landscape on this issue. The WEPAN conference offers you direct access to the latest thinking about effective strategies for women in engineering and research on the issues via the concurrent sessions and the poster session.
- **Advocate and Catalyst for Change:** Part of WEPAN's mission is to be an advocate and catalyst for change that enables the success of all women in engineering. The corporate track at this year's conference will bring together our corporate members, senior academic leaders and the women in engineering audience to engage in discussions and create an action plan to further WEPAN's mission.

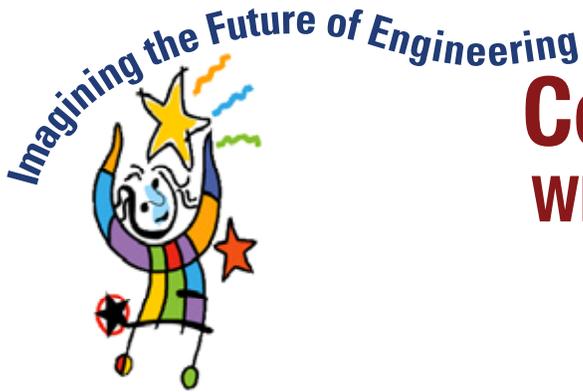
The WEPAN National Conference is also the perfect opportunity for you to get involved in the work of WEPAN, and grow your own skills in the process. I encourage you to go to a committee meeting that interests you on Sunday afternoon, and to attend the "Getting Involved" session on Monday afternoon which will present the myriad ways to contribute to the work of WEPAN.

I hope that you all will be able to enjoy some of the adventures that Orlando has to offer in addition to your time at the conference. Many thanks to the 2007 National Conference Committee for their hard work!

Enjoy the conference!

A handwritten signature in black ink that reads "Beth M. Holloway". The signature is written in a cursive, flowing style.

Beth Holloway  
WEPAN President



# Conference Committee

## WEPAN 2007 National Conference

June 10-13, 2007

Fiesta 6, Disney's Coronado Springs Resort

## 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.

## Committee Chairs and Members

### Conference Chair

Linda Hutchison (lhutchis@bristol.mass.edu)

### Program Committee

Betsy Homsher (bhomsher@kettering.edu)

Jin Zhang (jinz@us.ibm.com)

### Abstracts & Proceedings

Mary Anderson-Rowland (mary.anderson@asu.edu)

### Evaluation

Rajni Satpute (rsatpute@in.ibm.com)

### Tours & Local Events

Betty Preece (bpreece@fit.edu)

### Poster Session

Lisa Norwood (lnrw@seas.rochester.edu)

### Registration Committee

Cathy Deno (cdeno@wepan.org)

### Logistics

Whitney Edmister (wedmiste@vt.edu)

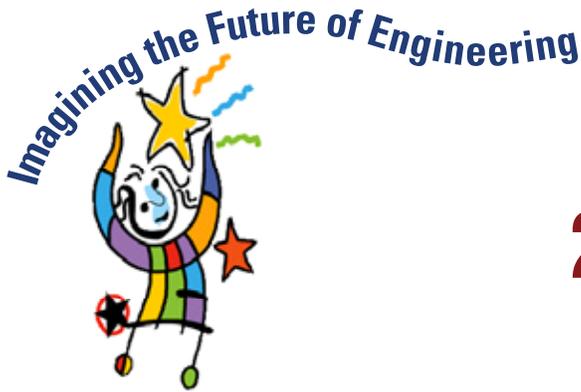
### Newcomers

Sandy Freudenberg (sjfreud@us.ibm.com)

Glenda LaRue (la-rue.10@osu.edu)

### Awards

Stephanie Blaisdell (sblaisdell@midsouth.rr.com)



# 2007 WEPAN BOARD

**Beth Holloway**  
**President**

Director, Women in Engineering Program, Purdue University

**Kimberly Douglas, Ph.D.**  
**President-Elect**

Director, Women in Engineering & Science Program  
Kansas State University

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**Martha Cyr, Ph.D.**  
**Director of Professional Enhancement**

Director K-12 Outreach  
Worcester Polytechnic Institute

**Letha Hammon**  
**Industry Member at Large**

Manager, Field Engineering Program  
DuPont Company

**Sheila Edwards Lange, P.h.D.**  
**WEPAN Communications Advisory Committee Liaison**

Interim VP Minority Affairs  
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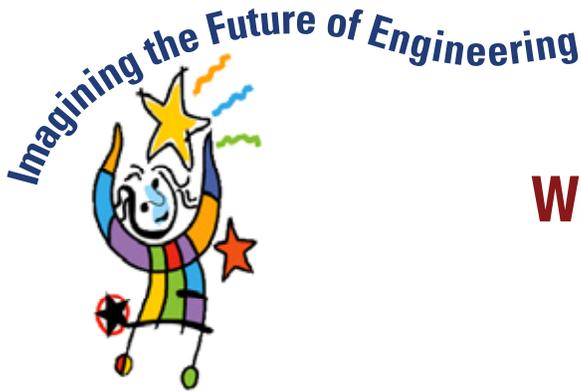
Executive Director, WEPAN

**Michael Merritt, Ph.D.**  
**Ex-Officio**

Director, Network Design and Analysis Research Department, AT&T Labs

**Karen Zunkel, Ph.D.**  
**Director of Membership**

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



# Keynote Speakers

## WEPAN 2007 National Conference

### June 10-13, 2007

#### Fiesta 6, Disney's Coronado Springs Resort

Monday, June 11, 2007, 8:30 a.m. - 9:30 a.m., Disney's Coronado Springs Resort, Fiesta 6

**Keynote Speaker:** Leah Jamieson, Ph.D., John A. Edwardson Dean of Engineering, Purdue University

#### ***Changing the Face of Engineering: Emerging Opportunities***



Leah Jamieson is a world class leader who is widely recognized for her academic and teaching excellence as well as her innovative commitment to the success of women in science and engineering. In many leadership roles, she establishes creative, ongoing programs that support the success of all students, including women and others from underrepresented groups.

Jamieson is co-founder and past director of the engineering projects in Community Service (EPICS) program (<http://epics.ecn.purdue.edu> and <http://epicsnational.ecn.purdue.edu>). EPICS is an engineering design program that operates in a service-learning context in which teams of undergraduates earn academic credit for multi-year, multidisciplinary projects that solve engineering- and technology-based problems for community service and education

organizations. EPICS co-founders Leah H. Jamieson and Edward J. Coyle and Co-director William C. Oakes were awarded several distinguished prizes for this program. She was one of the first seven recipients of the NSF Director's Award for Distinguished Teaching Scholars (2001), was inducted into Purdue's Book of Great Teachers (2003), and was named 2002 Indiana Professor of the Year by the Carnegie Foundation and the Council for the Advancement and Support of Education.

Jamieson is a past co-chair (1996-99) of the Computing Research Association's Committee on the Status of Women in Computing Research (CRA-W). She served on the 1997 Presidential Task Force on Women's Issues at Purdue and as co-convener of the Committee on the Status of Women at Purdue (1999-2000). She is founding chair of the Women Faculty in Engineering Committee at Purdue. In 1997-98, she was facilitator/moderator for a series of workshops for science and engineering faculty on gender equity and classroom climate, funded by the Alfred P. Sloan Foundation and conducted by Purdue's Women in Engineering Programs, Women in Science Programs, and Division of Theatre. The series led to the publication of a videotape and resource guide for faculty classroom climate workshops on gender equity. Jamieson was one of 15 women in the inaugural class of Women Pioneers of Purdue University (2006) and has been awarded Purdue's Helen B. Schleman Gold Medalion for efforts on behalf of women students and the Violet B. Haas Award from Purdue's Council on the Status of Women. She gave a keynote address at the 2002 Grace Hopper Celebration of Women in Computing and was one of 18 women profiles in the Careers Booklet Women in Computer Science published in 1996 by CRA's Committee on the Status of Women in Computing Research.

**Monday, 12:15 p.m. - 2:00 p.m., Keynote/Lunch, Fiesta 6**

**Keynote Speaker:** Jocelyn E. Scott, Managing Director, DuPont Facilities & Capital Asset Productivity

***It's a Small World After All: the Challenges of Engineering Today***

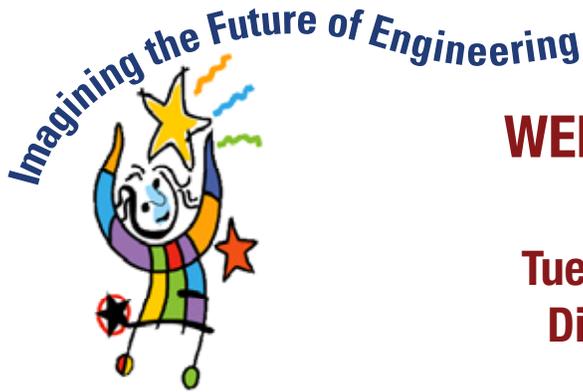


Jocelyn E. Scott, Managing Director - DuPont Facilities and Capital Asset Productivity, grew up in Harvey, Illinois, before attending Stanford University, where she earned a B.S. in Chemical Engineering. Jocelyn then pursued graduate studies in chemical engineering at the Massachusetts Institute of Technology, where she received a Master's Degree in Chemical Engineering Practice and the Degree of Chemical Engineer.

Since joining DuPont in 1984, Jocelyn has contributed to engineering, operations, and R&D in numerous company businesses, including an assignment as Executive Assistant to the DuPont Chairman & CEO. In addition, she has served as Manager of the Field Engineering Program, and Planning Manager for DuPont Engineering. In her assignment as Business Engineering Manager for DuPont Teijin Films™, she took on leadership responsibility for the project engineering process and capital management for the assets in the joint venture.

In her current assignment as Managing Director, she is responsible for providing strategic direction to DuPont Facilities and Real Estate globally. In addition, she leads the global project execution process for DuPont, which includes managing project engineering and construction groups in North America, Asia, Western Europe, Mexico and South America.





## **WEPAN 2007 Awards Presented at the Networking & Awards Luncheon Tuesday, June 12, 2007, 12:15 p.m. - 2:00 p.m. Disney's Coronado Springs Resort, Fiesta 6**

WEPAN Awards honor key individuals, programs, and corporations for accomplishments that underscore WEPAN's mission. They are presented 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.

### **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.

### **WOMEN IN ENGINEERING INITIATIVE AWARD**

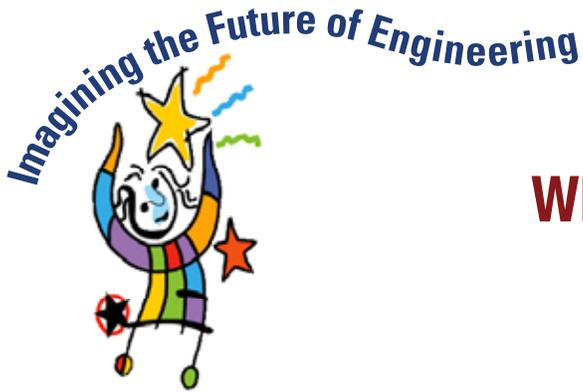
The Women in Engineering Initiative Award recognizes a new program or an existing program or project that serves as a model for other institutions. Institutions are limited to one award in a three-year period.

## **2007 WEPAN Awards Committee**

**Co-Chairs:** Stephanie Blaisdell, Glenda La Rue

**Board Liaison:** Stephanie Adams

**Committee Members:** Jan Rinehart, Patricia Campbell, Sheryl Sorby, Sherry Woods, Peggy Layne, Richard Gallagher, Barbara Waugh, Serita Acker, Barbara Clark, Whitney Edmister, DiOnetta Jones



# Plenary Session

## WEPAN 2007 National Conference

### June 10-13, 2007

#### Fiesta 6, Disney's Coronado Springs Resort

Tuesday, June 12, 2007, 8:30 a.m. - 9:30 a.m.

#### ***The Welcoming University: How to Make Institutional Change***

Discussion Facilitator:

Daryl E. Chubin, Ph.D., Director, Center for the Advancing Science & Engineering Capacity, AAAS

Panelists:

Jan Cuny, Ph.D., Professor, Computer & Information Science, University of Oregon;

Sheila Edwards Lange, Ph.D., Interim VP Minority Affairs, University of Washington;

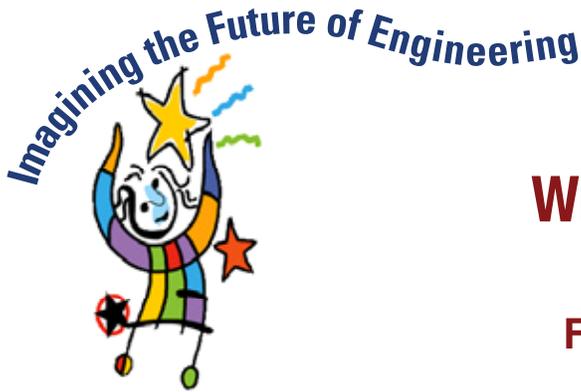
Laurel Haak, Ph.D., Science Director, Discovery Logic;

Karan Watson, Ph.D., Dean of Faculties & Associate Provost, Texas A&M University

This session encompasses the range of activities pursued under the rubric of “diversity,” with an emphasis on women within the academy. Its goal is to offer perspectives on how change is made on campus that explicitly values contributions of all, i.e., overcoming barriers to participation and advancement of women and persons of color. Panel members will profile their institutions and their personal experiences, given their current role, to change the climate, policies, programs, and practices for students, faculty, and administrators. This is long-term work in “targeted,” or otherwise stigmatized groups: how is it done, how can common pitfalls be avoided, how may “organizational intelligence” be better shared and adapted to local circumstances.

#### **Corporate Track Sessions**

First introduced in 2006, WEPAN's Corporate Track Sessions are intended to explore the potential for collaboration between the corporate sector, academia, and WEPAN, for the purpose of enhancing the success of women in engineering. At the 2007 WEPAN Annual Conference, the Corporate Track sessions will continue the dialogue among WEPAN's corporate members, senior academic leaders, and women in engineering audience about mutual interests and best and promising initiatives to promote gender equity in engineering. Please see page 9 for more details.



# Corporate Track

## WEPAN 2007 National Conference

### June 10-13, 2007

#### Fiesta 9-10, Disney's Coronado Springs Resort

Engaging Deans and Department Chairs in taking action to improve the recruitment and retention of women in engineering is a key part of WEPAN's strategy. Together with corporate sector supporters and Engineering Deans, we will explore the challenges and successes of diversifying engineering in the corporate sector and academic settings to: enhance understanding; consider potentially transferable practices; and identify opportunities for collaborative follow-up efforts. All conference attendees interested in participating in these sessions are invited to attend.

**Monday, June 11, 2007, 9:45 a.m. - 10:45 a.m., Fiesta 9-10**

***Advancing Diversity in Engineering in Higher Education—The 30,000 Foot Perspective***

Dean View: Paul Percy, Ph.D. Dean of Engineering, University of Wisconsin—Madison; Corporate View: Cathleen Barton, U.S. Education Manager, Intel; WEPAN View: Beth Holloway, Director, Women in Engineering, Purdue University, WEPAN President

**Monday, June 11, 2007, 11 a.m. - 12 p.m., Fiesta 9-10**

***Improving Diversity in Academia from the Dean's Perspective***

Discussion Facilitator:

Mary Juhas, Ph.D., Senior Assistant Dean, Diversity, Outreach & Communications, The Ohio State University

Panelists:

Jeremy Haefner, Ph.D., Dean of Engineering, University of Colorado—Colorado Springs; Leah Jamieson, Ph.D., Dean of Engineering, Purdue University; Jim Johnson, Ph.D., Dean of Engineering, Howard University

**Monday, June 11, 2007, 2:15 p.m. - 3:15 p.m., Fiesta 9-10**

***Corporate Approaches to Diversity—What's Transferable?***

Discussion Facilitator:

Linda Betz, Director, IT Policy and Information Security, IBM

Panelists:

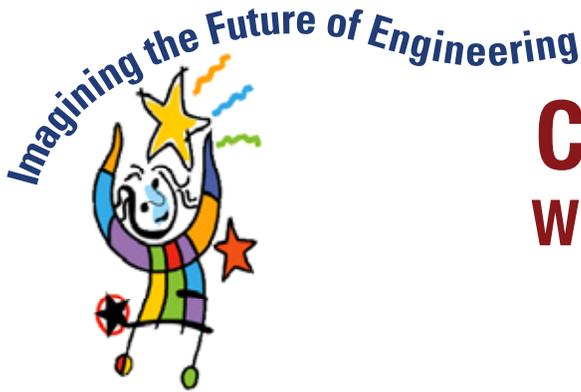
Cathleen Barton, Intel, U.S. Education Manager; Beverly Leclerc, Raytheon; Johanna M. Anton, DuPont, DuPont Engineering Technology (DuET)

**Monday, June 11, 2007, 3:30 p.m. - 4:30 p.m., Fiesta 9-10**

***Moving from Ideas to Actions—What Can We DO?***

Discussion Facilitator:

Kimberly Douglas, Ph.D., Kansas State University



# Conference Highlights

## WEPAN 2007 National Conference

### June 10-13, 2007

Disney's Coronado Springs Resort, Florida

#### **Conference Opening Reception—*Beginning to Imagine the Future of Engineering***

Sunday, June 10, 5:30 p.m. - 7 p.m.,

Disney's Coronado Springs Resort Ballroom, Coronado D-G

Come join us for hors d'oeuvres and a cash bar as we kick off the 2007 National Conference. Meet and greet before heading out for dinner with new and old friends.

#### **Friends, Food, and Fireworks—It's got to be fun! An evening of networking at Epcot**

Monday, June 11, 7:00 p.m. - 9:30 p.m.,

Epcot's Italy Isola/West Wing—Buses depart from Porte Cochere (off the Coronado Ballroom Foyer) at 7 p.m. and return beginning at 9:30 p.m.

Imagination and cultural diversity are alive and celebrated at Epcot, which sets a welcome stage for our conversations and the sharing of resources and ideas as we imagine the future for women in engineering. A buffet dinner and cash bar will be provided followed by chocolate fondue and Epcot's infamous Illuminations fireworks display.

#### **Keynote Presentations**

Monday, June 11, 2007, 8:30 a.m. - 9:30 a.m.

Disney's Coronado Springs Resort, Fiesta 6

Leah Jamieson, Ph.D., John A. Edwardson Dean of Engineering, Purdue University

***Changing the Face of Engineering: Emerging Opportunities***

Monday, June 11, 2007, 12:15 p.m. - 2:00 p.m.

Disney's Coronado Springs Resort, Fiesta 6

Jocelyn E. Scott, Managing Director, DuPont Facilities & Capital Asset Productivity

***It's a Small World After All: The Challenges of Engineering Today***

#### **Plenary Session**

Tuesday, June 12, 2007, 8:30 a.m. - 9:30 a.m.

Disney's Coronado Springs Resort, Fiesta 6

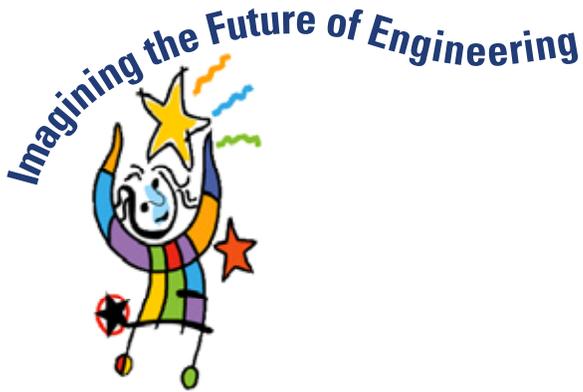
Facilitated Panel: ***The Welcoming University: How to Make Institutional Change***

#### **Awards Luncheon**

Tuesday, June 12, 2007, 12:15 p.m. - 2:00 p.m.

Disney's Coronado Springs Resort, Fiesta 6

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.



# Poster Session

**Poster Session**, 3.30 p.m. - 5.00 p.m., Monday, June 11, Coronado B, C

**Achievement through Progressive Mentoring**

Pauline Acevedo, IBM

**How SWE Can Work with You for Success**

Betty Preece, Society of Women Engineers

**National Girls Collaborative Outreach Program**

Jennifer McDaniel, AAUW and Karen Peterson, National Girls Collaborative Project

**Pilot Summer Camp for Deaf and Hard of Hearing Students**

Debbie Taylor, University of Michigan

**The Future of Engineering Begins with Helping One Student**

Kimberly Naucodie, Merck & Co.

**The Development Institute for Emerging Leaders**

Shelia Richburg, Career Communications Group, Inc.

**Understanding the Other Side: Best Practices for Development and Test Collaboration**

Danielle Locke and Leann Vaterlaus, IBM

**Women in Technology: An Initiative to Reach Females in Rural Wisconsin**

Loretta Krenitsky, Milwaukee School of Engineering

**Women in Engineering & Science Program: Kansas State University**

Kimberly Douglas, Ph.D., Kansas State University

**WE@RIT: Rochester Institute of Technology**

Margaret Anderson and Julie Olney, Rochester Institute of Technology

**YOU@ NJIT: The Impact of Overnight Campus Visits on Recruitment of Women Students**

Talina Knox, Murray Center for Women in Technology, New Jersey Institute of Technology

Imagining the Future of Engineering



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Intel is a proud sponsor of the **WEPAN** conference and applauds your contributions to **Science and Engineering**. Thank you for your leadership as a role model for the next generation of innovators. Learn more about Intel's commitment to science, math, and engineering education. Visit [www.intel.com/education](http://www.intel.com/education).

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Best wishes on a successful conference!

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# Schedule at a Glance

<b>Saturday, June 9</b>	WEPAN Board of Directors Meeting 12 noon to 6 p.m. Cancun
	Conference Committee Planning/Dinner 7.00 p.m. – 10 p.m.

<b>Sunday, June 10</b>	Registration – 8.00 A.M. – 6.30 P.M.	WEPAN Board of Directors Meeting 8.30 a.m. – 12 noon Cancun
		9:00 a.m. - 12:00 noon Coronado M Pre-Conference Workshop I: <b>"Writing an Effective Proposal"</b>
		12:00 noon - 1:00 p.m. Lunch (workshop participants)
		1:00 p.m. - 2:00 p.m. Coronado M Pre-Conference Workshop II: <b>"Building Effective Corporate-University Relationships"</b>
		1:00 p.m. - 4:00 p.m. Coronado Q,R <b>"Imagining your future: Networking with a community of a women in STEM with UCF-SWE and Florida institutions"</b>
		1:00 p.m. – 2:00 p.m. Awards Committee, Coronado A Research Committee, Coronado B Finance Committee, Coronado C
		2:00 p.m. – 3:00 p.m. Communications Committee, Coronado A Diversity Advancement Committee, Coronado B Professional Development Committee, Coronado C Membership Committee, Coronado N
		3:00 p.m. – 4:00 p.m. All Committee Chairs, Coronado M
		4:30 p.m. - 5:30 p.m., Fiesta 8-9 Newcomer's Meet 'n Greet Session
		5:30 p.m. - 7:00 p.m. Coronado D-G Conference Opening Reception
		7:00 p.m.– 8:00 p.m. Coronado A Knowledge Center Committee Meeting

<b>Monday, June 11</b>	Registration – 8.00 A.M. – 5.00 P.M.	8:30 a.m. - 9:30 a.m. Fiesta 6 Opening Keynote - Leah Jamieson, Ph.D., John A. Edwardson Dean of Engineering, Purdue University
		9:30 a.m. - 9:45 a.m. Break
		9:45 a.m. - 10:45 a.m. M1 Sessions * see session schedule
		10.45 a.m. – 11.00 a.m. Break
		11:00 a.m. - 12:00 noon M2 Sessions * see session schedule
		12.00 noon – 12.15 p.m. Break
		12:15 p.m. – 2:00 p.m., Fiesta 6 Keynote Speaker - Jocelyn E. Scott, Managing Director DuPont Facilities & Capital Asset Productivity
		2:00 p.m. - 2:15 p.m. Break
		2:15 p.m. - 3:15 p.m. M3 Sessions * see session schedule
		3:15 p.m. - 3:30 p.m. Break
		3:30 p.m. - 4:30 p.m. M4 Sessions * see session schedule
		3:30 p.m. – 5:00 p.m. Coronado B-C Poster Sessions
		4:30 p.m. - 5:15 p.m. Coronado A Getting Involved: Overview of WEPAN Volunteer & Leadership Opportunities
		5:15 p.m. - 6:00 p.m. Coronado A 2008 Conference Planning Meeting
		7:00 p.m. - 9:30 p.m. EPCOT Networking Reception/Fireworks (Buses depart at Porte Cochere - off the Coronado Ballroom Foyer)

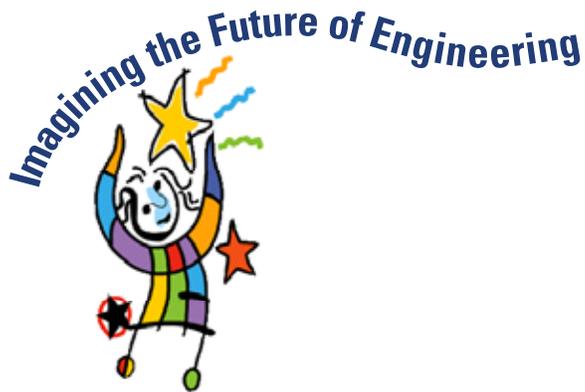
# Schedule at a Glance cont'd.

<b>Tuesday, June 12</b>	<b>Registration - 8.00 A.M. - 4.00 P.M.</b>	8.30 a.m. - 9.30 a.m. Fiesta 6 Plenary Panel: <b>"The Welcoming University: How To Make Institutional Change"</b>
		9:30 a.m. - 9:45 a.m. Break
		9:45 a.m. - 10:45 a.m. T1 Sessions
		* see session schedule
		10.45 a.m. - 11 a.m. Break
		11:00 a.m. - 12:00 noon T2 Sessions
		* see session schedule
		12.00 noon - 12.15 p.m. Break
		12:15 p.m. - 2:00 p.m. Fiesta 6 Awards Luncheon
		2.00 p.m. - 2.15 p.m. Break
		2:15 p.m. - 3:15 p.m. T3 Sessions
		* see session schedule
		3:15 p.m. - 3:30 p.m. Break
3:30 p.m. - 4:30 p.m. T4 Sessions		
* see session schedule		

<b>Wednesday, June 13</b>	<b>8:30 a.m. - 4:30 p.m.</b> <b>Post-Conference Tour-Kennedy Space Center</b>
	Experience more with a daytrip to Kennedy Space Center, where the sky isn't the limit - it's just the beginning.

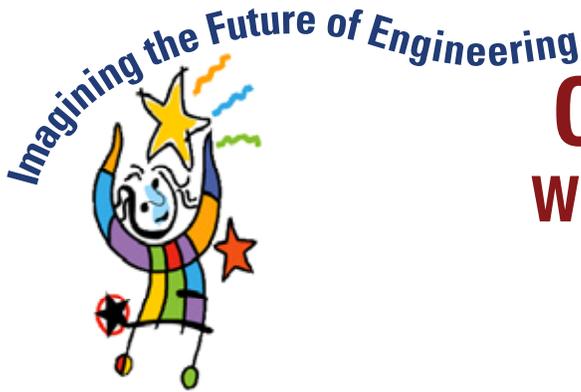
Imagining the Future of Engineering





# Session Schedule at a Glance

	<b>WIE Programs (Room Fiesta 1-2)</b>	<b>College/Graduate School (Room Fiesta 3-4)</b>	<b>Professional Development (Room Fiesta 7-8)</b>	<b>Corporate Track (Room Fiesta 9- 10)</b>
<b>M1 Monday 9:45- 10:45am</b>	M1-A: Discussion <i>Effective WIE Programs</i>	M1-B: Presentations <i>College Recruitment, Retention, and Climate</i>	M1-C: Presentations <i>IBM: Empowering Women</i>	M1-D: Presentation <i>Advancing Diversity in Engineering in Higher Education</i>
<b>M2 Monday 11:00am- noon</b>	M2-A: Discussion <i>WIE Advisory Board</i>	M2-B: Presentations <i>College Retention and Beyond</i>	M2-C: Workshop <i>Project Management Engineering Concepts</i>	M2-D: Panel <i>Improving Diversity in Academia</i>
<b>M3 Monday 2:15- 3:15pm</b>	M3-A: Presentations <i>Outreach Programs for K-12</i>	M3-B: Presentations <i>Graduate School: Mentoring and Doctorate Gender Differences</i>	M3-C: Discussion <i>IBM's AleRT Task Force Findings</i>	M3-D: Panel <i>Corporate Approaches to Diversity—What's Transferable?</i>
<b>M4 Monday 3:30- 4:30pm</b>	M4-A: Panel <i>High School Engineering in MA</i>	M4-B: Discussion <i>Sophomore Success for Women in STEM</i>	M4-C: Panel <i>Design Squad's Academic, Corporate, and Public TV Partnerships</i>	M4-D: Discussion <i>Moving from Ideas to Actions—What Can We DO?</i>
	<b>Room Coronado D- E</b>	<b>Room Coronado F-G</b>	<b>Room Coronado R-S</b>	<b>Room Baja</b>
<b>T1 Tuesday 9:45- 10:45am</b>	T1-A: Workshop <i>National Girls Collaborative Project</i>	T1-B: Presentations <i>Minority Retention</i>	T1-C: Workshop <i>Get It Done! Project Management from IBM</i>	T1-D: Panel <i>What does Construction Look for in Hiring?</i>
<b>T2 Tuesday 11:00am- noon</b>	T2-A: Panel <i>The Power of External Mentors</i>	T2-B: Presentations <i>Group Mentoring from Academia and Industry</i>	T2-C: Presentations <i>Innovation, Leadership, and Where Do Women Go?</i>	T2-D: Discussion <i>WIE Home Page: Web-based Marketing</i>
<b>T3 Tuesday 2:15- 3:15pm</b>	T3-A: Workshop <i>Design Squad's Outreach Program</i>	T3-B: Panel <i>Updates from the Experts: Awardees Speak</i>	T3-C: Workshop <i>Building Community</i>	T3-D: Discussion <i>Family/Career Balance</i>
<b>T4 Tuesday 3:30- 4:30pm</b>	T4-A: Panel <i>Women of Design Squad</i>	T4-B: Discussion <i>Maintaining Career Path</i>	T4-C: Panel <i>The Road Already Traveled: Women in Construction</i>	T4-D: Workshop <i>MentorNet</i>



# Conference Schedule

## WEPAN 2007 National Conference

### June 10-13, 2007

Disney's Coronado Springs Resort, Florida

### Saturday, June 9

12 noon to 6:00 p.m., WEPAN Board of Directors Meeting, Cancun

7:00 p.m. – 10:00 p.m., Conference Committee Planning/Dinner

### Sunday, June 10

8:00 a.m. – 6:30 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)

8:30 a.m. – 12 noon, WEPAN Board of Directors Meeting, Cancun

9:00 a.m. - noon, Pre-Conference Workshop I, Coronado M  
*Writing an Effective Proposal (and other useful information)*

Presented by: Bevelee Watford, Ph.D., Program Manager Division of Undergraduate Education  
National Science Foundation

This workshop will focus on three primary topics: Proposal Enhancement Strategies, NSF Programs of Interest to Those Seeking Funding for Student Programs, and The Realities of the Review Process. After this workshop, attendees will be able to identify areas where proposals can be enhanced and made more competitive and will learn where to look within the various NSF programs for funding opportunities suitable for their student support program needs.

1:00 p.m. – 2:00 p.m., Pre-Conference Workshop II, Coronado M  
*Coming Together: Building Effective Corporate-University Relations*

Presented by:  
Tricia Berry, Director, Women in Engineering Program, University of Texas – Austin

Learn how to develop a corporate relations plan and communication strategy that will yield positive results. Understand the perspectives from both sides of effective corporate-university program relations and explore the various components of effective corporate-university program relations, including reporting and documentation, participation opportunities, and recognition and visibility.

1:00 p.m. – 4:00 p.m., Coronado Q, R  
*Imagining Your Future: Networking with a Community of a Women in STEM with UCF-SWE and Florida Institutions*

“Imagining Your Future: Networking with a Community of Women in STEM” is the theme for this year. The session is especially targeted for undergraduate, graduate and faculty women in STEM Programs at 2 and 4+ year institutions. Students and faculty have a unique opportunity to network with WEPAN professionals through

interactive sessions and a reception. A track for students offers sessions on mentoring, leadership training, and transitioning from 2- and 4- year schools and on to graduate school. The faculty track will include resources available from WEPAN, funding sources, and a discussion of issues of interest to women STEM faculty.

### **WEPAN Committee Meetings**

1:00 p.m. - 2:00 p.m.	Awards Committee, Coronado A Research Committee, Coronado B Finance Committee, Coronado C
2:00 p.m. - 3:00 p.m.	Communication Committee, Coronado A Diversity Committee, Coronado B Professional Development, Coronado C Membership Committee, Coronado N
3:00 p.m. - 4:00 p.m.	All Committee Chairs, Coronado M
7:00 p.m. - 8:00 p.m.	Knowledge Center, Coronado A

### **4:30 p.m. - 5:30 p.m., Newcomers Meet 'n Greet Reception, Fiesta 8-9**

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 an opportunity to network with representatives from institutions of higher learning, corporations, government agencies and other not-for-profit organizations that are focused on the full participation of women in engineering.

### **6:00 p.m. - 7:30 p.m., Conference Opening Reception, Coronado D-G**

Make new friends and reconnect with old ones at the Conference Opening Reception held at the Disney's Coronado Springs Resort. Enjoy welcoming ceremonies. Refreshments and a cash bar will be available.

## **Monday, June 11**

### **8:00 a.m. - 5:00 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)**

### **8:30 a.m. - 9:30 a.m., Fiesta 6**

**Keynote Speaker:** Leah Jamieson, Ph.D., John A. Edwardson Dean of Engineering, Purdue University

### ***Changing the Face of Engineering: Emerging Opportunities***

### **9:45 a.m. - 10:45 a.m., Session M1-A: Discussion, Fiesta 1-2**

#### ***Effective WIE Programs***

Discussion Leader:

Julie Trenor, Ph.D., University of Houston, Houston, TX

### ***One Size Does Not Fit All: Engineering Effective WIE Programs for Urban Universities, Community Colleges and Minority Serving Institutions***

When it comes to WIE programs, one size does not fit all. Many WIE best practices are not applicable to urban universities, community colleges or institutions serving minorities with non-traditional student body characteristics. Join us in discussing ways to design unique support mechanisms for first-generation-in-college, commuter and ethnically diverse students.

**9:45 a.m. - 10:45 a.m., Session M1-B: Presentations, Fiesta 3-4**  
***College Recruitment, Retention, and Climate***

Moderator: Meghan Abella-Bowen

Ruth Dyer, Ph. D., Kansas State University, Manhattan, KS

***Parallel Paths: A College-Wide Peer Group Mentoring Program***

The Kansas State University College of Veterinary Medicine created a group peer mentoring program as part of the K-State ADVANCE Institutional Transformation Project. The Parallel Paths Program fosters the development of junior faculty, sustains the productivity of senior faculty, and facilitates success in their teaching, research, clinical, and service roles.

Charlene Allison, Ph.D., Edmonds Community College, Lynnwood, WA

***Theory and Practice in Recruiting Women for STEM Careers***

This paper will discuss links between theory and practice in recruiting girls and women into STEM education programs.

Jennifer Sheridan, Ph. D., University of Wisconsin, Madison, WI

***Climate Change at the University of Wisconsin-Madison: What changed, and did ADVANCE have an impact?***

Using data collected in 2003 and 2006, the ADVANCE program at the University of Wisconsin-Madison has documented institutional climate change in the sciences and engineering. We correlate these changes with the participation in two of the workshops developed by the ADVANCE program.

**9:45 a.m. - 10:45 a.m., Session M1-C: Presentations, Fiesta 7-8**  
***IBM: Empowering Women***

Moderator: Chris Anderson

Pushpa Thantry, IBM India Ltd., Bangalore, Karnataka

***Empowering Women To Lead in Business Environments through Effective Mentoring***

In today's business environment, diversity of thought is essential. It is in this area of gender sensitivity and diversity in work areas where proper practices of mentoring is needed. Many corporations have in-house mentoring systems that train fresh recruits for managerial positions through senior employees. This paper will highlight some initiatives by IBM in mentoring young women employees to become future leaders.

Marianne Le-Huu, Dominique Mathot, IBM, Paris, France

***Enhancing Your Career Path through Increased Visibility***

Establishing and growing internal and external visibility are critical skills. A technical career depends on this visibility. Most technical people do not know where to start to pro-actively manage visibility. Concrete criteria can measure the "visibility" plan. Visibility becomes a realistic measure of the career path.

Jean Kristufek, IBM, Durham, NC

***Innovate! Revitalizing Everyday Thinking from the Inside Out***

Everyone knows that innovation is an asset, both to an individual and to a company as a whole. Unfortunately, everyday patterns can make it hard to keep that innovative spark alive. This paper will describe what one area at IBM has done to stimulate an innovative culture.

***Advancing Diversity in Engineering in Higher Education—The 30,000 Foot Perspective***

Dean View: Paul Peercy, Ph.D., Dean of Engineering, University of Wisconsin—Madison;

Corporate View: Cathleen A. Barton, U.S. Education Manager, Intel;

WEPAN View: Beth Holloway, Director, Women in Engineering, Purdue University, WEPAN President

In April 2007, the American Society of Engineering Educators (ASEE) Engineering Deans Institute (EDI) focused entirely on diversity in engineering. Presenters included national leaders from industry, government, academia and the not-for-profit sector, and all spoke to the need to attract and retain many more women and underrepresented minorities in engineering. This was a landmark conference, as it acknowledged both the control and influence that engineering deans have on diversity in their colleges, and the critical nature of the challenge. To open the dialogue at the WEPAN Conference, Paul Peercy, Chair of the ASEE Engineering Deans Council, will reflect on the presentations and accomplishments of the 2007 EDI, and share his ideas about diversity efforts that aim to affect individuals, groups and systems in engineering colleges across the country.

11:00 a.m. - 12:00 p.m., Session M2-A: Discussion, Fiesta 1-2

**WIE Advisory Board**

Discussion Leaders: Alana Johnson; Paige Smith, Ph.D., University of Maryland, College Park, MD; Beville Watford, Ph.D., Virginia Polytechnic Institute and State University, Blacksburg, VA

***Create the Consummate Advocate for Your Women in Engineering Program: an Advisory Board***

Creating an advisory board, when done properly, can provide vast benefits to your Women in Engineering program. Learn about advisory board fundamentals, the board formation process, and best practices for working with your board.

11:00 a.m. - 12:00 p.m., Session M2-B: Presentations, Fiesta 3-4

***College Retention and Beyond***

Moderator: Jenna Carpenter, Ph.D., Louisiana Technological University, Ruston, LA

Kerri Sleeman, Michigan Technological University, Houghton, MI

***Programs and Partnerships that Impact Retention***

The Michigan Tech Graduate and Undergraduate Initiative for Development and Enhancement (GUIDE) and ExSEL Programs make use of national best practice techniques, campus and community partnerships, and existing resources to increase the success and retention of participating students. Detailed explanations, suggestions for duplication, and evidence of success will be provided.

Karen High, Ph.D., Oklahoma State University, Stillwater, OK

***Program Assessment of a Living and Learning Community for Women in Engineering at Oklahoma State University***

Female students at Oklahoma State University can choose to be part of Maude's Quad which includes a learning community, career exploration and course clustering. The staff includes a chemical engineering faculty member, an academic advisor, and a residential life coordinator. Assessment results show that Maude's Quad structure is effective.

Lisa Frehill, Ph.D., Commission on Professionals in Science and Technology, Washington, D.C.

### ***What Do Women Do with Engineering Degrees?***

National-level data from the National Science Foundation's National Survey of College Graduates, 2003, examine the extent to which women with engineering degrees stay in the field, go to graduate school, or leave the field, and to what extent their experiences differ from those of their male peers.

**11:00 a.m. - 12:00 p.m., Session M2-C: Workshop, Fiesta 7-8**

### ***Project Management Engineering Concepts***

Workshop Leaders: Wanda Ronquillo, IBM; Juliet Pro, George Washington University, Washington, DC

### ***Project Management Engineering Concepts***

This workshop offers “hands on” activities that address developing a workable process, delegating, motivating, performing to critical specs, accuracy, quality production, managing unexpected changes, and working as a team to beat the competition. It's a class full of excitement with an introduction to real time project management concepts and challenges.

**11:00 a.m. - 12 noon, Session M2-D, Discussion, Fiesta 9-10**

### ***Corporate Track***

### ***Improving Diversity in Academia from the Dean's Perspective***

Discussion Facilitator:

Mary Juhas, Ph.D., Senior Assistant Dean, Diversity, Outreach & Communications, The Ohio State University, Columbus, OH

Panelists:

Jeremy Haefner, Ph.D., Dean of Engineering, University of Colorado—Colorado Springs; Leah Jamieson, Ph.D., Dean of Engineering, Purdue University; Jim Johnson, Ph.D., Dean of Engineering, Howard University

Within the framework of initiatives for individuals, groups, and systems that support diversity, this panel of deans will explore successful diversity initiatives, their ideas about “catalytic” approaches that could bring greater success, and barriers that could be lifted. One of the objectives of WEPAN's strategy includes engaging corporate, academic, and not-for-profit leaders in an ongoing partnership focused on effecting change within institutions. We anticipate a spirited dialogue that will inform participants and WEPAN's future work in institutional change.

**12:15 p.m. - 2:00 p.m., Keynote/Lunch, Fiesta 6**

Keynote Speaker: Jocelyn E. Scott, Managing Director DuPont Facilities & Capital Asset Productivity

### ***It's a Small World After All: The Challenges of Engineering Today***

**2:15 p.m. - 3:15 p.m., Session M3-A: Presentations, Fiesta 1-2**

### ***Outreach Programs for K-12***

Moderator: Ana Dison, University of Texas at Austin, Austin, TX

Fran Lee and Paige Smith, Ph.D., University of Maryland, College Park, MD

### ***Encouraging Girl Scouts through a Saturday Workshop***

The Girl Scout Engineering Saturday (GES) program at the University of Maryland, College Park is a primarily participant funded program developed in November 2002 and piloted in February 2003. Since the pilot programs, this program has been held in October and February of each year.

Kristina Kennedy, Glenda La Rue, The Ohio State University, Columbus, OH

***Engineers in Motion: Attracting High-Ability Students to Engineering through a Co-ed Camp Experience***

Engineers in Motion, a co-ed resident summer camp for high school students run by Ohio State's Women in Engineering program, uses faculty-led, team-building activities and partnerships with Honda of America Manufacturing to increase participants' awareness and enthusiasm about a career in the human mobility area of engineering. Information on program specifics including planning, recruitment, execution and assessment will be discussed.

Kauser Jahan, Ph.D.; Kathleen Sernak, Ph.D., Rowan University, Glassboro, NJ

***Engineering Clinics for Middle School Teachers***

This ECT (Engineering Clinics for Teachers) Program is a partnership between Rowan University's Colleges of Engineering and Education to provide an Engineering Clinic experience for middle school teachers and guidance counselors. Modeled after the unique Rowan Engineering Clinics, it utilizes real world problem solving via innovative creative measures.

**2:15 p.m. - 3:15 p.m., Session M3-B: Presentations, Fiesta 3-4**

***Graduate School: Mentoring and Doctorate Gender Differences***

Moderator: Loretta Krenitsky, Milwaukee School of Engineering, Milwaukee, WI

Brianna Blaser, Amy Wheelless, Elizabeth Litzler, University of Washington, Seattle, WA

***Enhanced Connections: Making Changes to Mentoring Programs for Science and Engineering Graduate Students***

The paper describes changes to an existing mentoring program for STEM graduate students. The changes have resulted in increased retention of participants and increased levels of satisfaction. The results from previous and current mentoring program evaluations are presented, and indicate that recent revisions to the program have had positive effects.

Lisa Frehill, Ph.D.; Amanda Lain; Ricardo Jacquez, Ph.D.; Karen Luces; Lauren Ketcham; Cecily Jeser-Cannavale, El Paso Regional Economic Development Corporation, El Paso, TX

***Mentoring Experiences: A Comparison of Women and Men Graduate Students in Engineering and Natural Sciences***

This session uses qualitative information from two interview sources. First, 48 men and women faculty members in science and engineering at a large public university were asked retrospective questions about their experiences with mentoring during their dissertations. Second, ongoing in-depth interviews and focus groups with graduate student participants in a special program provided additional information about students' mentoring experiences. We explore how gender and ethnicity play out in the mentoring process and how contextual factors impact this process as well.

Mary Anderson-Rowland, Ph.D., Arizona State University, Tempe, AZ

***The Doctoral Program in Engineering and Computer Science: Is It the Same for Women and Men?***

We are interested in learning why the doctoral degree in engineering completion rate is lower for women than for men. We examine the following questions through focus groups: Are women experiencing different obstacles than men, or do they react to the same hurdles in a different way? Do men receive more encouragement than women in their engineering doctoral programs?

**2:15 p.m. – 3:15 p.m., Session M3-C: Discussion, Fiesta 7-8**

***IBM's AleRT Task Force Findings***

Discussion Leaders: Robin Redden, IBM, Research Triangle Park, NC, Marva Richey, IBM, Austin TX

***IBM's ALeRT (Advancing Leaders Response Team) Task Force Findings***

A two-year task force (2003-2005) led by Robin Redden and Marva Richey of IBM's WebSphere discovered obstacles women and other minorities face in the fast-paced, competitive software engineering environment at IBM and what actions IBM could take to mitigate or remove those obstacles. The major concerns fell into three key categories: Organizational Culture, Recruiting, and Career Development and Retention.

**2:15 p.m. - 3:15 p.m., Session M3-D, Discussion, Fiesta 9-10**

**Corporate Track**

***Corporate Approaches to Diversity—What's Transferrable?***

Discussion Facilitator:

Linda Betz, Director, IT Policy and Information Security, IBM

Panelists:

Cathleen Barton, Intel, U.S. Education Manager; Beverly Leclerc, Raytheon; Johanna M. Anton, DuPont, DuPont Engineering Technology (DuET)

Many corporations now regard diversity as a key component in their capacity to innovate, and have a variety of programs in place to encourage diversity in their workforce. After a synopsis of preceding sessions, this panel will focus on the importance of diversity in the corporate sector, successful diversity initiatives, and knowledge and experience that could transfer to the academic setting.

**3:30 p.m. - 4:30 p.m., Session M4-A: Panel, Fiesta 1-2**

***High School Engineering in Massachusetts***

Panel Led by:

Yvonne Spicer, Ed.D., Director, National Center for Technical Literacy, Boston, MA

***Massachusetts: Making a Case for Females in Technology/Engineering***

Massachusetts took a bold step in 2001 to include engineering in its core K-12 standards and assessments - a step that has made a difference. The Technology/Engineering standards have had an impact on the engagement of females in STEM education and have been the catalyst for many promising changes within school districts. This panel discussion will focus on the gains as well as challenges to create greater opportunities for equity of young women in STEM fields.

**3:30 p.m. - 4:30 p.m., Session M4-B: Discussion, Fiesta 3-4**

***Sophomore Success for Women in STEM***

Discussion Leaders:

Lora Leigh Chrystal, Karen Zunkel, Ph.D., Iowa State University, Ames, IA

***Sophomore Success for Women in STEM***

The sophomore year is critical to the overall success and graduation of women in STEM fields. This discussion will share recent national research related to the sophomore year experience, information from focus groups with women in STEM fields, and ideas for best practices or programming for women in engineering.

3:30 p.m. - 4:30 p.m., Session M4-C: Panel, Fiesta 7-8

***Design Squad's Academic, Corporate, and Public TV Partnerships***

Design Squad Partnership Panel: Thea Sahr, WGBH, Boston, MA; Valerie Holt, Lehigh University, Bethlehem, PA; Cathleen Barton, INTEL Corporation Chandler, AZ; Jim Johnson, Ph.D., Howard University, Washington, DC

***Design Squad's Academic, Corporate, and Public Television Partnerships***

At this panel session, we will highlight the benefits of forming partnerships among academic institutions, public television stations, educators, and corporations. Panelists will share how they have used Design Squad, the new engineering show from PBS, to launch successful outreach initiatives and invigorate existing programs.

3:30 p.m. - 4:30 p.m., Session M4-D, Discussion, Fiesta 9-10

**Corporate Track**

***Moving from Ideas to Actions—What Can We DO?***

Discussion Facilitator:

Kimberly Douglas, Ph.D., Kansas State University, Manhattan, KS

Calling on the knowledge and experience of all participants, subgroups will develop realistic goals and actions to effect change, using the partnership of corporate supporters, Deans, Senior Academic Leaders focused on diversity, women in engineering directors, and WEPAN. Each subgroup will report out at the close of the session. The anticipated output is a set of activities that WEPAN can include in its strategy.

3:30 p.m. - 5:00 p.m., Poster Session, Coronado B, C

4:30 p.m. - 5:15 p.m. Coronado A

***Getting Involved: Overview of WEPAN Volunteer & 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!

5:15 p.m. - 6:00 p.m. 2008 Conference Committee Meeting, Coronado A

7:00 p.m. - 9:30 p.m. An Evening of Networking at Epcot (Buses depart at Porte Cochere - - off the Coronado Ballroom Foyer)

## Tuesday, June 12

8:00 a.m. - 4:00 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)

Tuesday, June 12, 2007, 8:30 a.m. - 9:30 a.m., Plenary Session, Fiesta 6

***The Welcoming University: How to Make Institutional Change***

Discussion Facilitator: Daryl E. Chubin, Ph.D., Director, Center for the Advancing Science & Engineering Capacity, AAAS

Panelists:

Jan Cuny, Ph.D., Professor, Computer & Information Science, University of Oregon, Eugene, OR; Sheila Edwards Lange, Ph.D., Interim VP Minority Affairs, University of Washington, Seattle, WA; Laurel Haak, Ph.D., Science Director, Discovery Logic; Karan Watson, Ph.D., Dean of Faculties & Associate Provost, Texas A&M University, College Station, TX.

This session encompasses the range of activities pursued under the rubric of “diversity,” with an emphasis on women within the academy. Its goal is to offer perspectives on how change is made on campus that explicitly values the contributions of all, i.e., overcoming barriers to participation and the advancement of women and persons of color. Panel members will profile their institutions and their personal experiences, given their current role, to change the climate, policies, programs, and practices for students, faculty, and administrators. This is long-term work in “mainstreaming” what is often seen as “special,” “targeted,” or otherwise stigmatized groups: how is it done, how can common pitfalls be avoided, how may “organizational intelligence” be better shared and adapted to local circumstances.

**9:45 a.m. - 10:45 a.m., Session T1-A: Workshop, Coronado D-E**

***Workshop: National Girls Collaborative Project***

Workshop Leaders: Karen Peterson, Puget Sound Center for Teaching, Learning and Technology, Bothell, WA; Jennifer McDaniels, Teach America, Lake Mary Prep. High School, and the American Association of University Women

***National Girls Collaborative Project: Successful Partnerships for Change***

Learn innovative ways to bring organizations together to collaborate to increase participation of women in non-traditional careers. Participants will learn about strategies and tools to promote effective collaboration among organizations in an effort to increase the number of women in STEM fields.

**9:45 a.m. - 10:45 a.m., Session T1-B: Presentations, Coronado F-G**

***Presentations: Minority Retention***

Moderator: Julie Trenor, Ph.D., University of Houston, Houston, TX

James Dorsey; Erik Jones; Lucy Casale, University of California, Oakland, CA

***Strategies and Alliances that Work: Retention Efforts that Have an Impact***

California MESA has aligned the MESA Engineering Program (MEP) and MESA Community College Program (MCCP) divisions to establish a comprehensive statewide scholarship initiative, which has strengthened the matriculation and communication channels for successful community college transfers in the STEM fields. This presentation will provide a snapshot of the core elements (retention and transfer components) modified to streamline the transfer matriculation process for STEM students. We will also share lessons learned on collaboration and external partnerships.

Elaine P. Laws, Michael Merritt, Ph.D.; Elizabeth Loia, AT&T Labs, Florham Park, NJ

***The AT&T Labs Ph.D. Fellowship Program--35 Years of Mentoring Women and Underrepresented Minorities--An Update***

AT&T Labs has provided Ph.D. support for women and underrepresented minorities pursuing graduate studies in science, mathematics, and engineering for the last 35 years. This paper provides an update of the results of this support over the last several years (2002-2006) as the company and industry have changed.

Mary Anderson-Rowland, Ph.D., Arizona State University, Tempe, AZ

***A Comparison of the Academic Achievements and Retention Rates of Women and Men Engineering and Computer Science Students in an Academic Scholarship Program Designed for Underrepresented Minority Students***

This study compares the academic achievement and retention rates of women and men students in a NACME academic scholarship program. Factors included in the study are: demographics, GPAs, first generation status, experience with an internship or research position, retention in the program, retention in engineering or computer science, and the extent to which the students followed the Guaranteed 4.0 Plan.

**9:45 a.m. - 10:45 a.m., Session T1-C: Workshop, Coronado R-S**

***Get It Done! Project Management from IBM***

Workshop Leaders: Annika Haglund, Sarah Weber, IBM, Essex Junction, VT

***Get It Done! (and Get It Done Now!)***

Project management is the foundation of successfully completing anything, from building a bridge to finishing a science fair project. It is a discipline that enables independent problem solving, a key educational skill and standard. This activity will demonstrate the principles of project management in a fun, non-threatening way.

**9:45 a.m. - 10:45 a.m., Session T1-D: Panel, Baja**

***Panel: What Construction Companies Look for in Hiring and How are Women Constructors Doing?***

Presenters: Taryn Edwards, Vice President, Hensel Phelps Construction Co.; Denise Burgess, President and CEO, Burgess Mechanical; Deidra Garcia, President and CEO, DRG Construction; Tina Martin, Project Manager, Hensel Phelps Construction Co.

***What is a Major Contractor Looking for When We Talk to Your Students - Hensel Phelps Construction Co. and Women in Construction: The Changing Face of Construction***

How do you change a male-dominated industry – one woman at a time. The world of construction has changed and you can learn how Hensel Phelps Construction Co., a billion dollar company, changed the perception inside and out of women's roles in one of the last areas of the male business world – construction. This workshop will cover the history of the company and its realization that the only way to grow successfully was through a diverse employment population, which reflected the communities they serviced. Speakers include an executive vice president of Hensel Phelps, program manager and two subcontractor owners, all women, who helped change the face of the construction industry.

**11:00 a.m. - 12:00 p.m., Session T2-A: Panel, Coronado D-E**

***The Power of External Mentors***

Moderator: Carol Muller, Ph.D., MentorNet, San Jose, CA

Arielle Drummond, Carnegie Mellon University, Pittsburg, PA; Graciela Perera, University of South Florida, Tampa, Florida; Julie Martin Trenor, Ph.D., University of Houston, Houston, TX; Donna Reese, Ph.D., Associate Dean for Academics and Administration, Bagley College of Engineering, Mississippi State University, Starkville, MS

***The Power of External Mentors for Women Pursuing Academic Careers in Engineering and Science: Stories of MentorNet ACE and its Protégés and Mentors***

The MentorNet Academic Career E-mentoring program involved 480 pairs of tenured faculty mentors/student early career protégés in its first three years. This panel features individual participants' firsthand experiences in the program, program origins and design, evaluation results, future program development plans, and how institutions can participate.

**11:00 a.m. - 12:00 p.m., Session T2-B: Presentations, Coronado F-G**  
***Group Mentoring from Academia and Industry***

Moderator: Mary Juhas, Ph. D., The Ohio State University, Columbus, OH

Lisa Davids, Ph.D.; Heidi Steinhauer, Ph.D., Embry Riddle Aeronautical University, Daytona Beach, FL

***Improving the Educational Climate for Female Engineering Students through a Peer Coaching Program***

The ERAU CoE Coaching Program provides the opportunity for female engineering students to network and support one another. The 60 first-year female engineering students who enrolled this fall semester were assigned to, at minimum, two upper class coaches (in junior or senior standing). This provided a team atmosphere and provided the first-year students with several contacts, both same-aged and older, for support.

Padma Chukka, Renee Weisman, IBM, Poughkeepsie, NY

***Women in Technology***

Subnets can provide more personalized networking and support in an intimate group setting. This paper will explain how these small groups of woman networks are fulfilling these needs.

Lisa Davids, Ph.D.; Heidi Steinhauer, Ph.D.; Darris White, Ph.D., Embry Riddle Aeronautical University, Daytona Beach, FL

***The Role of Hands-On Female Student Project Teams in Comprehensive Outreach and Retention Programs***

The EmpoWER program presents female role models to current and prospective students through several methods, and a fulcrum of the program is the all-women Baja SAE team. An assessment of the project and how well the project meets the objectives of the EmpoWER program are discussed.

**11:00 a.m. - 12:00 p.m., Session T2-C: Presentations, Coronado R-S**  
***Innovation, Leadership, and Where Do Women Go?***

Moderator: Janet Brelin-Fornari, Ph.D., Kettering University, Flint, MI

Moyra McDill, Ph.D., Carleton University, Ottawa, Ontario

***Membership Profiles in the International Council of Academies of Engineering and Technological Sciences (CAETS)***

The International Council of Academies of Engineering and Technological Sciences has 24 member academies. Academy fellows are recognized at the highest levels in their respective engineering community. The membership profile of 14 academies is presented with emphasis placed on the representation, age and discipline area of women fellows.

Chitra Iyengar, IBM India Pvt. Ltd., Bangalore, India

***INDIAN WOMEN'S LEADERSHIP COUNCIL, IBM India Initiative towards 'Advancement of Women'***

Around the world, IBMers are addressing the area of advancement of women. Throughout our various business units, there is active participation in diversity councils and diversity networking groups, networking opportunities, a strong focus on mentoring, attendance at internal and external conferences and symposia, participation on steering committees, enhanced emphasis on executive and technical resources programs, administration of work/personal life employee surveys and diversity-specific hiring programs. The Advancement of Women is one of seven global diversity imperatives at IBM.

Helen Aderemi, Obafemi Awolwo University, Ile-Ife, Nigeria; Wunmi Hassan, National Centre For Technology Management, Ile-Ife, Nigeria; Willy Siyanbola, Ph.D., U.S.; Kehinde Taiwo, Ph.D., U.S.

### ***Women in S&T Employment in Nigeria***

This work reports the post-graduation occupational activities of female S&T graduates, enrollment and graduation figures, data on academic female staff in terms of number and performance, working conditions and career advancement. Appropriate policy recommendations are suggested to enhance the proper positioning of women in S&T.

**11:00 a.m. - 12:00 p.m., Session T2-D: Discussion, Baja**

#### ***Discussion: WIE Home Page: Web-based Marketing***

Discussion Leader: Tricia Berry, The University of Texas at Austin, Austin TX

#### ***Home Page Hints and Hazards: A Guide to WISE Web-Based Marketing***

Learn the basics of Web-based marketing, including audience navigation, dynamic content, content placement and site promotion. Participants will be guided through the design process as it relates to WISE Programs and will have the opportunity to explore content for their own Web sites through group exercises and a guided discussion.

**12:15 p.m. - 2:00 p.m. Awards Luncheon, Fiesta 6**

**2:15 p.m. - 3:15 p.m., Session T3-A: Workshop, Coronado D-E**

#### ***Design Squad's Outreach Program***

Workshop Leader: Ellen Robinson, WGBH, Boston, MA

#### ***Design Squad: Getting Kids Excited About Engineering***

Design Squad offers a powerful, multimedia project that has the potential to inspire and educate millions of kids—ultimately helping to build a new generation of engineering-literate citizens and future engineers. Design Squad has free educational resources engineers and educators can use in classrooms, after-school programs, and event settings to get middle school kids excited about engineering. At this interactive workshop, participants will learn how to lead hands-on engineering activities with kids, host events and workshops, train others, and discuss ways to incorporate Design Squad into national and regional outreach programs. Participants will have the opportunity to do hands-on engineering challenges from the Design Squad Educator's Guide and Event Guide, like designing a hidden alarm, building a toy car, creating a kinetic sculpture, and more. (All attendees will receive a free copy of the guides.)

**2:15 p.m. - 3:15 p.m., Session T3-B: Panel, Coronado R-S**

#### ***Updates from the Experts: Awardees Speak***

Panelists will be awardees from the following categories:

Betty Vetter Research Award,  
Women in Engineering Initiative Award,  
Breakthrough Award,  
Introduce a Girl to Engineering Day Award

#### ***Update from the Experts: Awardees Speak***

This session will spotlight the 2007 WEPAN Awardees, providing an opportunity for proven leaders in a variety of fields to discuss their work, current programming or equity-related initiatives. The session will communicate best practices and provide active models for attendees. It will allow attendees to track advances and continuing activities of proven programs, research and corporate models.

**2:15 p.m. - 3:15 p.m., Session T3-C: Workshop, Coronado F**  
***Building Community***

Workshop Leader: Montanez Wade, Ph.D., Tennessee State University, Nashville, TN

***It's A Small World After All (IASWAA): Building Community through Story***

Unlock the heart of collaboration by seeing past differences. Successful partnering with others requires the joining of stories. Using ancient methods of building community, participants will take away tools for creating, and strengthening communities of practice. Successful collaboration in life as in performance lies in the strength of the connection.

**2:15 p.m. - 3:15 p.m., Session T3-D: Discussion, Baja**

***Discussion: Family/Career Balance and Presentation: Family and Paper: Maintaining Career Paths***

Discussion Leader: Tram Nguyen, Ph.D., IBM, San Jose, CA

***Who Says You Cannot Have Both: Career and Family While Connecting People around the World***

Career and family are the challenged balancing acts in women's lives. I will share my tools and experiences in balancing the engineering career and family. I also demonstrate ways to get people around the world to work together.

**3:30 p.m. - 4:30 p.m., Session T4-A: Panel, Coronado D-E**

***Women of Design Squad***

Panelists:

Deanne Bell, Design Squad Host; Thea Sahr, WGBH; Marisa Wolsky, Executive Producer, Design Squad; Krishana House, Design Squad cast member, freshman; Ellen Robinson, WGBH Educational Foundation, Boston, MA

A unique aspect of Design Squad, the new engineering show from PBS, is the number of women both in front of and behind the camera working to breakdown the stereotype of engineer as train driver. At this session, we'll hear from the Executive Producer and members of the cast as they share their experiences.

**3:30 p.m. - 4:30 p.m., Session T4-B: Discussion, Coronado F-G**

***Corporate-University Relations***

Peggy Strong, IBM, Atlanta, GA

***Rationale and Strategies for Maintaining Career Paths for Technical Women***

Based on how genders process information differently, this discussion explores tactics for maintaining and encouraging technical women's longevity in the workplace: how to exploit the way women process information differently to better their methods and strategies for innovation, mentoring, and credentialing (certifications). Whether attendants are curious about how to exercise their innovative side, or if they want to explore how men and women process information differently, they may find this presentation indispensable.

**3:30 p.m. - 4:30 p.m., Session T4-C: Panel, Coronado R-S**

***Women in Construction: The Road Already Traveled: Women in Construction***

Panel Moderator: Taryn Edwards, Vice President, Hensel Phelps Construction Co.; Denise Burgess, President and CEO, Burgess Mechanical; Deidra Garcia, President and CEO, DRG Construction; Tina Martin, Project Manager, Hensel Phelps Construction Co.

Welcome to a dialogue with four women construction professionals who have “been there, done that.” Learn about the challenges and triumphs in their career paths and how their stories will relate to your students. This panel discussion will engage women in the construction and engineering world asking how the industry affects them and their advice to handle these challenges.

3:30 p.m. - 4:30 p.m., Session T4-D: Workshop, Baja

### **MentorNet**

Carol Muller, Ph.D., MentorNet, San Jose, CA; Jennifer Chou-Green, Ph.D., MentorNet, San Jose, CA

#### ***Working with MentorNet to Advance Women in Engineering: A Workshop for Campus, Corporate, Government, and Professional Society Representatives***

The workshop features: 1. A demonstration of MentorNet’s latest matching systems, resources and tools; 2. discussion and planning session to identify key strategies and challenges for successful institutional engagement with MentorNet; 3. MentorNet information, evaluation findings, and related materials. Prospective as well as current MentorNet representatives are encouraged to participate.

## **Wednesday, June 13**

### **8:30 a.m. - 4:30 p.m., Post Conference Tour of Kennedy Space Center**

Experience more with a day trip to Kennedy Space Center, where the sky isn’t the limit - it’s just the beginning.