2009 WEPAN National Conference

Center Stage: Effective Strategies for Recruitment and Talent Development

Austin, Texas
June 17-19
President’s Welcome

Welcome to the 2009 WEPAN National Conference and to my home town of Austin, Texas, the Live Music Capital of the World!

At WEPAN’s 2009 conference, we will:
- Celebrate WEPAN’s 20th birthday and honor our history.
- Explore the WEPAN Knowledge Center.
- Hold joint sessions with ASEE Women In Engineering Division.
- Learn to maximize Facebook to connect with students.
- Collaborate, network, learn and share with colleagues from across the country.
- Have fun in Austin!

Our theme “Center Stage: Effective Strategies for Recruitment and Talent Development” has brought together leaders from across the country to share best practices and research that will help us transform engineering education to promote the success of all women. The 2009 WEPAN Conference Committee has planned an innovative and comprehensive program aimed at setting the stage for recruiting and developing the talent of a diverse pool of engineers. In honor of the Austin live music scene, events and sessions are organized into five spotlights highlighting core conversations “on stage” throughout the conference:

Spotlight 1: Developing Engineering Talent from K to Grey
Spotlight 2: Communicating, Marketing and Effective Messaging
Spotlight 3: Building and Sustaining Collaborative Partnerships and Engaging Volunteers
Spotlight 4: Developing Diversity Program Staff
Spotlight 5: Impacting Policy, Legislation, and Media

Thank you to everyone who has helped in the planning of the conference! Conference Chair Katie Kizziar and the Conference Committee have done a great job (see page 4). Thanks also to all WEPAN Committee Chairs and Committee Members who contribute to the success of the Conference and the entire WEPAN organization. Explore how you can get involved in the exciting activity of WEPAN Committees at the “Explore WEPAN Opportunities” networking session on Friday morning.

Finally, I would like to extend a warm thanks to WEPAN’s corporate partners for your generosity. Your ongoing support of WEPAN and its mission allows us to continue our efforts to transform culture in engineering education for the success of all women. With the launch of the WEPAN Corporate Advisory Council at this conference, we look forward to advancing these important partnerships.

On behalf of WEPAN, the 2009 WEPAN Board of Directors and the 2009 WEPAN Conference Committee, I welcome ya’ll to Austin!
Thank you to our 2009 Corporate Partners

Annual contributions from corporate partners enable WEPAN to build resources and lead change to develop a highly prepared, diverse engineering workforce. In addition to seeking financial support, WEPAN relies on the thoughtful leadership and creative energy of our corporate partners. To that end, WEPAN’s Corporate Advisory Council (CAC) links our efforts in the higher education arena with corporate interests in bringing more women into engineering.

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About WEPAN

In 1990, three leaders of women in engineering (WIE) programs at nationally-recognized universities set out to mobilize universities and corporations to help meet engineering workforce demand by reaching a largely untapped resource - girls and women who traditionally have not pursued engineering.

WEPAN’s primary audience is professionals who recruit, retain, and develop female engineering talent in both university and corporate settings. WEPAN is the single provider of a professional community, network, body of knowledge, and resource hub specifically for campus and corporate-based women in engineering experts.

WEPAN’s Mission

WEPAN is the nation’s leading organization and catalyst for transforming culture in engineering education to promote the success of all women.

WEPAN...
• mobilizes diverse, inclusive, and collaborative stakeholders
• fosters diversity in engineering graduates, our innovators of tomorrow
• inspires a network of advocates to empower and advance the education of women pursuing engineering and related disciplines
• translates research into practice and develops national models to attract and retain women in engineering

Visit www.wepan.org to read more on WEPAN’s strategic plan.

The WEPAN National Conference

This flagship event is an important annual forum for ideas and a venue for conversations among women in engineering leaders, corporate advocates, researchers, academic leaders, and government officers to:
• Gain access to current research, statistics, and best practices on women in engineering.
• Build corporate-campus networks with WIE professionals from across the country.
• Recognize excellence by honoring key individuals, programs, and corporations for accomplishments aligned with WEPAN’s mission. Each year at the conference WEPAN awards serve to continuously raise the bar for extraordinary service, significant achievement, model programs, notable achievement in research, and exceptional work environments that augment the success of women engineers.
2009 WEPAN Conference Committee

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Keynote Speakers

Kick-off Keynote Session — Thursday, June 18th — 8:30 a.m.-9:45 a.m. — Capital Ballroom

Ken Dickerson, retired Senior Vice President of External Affairs for ARCO, The Atlantic Richfield Company, where his management responsibilities included the company’s government and public affairs, community affairs, communications, environment, health, safety, and the ARCO Foundation. He currently serves on the Development Board and is Chairman of the Board of Industrial Advisors of the School of Engineering of The University of Texas at Dallas, is a member of the Board of Advisors for the Cockrell School of Engineering at The University of Texas at Austin, is a Trustee of the Center for American and International Law in Dallas and serves as Senior Advisor to the Sustainable Development Corporation in California. He has a Bachelor of Arts degree and law degree from The University of Texas at Austin. He is a member of the bar associations of Texas, California, Pennsylvania and New York and is admitted to practice before the U.S. Supreme Court. Sponsored by

Keynote Luncheon — Thursday, June 18th — 1:00 p.m.-1:45 p.m. — Longhorn

Cindy Atman, Ph.D., is a professor in Human Centered Design & Engineering, founding director of the Center for Engineering Learning & Teaching (CELT), director of the Center for the Advancement of Engineering Education (CAEE) and the inaugural holder of the Mitchell T. & Lella Blanche Bowie Endowed Chair at the University of Washington (UW). She earned her doctorate in engineering and public policy from Carnegie Mellon University and joined the UW in 1998 after seven years on the faculty at the University of Pittsburgh. Her research focuses on engineering design learning and students as emerging engineering professionals. She is a fellow of AAAS and ASEE, was the 2002 recipient of the ASEE Chester F. Carlson Award for Innovation in Engineering Education, and received the 2009 David B. Thorud Leadership Award, which is given to a UW faculty or staff for demonstrating leadership, innovation, and teamwork. Sponsored by

Plenary Speaker Session — Friday, June 19th — 8:00 a.m.-9:15 a.m. — Capital Ballroom

Truman Bell, is ExxonMobil’s Senior Program Officer for education and diversity where he coordinates community relations activities and manages education and diversity contribution programs. These programs include support to higher education and K-12 education, initiatives to improve career opportunities for women and minorities, and programs that foster improvement of teaching and learning in science, technology, engineering and mathematics. Truman serves on boards and advisory committees of organizations such as the National Action Council for Minorities in Engineering, the Society of Women Engineers, SECME, Inc., the National Science Teachers Association, and the Texas Business and Education Coalition. He is also a trustee of the Alpha Phi Omega national endowment trust and the Tarleton State University Foundation.

Beth Holloway, has been the Director of the Women in Engineering Program at Purdue University since 2001. She received a B.S. and M.S. in Mechanical Engineering from Purdue and worked as a research and development engineer for Cummins, Inc. for nine years. In addition to directing the Women in Engineering Program, Beth serves as the advisor to the Purdue section of the Society of Women Engineers. She is a past president of WEPAN, serving on the WEPAN Board of Directors from 2005 – 2008, and was the Co-Chair of the 2003 WEPAN National Conference. She is a Faculty Fellow at Earhart Residence Hall, and on the Board of Directors of the Purdue University Engineering Alumni Association.

Jolene Kay Jesse Ph.D., is a Program Director for the Research on Gender in Science and Engineering program in the Directorate for Education and Human Resources (EHR) at the National Science Foundation. The program funds and promotes research in education and workforce issues aimed at broadening the participation of women and girls across the science and engineering fields. It also funds efforts to diffuse research based innovations in gender equitable teaching, pedagogy, and counseling to practitioner audiences. Before coming to NSF, Jolene conducted research on science, technology, engineering and math education and policy issues, with special emphasis on the representation of women and underrepresented minorities in those fields, at the American Association for the Advancement of Science. She received her Ph.D. from the University of Wisconsin-Milwaukee, and a M.A. from The American University in Washington, DC.

Jan Rinehart, is Executive Director of the ADVANCE Program at Rice University. The goals of the ADVANCE program are to increase the number of women faculty in science, engineering, and mathematics at all levels of leadership, and change the institutional climate. Prior to assuming this position, she served as the Deputy Director of the Space Engineering Institute and the Director of Engineering Student Programs at Texas A&M University. She initiated the Women in Engineering program in 1994 and served as WEPAN President from 2002-2003. She received her M.S. in Higher Education Administration from Texas A&M University and a B.S. in secondary education from Abilene Christian University. Sponsored by

Thursday, June 18th

8:00 a.m.-9:15 a.m. — Capital Ballroom

8:30 a.m.-9:45 a.m. — Capital Ballroom
Some engineers have jobs. Some go beyond.

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Intel® thanks WEPAN for promoting institutional and national change to enable success for all women in engineering. For more information on Intel’s education programs—and to access free educator resources, visit our Web site.

www.intel.com/education

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

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Wednesday, June 17, 2009

Wednesday, June 17, 2009  8:30 a.m.– 5:15 p.m.
The goal of this collaboration between WEPAN and the Women in Engineering Division (WIED) of ASEE, is to give WEPAN and WIED members opportunities to meet each other and learn about both organizations. The sessions explore topics relevant to both WEPAN and ASEE WIED members: promotion and advancement, working together to advance women in engineering, and retaining female students by improving instruction. All sessions are included in WEPAN’s registration fee except the luncheon, which is available for a small additional charge. WEPAN is very pleased to work with ASEE WIED to hold this day of joint sessions! Note: The joint sessions will be held at the Hilton Austin Hotel. All other WEPAN conference sessions will be located at the Omni Austin Downtown, a few blocks away.

7:30 a.m.–  Registration Open
8:30 p.m.  Balcony Alcove

8:00 a.m.–  Hilton Austin Hotel  Joint Sessions — A Collaboration between WEPAN and ASEE Women in Engineering Division (WIED)
5:30 p.m.  Pre-registration required.

8:30 a.m.–  Life After Tenure: Leadership Roles in Academia
1 0:15 a.m.  Hilton Austin Hotel Room 406
Donna Reese, Mississippi State University

A panel of administrative leaders from academic institutions will share their experience and advice about advancing to academic leadership positions. Led by Donna Reese, Mississippi State University, the panel includes a provost, dean, department head and endowed chair.

10:30 a.m.–  ASEE Distinguished Lecture: Barbara Morgan & Jill Tietjen
12:00 p.m.  Austin Convention Center, Ballroom C

The Sky Is No Limit: Observations and Lessons from a Teacher in Space, Barbara Morgan
Sponsored by the K-12 Engineering and Pre-College Outreach Division

Barbara Morgan’s infectious enthusiasm for education and her remarkable experience as a NASA Mission Specialist make her an excellent representative to speak about the value of STEM education. Barbara Morgan is not only an engaging educator and role model--she is also a uniquely gifted and inspiring speaker. With a quietly genuine manner, she can effectively bring her listeners into a universe filled with the marvels that science and engineering make possible, not only in outer space but also here on earth.

In 1985, 11,000 teachers vied to become the first Teacher in Space, hoping to represent all teachers on the “ultimate field trip,” and excite students about science, technology, engineering and math. Christa McAuliffe was selected; Barbara Morgan was her backup. Together, they trained with the Challenger crew. After the accident, Morgan traveled the country for NASA, helping teachers and students deal with the tragedy and build their confidence in spaceflight and technology. In 1998, Morgan joined NASA’s astronaut corps. She launched onboard the space shuttle Endeavour in 2007, helping to construct the International Space Station and communicating with students on Earth. Morgan has also taught on the Flathead Indian Reservation and in Ecuador. She is now the Distinguished Educator in Residence at Boise State University, holding a joint appointment in the colleges of Engineering and Education. Her many experiences give her unique perspectives and insights into space exploration and the future of STEM education.

12:30 p.m.–  Luncheon: Working Together for the Success of Women in Engineering Schools
2:00 p.m.  Hilton Austin Hotel Salon A

The luncheon will feature a panel led by Dr. Jane Daniels (Henry Luce Foundation) on the topic of high potential opportunities for faculty and women in engineering experts to work together for the success of women faculty and students in engineering. In many institutions across the U.S., targeted initiatives to advance women in engineering faculty and students are making a difference. How can male and female faculty and Women in Engineering Program Directors collaborate for greater impact to enhance the environment and advancement of women faculty and students?

2:15 p.m.–  Hilton Austin Hotel Salon A Research-Based Initiatives that Improve Retention of Female Students
5:15 p.m.  Patricia B. Campbell, Campbell-Kibler Associates, Amy Hamlin, Michigan Technological University, C. Diane Matt, WEPAN, Carol B. Mulier, Consultant, Eann Patterson, Michigan State University, and Norma Veurink, Michigan Technological University
Moderator: Susan Staffin Metz, Stevens Institute of Technology

This session is focused on key research-based initiatives demonstrated to improve retention of female engineering students. We encourage a wide range of participants, including academic leaders, faculty, teaching and learning center professionals, and women in engineering staff and leaders. The audience will actively participate in the workshop, which brings together nationally-recognized experts to present research-based instructional initiatives, including: relevant applications for 1st and 2nd year courses; spatial-visualization training; faculty-student mentoring; and assessing student impact. At this session, WEPAN will announce ENGAGE: Engaging Students in Engineering through Instruction and Mentoring, a new NSF-funded Research on Gender in Science and Engineering Extension Services project. The workshop will also describe how engineering schools can become a part of the project which includes mini-grants to implement the initiatives.

1:30 p.m.–  Tour IBM Solutions Experiences Lab (SEL) Tour
IBM invites WEPAN members and 2009 conference participants on a tour of the Solutions Experience Lab (SEL) at the IBM campus in Austin, TX. From technology that allows your refrigerator to call you when the milk has gone bad to hospital rooms which operate completely integrated and wirelessly for ultimate patient care, the SEL lets you see cutting-edge engineering innovation in action.
This facility is frequently used for student outreach initiatives to encourage our engineers of tomorrow to experience how technology and engineering can help us design a better world - a key element of recruitment and retention of diverse top talent. Transportation provided. Participants will leave from the hotel lobby at 1:30 pm and return by 4:00 pm. Pre-registration required.

4:30 p.m.— Capital Ballroom   Newcomers Session
WEPAN is excited to welcome all newcomers – all who are new to the WEPAN organization or attending their first WEPAN conference. The Newcomers Session is a perfect opportunity to learn more about WEPAN and how to maximize your conference experience. Meet WEPAN leaders and network with representatives from institutions of higher learning, corporations, government agencies and other not-for-profit organizations focused on the full participation of women in engineering.

5:30 p.m.

6:00 p.m.— Lobby   Discussion Group Dinners
Dinner Discussion Groups are organized to provide you with an opportunity to continue your discussion about issues that interest you or issues that you would like to investigate further. Join some of your colleagues in a relaxed setting to have some fun and continue the conversation!

All groups will meet in the Lobby of the Omni at 6pm SHARP, to walk to the restaurant. A group dinner reservation has been made for a party of 20. Dinner will be at your own expense. Each restaurant will provide separate checks for guests.

NOTE: Restaurant choices are subject to change. Final information will be provided upon conference check-in.

Retention and 2nd Year Issues – This group will share best practices and initiatives to foster retention as well as discuss issues facing second year students.
Maria Maria’s – 415 Colorado Street
http://mariamariarestaurants.com/low/

Recruitment Issues – The group will share best practices in recruitment and new initiatives being used by recruitment specialists. Also included will be summer/day camp offerings that are recruitment tools.
Cantina Laredo – 201 West 3rd Street
http://www.cantinalaredo.com/

Corporate Retention – This group will discuss current issues facing programs in light of the current economic slowdown and ways to combat the issue of retaining corporate sponsorship.
Moonshine’s – 303 Red River Street
http://www.moonshinegrill.com/index.php

Regional Collaborations – This group will discuss the recent meeting of the Big 12 program schools and discuss ideas and ways to effectively collaborate with institutions regionally.
Old Pecan Street Café – 301 East 6th Street
http://oldpecansstcafe.com/

Legal Challenges – This group will discuss new legislation that may impact program offerings as well as ideas for working around legal roadblocks that may hinder our focus.
Iron Cactus – 606 Trinity Street
www.ironcactus.com

8:00 p.m.— Capital Ballroom   Welcome Dessert Reception
9:30 p.m.

Make new friends and reconnect with old ones at the conference opening dessert reception and welcoming ceremonies. Meet WEPAN leaders and hear about conference highlights and events.

Welcome to Ya’ll!

Spotlight Key:

1. Spotlight 1: Developing Engineering Talent from K to Grey
2. Spotlight 2: Communicating, Marketing and Effective Messaging
3. Spotlight 3: Building and Sustaining Collaborative Partnerships and Engaging Volunteers
4. Spotlight 4: Developing Diversity Program Staff
5. Spotlight 5: Impacting Policy, Legislation and Media

Look for the Spotlight symbols in the Conference Schedule for related programs.
### Schedule at a Glance

#### Wednesday

**Joint Sessions A Collaboration Between WEPAN and ASEE Women in Engineering Division:** 8:00 a.m.-5:30 p.m.

- **Life After Tenure: Leadership Roles in Academia** — 8:30 a.m.-10:15 a.m. — Hilton Austin Hotel Room 406
- **ASEE Distinguished Lecture: Barbara Morgan & Jill Tietjen** — 10:30 a.m.-12:00 p.m. — Austin Convention Center, Ballroom C
- **Luncheon: Working Together for the Success of All Women in Engineering Schools** — 12:30 p.m.-2:00 p.m. — Hilton Austin Hotel Salon A
- **Research-Based Initiatives that Improve Retention of Female Students** — 2:15 p.m.-5:15 p.m. — Hilton Austin Hotel Salon A

**Wednesday WEPAN Afternoon & Evening Activities 1:30 p.m.-9:30 p.m.**

- **Tour: IBM Solutions Experiences Lab (SEL)** — 1:30 p.m.-4:00 p.m. — Meet in Omni Austin Hotel Lobby
- **Newcomers Session** — 4:30 p.m.-5:30 p.m. — Capital Ballroom
- **Dinner Discussions** — 6:00 p.m.-8:00 p.m. — Located in Designated Restaurants — See Program Description for Details.
- **Dessert & Opening Reception** — 8:00 p.m.-9:30 p.m. — Capital Ballroom

#### Thursday

- **Conference Welcome** — 8:30 a.m.-9:45 a.m. — Capital Ballroom
- **Kick-off Keynote: Ken Dickerson, Atlantic Richfield Company (Retired)**

**Thursday Session 1 (TH1): 10:00 a.m.-11:00 a.m.**

- **Capital B—TH1-1A-C Spotlight 1:** Developing Engineering Talent
  - **Lone Star—TH1-2/W Spotlight 2:** Communicating Marketing, and Effective Messaging
  - **Austin North—TH1-3A&B Spotlight 3:** Building, Engaging and Sustaining Collaborative Partnerships & Volunteers
  - **Senate—TH1-4/W Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Austin South—TH1-5/W Spotlight 4:** Developing Diversity Program Staff

- **Cyber Café** — Opens at 10 a.m. — Congress

**Thursday Session 2 (TH2): 11:15 a.m.-12:15 p.m.**

- **Capital B—TH2-1A&B Spotlight 1:** Developing Diversity Program Staff
  - **Lone Star—TH2-2A&B Spotlight 2:** Communicating, Engaging and Sustaining Collaborative Partnerships & Volunteers
  - **Austin North—TH2-3A&B Spotlight 3:** Developing Engineering Talent from K to Grey
  - **Senate—TH2-4/W Spotlight 3:** Building, Engaging and Sustaining Collaborative Partnerships & Volunteers
  - **Austin South—TH1-5/W Spotlight 4:** Developing Diversity Program Staff

- **Keynote Luncheon** — 12:30 p.m.-1:45 p.m. — Longhorn
  - **Keynote Speaker: Cindy Atman, Ph.D., University of Washington**

**Thursday Session 3 (TH3): 2:00 p.m.-3:00 p.m.**

- **Capital B—TH3-1A-C Spotlight 2:** Communicating Marketing, and Effective Messaging
  - **Lone Star—TH3-2/D Spotlight 3:** Building, Engaging and Sustaining Collaborative Partnerships & Volunteers
  - **Austin North—TH3-3/P Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Senate—TH3-4/W Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Austin South—TH3-5/W Spotlight 1:** Developing Engineering Talent from K to Grey

- **Coffee Break** — 3:00 p.m.-3:30 p.m. — Foyer

**Thursday Session 4 (TH4): 3:30 p.m.-4:30 p.m.**

- **Capital B—TH4-1A&B Spotlight 5:** Impacting Policy, Legislation and Media & Spotlight 1: Developing Engineering Talent from K to Grey
  - **Lone Star—TH4-2A-C Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Austin North—TH4-3/D Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Senate—TH4-4/D Spotlight 1:** Developing Engineering Talent from K to Grey
  - **Austin South—TH4-5/W Spotlight 1:** Developing Engineering Talent from K to Grey

*Spotlight Key:*
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<thead>
<tr>
<th>Session</th>
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| Thursday Session 5 (TH5)      | 4:45 p.m.-5:45 p.m. | Capital B—TH5-1/D Lone Star—TH5-2A-C Austin North—TH5-3A&B Senate—TH5-4/W | Capital B—TH5-1/D  
Spotlight 3: Developing, Engaging and Sustaining Collaborative Partnerships & Volunteers  
Spotlight 1: Developing Engineering Talent from K to Grey  
Spotlight 1: Developing Engineering Talent from K to Grey  
Spotlight 4: Developing Diversity Program Staff  
Center Stage in Austin: Conference Dinner Celebration — 6:30 p.m.-8:30 p.m  
Bob Bullock Texas State History Museum  
Meet in Lobby. Buses begin loading at 6:30 p.m. and leave from main entrance. Return at 8:30 p.m. |
Spotlight 4: Developing Diversity Program Staff  
Spotlight 1: Developing Engineering Talent from K to Grey  
Spotlight 1: Developing Engineering Talent from K to Grey  
Spotlight 2: Communicating, Marketing and Effective Messaging  
Executive—FR1-5/P  
Spotlight 1: Developing Engineering Talent from K to Grey  
WEPAN Networking & Awards Luncheon—11:45 a.m.-1:00 p.m.—Longhorn Room  
Celebrate WEPAN’s 20th Birthday! — 1:30 p.m.-1:45 p.m.—Capital Ballroom & Foyer |
| Friday Session 2 (SH)         | 1:45 p.m.-3:00 p.m. |             | In the Spotlight 2009: Best and Emerging Practices—1:45 p.m.-3:00 p.m.—Capital Ballroom and Balcony — A joint poster, panel and demonstration session. |
| Friday Session 3 (FR3)        | 3:15 p.m.-4:00 p.m. |             | Lone Star—FR3-1/P  
Engineer Your Life  
Creating Great Messages for Young Women About Engineering  
Austin North—FR3-2  
Communication, Assessment and Stereotype Threat: Explore how stereotype threat affects communication and assessments. |
| Friday Session 4 (FR4)        | 4:15 p.m.-5:00 p.m. |             | Lone Star—FR4-1/P  
Creating Successful Partnerships  
Corporate Partner Session  
LMCO, IBM and other Corporate Panelists  
Austin North—FR4-2  
Collaboration 101  
Explore best practices in collaborating on projects, events, grants and more  
Networking in the Showcase—5:00 p.m.-6:00 p.m.—Capital Ballroom  
Wrap up “In the Spotlight 2009” and the WEPAN Conference with a networking reception in the midst of the posters and hands-on activities in the Showcase |
The demand for engineers is growing and if critical changes are not made at the K-12 level and within universities to ensure a dependable workforce is available, the US will not remain a high quality place to do business. The economic impact of an increased pool of engineers and computer scientists is staggering. At the state level, Texas needs to increase the number of higher education students graduating with STEM related knowledge and skills that meet industry needs and will ensure Texas remains competitive in attracting and sustaining industry for the future. Through public policy and state appropriations, collaborative efforts across state universities, state-wide STEM initiatives, and grant-funded education and teacher training programs, efforts are being made across the state to address STEM workforce and pipeline issues. It will take all of us – state governments, universities, K-12 institutions, companies, individuals – to affect the demand.

**TH1-1A The Benefits of Routine Performance Feedback for Faculty**
Elizabeth Creamer, Leigh Harrell, and Peggy Layne
Results from this two-phase qualitative and quantitative study confirm that perceptions about the clarity of performance expectations are significantly more positive among faculty members who receive routine and concrete feedback about performance. This paper reports findings of a two-phase, mixed methods study of pre-tenure engineering faculty at a land grant university in the mid-Atlantic region of the U.S.

**TH1-1B Gender Differences in the Career Paths of Engineering Faculty**
Catherine Didion, National Academy of Engineering
This presentation will focus on a National Research Council Congressionally-mandated study that will be released in early 2009 and will present new findings about career differences between female and male faculty in science, engineering, and mathematics. The purpose of the project is to update earlier analyses, identify and assess any gender differences, and recommend methods for further clarifying assumptions about gender and academic careers.

**TH1-1C The Impact of Funding on Female Faculty Advancement**
Lynn Ellen Katz, Mia K Markey, Kathy J. Schmidt, Sherry E. Woods, and Tricia S. Berry, The University of Texas at Austin
This panel presentation will include representation from faculty, staff and administration in a forum that discusses the benefits and challenges of various models for advancing representation of female faculty. Data from several institutions, including those with and without NSF ADVANCE grants, will be compared against benchmark measures of female faculty advancement. The focus will be on the type and extent of programs employed to achieve reform.

**TH1-2 Discussion—Engineer Your Life: Effective Communication Messages**
Thea Sahr, WGBH, Janet Yowell, University of Colorado at Boulder, Tricia Berry, The University of Texas at Austin
Learn about Engineer Your Life (EYL), a national campaign to transform the image of engineering, and how you can use it in your college/university. Hear firsthand how the University of Colorado at Boulder and the University of Texas at Austin are successfully using EYL’s messages and resources to recruit girls into their programs.

**TH1-3A When One Plus One Equals Much More Than Three**
Mimi Lufkin, National Alliance for Partnerships in Equity, Karen Peterson, National Girls Collaborative Project, Lynn Reha, The Illinois Center for Specialized Professional Support
The New Look Project, created and managed by The Illinois Center for Specialized Professional Support (ICSPS), strengthens programming for special population learners with an emphasis on programs preparing students for nontraditional careers, including women and girls in Science, Technology, Engineering and Math (STEM) fields. ICSPS is participating in the National Girls Collaborative Project (NGCP) and the STEM Equity Pipeline Project of the National Alliance for Partnerships in Equity. This presentation will show how the integration of these three projects has created a critical mass of resources and interest to bring the formal and informal STEM education sectors together in Illinois around a single vision of increasing the access and success of women and girls in STEM education.

**TH1-3B Student Perceptions of Mentoring: Program Implications from a Survey of 2500 Students**
Raymond M. Rose, MentorNet
MentorNet, with the support of the National Science Foundation conducted a survey of approximately 2,500 science, technology, engineering and mathematics (STEM) undergraduates, graduate students, and postdocs to learn more about their perception of the value and need for mentors. This panel will present the survey results and engage participants in a discussion of the implications.
Role models matter and role model visits and field trips have a long-term impact. This workshop will provide the resources to plan role model visits and field trips that introduce girls to engineering careers. Through personal stories and engaging activities, role models can combat stereotypes and show that engineers are problem-solvers who work on projects that benefit people. We will share our Resource Guide and Toolkit, Get Involved. Make a Difference. A Guide for Classroom Visits and Field Trips for K-12 Students. These include icebreakers and hands-on activities, biographies of students and role models, questions to promote conversations, schedules, and more to make outreach fun and engaging.

10:00 a.m.– Austin South  Developing Diversity Program Staff
11:00 a.m.

TH1-5 Workshop—Academic Research, Internship and Funding Workshop
Kate O’Rourke, American Society of Engineering Education
Our activities at the American Society for Engineering Education include promoting and administering various research-oriented fellowships for undergraduate and graduate students in the STEM fields. In total, we handle about 14,000 applications per year, resulting in about 1,800 awardees receiving more than $60,000,000 of support annually. A common goal is to give opportunities to bright young minds so they can make meaningful contributions to their field. This workshop will give a window into a variety of academic research, internship and funding opportunities for faculty, deans, associated personnel and students.

10:00 a.m.– Congress  Cyber Café—open
5:00 p.m.  Sponsored by IBM

11:15 a.m.– Capital B  Developing Diversity Program Staff
12:15 p.m.

TH2-1A  Spotlight on Engineering Women: Past, Present and Future
Jill Tietjen
Early engineering women contributed to the establishment of the field of industrial engineering, the construction of the Brooklyn Bridge and made numerous other contributions to the advancement of the engineering profession. Significant numbers of women entered the profession in the 1970s and 1980s. Today, however, women still comprise less than 20% of the engineering profession. Gender parity is still the objective so that society can benefit from women’s technical contributions.

TH2-1B  Training for New and Continuing SWE Faculty Advisors and SWE Counselors
Mary C. Verstraete, The University of Akron
This session is designed for Faculty Advisors and Counselors of SWE Collegiate Sections, both new and returning. Discussions will include information on new procedures, contacts and SWE web site communities. A question and answer session will follow the initial presentation.
the study’s multi-method, student-focused approach to data collection, the CAEE research team is building a set of compelling results that paint rich and nuanced pictures of the engineering student experience.

2:00 p.m.– Capital B Communicating, Marketing and Effective Messaging- Practice Focused

Moderator: Barbara Hacker, Professor, Chemical and Materials Engineering, California State Polytechnic University, Pomona

TH3-1A Marketing Positive Images of SET for Diverse Teenagers

Felizitas Sagebiel, Jennifer Dahmen, Bergish University Wuppertal

Often obsolete and unattractive job images characterize attitudes of young people towards sciences and technique in school and beyond. Peer groups, teachers, job advisers and media are influencing as socialisation agents this image and therefore the attitudes of young people differently. A comparison of initiatives aiming at raising attractiveness for science and technology of young people in a practical and appealing way will give information about successful measures to change the attitudes of adolescents in relation to the image of science and technology.

TH3-1B The Engineering Pathway: A New Metaphor Especially Appropriate for Women

Mary Ruth Anderson-Rowland, Arizona State University

The “engineering pipeline” has been used to describe the eventual dearth of women and men engineers. However, a person who leaves the “pipeline” has no way back in. A more recent metaphor is the “engineering pathway” which allows a person to wander off and back on the path and to enter the pathway at different point. This paper presents a new metaphor to encourage women for the engineering career: the engineering freeway. This freeway with fast and slow lanes, on and off ramps, speed bumps, detours, alternate routes, and frontage road better describes the engineering careers of many women.

TH3-1C Kama’aina Come Home: Recruiting Diverse Engineering Talent with Hawai’i Roots

Leslie Wilkins, Jenilyinne Salvador, Shawna Sodersten, Maui Economic Development Board

This paper will describe concerted efforts, over the past 5 years, to recruit women, Native Hawaiians and persons with local ties and qualifications to return home to Maui to work. It will also discuss the potential to replicate these efforts in other communities. To date, these efforts have reached over 5,000 expatriates, attracted nearly 800 applicants and resulted in more than 70 job placements.
Introduce a Girl to Engineering

Social Capital and Engineering Talent from K to Grey

Moderator: Rachelle Reisberg, Director of Women in Engineering at Northeastern University

4:30 p.m.

3:30 p.m.– Capital B

Impacting Policy, Legislation and Media-Practice Focused & Developing Engineering Talent from K to Grey

Moderator: Rachelle Reisberg, Director of Women in Engineering at Northeastern University

Women Engineers @ the Beach, an innovative outreach program offered at California State University, Long Beach, is designed based on the findings from a correlation study which investigated the relationship between participants’ math ability and participants’ interest in engineering as a career choice.
Recent reports indicate a general lack of awareness and excitement about the field of engineering, despite numerous attempts to educate the public about the field. One way to spread the word about engineering is through the use of entertainment media. With that in mind, the Center seeks to increase public awareness of the role of engineering through a “prime-time” commercial television series that highlights the positive roles of engineers in modern society.

This discussion will examine present-day barriers and inhibitors of women in STEM fields at both universities and companies, and will focus on best and promising practices as presentation of established tactics for increasing diversity is enhanced by participants’ own success stories.

The Inaugural WIE DREAM Conference was held in February 2008 with the goal of educating and exciting students, parents and teachers about the opportunities a career in engineering provides. Over 350 participants interacted with faculty, engineering students and professionals through seminars, panel discussions and information fair. The “Increase Your Reach” workshop will discuss key components required to plan a successful conference.

The key to the defense industry’s ability to develop state-of-the-art technologies the future is to encourage our future workforce to pursue careers in engineering and science. Traditionally, this has entailed corporate America working with Universities to encourage underclassmen to pursue technical degrees. With a shrinking percentage of college-bound students pursuing technical degrees, there is an increased need to demonstrate the importance and excitement that engineering and science degrees can offer to high school and even grade school students. This involves not only single-day activities such as Space Day and National Engineers week, but also building a continued relationship with local schools. There are several programs currently being executed in Lockheed Martin, including tutoring partnerships with community schools,
TH5-2C  Growing Your Career: The Shift from Individual Contributor to Technical Management
Lenisha Gandhi, IBM
Our technical industry offers many avenues of career growth and opportunities varying from architects, technical managers, and product managers to release management and much more. However, it is up to the individual to determine that path and proceed toward it. This paper will focus on the journey of proceeding from individual contributor to a technical manager.

4:45 p.m.– Senate  Developing Diversity Program Staff-Practice Focused
5:45 p.m.  Practice Focused

TH5-3A  Undergraduate Women Students and Engineering Outreach
Pamela Wolting, Katrina Sanders, Gretchen Louise Hein, Chris Anderson
How do women engineering students get girls interested in engineering and create positive examples of women in engineering? Michigan Tech’s Chapter of the Society of Women Engineers (SWE) has been working through on-campus events and the community to help girls in junior high and high school become interested in math, science, and engineering.

4:45 p.m.–  Austin North  Developing Engineering Talent from K to Grey-Research and Practice Focused
5:45 p.m.  Practice Focused
Moderator: Yvonne Spicer, Vice President – Advocacy and Educational Partnerships, Museum of Science- Boston

TH5-3B  High School Enterprise: Increasing STEM Enrollment
Jean Kampe, Robert Warrington, Mary Raber, Doug Oppliger, Anne Warrington, Valorie Troesch
High School Enterprise (HSE) is an extra- or in-curricular school activity in which students from grades 9-12 engage in active, applied STEM learning. The goal of HSE is to cultivate and grow a world-class and broadly inclusive science and technology workforce. Team members will demonstrate proficiency in applied workforce skills, will be more disposed to enter STEM careers, and will be better prepared to undertake the education needed for these careers.

6:30 p.m.–  Center Stage in Austin: Conference Dinner Celebration
9:30 p.m.  Bob Bullock Texas State History Museum
Meet in Lobby. Buses begin loading at 6:30 p.m. and leave from main entrance. Return at 8:30 p.m.

2009 WEPAN National Conference Proceedings

View or search the WEPAN Conference database from its first conference in 1990, including the full text of the 2009 papers. Sample conference content includes recruitment and retention issues, mentoring, science education, faculty promotion and tenure, diversity initiatives, and policy considerations. This site is the official digital archive of the Proceedings of the WEPAN National Conference and was created by WEPAN in cooperation with the Office of Digital Scholarly Publishing, a joint effort of The Pennsylvania State University Libraries and the Penn State Press. The site was developed and is maintained by the Office of Digital Scholarly Publishing.

www.wepan.org
Women in Engineering Programs are funded through a variety of sources with most directors responsible for a major portion of the fund-raising. Through the years, funding source priorities have changed. The panel will provide information on what is currently fundable, trends in funding, and provide advice to help strategize fund raising work. This lively discussion will provide tips and recommendations for directors as they plan for their programs sustainability and growth.

**FR1-2A Building P-16 Engineering Collaboratives from the Higher Education Perspective**
Fredericka Brown, Kristian Trampus, Michael Odell
This paper presents details on a P-16 collaborative that involves several entities – The University of Texas at Tyler College of Engineering and Computer Science and the School of Education, Tyler Independent School District, Texas Girls Collaborative, science museums, after school intervention programs, STEM summer camps, and industrial partners

**FR1-2B A Speaker Series to Patch the Pipeline for Women**
Barbara A. Hacker, California State Polytechnic University, Pomona
A program created at this Hispanic Serving Institution will bring to campus talented women who are pursuing a doctoral degree or currently hold a post-doctoral fellowship to give departmental seminars to faculty and students. As a result of this initiative, women who facilitate the seminars have a better understanding of a primarily undergraduate institution as a career path, faculty have a wider pool of candidates to invite to apply for a faculty position, and undergraduate students see the possibility of pursuing an advanced degree.

**FR1-2C Undergraduate Women in Computing: Strategic Recruiting**
Lecia Barker, Stephanie L. Hamilton, National Center for Women & Information Technology
This workshop supports computer science recruiting by helping participants develop a strategic plan using a “low-hanging fruit” approach. The focus is on the greatest “return on investment” in the shortest time, with the smallest resource commitment. Participants will receive a professionally produced guidebook on strategic recruiting for undergraduate computing, examples of materials, and other handouts.

**FR1-3 Workshop—K-12 Activity Exchange Workshop**
Suzanne Zurn-Birkhimer, Ruth Friedman, Purdue University
This workshop allows participants to share one of their favorite “tried and true” outreach activities in exchange for one activity idea from each of the other workshop participants. Presenters will provide each workshop attendee with the supplies necessary for one person to complete the activity, along with the activity guidelines and sample student handouts.

**FR1-4 Workshop—Facebook: Changing the Conversation Media**
Ana M. Dison, The University of Texas at Austin
This interactive session will include live demonstrations for users on how to create groups and events, sending personal messages and reading threads, posting photos and other items and using the online chat feature. Basic facebook etiquette will be discussed as well as hot topics in the social networking world. Attendees should have a personal profile already created prior to attending this session.
10:30 a.m. — Executive Developing Engineering Talent from K to Grey-Practice Focused

F1-4 Panel — Engineering Education Standards
Yvonne Spicer, Boston Museum of Science and Stacy Avery, Texas Education Agency

Over the last three years, the Society of Women Engineers has taken an active role in public-policy matters related to women in engineering, in K-12 STEM education and the application of Title IX to STEM programs at the college and university level. This presentation provides an opportunity for members of SWE’s Government Relations and Public Policy committee to describe SWE’s efforts in this regard, and gives participants ideas for how to foster change at their own educational institutions.

11:45 a.m. — Longhorn Networking & Awards Luncheon
1:00 p.m.

Women In Engineering Program Award
Presented by Presented by Daila Bonilla Wortman, Director of Engineering & Professional Development, Information Systems & Global Services, Lockheed Martin Corporation

The Women in Engineering Program Award recognizes an outstanding WIE program (examples include a Women in Engineering Office, Diversity Programs in Engineering Office, or ADVANCE Centers) that serves as a model for other institutions.

2009 Recipient:
Dr. Laura Bottomley, The Women in Engineering Program, North Carolina State University

In recognition of a women in engineering program modeling and generating best practices for outreach, recruitment, retention, and development of girls and women in engineering.

The Educator’s Award
Presented by Lisa Gable, Global Women’s Initiatives Program Manager, IBM

The Educator’s Award recognizes and honors the significant contribution of an individual educator or a non-profit organization, council or consortium to STEM education for girls and/or women at the primary, secondary, university, or community level.

2009 Recipient:
Dr. Mary Anderson-Rowland, Arizona State University

In recognition of significant achievement in increasing the participation and retention of girls and women in engineering.

Introduce a Girl to Engineering Day Award
Presented by Truman Bell, Senior Program Officer, Education and Diversity, ExxonMobil

WEPAN and the National Engineers Week Foundation work together to recognize major contributions of organizations or individuals to the Introduce a Girl to Engineering Day initiative.

2009 Recipients:

Dr. Mary Anderson-Rowland, Arizona State University

Women in Science, Engineering and Technology Penn State

University – Fayette Campus

In recognition of your significant outreach efforts to introduce girls to opportunities in engineering.

The Women in Engineering Champion Award
Presented by Tricia Berry, WEPAN President

The Women in Engineering Champion Award recognizes and honors an individual employee in industry for their volunteer contributions to STEM education at the primary, secondary, or collegiate levels.

2009 Recipients:
Janel Barfield, IBM and Kathryn Tobey, Lockheed Martin

In recognition of your significant volunteer contributions toward increasing the participation and retention of girls and women in engineering.

A complete listing of WEPAN Awards and previous Award Recipients is available at www.wepan.org
The development of a train-the-trainer model that incorporates the research base in gender equity and engineering education into the curricula, classroom climate, and academic preparation of students in grades six through fourteen. The ultimate goal is to increase the number of women who earn bachelor's degrees in engineering. In support of this goal, we have begun production of three related booklets that address recruitment, retention, and advancement of women and girls, including women of color and women with physical disabilities, in engineering and pre-engineering courses.
Expanding the Pipeline: Increasing Women’s Participation in STEM  
Adrienne Marie Stroopes, IBM  
This poster will focus on influences and decisions from childhood to undergraduate graduation. Negative impacts from social pressures, classrooms and lack of early exposure to computers are some of the areas explored as contributors to decreased confidence and (therefore) interest by women in STEM. It also explores Malaysia, which does not have this disparity amongst CS students and proves as a useful comparison to other “Western” cultures.

Kentucky’s Success with the National Girls Collaborative Project  
Suzanne Schef, University of Kentucky  
This poster will describe the process and transformation accomplished by the state of Kentucky after becoming a member of the National Girls Collaborative Project in Fall 2007. The “Kentucky Girls STEM Collaborative”, has had tremendous success in connecting with others who share a passion for increasing girls’ interest in science, technology, engineering and math.

Faculty Recruitment and Hiring Processes at University  
Canan Bilen-Green, Elizabeth Birmingham, Ann Burnett, Karen Froelich, North Dakota State University  
This poster summarizes a recruitment program developed to achieve gender diversity and fairness in recruitment and hiring processes. A full-time position in University has been created to provide training for faculty search committees, assist search committees in targeted recruiting efforts, and work with search committee members to help them identify and use effective and gender sensitized search and hiring practices. The recruitment plan was developed through analysis of policies and practices implemented at other ADVANCE institutions. This recruitment program not only increases the participation of women at all levels, but also attracts highly qualified candidates of both genders to University.

The Power of the Women On Whose Shoulders We Stand  
Jill Tietjen, Technically Speaking  
Women have changed the culture and the economy of the U.S. throughout its history but often their accomplishments have been ignored, forgotten, or minimized. Over 850 women in U.S. history from 1587 to 2007 are included in the author’s bestseller “Her Story: A Timeline of the Women Who Changed America”from artists and entertainers, to scientists and engineers, to authors and businesswomen. Come discover the amazing women on whose shoulders we stand.

The Power of Synergy: Networking via Mentoring  
Suparna Sinha Roy, Linda Zimmer  
This paper describes programs that have been effective in connecting networks via mentoring. These include testimonials of women from global business scenarios, both mentors and mentees, talking about networking value add as a result of the mentoring relationship. A framework is proposed to optimize networking outreach from mentoring relationships. Conclusions will include recommendations for optimizing career progression via mentoring relationships – to expand networks and connections.

Addressing Regional and State Competitiveness: Central Texas Engineering Education Collaborative  
Hannah Gourgey, E3 Alliance  
The Central Texas Engineering Education Collaborative, facilitated by E3 Alliance, addresses a critical need for regional and state competitiveness. Central Texas is a recognized technology and entrepreneurial hub, but to remain competitive, we must provide a skilled engineering workforce to local business and create strategies that attract and retain students traditionally underrepresented in higher education, particularly in science, technology, engineering, and mathematics (STEM) disciplines. The Collaborative leverages and scales existing proven program components to strengthen the regional engineering pipeline.

Central Texas Discover Engineering: Bringing Engineering to the Community  
Leslie McMaster, Central Texas Discover Engineering  
For more than fifteen years, Central Texas Discover Engineering has been connecting teachers with engineers who want to share their passion for their profession. Up to 20,000 students are served each year in this unique partnership between local businesses, professional societies and schools. This all-volunteer organization trains guest lecturers in classroom management and age specific activities. Collaborators have included the local PBS station KRLU, the Austin Children’s Museum, the Texas Girls Collaborative Project and Citizen Schools.

Elementary School Computer Science: From Bee Bots to Crystal Rain Forests in Houston ISD  
Karen North, Houston ISD  
This display will show samples of what computer science looks like at the elementary school level. The CS lessons are part of The Creative Problem Solving and Design Tool Series and include an online puzzle lesson, Bee-Bot World, Crystal Rain Forest, graphic programming and drawing tools. The display will also show how students connected computer science to recycling and will include an overview of CSTA/ACM Level I curriculum, a curriculum model designed to introduce computer science to students from kindergarten through eighth grade.

Engineering the Leander Way: An After School Collaboration Using Engineering is Elementary Curriculum  
Carol Edenfield, Julia McComas, Leander ISD  
This display will showcase the Leander ISD (Texas) after school program, Engineering the Leander Way, for girls in grades 3-5 held at four bilingual campuses in the fall of 2008. The program was designed around the research-based STEM curriculum, Engineering is Elementary: A Sticky Situation, Designing Walls. We encouraged parental involvement and support in this program through parent information meetings. In partnership with IBM Austin’s Women in Technology (WIT), female engineer guest speakers presented their education and experience to the parents and girls.
Latinitas Tech Savvy Chica Project: A Collaborative Workshop Series Encouraging Hispanic Girls to Explore Technology
Laura Donnelly, Latinitas
Latinitas will showcase the Tech Savvy Chica Project, a collaborative workshop series focused on encouraging Hispanic girls to explore technology and was tailored to recruit and meet the unique interests of Latina girls. Also showcased will be the video public service announcements, audio recordings and webpages created by the girls to share the lessons they learned throughout the project such as shattering myths that girls aren’t good at technology, promoting the importance of technology coursework, exploring career opportunities in STEM and encouraging girls to pursue higher education.

UTEP Future Educators of Math and Science “Girls Count” Collaborative Outreach Program
Ellen Esposito and Carlos Amato, The University of Texas at El Paso
Girls Count is an outreach program led by undergraduate student members of UTEP’s Future Educators of Math and Science (FEMaS) organization. Teachers and 40 El Paso 5th grade girls participated monthly in inquiry-based, integrated math and science activities led by the students who are enrolled in degree plans leading to math and science secondary teacher certification.

Imaginarium of South Texas Wind Tunnel Tinkering
Cheryl Potempkin, Imaginarium of South Texas
The Imaginarium of South Texas will showcase one of the museum’s outreach exhibits: the wind tunnel. Made of easily found and affordable items, the wind tunnel is able to travel to different locations around the community. Presenters will share the wind tunnel experiments, as well as how to construct a wind tunnel of your own.

Tinkerer’s Workshop: An Austin Children’s Museum and UT Austin Women in Engineering Program Collaboration
Christina Soontornvat, Austin Children’s Museum
Learn how the Austin Children’s Museum collaborated with the UT Austin Women in Engineering Program (WEP) to design its Tinkerer’s Workshop - an exhibit to engage girls in science and engineering. Ongoing partnerships with WEP and TxCOP have informed exhibit development, including the Summer 2009 exhibit Maker Kids and the design of the new museum.

Texas Girls Collaborative Project (TxCOP)
Didey Muniz and Tiffany Grady, TxCOP
The TxCOP connects leaders and advocates from non-profits, K-12 schools, higher education institutions, companies, museums and organizations across the state of Texas committed to informing and motivating girls to pursue careers in science, technology, engineering and mathematics (STEM). The TxCOP provides many opportunities for individuals and organizations across Texas to meet or reconnect, learn about each other’s work, and develop ways to work together to better serve girls and young women in STEM.

Girlstart
Julie Shannan, Girlstart
Girlstart is a non-profit organization created to empower girls to excel in math, science, and technology. Girlstart has quickly established itself as a best-case practices leader in empowering, educating, and motivating girls to enjoy and become more proficient in math, science and technology. Girlstart will display information about summer camps, after school workshops, and results from our Project IT Girl NSF funded project for high school girls.

Girl Scouts of Central Texas
Terry Olguin, Girl Scouts of Central Texas
Girl Scouts of Central Texas introduced First Robotics into their programming last year, sending two teams to FIRST Lego competition and 1 team to First Robotics. With the help of mentors from National Instruments and UT, all 3 “Rookie” teams received awards. The Girl Scouts also collaborates with organizations including the Texas Girls Collaborative Project, Society of Women Engineers (Green Building event), Stunt Ranch (Science in the Movies event), and the Society for the Prevention of Cruelty to Animals to provide new and exciting programs for girls.

Design Squad and Engineering Your Life: Bringing Engineering to Life
Thea Sahr, WGBH Educational Foundation
WGBH, Boston’s public television station, has developed Design Squad and Engineer Your Life to bring engineering to life for kids. Based on in-depth research and message testing, Engineer Your Life meets high school girls where they live, promoting engineering through the lens of what matters to girls as they begin to shape their own futures. Design Squad, an award-winning reality TV series, shows kids engineering is fun, something that they can do, and helps make the world a better place. Both are supported by media-rich web sites, a robust network of partners, and resources to inspire the next generation of engineers.

National Center for Women & Information Technology
Lecia Barker, National Center for Women & Information Technology
The National Center for Women & Information Technology (NCWIT) is a coalition of more than 170 prominent corporations, academic institutions, government agencies, and non-profits working to increase women’s participation in information technology (IT). Member organizations and the NCWIT social science team identify best practices for recruiting, retaining, and advancing women. These best practices are transformed into Promising Practice Sheets (theoretical/research foundations accompanied by case studies) and Programs-in-a-Box (turnkey solutions that address pressing issues facing the IT community).

Society of Women Engineers (SWE) - Aspire, Advance, Achieve
Walter McFall, Karen Horting, Penny Parang and Suzanne White, SWE
SWE is a not-for-profit educational and service organization that empowers women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career for women through an exciting array of training and development programs, networking opportunities, scholarships, outreach and advocacy activities, and much more. Learn about SWE, the AWE (Assessing Women and Men in Engineering) Project and SWE-Southwest Texas outreach activities.
Texas Alliance for Minorities in Engineering (TAME)
Shari Getz, Texas Alliance for Minorities in Engineering

TAME enables Texas students to pursue careers in STEM by creating partnerships among educators, industry, government and families to inform, educate and motivate students; implementing classroom and extra-curricular programs and activities; focusing on populations that remain underrepresented in fields of STEM, and promoting diversity in STEM careers. Learn about TAME’s new Science Squad Comic Book, Trailblazer, Halliburton Scholarships, local and statewide Math and Science Competitions, Essay and Poster Contests, and much more.

WEPAN Knowledge Center: Research, Best Practices, and Professional Communities Dedicated to Advancing All Women in Engineering
Jenna Carpenter and Beth Holloway, Women in Engineering ProActive Network

The WEPAN Knowledge Center professional interest group “Share Your Stories! 20 Years of WEPAN” is celebrating WEPAN’s 20th birthday by collecting member’s stories on how WEPAN has impacted them, their institution, engineering education, or the culture for women in engineering. Come see the slideshow featuring reflections of WEPAN’s founders and past presidents from the “Share Your Stories” group, sponsored by the WEPAN Knowledge Center Professional Community.

Lockheed Martin
Lockheed Martin Corporation

Lockheed Martin is a premier systems integrator and global security company principally engaged in the research, design, development, manufacture, integration, and sustainment of advanced technology systems, products and services. Headquartered in Bethesda, Maryland, Lockheed Martin employs 146,000 people worldwide; the Corporation reported 2008 sales of $42.7 billion. Lockheed Martin is led by Robert J. Stevens, Chairman, President and Chief Executive Officer. With a balanced business base, Lockheed Martin has more than 3,000 programs in the United States and worldwide.

Join us for the joint WEPAN/National Association of Multicultural Engineering Program Advocates (NAMEPA) National Conference
April 12 - April 15, 2010
Baltimore Marriott Inner Harbor at Camden Yards
100 South Eutaw Street
Baltimore, Maryland
Visit the Cyber Café...

...and get a guided tour of the new WEPAN Knowledge Center!

Join the WEPAN Knowledge Center Professional Community onsite and receive a give-away.

Become a Gold Star Knowledge Center user at the Cyber Café and win great prizes!

The WEPAN Conference Cyber Café also offers a mini-tutorial on how to use Facebook to engage your students, staff, or colleagues - visit the café and volunteers will help to develop a Facebook page for your WIE Program.

Sign up to follow WEPAN on Twitter to get the latest conference news and win more fun prizes!

No Facebook or Twitter account? Cyber Café volunteers can help you set up accounts where you can follow WEPAN activities, collaborate with new conference friends, and keep your colleagues back home updated on the WEPAN Conference.

Visit the Cyber Café Thursday and Friday from 10am to 5pm.