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Welcome to the 2013 WEPAN National Conference! This year’s conference Engage Everyone – Building an Inclusive Climate for Diverse Communities of Women in STEM promises to expand our knowledge on how to be inclusive as we pursue our WEPAN goal of 50/50 by 2050.

**Three outstanding plenary sessions will address:**

- How to create a Welcome Table through developing cultural spheres
- How one university’s cultural transformation resulted in bringing a critical mass of women to the table
- How to engage men to increase organizational diversity

**In addition, this year’s program includes the following themes:**

- **Theme 1: The Foundation For Inclusive Engineering**
- **Theme 2: Attracting The Engineering Workforce**
- **Theme 3: Thriving In Engineering**

One of WEPAN’s accomplishments in 2013 is the development of a diversity values statement. This work recognizes that to achieve our goal we must thoughtfully examine culture and the impact that culture plays in bringing diversity to engineering. I am pleased that the conference reflects WEPAN’s commitment to diverse communities of women.

The WEPAN National Conference is the perfect place to build your network of resources and support. Therefore, this year’s conference has a new format. We have integrated the Showcase into the Welcome Reception so you can begin to learn about interesting research and projects in addition to getting acquainted with WEPAN Committees right from the start. Remember, becoming involved in a WEPAN Committee is a great way to develop leadership skills.

The Conference Committee has created an exceptional conference this year. A special thank you to Dr. Shamnia Artis, the 2013 Conference Chair, and her Conference Committee.

Immediately following the WEPAN Conference, we are co-hosting a symposium with the American Society of Engineering Education’s Women in Engineering Division. I invite you to join us to learn how we can become catalysts for change within our own spheres of influence. We will learn about a framework for diversity and participate in “Bystander Awareness Training.”

We are at a critical crossroads in STEM education within the United States. The national need for engineers has been widely articulated. This is our chance to ensure that the engineering workforce of the future is a diverse and inclusive one.

Thank you for joining us in Atlanta, Georgia!

_Paige Smith_

WEPAN President
Director, Women in Engineering Program
A. James Clark School of Engineering, University of Maryland
Thank you to our 2013 Corporate and University/Community 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.

Visionary Partners

Catalyst

Change Agent

Activator

Motivator

Advocator
About WEPAN

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

WEPAN’s 880 members are based in 140 engineering schools as well as corporations, government agencies and not-for-profit organizations. WEPAN’s engineering school members reach 43,900 or 60% of U.S. women engineering students each year with a range of retention-focused programming. WEPAN Institutional members average 15% higher enrollment of women in engineering than non-member schools.

WEPAN’s Core Purpose

To propel higher education to increase the number and advance the prominence of diverse communities of women in engineering.

WEPAN’s Values

• **Knowledge** of research, statistics, pedagogy, and practice relevant to women in engineering and STEM is a way to drive change.

• **Collaboration** draws on strengths from many sectors and is key to advancing women in engineering.

• **Diversity** and inclusion of diverse communities of women improves the field of engineering itself.

• Developing and influencing **leadership** is pivotal to advancing the success of women in engineering.

Visit [www.wepan.org](http://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.
2013 WEPAN Conference Committee

Conference Chair
Sharnnia Artis
Director of Education and Outreach, Center for Efficient Electronics Science (E3S)
University of California, Berkeley

Program Committee
Chris Anderson, Program Co-Chair
Special Assistant to the President for Institutional Diversity
Michigan Technological University

Elaine Dowell, Program Co-Chair
Alliance Program Administrator, Michigan Louis Stokes Alliance for Minority Participation and Academic Program Manager, Center for Engineering Diversity and Outreach
University of Michigan

Cindy Simpson, Program Co-Chair
Deputy Director, Society of Government Meeting Professionals

Constance Thompson, Program Co-Chair
Senior Manager, Diversity
American Society of Civil Engineers

Jill Schaffer
Associate Director, Engineering Admissions
Cornell University

Courtney Hohnholt
Staff Assistant, Office for Institutional Diversity
Michigan Technological University

Brenda Hart, Session Coordinator Chair
Director of Student Affairs, Speed School of Engineering
University of Louisville

Debbie Taylor, Showcase Chair
Assistant Director, Women in Science and Engineering Program
University of Michigan

Promotions/Marketing Committee
Bria McElroy, Chair
Women in Engineering Program, Assistant Director
University of Maryland

Registration Committee
Aileen Blair, Chair
Communications and Office Manager
WEPAN, Inc.

Tour and Local Events Committee
Olanda Bryant, Chair
Program Director, Obryant Inc.

Evaluation Committee
Rachelle Reisberg, Chair
Assistant Dean, Engineering Enrollment and Retention – Director, Women in Engineering
Northeastern University

Proceedings Committee
Jill Schaffer, Chair
Associate Director, Engineering Admissions
Cornell University

Newcomers Committee
Laura Kozuh Bistrek, Chair
Director, Minority and Women Engineering Programs
University of Dayton

Ann Gordon-Ross
Associate Professor, Department of Electrical and Computer Engineering
University of Florida

Meltem Erol
Director of Graduate Outreach, College of Engineering
University of California, Berkeley
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The Ohio State University  

Klod Kokini  
**Faculty Member at Large**  
Associate Dean for Academic Affairs - Professor of Mechanical Engineering - College of Engineering  
Purdue University  

Beverly Louie  
**WIE Member-at-Large**  
Director, Teaching & Learning Initiatives - BOLD Center (Broadening Opportunity through Leadership and Diversity)  
University of Colorado, Boulder  

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Michael Merritt  
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AT&T Labs  

Linda Snow-Solum  
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Project Manager  
Druai Consulting  

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Director, Women’s Leadership Institute  
Missouri University of Science and Technology  

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**Leadership Committee**  
The STEM Center of Excellence  
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Shawna Fletcher  
**Professional Development Committee**  
Interim Director, Women in Engineering Program  
The Ohio State University  

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WEPAN, Inc.  

Aileen Blair  
**Membership and Operations Manager**  
WEPAN, Inc.  

Christy Honigman  
**Development Director**  
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NUCOR SUCCEEDS WHEN OUR PEOPLE SUCCEED

Nucor’s success starts with our people. Together, we work hard every day to safely and efficiently recycle millions of tons of scrap into high-quality steel. Nucor teammates are rewarded for hard work and empowered to find innovative and more efficient ways to make steel. This is our model for success, and this culture makes us capable of competing with anyone, anywhere in the world.

Our people are what make us great, and when they succeed, Nucor succeeds.
Keynote Speakers

Conference Welcome & Kickoff Keynote:  
Thursday, June 20, 2013

Maria Klawe, Ph.D. – President, Harvey Mudd College

Dr. Maria Klawe began her tenure as Harvey Mudd College’s first female president in 2006. Prior to joining HMC, she served as dean of engineering and professor of computer science at Princeton University. Dr. Klawe joined Princeton from the University of British Columbia where she served in various roles from 1988 to 2002. Prior to UBC, she spent eight years with IBM Research in California and two years at the University of Toronto. She received her Ph.D. (1977) and B.Sc. (1973) in mathematics from the University of Alberta. Dr. Klawe is a member of the board of Microsoft Corporation, Broadcom Corporation and the nonprofit Math for America, a fellow of the American Academy of Arts & Sciences, a trustee for the Mathematical Sciences Research Institute in Berkeley and a member of both the Stanford Engineering Advisory Council and the Advisory Council for the Computer Science Teachers Association.

Plenary Keynote:  
Friday, June 21, 2013

Arthur C. Jones, Ph.D. – Clinical Professor and Associate Dean for Inclusive Excellence at The Women’s College, University of Denver

Dr. Arthur Jones is a clinical psychologist and is currently Clinical Professor of Culture and Psychology and Associate Dean for Inclusive Excellence at The Women’s College of the University of Denver. His teaching and research have focused on the intersection of issues of race, class, culture and gender. He has a particular expertise in African American music culture, and is the Founder and Chair Emeritus of The Spirituals Project, an award-winning nonprofit organization that works to preserve and revitalize the music and social justice teachings of the sacred folk songs created and first sung by enslaved African Americans. He is the author of an award-winning book, Wade in the Water: The Wisdom of the Spirituals, and has presented solo concert, lecture and workshop programs throughout the United States.

Dr. Jones is a skilled group facilitator, with experience facilitating discussions with participants from widely diverse ethnic and cultural backgrounds. He is the recipient of numerous awards for his teaching, scholarship and community work, including three major teaching awards from the University of Denver, and a Lifetime Achievement Award from the Dr. Martin Luther King, Jr. Colorado Holiday Commission.
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Lockheed Martin is a proud partner of the 2013 Women in Engineering ProActive Network Conference. Best wishes on a successful event!

Voted Top Industry Performer – Aerospace/Information Technology – Universum Undergraduate Survey, 2012

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Plenary Panel Speakers

WEPAN Plenary Panel: Engage Men, Thursday, June 20, 2013

Colin Bodell, Vice President, Digital Store Platform, Amazon.com

As Vice President of Digital Store Platform, Colin Bodell leads the development and operations of the Amazon Kindle Bookstore and the Digital Store platform used worldwide by Amazon digital store sites both on the web and on Amazon and third party devices. From 2006 to 2012 Bodell was VP Amazon Website Application Platform & Builder Tools.

Bodell came to Amazon.com in May 2006 from VA Software where he was CTO and VP Development SourceForge Enterprise. During his twenty eight year career, Bodell has served as a senior executive at WebGain, IntellilCorp and Micro Focus.

Bodell is the technical representative on Amazon’s Open Source Group that sets policy for the use and release of open source code and content by Amazon and its subsidiaries. Bodell is the executive sponsor of Amazon Women in Engineering.

Alix Hughes, Diversity Program Leader, Amazon.com

Alix Hughes leads Amazon’s Diversity Programs, which seek to increase innovation capability, enable access to critical and emerging customer segments, and ensure access to key talent for Amazon. Since joining the company in 2011, she has supported the growth of Amazon’s attraction, retention, development, and leader engagement efforts across a wide range of businesses and geographies. Alix joined Amazon from Microsoft where she was Diversity Manager for Microsoft’s consumer businesses and held prior roles in product management, user experience, and publishing over the last 15 years. Alix represents Amazon on the corporate boards of WEPAN, the Pacific Northwest Louis Stokes Advancement of Minority Participation, and Washington MESA (Math Engineering Science Achievement). On behalf of Amazon, she also recently cosponsored the first Washington State of the Girl Summit, bringing together government, education, industry and non-profits to support the growth of girls across the state. In her spare time, she enjoys spending time with her husband and three daughters and leading a Girl Scout “super troop” of 4th-6th graders who, this past year, won the Rising Star award for highest scoring rookie team at their regional First Lego Robotics Competition.

Klod Kokini, Ph.D., Associate Dean for Academic Affairs and Professor of Mechanical Engineering, Purdue University

Dr. Kokini received a BSME from Bogazici University, in Istanbul, Turkey and an MSME and PhD from Syracuse University. His research consists of studying the thermomechanical response of materials such as thermal barrier coatings (TBC’s) being developed for aircraft and diesel engines, gas turbines as well as the biomechanics of extra cellular matrices (ECM) and cell-ECM interactions. He is active in increasing the diversity of the faculty and enhancing the positive climate in the college of engineering focusing on providing diversity and inclusion education. He is co-PI on the Purdue ADVANCE IT project and collaborates on diversity related research/programs and mentoring. Dr. Kokini is a Fellow of ASME and AIMBE and serves on the Board of Directors of WEPAN. He was the recipient of the Dreamer Award, Purdue University’s recognition of contributions to diversity and named in honor of Martin Luther King, Jr. (2005). He was the first male recipient of the Violet Haas Award given by the Council on the Status of Women at Purdue (2007). In 2008, he received the ASME Johnson and Johnson Consumer Companies Medal, for his “unwavering commitment to diversity.”
I am so glad that I chose to participate in the ELATE program. My visibility on my own campus has increased exponentially, and I am now recognized as a campus-wide leader. I now have a network of strong women leaders from across the country. The entire experience has caused others to see me differently, and more importantly, caused me to see myself differently. I can see a new future unfolding in front of me.

The ELATE program was like 10 years of career development wrapped into one.

Amy S. Fleischer, Ph.D.
Villanova University

The Executive Leadership in Academic Technology and Engineering program at Drexel University is an innovative one-year, part-time fellowship designed to enhance the leadership and innovation capacity of senior faculty women in academic STEM and related fields.

In its first Fellowship year, ELATE at Drexel has been recognized with awards from the National Science Foundation, the Sloan Foundation, and the Henry Luce Foundation, and graduated a class of exceptional Fellows from top institutions all across the country.


Please contact us at ELATE@Drexel.edu with any questions.
www.drexel.edu/engineering/ELATE

Congratulations to the inaugural class of ELATE:

Margaret Bailey, Ph.D., P.E.
The Kate Gleason School of Engineering at Rochester Institute of Technology

Monica Brockmeyer, Ph.D.
Wayne State University College of Engineering

Terri Camesano, Ph.D.
Worcester Polytechnic Institute, Department of Engineering

Justine Cassell, Ph.D.
Carnegie Mellon University
School of Computer Science

Eugenia Ellis, Ph.D.
Drexel University College of Engineering

Amy Fleischer, Ph.D.
Villanova University College of Engineering

Karen Moxon, Ph.D.
Drexel University School of Biomedical Engineering, Science, and Health Systems

Alyssa Panitch, Ph.D.
Purdue University College of Engineering
Beth Holloway, Director, Women in Engineering Program, Purdue University

Beth Holloway is the Director of the Women in Engineering Program (WIEP) and the Director of Student Success in the College of Engineering at Purdue University. WIEP develops and administers research-based comprehensive activities and programs to recruit and retain women in engineering from kindergarten through graduate school. As the Director of Student Success, she is responsible for the College’s scholarship strategy, retention of undergraduate students, and undergraduate student data. Her research areas include differential retention issues for students across engineering disciplines; engineering admissions practices; and women and leadership, particularly in male dominated careers. Additionally, Holloway recently co-led a college-wide team of faculty and staff in the creation of a minor in Engineering Leadership Development. She received the 2013 Purdue University Helen B. Schleman Gold Medallion award for her work on behalf of undergraduate students, particularly women.

Holloway is currently the Program Chair of the Women in Engineering Division for the American Society for Engineering Education. She was president of WEPAN in 2006-07 and served on WEPAN’s Board of Directors from 2005 – 2008. Holloway received both B.S. and M.S. degrees in Mechanical Engineering from Purdue University. She is currently pursuing a Ph.D. in Engineering Education.

Wendy DuBow, Research Scientist, National Center for Women & Information Technology

Dr. Wendy DuBow is a research scientist at the National Center for Women & Information Technology (NCWIT). In that role, she conducts both applied social-science research and program evaluation. She regularly evaluates the effectiveness of the various programs and materials NCWIT produces. One of her major research projects right now is: The “Male Influencers” project which explores how and why men advocate for technical women in the corporate workplace. Other research she is doing focuses on the NCWIT Aspirations in Computing program for female high-school students, where she is exploring the effects the program has on the Aspirations Award winners, specifically how the Award does or does not influence their engagement with and eventual pursuit of computing study or career. Her work in the last four years with computer scientists has convinced her that if she had known about computer science when she was in college, she probably would have been a CS major because of the amazing problem-solving capabilities a computing degree bestows.
Great engineers are among us.

Let's help them come forward.

The Women in Engineering Program
The Center for Minorities in Science and Engineering

FOR MORE INFORMATION, PLEASE VISIT:
www.wie.umd.edu
Michigan Tech is a recipient of the Higher Education Excellence in Diversity (HEED) Award, presented by INSIGHT into Diversity magazine.

We are committed to building a teaching and research environment that reflects the diversity of the world we live in and values the contribution of each unique individual by ensuring an inclusive campus climate for students, faculty and staff.

Michigan Tech is a proud supporter of the Women in Engineering ProActive Network. www.engineering.mtu.edu

Michigan Technological University is an equal opportunity educational institution/equal opportunity employer.
Different thinking makes us great.
Great thinking makes us different.

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Learn more about our careers for women at http://jobs.halliburton.com/diversity

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Schedule At-A-Glance – Tuesday, June 18 and Wednesday, June 19

Tuesday, June 18, 2013

Board of Directors Meeting – 8:00 a.m.-5:00 p.m. – Grand Hall East A

Wednesday, June 19, 2013

Registration Open – 8:00 a.m. – 7:00 p.m. – Centennial Foyer

Board of Directors Meeting – 8:00 a.m. – 11:00 a.m. – Grand Hall East A

Opening Showcase Set-Up – 9:00 a.m. – 4:00 p.m. – Centennial II

Workshop: Gender Competence – 10:00 a.m. – 12:00 p.m. – Grand Hall East C

Corporate Advisory Council Meeting – 12:00 p.m. – 4:00 p.m. – Grand Hall East A

Workshop: Working Inside a BIGGER Box – 2:00 p.m. – 4:00 p.m. – Grand Hall East C

Newcomers Session – 4:00 p.m. – 5:00 p.m. – Grand Hall East D

Opening Showcase and Reception – 5:00 p.m. – 7:00 p.m. – Centennial II (See Pages 18 & 19 for Details)

SHOWCASE: Best and Emerging Practices Featuring Mini-Presentations, Discussions & Poster Presentations, Corporate Partners, University Partners and WEPAN Committee Opportunities

Dinner Discussions – 7:00 p.m. – 9:00p.m. – Located in Designated Restaurants – Groups meet in Centennial Foyer
## Schedule At-A-Glance – Thursday, June 20

**Registration Open** – 8:00 a.m. – 6:00 p.m. – Centennial Foyer

**Conference Welcome & Kickoff Keynote** – 8:30 a.m. – 9:45 a.m. – Centennial I (See Page 20 for Details)

Engage Everyone: Strategies to Increase Participation of Under-Represented Groups in Science and Engineering

*Maria Klawe, President, Harvey Mudd College*

### Thursday Session 1: 10:00 a.m. – 11:00 a.m. (See Page 21 for Details)

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<thead>
<tr>
<th>Grand Hall East A</th>
<th>Grand Hall East B</th>
<th>Grand Hall East C</th>
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<tr>
<td>Theme 2: Attracting the Engineering Workforce</td>
<td>Theme 3: Thriving in Engineering</td>
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<td>Theme 1: Foundation for Inclusive Engineering</td>
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<tr>
<td>Workshop: Data Mining</td>
<td>Panel: Social Media</td>
<td>Panel: Retention Programs</td>
<td>Papers: Professional Development Training</td>
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### Thursday Session 2: 11:15 a.m. – 12:15 p.m. (See Page 22 for Details)

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**Plenary Luncheon Panel: Engaging Men: Partnering to Increase Organizational Diversity**

12:30 p.m.–1:45 p.m. – Centennial I (See Page 23 for Details)

### Thursday Session 3: 2:00 p.m. – 3:00 p.m. (See Page 24 for Details)

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<tr>
<td>Workshop: WEPAN Knowledge Center</td>
<td>Panel: Academic and Corporate Internships</td>
<td>Workshop: Executive Leadership</td>
<td>Papers: Mentoring and Counseling</td>
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### Thursday Session 4: 3:15 p.m. – 4:15 p.m. (See Page 25 for Details)

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### Dessert Break: 4:15 p.m. – 4:45 p.m. – Grand Hall East Foyer

### Thursday Committee Meetings: 4:45 p.m. – 6:00 p.m. (See Page 31 for Committee Descriptions)

<table>
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<tr>
<td>Awards Committee</td>
<td>Membership Committee</td>
<td>Professional Development Committee</td>
<td>Diversity Committee</td>
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<td>Grand Hall East C</td>
<td>Grand Hall East D</td>
<td>WEPAN Knowledge Center Committee</td>
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### Atlanta Braves Game at Turner Field: 6:15 p.m.

Meet in Centennial Foyer at 6:15 p.m. We will leave as a group from the Conference Hotel and then take MARTA (Atlanta’s light rail system). There will be a short walk (less than a mile) from the MARTA station to Turner Field.
**Schedule At-A-Glance – Friday, June 21**

### Registration Open – 8:00 a.m. – 4:00 p.m. – Centennial Foyer

### Plenary Keynote: 8:30 a.m. – 9:45 a.m. – Centennial I (See Page 26 for Details)

**Who Will Sit at the STEM “Welcome Table”?: Food for Thought (and for the Table)**

*Arthur Jones, Clinical Professor and Associate Dean for Inclusive Excellence at The Women’s College, University of Denver*

### Friday Session 1: 10:00 a.m. – 11:00 a.m. (See Page 26 for Details)

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<td>Workshop: Mentoring</td>
<td>Panel: Girl’s Day Project</td>
<td>Panel: Women with Disabilities</td>
<td>Papers: Career Development</td>
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### Friday Session 2: 11:15 a.m. – 12:15 p.m. (See Page 27 for Details)

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<td>Workshop: Qualitative Student Feedback</td>
<td>Panel: Global Volunteerism</td>
<td>Papers: Persistence and Retention</td>
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### Awards Luncheon – 12:30 p.m. – 2:00 p.m. – Centennial I (See Page 30 for Details)

### Friday Session 3: 2:15 p.m. – 3:15 p.m. (See Page 28 for Details)

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<td><strong>Theme 1:</strong> Foundation for Inclusive Engineering</td>
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<td>Workshop: Role Models</td>
<td>Panel: Collaboration Between Engineering and Computing</td>
<td>Papers: Gender Equity, Leadership, and Learning</td>
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### Friday Session 4: 3:30 p.m. – 4:30 p.m. (See Page 29 for Details)

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<td>Panel: Academic and Corporate Internships</td>
<td>Panel: Middle School Outreach</td>
<td>Panel: Innovation</td>
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**Saturday, June 22, 2013 – Joint ASEE WIED and WEPAN Symposium**

### Practical Ways to Build Gender-Inclusive Cultures in Engineering

8:30 a.m. – 5:00 p.m., Hyatt Regency Atlanta, Atlanta GA  (See Pages 32 & 33 for Details)
Showcase Reception

Wednesday, June 19, 5:00 p.m. – 7:00 p.m.
Sponsored by Nucor

The Showcase Reception features posters, exhibits and mini-presentations of best practices in research and programs. Enjoy delicious refreshments and network with your colleagues as you learn about our Corporate and University Partners’ initiatives and WEPAN Committee opportunities.

A Rising Tide: Advancing Women STEM Faculty at the University of Maine
Shannon McCoy, Susan Gardner and Amy Blackstone, University of Maine
We describe the results of research by University of Maine’s ADVANCE Rising Tide Center to promote the well-being of women faculty in STEM. We examine disparities in job satisfaction and well-being, the conflict between identification with career and gender, and predictors of a positive departmental climate for women in STEM fields.

A Unique Co-curricular Partnership: The Douglass Engineering Living-Learning Community Inspires Women with the Best of Both Worlds
Elaine Zundl, Laura Stiltz, Ellen Lieberman and Candiece White, Rutgers University
Douglass Residential College and the School of Engineering at Rutgers University launched a unique partnership this year that increased the recruitment and ultimately the retention of women in engineering. The Douglass Engineering Living-Learning Community provides specialized opportunities to empower first-year women to become fully integrated into the greater engineering community.

ADVANCEing Faculty Program: Creating a Culture of Success for Women in STEM at Louisiana Technical University
Jenna Price Carpenter, Louisiana Technical University
The program focuses on climate, retention, promotion, and professional development. Assessment suggests gains in confidence, willingness to assert for needs, and reduced feelings of isolation, along with increased awareness and practical advice on addressing gender equity issues among all faculty. We will share best practices, materials developed, and lessons learned.

Attracting Young Women to Engineering: Girls Go Techbridge and Girl Scouts Council partner to change lives
Megan Davis, Girls Go Techbridge
Getting girls excited about hands-on engineering activities is easy; equipping their adult leaders with the knowledge, experience and confidence to embark in STEM is a bit more challenging. Techbridge will share lessons learned from four years of partnering with Girl Scout councils (17 and growing!) to deliver girl-empowering introduction-to-engineering experiences.

National Girls Collaborative Project: Building the Capacity of STEM Practitioners to Develop a Diverse Workforce
Tricia Berry, The University of Texas at Austin
This poster session showcases the National Girls Collaborative Project’s innovative model, programs, and numerous resources focused on successfully engaging girls in engineering activities across the U.S. Currently established in 38 states via 28 Collaboratives, Collaborative leaders highlight project impact and discuss exciting opportunities for local and national engagement among diverse stakeholders.

NCWIT Resources for Increased Female and Minority Participation
Adriane Bradberry, National Center for Women & Information Technology
As part of its foundation in research, the National Center for Women & Information Technology produces high-quality, evidence-based resources that are associated with increased participation of women. Hardcopies will be available for guidance in implementing recruiting and retention practices and for sharing with colleagues.

Parental Influences on Attitudes Toward Physical Sciences and Pre-Engineering: Impact of Gender, Ethnicity, Parent Occupation and Socioeconomic Status
Susannah Sandrin, Arizona State University
Katherine Short-Meyerson, University of Wisconsin – Oshkosh
This showcase will examine parental influence on elementary children’s attitudes toward science-related fields as a function of gender, ethnicity, parent occupation and socioeconomic status. Findings from a pilot-scale study, and the research design and materials for a current large-scale study (sponsored by the NSF GSE program) will be presented.
Technovation Challenge: Using App Design to Hook High School Girls

Jenna Blanton, Iridescent Science Studio
Technovation Challenge is a program for 8th-12th grade girls. Technovation overcomes firmly entrenched cultural biases that push girls away from computer science, technology, and entrepreneurship by giving them the skills and confidence they need to succeed. In the 12-week program, girls learn to program an app and build a business.

Let Them See ... Math is For Girls!

Maru Colbert, Massachusetts Institute of Technology
This Math is For Girls project contains program standards—strong curriculum, role models and focused study. However, it added a few others to distinguish its implementation—math based activities, a presentation and a culminating event every girl enjoyed.

AccessComputing: The Alliance for Access to Computing Careers

Briana Blaser, University of Washington
AccessComputing partners with postsecondary institutions and other organizations to apply evidence-based practices to increase the participation of people with disabilities in computing fields. The Alliance helps students with disabilities successfully pursue degrees and careers in computing fields and increases the capacity of postsecondary computing departments to fully include students with disabilities.

WEPAN Committees

WEPAN is actively recruiting new committee members. Join a WEPAN Committee, see page 31 for a list of committees and descriptions.
Session Schedule and Abstracts

Wednesday, June 19, 2013

10:00 a.m. - 12:00 p.m.
Grand Hall East C
Pre-Conference Workshop

Gender Competence: A New Model for Men and Women to Work Effectively with Differences and Create a Culture of Inclusion

Bonita Banducci, Santa Clara University

The Gender Competence model from Santa Clara University’s School of Engineering Graduate Program course: Gender and Engineering, provides an understanding of men and women in: 1) Hardware/Brain Science (hardwiring elements); 2) Operating System/Gender Culture Lenses (individualistic and relational); and 3) Software “Apps”/Gender Individualistic and Relational Competencies (communication and leadership styles).

2:00 p.m. - 4:00 p.m.
Grand Hall East C
Pre-Conference Workshop

Working Inside a BIGGER Box: Using Connection and Creativity to Inspire Future Engineers

Shawna Fletcher, The Ohio State University

During this two-hour interactive workshop, participants will explore the development and use of creative engineering concepts to inspire students to choose a career in engineering. Participants will leave with an increased understanding of the interconnection between multiple disciplines and how to implement best-practices within engineering career awareness programs.

5:00 p.m. - 7:00 p.m.
Centennial II

Opening Showcase and Reception – (See Page 18 for Details)
SHOWCASE: Best and Emerging Practices Featuring Mini-Presentations & Discussions, Poster Presentations, Corporate Partners & WEPAN Committee Opportunities

Thursday, June 20, 2013

8:30 a.m. – 9:45 a.m.
Centennial I

Conference Welcome & Kick-off Keynote Session
Engage Everyone: Strategies to Increase Participation of Under-Represented Groups in Science and Engineering

Maria Klawe, President, Harvey Mudd College

Maria Klawe, Ph.D. became President of Harvey Mudd College (HMC) in 2006, at the same time the U.S. was in the midst of a downhill slide for women in computer science (CS). At HMC, participation of women in CS was just in single digits. Six years later, HMC’s enrollment of women in CS is approaching 40%. Dr. Klawe’s leadership reaches across the entire institution: from a new strategic plan; to a full makeover of the required introductory computer science course; to the skateboarding president who memorizes the names of 200 incoming first year students; she is focused on converting women to computer science. Reflecting on perceptions about young women in CS, Klawe says, “The whole culture is swaying young women to say this is not for me, I won’t be good at it.” Maria Klawe’s story showcases an important pathway to inclusion, and invites everyone to lace up the walking shoes!

During this session, Dr. Klawe will explore the reasons underlying the low participation of women and minorities in some areas of science and engineering and presents strategies for increasing participation. She will also talk about her own experiences in becoming a female technologist, and how Harvey Mudd College dramatically increased the number of females majoring in computer science, from 10% of the majors to 40% over a three year period.
## Session Schedule and Abstracts

### Thursday, June 20, 2013

#### Session 1

10:00 a.m. – 11:00 a.m.
Grand Hall East A
**Theme 2: Attracting the Engineering Workforce**
**Workshop**

**Focusing your Recruitment Relationships by Leveraging Diversity Data Reported in American Society for Engineering Education’s (ASEE) Data Mining Tool**

*Jane Langeman, Langeman Consulting*

If you are an industry recruiter or university administrator interested in leveraging or benchmarking institutional enrollment, degree and diversity data, WEPAN members have FREE access to a powerful tool that leverages up-to-date data from US based academic engineering departments. This session will provide participants with an exclusive overview of the tool and examples on how to leverage it.

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#### Session 1

10:00 a.m. – 11:00 a.m.
Grand Hall East B
**Theme 3: Thriving in Engineering**
**Panel**

**A Program Guide to Social Media**

*Liv Detrick, Institute for Broadening Participation; Renetta Garrison Tull, University of Maryland, Baltimore County; Sara Xayarath Hernández, Cornell University; Melanie Harrison, NOAA*

“Are you on Facebook?” is a common refrain among program administrators in higher education. Everyone thinks their programs “should” be on social media, but the why and how are often mysterious. This session will highlight social media use for recruitment, student dissemination of work, peer to peer engagement, and tracking.

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#### Session 1

10:00 a.m. – 11:00 a.m.
Grand Hall East C
**Theme 3: Thriving in Engineering**
**Panel**

**Are we there yet? Increasing Student Persistence and Retention in STEM**

*Laura E. Brown, Michigan Technological University; Leonard J. Bohmann, Michigan Technological University; Tricia Berry, University of Texas at Austin; Lynne Molter, Swarthmore College; Elizabeth Litzler, University of Washington*

Projects on improving STEM persistence and retention in undergraduate education are being completed across the nation. Leaders in this area will give an overview of their respective projects, followed by an interactive discussion with attendees focusing on key findings, effective research techniques, future directions, and possible interventions.

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#### Session 1

10:00 a.m. – 11:00 a.m.
Grand Hall East D
**Theme 1: Foundation for Inclusive Engineering**
**Papers**

**Paper 1: Equipping Women STEM Faculty for Success: Professional Development Lessons from an NSF ADVANCE Project**

*Jenna Price Carpenter, Louisiana Tech University*

We established a program to educate women about gender issues and provide professional development to enhance supportiveness of the climate, promotion and leadership. Assessment suggests increases in confidence and assertiveness, and less isolation for participants. We will review the program, assessment findings, and recommendations on aspects transportable to other campuses.

**Paper 2: Recruitment, Retention, and Advancement of Women Faculty**

*Canan Bilen-Green, Elizabeth Birmingham, Sandra Holbrook, and Craig Schnell, North Dakota State University*

In this presentation we will share how participation of women at NDSU increased since receiving an ADVANCE award. We will describe specifically our recruitment, retention, and advancement programs, and discuss the impact these efforts have had on the advancement of women faculty in our institution.

**Paper 3: UIC NSF ADVANCE Wisest: A Successful Effort to Promote and Advance STEM Women**

*Mo-Yin Tam and Manorama M. Khare, University of Illinois at Chicago*

This presentation describes unique and inclusive features of the programs implemented by UIC’s NSF ADVANCE funded WISEST Project. We will present our evaluation findings to show how they contributed to the increase in participation and advancement of STEM women and warming of the campus climate, thus resulting in institutional transformation.
Session Schedule and Abstracts

Thursday, June 20, 2013

Session 2  
11:15 a.m. – 12:15 p.m.  
Grand Hall East A  
Theme 1: Foundation for Inclusive Engineering  
Workshop  

What Are You Asking Me to Do?!: A “Speed-Networking” Session to Develop a Shared Vision and Actions for How Corporations and Universities can Work Together  
Tricia Berry, The University of Texas at Austin; Beverly Louie, University of Colorado, Boulder  
In this interactive, speed-networking session, WEPAN’s corporate and university partners will discuss critical questions to successfully collaborate. Participants will interact through fast-paced, small group meetings followed by presentations to the entire group. Participants will take away new ideas and names of future collaborators for developing more vibrant and productive partnerships.

Session 2  
11:15 a.m. – 12:15 p.m.  
Grand Hall East B  
Theme 2: Attracting the Engineering Workforce  
Papers  

Paper 1: Trajectories of Women’s STEM Identity After Participating in a Single-Sex Informal Education Program  
Roxanne M. Hughes, National High Magnetic Field Laboratory, Florida State University  
This study examined the longitudinal effects of participation in an all-girl two week STEM summer camp on young women’s interest in STEM fields. The results of this study indicate that exposing young women at an early age to STEM role models can sustain persistence over time.

Paper 2: Attracting Middle School Girls to STEM with Outreach Programs  
Josa A. Hanzlik and Alisa Morss Clyne, Drexel University; Cheryl A Hanzlik, Rochester Institute of Technology  
We developed an outreach program, which maximizes the effectiveness in motivating young female students to pursue science and math careers. The program successfully engaged the female students. We will provide information on this program to others who wish to pursue such grass-root efforts in their communities.

Paper 3: Gender Bias and Professional Societies  
Joan Marie Herbers, The Ohio State University, Association for Women in Science; Erin L. Cadwalader, Alice B. Popejoy, and Phoebe S. Leboy, Association for Women in Science  
Professional societies make many awards, and our data show that women are under-represented among scholarly award winners and over-represented among service and teaching award winners. We describe a training program for professional society officers and staff that encourages improved processes to reduce implicit gender bias in society awards programs. Early results with seven disciplinary societies are highly encouraging.

Session 2  
11:15 a.m. – 12:15 p.m.  
Grand Hall East C  
Theme 3: Thriving in Engineering  
Workshop  

Graduates Linked with Undergraduates in Engineering (GLUE)  
Ana Maria Dison, The University of Texas at Austin, Women in Engineering Program  
The Graduates Linked with Undergraduates in Engineering (GLUE) at The University of Texas provides second year undergraduate engineering women a real world experience, with the objective of retaining female engineering students, as well as increasing the number of female engineering students entering graduate study or considering an academic career.

Session 2  
11:15 a.m. – 12:15 p.m.  
Grand Hall East D  
Theme 3: Thriving in Engineering  
Panel  

Helping Women Thrive Through Engineering Living and Learning Communities  
Susan Arnold Christian, Virginia Tech; Shawna Fletcher, The Ohio State University; Candice Staples and Paige Smith, University of Maryland  
This panel will explore living and learning community models that retain female engineering majors. These communities present an opportunity to tailor environments to address important retention factors. Models vary depending on resources, goals and institutional support. Panelists will share their models and provide evidence of success.
Session Schedule and Abstracts

Thursday, June 20, 2013

12:30 p.m. – 1:45 p.m. Plenary Luncheon
Centennial I

Engaging Men: Partnering to Increase Organizational Diversity
Colin Bodell, Vice President, Digital Store Platform, Amazon.com;
Alix Hughes, Diversity Program Leader, Amazon.com;
Klod Kokini, Associate Dean for Academic Affairs, College of Engineering, Purdue University;
Beth Holloway, Director, Women in Engineering Program, Purdue University;
Wendy DuBow, Research Scientist, National Center for Women & Information Technology

So often, initiatives to increase diversity or retain diverse employees/students/faculty center on the target population themselves: women’s events are run by women, female employees/faculty are asked to recruit women. While these are meaningful approaches, if they stand alone, we lose out on leveraging one of the most important resources: our male leaders and colleagues, who are critical partners in establishing an environment that effectively leverages diversity of thought to increase an organization’s ability to innovate.

If companies and universities are going to create environments that attract and retain women, everyone must engage, most importantly, the men! In this panel, male/female teams from two organizations will share their experiences working together to increase female representation in their environments. They will share what’s worked, what struggles they’ve addressed, but most importantly how they’ve been able to leverage their collective diversity of thought to learn from each other and progress their organization culture forward together. There is no single solution and this panel will showcase different paths to the same destination: engagement of male leaders in cultural change efforts. In addition, recent research on why and how males act as advocates and allies for women will be shared.
Session Schedule and Abstracts

Thursday, June 20, 2013

Session 3
2:00 p.m. – 3:00 p.m.
Grand Hall East A
Theme 2: Attracting the Engineering Workforce Workshop

The WEPAN Knowledge Center – Part Deux
Jane Langeman, Langeman Consulting
The WEPAN Knowledge Center (WKC) has grown up! It launched four years ago as a publicly accessible library with information resources on STEM diversity and a collaboration space for groups and project teams. With over 1,300 resources and community groups, the WKC is expanding to offer project/initiative showcases, including National Science Foundation Research in Gender Equity in Science and Engineering (GSE) projects.

Session 3
2:00 p.m. – 3:00 p.m.
Grand Hall East B
Theme 3: Thriving in Engineering Panel

Women in National Labs Panel
Mary Juhas, The Ohio State University; Wendy R. Cieslak, Sandia National Laboratories; Kimberly Budil, Lawrence Livermore National Laboratory; Deanna J. Idar, Los Alamos National Laboratory; Allison Campbell, Pacific Northwest National Laboratory
This panel will feature four women leaders from US national laboratories. They will share their career paths and engage in a discussion on how academia and corporate internships can best prepare women engineering students for successful, vibrant, and satisfying careers at national laboratories.

Session 3
2:00 p.m. – 3:00 p.m.
Grand Hall East C
Theme 3: Thriving in Engineering Panel

ELATE at Drexel: Providing the Missing Ingredient of Leadership in STEM Advancement
Diane Magrane, Director, Executive Leadership in Academic Technology and Engineering; Nily Dan, Drexel University College of Medicine; Linda Franzoni, Associate Dean for Undergraduate Education, Pratt School of Engineering, Duke University; Klod Kokoni, Purdue University
Program directors and graduates of the inaugural Executive Leadership in Academic Technology and Engineering program will describe how their leadership paths have been influenced by executive mentoring and actions that have increased their effectiveness as organizational change agents. Participants will be invited to consider their own leadership opportunities.

Session 3
2:00 p.m. – 3:00 p.m.
Grand Hall East D
Theme 1: Foundation for Inclusive Engineering Papers

Paper 1: Developing and Implementing a Women in Engineering Program Focused on Outreach and Retention
Selyna Beverly and Cordelia Ontiveros, Cal Poly Pomona
Cal Poly Pomona Women in Engineering (CPP WE) was created to address the low number of women in the College of Engineering. CPP WE provides outreach to prospective female students and retention programs for women within the college. This paper discusses integration of best practices and development of the CPP WE.

Paper 2: Women in Technology Sharing Online (WitsOn): Assessing Usage, Satisfaction, and Outcomes from an E-Mentoring Course
Julia Nelson Savoy, Women in Science and Engineering Leadership Institute (WISELI), University of Wisconsin-Madison
This paper reports the experiences of one university’s participants in the Women in Technology Sharing Online (WitsOn) e-mentoring program. By exploring the nature and amount of mentoring participants experienced, along with their self-efficacy and perceptions of barriers post-program, the study assessed WitsOn’s contribution to persistence for women interested STEM careers.

Meagan Pollock, National Alliance for Partnerships in Equity, Purdue University Engineering Education
K-12 counselors are an untapped resource for increasing student awareness and interest in STEM careers. Since 2008, fifteen workshops for counselors aimed to address this need. An analysis of workshop materials, facilitator notes, and evaluations provides a framework for best practices for both content and delivery, informing future initiatives.
Session Schedule and Abstracts

Thursday, June 20, 2013

Session 4
3:15 p.m. – 4:15 p.m.
Grand Hall East A
Theme 3: Thriving in Engineering
Workshop

Moving Between Technical and Management Roles
Jessica Eidem and Dan Gateno, IBM
Learn about transitioning between technical and management roles. Based on experiences shared, attendees should be better able to decide if management is a good fit. Moving back and forth between management and technical will also be covered. This session is recommended for technical attendees and those who mentor/advise technical women.

Session 4
3:15 p.m. – 4:15 p.m.
Grand Hall East B
Theme 3: Thriving in Engineering
Papers

Paper 1: When Transfer Students Choose Engineering Majors and Why
Mary Ruth Anderson-Rowland, Arizona State University
Is it worthwhile for colleges and universities to do engineering outreach activities with CCs? This survey of upper division transfer students majoring in engineering and computer science reveals that many students, both female and male, choose engineering as a career and their particular major.

Paper 2: Community College Pathways to Engineering for Women: A Challenge to Gender Stereotypes?
Lois Joy and Lisa Marco-Bujosa, Education Development Center
Do community college systems of support for engineering education reproduce or challenge gender stereotypes? Through case study research at two STEM rich community colleges, we examine why so few women enter community college engineering programs and what community colleges might do to better support for women.

Paper 3: A Focus Group Evaluation of First-Year Students From Metropolitan Community Colleges
Mary Ruth Anderson-Rowland, Armando A. Rodriguez, Lenay D. Dunn, and Stefanie L. Leite, Arizona State University
A focus group evaluation with first year transfer students from metropolitan community colleges describes the students’ interest in engineering, their transfer process, their experience with a success program, and their future plans. These results are compared with those from program first year transfer students from non-metropolitan community colleges.

Session 4
3:15 p.m. – 4:15 p.m.
Grand Hall East C
Theme 3: Thriving in Engineering
Papers

Paper 1: Corporate Environment Focusing on Inclusive Policies for Women in STEM
Lee Ann Schwope, Battelle
Battelle, the world’s largest non-profit R&D organization, focuses on inclusive policies creating an environment to engage the team and promote diversity. Two major thrusts are creating impact: internal policies and strategies; and Battelle’s STEM and Philanthropy focus.

Paper 2: A First Year Experience Discovery Course for Women in Engineering Technology
Elizabeth M. Dell, Jeanne Christman and Sandra Murphy, Rochester Institute of Technology
An NSF S-STEM project provides academic, monetary and social support to students in Engineering Technology programs at the Rochester Institute of Technology (RIT). Programming includes a one credit single gender first year experience. This paper provides an overview of this course including the goals and objectives, format and assessment strategies.

Session 4
3:15 p.m. – 4:15 p.m.
Grand Hall East D
Theme 2: Attracting the Engineering Workforce
Panel

NCWIT Pacesetters Accelerating The Pace of Change
Jacinda Chislum, Microsoft; Maureen Biggers, Indiana University; Elizabeth Litzler, University of Washington
This panel will provide attendees with examples of new accelerated approaches and techniques for recruiting women and other underrepresented groups into computing. Q&A portion will focus on how the approach could work for other organizations and university engineering departments.
Session Schedule and Abstracts

Friday, June 21, 2013

8:30 a.m. – 9:45 a.m.
Centennial I

Plenary Keynote
Who Will Sit at the STEM “Welcome Table”? Food for Thought (and for the Table)
Arthur Jones, Clinical Professor and Associate Dean for Inclusive Excellence, Colorado Women’s College, University of Denver
African women and men enslaved in North America for nearly 250 years in the 17th, 18th and 19th centuries passed on to us their vast, accumulated wisdom about social justice through an unlikely medium. They did it through the many songs they created, songs that were orally transmitted across the generations.

In this keynote, which will begin with Arthur Jones leading conference participants in the singing of The Welcome Table, Dr. Jones will share thoughts about how engineering and other STEM fields are situated within both the academy and the larger society, and how the culture of science might be transformed if all women, including women from historically underrepresented ethnic and racial communities, were successful in creating a permanent place for themselves at a metaphorical STEM “welcome table.” An important aim of this talk will be to think differently about the traditional idea of affirmative action, particularly when it comes to individuals seeking careers in engineering and science. Dr. Jones will raise a number of questions and will invite participants into a process of imagining some possible answers. For example, rather than insisting on a place at a table that is in many ways inherently (even if sometimes unintentionally) unwelcome, what would happen if the very act of members from historically excluded groups joining the table were to render that table transformed into a fundamentally different, welcome table?

Session 1
10:00 a.m. – 11:00 a.m.
Hanover B
Theme 3: Thriving in Engineering Workshop
Importance of Mentoring Relationships Workshop
Donna Dean, Association for Women in Science
This workshop is designed for both mentors and mentees. Mentees will come away with an understanding of the importance of mentoring and the tools and techniques they can use to find mentors. For mentors, the discussion will identify the do's and don’ts involved in being a mentor and what to expect from mentees.

Session 1
10:00 a.m. – 11:00 a.m.
Hanover C
Theme 2: Attracting the Engineering Workforce Panel
Introduce a Girl to Engineering Day
Thea Sahr, National Engineers Week Foundation; Trica Berry, The University of Texas at Austin; Randy Freedman, Society of Women Engineers
This panel session will focus on how Girl Day serves not just as an effective outreach vehicle to reach girls but is also a great way to expand partnerships, build community, and provide an outlet for current students to serve as role models to younger girls.

Session 1
10:00 a.m. – 11:00 a.m.
Hanover D
Theme 1: Foundation for Inclusive Engineering Panel
Including Women with Disabilities in Engineering
Brianna Blaser, University of Washington; Carol Frieze and Robert Todd, Carnegie Mellon University
Develop a greater understanding of the challenges that women with disabilities face in developing an interest in and pursuing engineering education and strategies to recruit and retain these women, including the application of universal design principles. Learn about resources to further knowledge in this area.
Session Schedule and Abstracts

Friday, June 21, 2013

Session 1
10:00 a.m. – 11:00 a.m.
Hanover E
Theme 3: Thriving in Engineering
Papers

**Paper 1: Special Assignments: Grass Roots Career Development**
Emily E. Gallagher and Tina Wagner, *IBM*
This paper is about a blueprint for engaging a diverse population that was successfully applied to women at IBM. A similar approach could be taken to address the needs of administrators in a large hospital system, teachers in a school district, or students in college.

**Paper 2: Male and Female Summer Engineering Interns from 2007-2012: College and University Sites**
Cathy W. Hall, *East Carolina University*; Kimberly M. Brush, *College of William and Mary*; Thomas E. Pinelli, *Langley Research Center*
This study assessed higher education institutions from which a nationally recognized internship program selected student interns from 2007 – 2012. Institutions reporting gender diversity among faculty and institutions with higher research expenditures had a strong representation of students chosen to participate in the summer internship program. Potential implications are discussed.

**Paper 3: The Necessity of Graduate Student Groups for Women in STEM**
Josa A. Hanzlik, Chetana Sunkari, Julianne Winters, and Jaimie Dougherty, *Drexel University*
Drexel Graduate Women in Science & Engineering was established as a supportive group for women graduate students. We know the importance of graduate student groups for women in STEM and will discuss how other universities can develop their own unique groups to address the need of women in science and engineering.

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Session 2
11:15 a.m. – 12:15 p.m.
Hanover B
Theme 3: Thriving in Engineering
Workshop

**Digging Deeply: Using Qualitative Group Interview Techniques to Enhance Your Diversification Efforts**
Beverly Louie and Jackie Sullivan, *University of Colorado, Boulder*
This workshop will highlight the benefits of using qualitative student group feedback methods. Attendees will participate in practice sessions and generate key questions for use at their institutions. The latest qualitative feedback from the multi-year women’s study at our institution will be shared.

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Session 2
11:15 a.m. – 12:15 p.m.
Hanover C
Theme 1: Foundation for Inclusive Engineering
Panel

**Corporate Service Corps – Creating an Inclusion for Everyone Environment**
Dan Gateno and Jessica Eidem, *IBM*
To align with this year’s theme of engaging everyone, this session will show how a unique and innovative program at IBM, called IBM Corporate Service Corps, is used as a vehicle to instill an “Inclusion for Everyone” environment both locally and globally across the entire corporation.
Session Schedule and Abstracts

Friday, June 21, 2013

### Session 2

**11:15 a.m. – 12:15 p.m.**

**Hanover D**

**Theme 1: Foundation for Inclusive Engineering**

**Papers**

**Paper 1:** Gender-focused Policy Analysis for STEM Faculty at Regional Teaching-focused Institutions  
Heather Kanenberg and Sara Atwood, *Elizabethtown College*  
This session will review policy analyses focused on gender inequity among STEM faculty at multiple teaching focused institutions as part of an NSF-ADVANCE project. Results identifying institutional policies that serve as supports as well as barriers to the recruitment, retention, and promotion of female STEM faculty will also be presented.

**Paper 2:** Potential Strategies for Persistence: How Minority Engineering Undergraduates Navigate Challenges  
Elizabeth Litzler and Cate Samuelson, *University of Washington*  
This paper describes the challenges encountered by underrepresented minority engineering undergraduates and the strategies that they describe as helpful to their progress. The results come from a careful qualitative analysis of interviews with 34 male and female engineering students from underrepresented racial and ethnic groups.

**Paper 3:** Friending your Future: Using Social Media to Connect with Engineering Students  
Holly Longman, *The Ohio State University*  
This paper provides a brief history of social media use and its importance. Information will be shared regarding social networking practices and platforms used to communicate with WiE students at The Ohio State University. The presenter will share the best practices related to social media, and maximizing interactions for K-12 outreach and university recruitment and retention initiatives.

**12:30 p.m. – 2:00 p.m.**

**WEPAN Awards Luncheon – See Page 30 for Details**

### Session 3

**2:15 p.m. – 3:15 p.m.**

**Hanover B**

**Theme 2: Attracting the Engineering Workforce**

**Workshop**

**Role Models Matter Workshop**  
Roshni Kasad and Jen Joyce, *Techbridge*  
Role models play an essential role in creating opportunities for girls to envision themselves as engineers. Techbridge will share research-based tips and key strategies to make the greatest impact on girls. Enjoy a hands-on activity while learning how to make a meaningful connection for girls regarding engineering careers.

**Session 3**

**2:15 p.m. – 3:15 p.m.**

**Hanover C**

**Theme 2: Attracting the Engineering Workforce**

**Panel**

**How Engineering, Computing, and Industry Can Benefit from Collaboration**  
Susan S. Metz, *Stevens Institute of Technology*; Adriane Bradberry, *University of Colorado, Boulder*; Carolyn Vallas, *University of Virginia*; Elizabeth Litzler, *University of Washington*  
This panel with Q&A will: 1) provide attendees with examples of evidence-based methods for recruiting women and other underrepresented groups into computing and engineering using techniques which can benefit both disciplines, and 2) share ideas of how to partner with industry to make significant strides in this collaboration.
Session Schedule and Abstracts

Friday, June 21, 2013

Session 3
2:15 p.m. – 3:15 p.m.
Hanover D
Theme 1: Foundation for Inclusive Engineering
Papers

Paper 1: Activating Advocates and Allies for Gender Equity: Engaging with Male Colleagues
Canan Bilen-Green, Cali Anicha, Ann Burnett, and Christi McGeorge, North Dakota State University
This presentation will describe a unique program designed to intentionally involve faculty men in institutional change to transform departmental cultures and practices. We will discuss strategies for effectively engaging faculty men.

Paper 2: Does Gender Moderate the Effects of Learning Experiences on Engineering-Related Self-Efficacy?
Lisa Y. Flores and Hang Shim Lee, University of Missouri; Rachel Navarro, University of North Dakota; Laura Luna, New Mexico State University
Using hierarchical multiple regression, we test a model based on Bandura’s self-efficacy theory (1977, 1986) with a sample of 587 engineering majors (60% Latino/a; 32% female). Specifically, we investigate the main effects of Realistic/Investigative learning experiences on Realistic/Investigative self-efficacy and the moderating effect of gender on these relations.

Paper 3: Promoting Women’s Leadership with Same-Sex Programs for Women in STEM: A Case Study from Douglass Residential College at Rutgers University
Elaine Zundl, The Douglass Project for Rutgers Women in Math, Science, and Engineering, Douglass Residential College, Rutgers, The State University of New Jersey
The Douglass Project for Rutgers Women in Math, Science, and Engineering is a 26-year-old program for retaining women in science, technology, engineering, and math. The program offers best practices for mentoring and residential learning.

Session 4
3:30 p.m. – 4:30 p.m.
Hanover B
Theme 2: Attracting the Engineering Workforce
Panel

Improving the Match Between Early College Students and Company Internships or Research Experiences for Undergraduates
Isaura Gaeta, Intel; Linda Snow-Solum, Rockwell Collins; Sharnnia Artis, University of California, Berkeley; Sara Xayarath Hernández, Cornell University
This panel of corporate and university representatives will describe how they match their internships or research experiences for undergraduates (REUs) to students in their freshman or sophomore years, how they measure the success of these programs, and the characteristics they look for in early college students to fill these opportunities.

The Future City Competition – An Effective Middle School Outreach Program
Thea Sahr, National Engineers Week Foundation; Tony Rizzo and Kathryn Bedette, Southern Polytechnic State University
Are you looking for a project-based, engineering outreach program that is particularly attractive to middle school girls, promotes engineering education and careers, and develops students’ 21st century skills? Do you want to bring students, parents, alumni, and educators to your campus? Join us and take a look at Future City.

Innovation in the Age of Smart
Janine Gerber, Marisa Viveros and Lindsay Curtis, IBM
Innovators and entrepreneurs must understand how to look beyond boundaries of today's business processes. It’s not enough to understand the technology side, success requires an entrepreneurial spirit. Hear how IBM is supporting entrepreneurs, from helping those developing new business ventures to recognizing executives who possess the passion of a startup.
WEPAN Awards Luncheon – Friday, June 21, 12:30 p.m. – 2:00 p.m.

The Awards Luncheon, sponsored by NUCOR, honors key individuals, programs, and corporations for accomplishments that highlight WEPAN’s mission. Honorees demonstrate extraordinary service, significant achievement, model programs, and exemplary work environments that promote the success of women in engineering.

2013 WEPAN Awards

WEPAN Women in Engineering Program Award
The WEPAN Women in Engineering Program Award recognizes an outstanding Woman in Engineering Program that serves as a model for other institutions.
2013 Recipient: Women in Engineering Program, Purdue University

Recognition Awards

WEPAN University Change Agent Award
The WEPAN University Change Agent Award honors an individual who has a positive impact on their institution with regard to the climate for women in science, technology, engineering, and math fields, with an emphasis on engineering.
2013 Recipient: Canan Bilen-Green, Professor and Interim Chair of Industrial/Manufacturing Engineering, Director, ADVANCE FORWARD, Vice Provost for Advancement of Faculty, North Dakota State University

Research Award

WEPAN Betty Vetter Award for Research
The WEPAN 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.
2013 Recipient: The research team of Matthew Ohland, Susan Lord, Michele Camacho, Catherine Brawner, Richard Layton, Russell Long, and the late Mara Wasburn, Purdue University

Pre-College & WIE Initiative Awards

WEPAN/National Engineers Week Introduce a Girl to Engineering Day Award
WEPAN and the Introduce a Girl to Engineering Day Program, an initiative of the National Engineers Week Foundation, work together to recognize major contributions of organizations or individuals to the Introduce a Girl to Engineering Day initiative. This year we are honoring three award recipients.
2013 Recipients:
- Women in Science and Engineering (WISE), Clemson University
- National Council of Examiners for Engineering and Surveying (NCEES)
- Lockheed Martin

WEPAN Women in Engineering Initiative Award
The WEPAN Women in Engineering Initiative Award recognizes an outstanding project or initiative that serves as a model for other institutions.
2013 Recipient: Engineers on Wheels, Rowan University

Service & Recognition Awards

WEPAN Distinguished Service Award
The WEPAN Distinguished Service Award recognizes a WEPAN member whose individual service has made a significant impact for the organization.
2013 Recipient: Jenna Price Carpenter, Associate Dean for Administration and Strategic Initiatives, College of Engineering & Science, Louisiana Tech University

WEPAN Founders Award
The Founders Award honors a WEPAN member who exemplifies the spirit of the WEPAN founders through her/his extraordinary long-term service to the organization. This award is named for the three founders of WEPAN, Inc. – Suzanne G. Brainard, Jane Zimmer Daniels and Susan Staffin Metz.
2013 Recipient: Sheila Edwards Lange, Vice President/Vice Provost for Minority Affairs and Diversity, University of Washington

WEPAN President’s Award
The President’s Award recognizes individuals or groups who have made significant contributions to WEPAN’s goals and objectives.
2013 Recipient: Cathy Deno, Purdue University
2013 WEPAN Committees

Join a WEPAN Committee

WEPAN Membership Committee
Jennifer Groh, Purdue University
In an effort to align WEPAN’s membership structure with WEPAN’s mission of “transforming culture in engineering education to promote the success of all women,” members of the Membership Committee work together to make recommendations to identify and attract constituencies who are committed to transforming engineering education. The committee explores who could benefit from WEPAN, how WEPAN can best meet the needs of its current and potential members and reviews membership options and categories.

WEPAN Professional Development Committee
Shawna Fletcher, The Ohio State University
The Professional Development Committee develops and implements strategies for developing WEPAN members professionally. Webinars have become a signature offering of this committee. The Committee has also developed and sponsored several professional development workshops at the annual conference.

WEPAN Knowledge Center Committee
Ceal Craig, Druai Consulting
Cecilia Elmore, Missouri University of Science and Technology
The WEPAN Knowledge Center Committee publishes a quarterly e-newsletter including interviews with thought leaders and information about new resources. In alignment with the WEPAN strategic plan and mission, the committee targets increased WKC usage and provides an avenue to make publication-quality content available. Come see what we are up to!

WEPAN Awards Committee
Rachelle Reisberg, Northeastern University
Members of the WEPAN Awards Committee manage WEPAN’s awards strategy to honor and recognize outstanding corporations, educational institutions, programs and individuals working to advance WEPAN’s mission.

WEPAN Communications Committee
Nikki Terry, University of Rochester
Members of the WEPAN Communications Committee will have the opportunity to help shape WEPAN’s strategy in key areas such as maintaining brand integrity, marketing, and leveraging effective communications vehicles with special focus on tools ranging from digital/print media to social media. This work is critical in a time when quickly-evolving technology is constantly changing the way we collaborate as a society - and the way WEPAN interacts with its membership, stakeholders, and the broader engineering education community.

WEPAN Conference Committee
Sharnnia Artis, University of California, Berkeley
The 2014 Conference Committee seeks volunteers to assist with leading, planning and executing WEPAN’s annual conference, to be held June 9-11, 2014 at The Depot Renaissance Minneapolis Hotel, Minneapolis, MN. Opportunities for the 2014 conference include developing the program, recruiting abstract reviewers and session coordinators, planning newcomer and networking events, planning local events, publishing the conference program, marketing the conference and publishing the conference proceedings.

WEPAN Diversity Advancement Committee
William Kindred, MIT Lincoln Laboratory
Interested in fostering alliances/partnerships that advance diversity? Please contact the WEPAN Diversity Advancement Committee. The Committee is charged with developing/implementing strategies to advance WEPAN diversity; this includes, but is not limited to, the recruitment, retention, and engagement of a diverse membership and identification of speakers who reflect the organization’s diversity.

WEPAN Finance Committee
Marca Lam, Rochester Institute of Technology
The WEPAN Finance Committee is critical in managing WEPAN’s assets and audits. The committee supports and advises the WEPAN treasurer in financial matters and helps develop clear communication with the WEPAN Board.
Joint ASEE WIED and WEPAN Symposium

Practical Ways to Build Gender-Inclusive Cultures in Engineering

Saturday, June 22, 2013, 8:30 AM to 5 PM, Hyatt Regency Atlanta, Atlanta, GA

Registration: $80, includes all sessions and lunch.
Onsite registration available at WEPAN Registration Desk.

This full-day symposium is an exploration of practical, research-based actions for building gender-inclusive cultures in engineering, intended for men and women who aim to improve engineering cultures in order to recruit and retain more women. The symposium will be an active exploration of rich strategies for immediate implementation. Topics will include: a framework for change initiatives that advance gender equity; new research on the dramatic benefits of including women on teams; men's critical role in advancing gender equity; and a focused workshop on establishing organizational norms that value diverse contributions.

Hosted by WEPAN and ASEE WIED

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Speaker</th>
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<tr>
<td>8:45 a.m. – 9:00 a.m.</td>
<td>Opening Welcome</td>
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<td>9:00 a.m. – 9:50 a.m.</td>
<td>Making Change and Second Generation Gender Bias</td>
<td>Patricia Deyton</td>
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<td>13 Regency VI</td>
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<td></td>
<td>Patricia Deyton</td>
<td>Director, Center for Gender in Organizations (CGO), the internationally recognized research arm of the Simmons School of Management in Boston addressing gender, diversity and organizational effectiveness. Patricia Deyton will open the Symposium by sharing a comprehensive, four-phased framework for promoting gender equity in organizations to achieve lasting change. It offers a new category of organizational intervention and recasts traditional equity initiatives. Deyton will also discuss second generation gender practices that reveal the gendered nature of jobs, job fit, work, leadership, and social capital.</td>
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<tr>
<td>10:00 a.m. – 10:50 a.m.</td>
<td>Men and Women in Engineering Schools and Workplaces</td>
<td>Bonita Banducci</td>
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<td>13 Regency VI</td>
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<td>Bonita Banducci</td>
<td>Lecturer, Gender and Engineering in the Graduate School of Engineering, Santa Clara University. Banducci is an expert in gender language, perception and how paradigms facilitate change and accelerate new behaviors. Her work has been used in corporate diversity programs and mentoring programs, university organizational development interventions, and total quality management projects in public agencies. Bonita Banducci will share new research on how women and men add value to the workplace. She will discuss how understanding the strengths and limitations of gender differences and cultural differences open doors to high-performance academic and workplace cultures.</td>
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11:00 a.m. – 11:50 a.m.  
**Men’s Critical Role in Advancing Gender Equity: A Model Initiative for Inclusion**  
**Canan Bilen-Green**  
Interim Chair Industrial Engineering & Management; Dale Hogoboom Professor; Executive Director ADVANCE FORWARD, North Dakota State University.  
NDSU’s FORWARD, an NSF ADVANCE project has developed the Advocates and Allies initiative: faculty men who are proven supporters of women in their department and the university who are active and effective proponents of gender diversity and equality.  
Dr. Bilen-Green and a colleague who is a FORWARD Advocate will describe how the Advocates and Allies model can be implemented in other schools, what outcomes the project aims to achieve: increasing the number of female faculty, encouraging the hiring and promotion of female faculty in administrative positions, and ensuring the fair and equitable treatment of women. This model can be implemented in both academic and business settings.

12:00 p.m. – 1:30 p.m.  
**Lunch Panel: Voices from the Field: Success Stories in Inclusion**  
This luncheon panel highlights inclusiveness success stories with opportunities for the audience and presenters to continue the dialogue from morning sessions. Panelists confirmed at publication include: Sheila Edwards Lange, Vice Provost for Diversity and Vice president for Minority Affairs, University of Washington, and Jenna P. Carpenter, Associate Dean for Administrative and Strategic Initiatives, Wayne and Juanita Spinks Professor, Mathematics & Statistics, Louisiana Tech University.

1:45 p.m. – 4:45 p.m.  
**Organizational Norms that Value Diversity: Bystander Awareness Training Workshop**  
**Patricia Deyton**  
Bystanders can play a pivotal role in setting organizational values and norms about diversity and inclusion. This workshop emphasizes the impact everyone has in addressing instances of bias in academia and the workplace. The workshop will give bystanders the skill and ability to make room for silenced voices and make a difference in painful or uncomfortable situations.

4:45 p.m. – 6:00 p.m.  
**Closing Remarks and Reception**
We are ... 
... one of the country’s oldest and most highly respected colleges of engineering.
... a leader in preparing students to become World-Class Engineers.
... proud to sponsor the Women in Engineering Program Advocates Network (WEPAN).

www.pwse.iastate.edu

At Intel, we respect, value, and celebrate the unique points of view and opportunities that come with our diverse employee population. That’s why we support the mission and values of the Women in Engineering ProActive Network.

www.wepan.org
Diversity. It's the Washington Way.

The University of Washington College of Engineering, Center for Workforce Development, and Office of Minority Affairs & Diversity are pleased to announce the establishment of the Suzanne G. Brainard Scholarship. Honoring one of WEPAN's founders, this scholarship was established on the 20th anniversary of the Women in Science and Engineering Program at the University of Washington. Dr. Brainard is the founding director of the UW WISE program and a tireless champion for diversity.

We invite you to go to the scholarship page to learn more about Dr. Brainard's extraordinary service and make a contribution to the student scholarship in her honor.

www.engr.washington.edu/curr_students/studentprogs/wise/brainard.htm
Thank You!

For your generous contribution of Program and Signage printing for the 2013 WEPAN National Conference

From the WEPAN Board of Directors and WEPAN Conference Planning Committee

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Founded in 1870 as one of the first technological schools west of the Mississippi, Missouri S&T is one of the nation’s top technological research universities. Missouri S&T produced the engineers, scientists and innovators who helped drive the Industrial Revolution and launch the Space Age. Today, our graduates are poised to lead the new global, green economy.

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Make a tribute gift for someone who has inspired you. Donate to WEPAN Now: www.wepan.org

Tribute Honor Roll
We are privileged to honor and congratulate our Honor Roll recipients:

<table>
<thead>
<tr>
<th>Stephanie Adams</th>
<th>Harriett Tate Frye</th>
<th>Anna Recker Niebling</th>
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<tr>
<td>Susan Arnold-Christian</td>
<td>Len V. Hills</td>
<td>Carl Norbeck</td>
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<td>Chris Anderson</td>
<td>Nancy Hellman</td>
<td>Helen Norbeck</td>
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<td>Winnifred Anderson</td>
<td>Leah Jamieson</td>
<td>Jan Rinehart</td>
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<td>Michael and Jacqueline Artis</td>
<td>Jolene Jesse</td>
<td>Dolores S. Rockwood</td>
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<td>Sharnnia Artis</td>
<td>Loretta Juhas</td>
<td>Ruta Sevo</td>
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<td>Cathleen Barton</td>
<td>Talina Knox</td>
<td>Catherine Long Schavul</td>
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<td>Tricia Berry</td>
<td>Klod Kokini</td>
<td>Linda Scherr</td>
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<td>Aileen Blair</td>
<td>Maurice and Maria Kokini</td>
<td>Paige Smith</td>
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<td>Donna and Larry Bower</td>
<td>Sheila Edwards Lange</td>
<td>Lee J. Suttner</td>
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<tr>
<td>Suzanne G. Brainard</td>
<td>Isabel Le</td>
<td>Paul E. Torgersen</td>
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<td>Pat Campbell</td>
<td>Elizabeth Mason Long</td>
<td>Betty Vetter</td>
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<td>Daryl Chubin</td>
<td>A. Robert Matt</td>
<td>Sister Luella Wall</td>
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<td>Eunice Cordes</td>
<td>Diane Matt</td>
<td>Bevlee A. Watford</td>
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<td>Jane Zimmer Daniels</td>
<td>Derek McGowan</td>
<td>Sherry Woods</td>
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<td>Cathy Deno</td>
<td>Susan Metz</td>
<td>Laura Niebling Zimmer</td>
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CHANGE IS GOOD.
The WEPAN Knowledge Center is Becoming the

STEM Knowledge Center

POWERED BY WEPAN

Join us for
WEPAN Knowledge Center – Part Deux
Thursday, Session 3, Grand Hall East A
2:00 p.m. – 3:00 p.m.

Learn more about the transition of the WEPAN Knowledge Center into the new STEM Knowledge Center and how it will help you in your role to advance women in STEM.

Join us in Minnesota!
WEPAN’s 25th Anniversary National Conference
June 9 – 11, 2014
The Depot Renaissance
Minneapolis Hotel
Minneapolis, Minnesota
www.wepan.org