

## ALWE ATTENDEE EXPECTATIONS AND AGENDA

Academic Leadership for Women in Engineering (ALWE)

Society of Women Engineers WE19

Location: Hilton Anaheim, California B

### PROGRAM GOALS

The overarching purpose of ALWE is to provide female academics in engineering with tangible skills and knowledge needed to pursue, acquire and gainfully maintain institutional leadership positions at a university. SWE also hopes this program provides women with skills to help them grow personally as leaders.

To that end, the learning outcomes of ALWE are that attendees will be able to:

- Recognize and apply basic skills for faculty success – including teaching, publishing and acquiring funding
- Discuss strategies and tools to advance in leadership roles within academia.
- Discuss the importance of and best practices for implementing inclusive practices at the university level
- Expand and support their network of women in academia, focused on similar goals and facing similar challenges.

### ATTENDEE EXPECTATIONS

If an ASSIST Travel Grant is awarded, recipients are required to:

- Attend the entire program outlined in this agenda. If you do not attend the entire program, you will be responsible for the travel costs incurred.
- Complete the ALWE RSVP and Pre-Event Survey (1), both ALWE End-of-Day Programming Surveys (2) and the LEVERAGE Post-Event Program Survey (1). The surveys provide valuable data needed to plan and improve the ALWE program.
- Complete the ALWE pre-work assignment (Academic Leadership Vision Statement and Goals for Attending), keeping in-mind that all participants are expected to share pre-work with the larger group.
- Participate in the ALWE online forum before and after the program.

## TENTATIVE AGENDA

WEDNESDAY, NOVEMBER 6, 2019

### Early Career Track: Faculty Success Skills

8:00 AM-8:45 AM Breakfast

8:45 AM -9:30 AM Introduction and Goal Discussion  
*Society of Women Engineers*

9:45 AM-11:30 AM **Structure Matters: 21 Strategies to Promote Active Engagement, Equitable Interactions, and Diverse Perspectives in the Classroom, Lab and Beyond**  
*Kimberly Tanner, Ph.D., Professor, San Francisco State University; Director, SEPAL: The Science Education Partnership and Assessment Laboratory*

Communicating with diverse populations requires instructors to construct learning environments that are active, engaging, inclusive, and equitable. Research in psychology and other disciplines suggests that how individuals personally experience learning environments strongly influences motivation, sense of belonging, persistence, and conceptual learning. In this interactive workshop, participants will share a common experience as the basis for discussing how individuals may experience learning environments differently from one another. Individual participants will then have the opportunity to self-assess their current awareness 21 common teaching strategies that promote active learning, engagement, and inclusion, as well as identify those that could be immediately implemented in their classrooms, as well as other professional spaces.

11:30 AM-12:00 PM **ALWE's Significance and the Role of the National Science Foundation (NSF)**  
*Paige E. Smith, Ph.D., Program Director, National Science Foundation*

12:00 PM-1:00 PM Networking Lunch

1:00 PM-3:00 PM **Getting your Research Funded: Successful Research Proposal Writing**  
*Christine Black, MLS, Senior Trainer, The Grantsmanship Center*

This workshop will cover elements of a persuasive research grant proposal that is responsive to the sponsor's priorities. Topics will include:

- an overview of the funding world for early career faculty and graduate students in engineering;

- the grant review process and the importance of pre-submission feedback;
- researcher credibility;
- core components of a research proposal – research question, objectives, methods, evaluation/analysis, resources;
- persuasive writing style

3:00 PM-3:15 PM Break

3:15 PM-5:00 PM **Plying the Tools of Academic Publishing**  
*Patricia Alexander, Ph. D., Jean Mullan Professor of Literacy and Distinguished-Scholar Teacher, University of Maryland*

Scholarly writing is typically viewed as one of the requirements for achieving academic success. Yet, unlike other facets of one's professional development, academic writing is not typically an explicit component of graduate programs in Engineering or related disciplines. Instead, graduate students and early career faculty are expected to acquire this ability on their own - and the results of self-teaching are not always efficient and effective. In this presentation, basic guidelines for improving one's success at academic writing will be made transparent. Dr. Alexander will cover three critical phases of the publication process: getting started, preparing and submitting manuscripts, and maintaining momentum. There will also be time provided throughout the presentation for participants for pose questions or share relevant experiences. Particular attention will be paid to the specific issues and concerns facing women in engineering, such as striking work/life balance and navigating the institutional expectations for promotion and tenure.

5:00 PM-5:15 PM Time to complete end-of-day survey

6:00 PM-8:00 PM Optional off-site dinner

## THURSDAY, NOVEMBER 7, 2019

### *Leadership Track: Moving Up and Creating Inclusive Organizations*

\* *The leadership track is organized according to three key leadership pillars: leading self, leading people, and leading change.*

8:00 AM-8:45 AM Breakfast

8:45 AM-10:15 AM **Career Path Trajectories for Women in Academia (LEADING SELF)**

*Bevlee Watford, Ph.D., Associate Dean, Academic Affairs and Director of CEED, Virginia Polytechnic Institute and State University*

There are many pathways to academic leadership positions, some more traditional than others. This presentation will utilize Dr. Bevlee Watford's personal journey and those of other women to illustrate how they have found (and sometimes created) their own pathways to leadership.

10:15 AM-10:30 AM Break

10:30 AM-12:00 PM **The Importance of Diverse Leadership in STEM Academia (LEADING PEOPLE)**

*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. Klawe joined Princeton from the University of British Columbia where she served in various roles from 1988 to 2002. Prior to UBC, Klawe 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. 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. She is the recipient of the 2014 Women of Vision ABIE Award for Leadership and was ranked 17 on Fortune's 2014 list of the World's 50 Greatest Leaders.

12:00 PM-12:30 PM Lunch

12:30 PM-2:30 PM **Negotiation Strategies for Women in Academia (LEADING SELF)**

*Gloria Blackwell, Senior Vice President of Fellowships and Programs, American Association for University Women (AAUW)*

This workshop for faculty teaches women how to negotiate for a new job, raise, or promotion. Through the lens of the gender pay gap, participants will learn how to articulate their value, conduct objective market research, develop a strategy and practice negotiating. Case studies of negotiation by women in academia will be discussed.

2:30 PM-2:45 PM Break

2:45 PM-4:45 PM **Moving Beyond Getting A Seat at the Table: Strategies and Methods for Implementing Diversity, Equity, and Inclusion in Engineering (LEADING CHANGE)**

*Fatima Alleyne, Ph.D., Director of Faculty Engagement for Equity & Inclusion, University of California-Berkeley*

This session is designed to support women engineers in identifying opportunities and addressing challenges in the advancement of diversity, equity, and inclusion in a male-dominated field. Participants will embark on a journey that transitions their advocacy from simply a seat at the table, to advocacy that is actionable, measurable, and effective. Using a similar scientific approach to that applied to solve technological challenges, we will discuss strategies that instill, encourage, and support C3: (1) Community: reliability on each other to empower, support, overcome, and excel challenges together; (2) Collaboration: working together; and (3) Capital: honing one's social and cultural capital by challenging "social norms." Participants will learn strategies to successfully engage their colleagues on what are "equitable" and "diverse" practices that can be adopted to transform their environments to be more inclusive and diverse.

4:45 PM-5:00 PM Time to complete end-of-day survey; break

5:30 PM-7:00 PM **Engineering Faculty Leadership Panel**

The Engineering Faculty Leadership Panel offers women interested in leadership positions in academia the chance to ask questions to a panel of experienced leaders from various universities.

- Andrea Martin Armani, Ph.D., Ray Irani Chair of Chemical Engineering and Materials Science and Professor, University of Southern California
- Rose-Margaret Itua, Ph.D., Professor of Engineering, Ohlone College
- Jennifer Jay, Ph.D., CEE Department Vice Chair of Graduate Affairs, Director of Center for Environmental Research and Community Engagement and Professor, University of California-Los Angeles
- Barbara Marino, Ph.D., Director of Electrical Engineering Undergraduate Program and Professor, Loyola Marymount University

- Angela C. Shih, Ph.D., Professor and Chair of Mechanical Engineering, California State Polytechnic University, Pomona

7:00 PM

**ALWE Group Picture**

7:00 PM-8:00 PM

**Networking Reception with SWE's Women in Academia Committee**

Join fellow STEM academics for a reception at which to network, share resources and stories, and enjoy hors d'oeuvres and cocktails. The intended guests are participants of the Academic Leadership for Women in Engineering (ALWE) conference program, and members of SWE's Women in Academia and GradSWE groups. Conference attendees interested in careers in academia are also invited to attend.

## FRIDAY, NOVEMBER 8, 2019

*WE19 Conference (Optional) and Networking (Optional)*

10:15 AM-12:30 PM

**WE19 Women in Academia Sessions** (Optional)

**LOCATION: Anaheim Convention Center**

12:30 PM-1:30 PM

**Engineering Academic Networking Meet-up** (Optional)

**LOCATION: Anaheim Convention Center**

Take an opportunity to further expand your network with women working and pursuing careers in STEM academia. A buffet lunch will be served for participants of the Academic Leadership for Women in Engineering (ALWE) conference program, and members of SWE's Women in Academia and GradSWE groups who would like to begin or follow-up on conversations around working at a university. An RSVP is required for lunch.

1:30 PM-5:30 PM

**WE19 Women in Academia Sessions** (Optional)

**LOCATION: Anaheim Convention Center**

## SATURDAY, NOVEMBER 9, 2019

*WE19 Conference (Optional)*

10:15 AM-4:30 PM

**WE19 Women in Academia Sessions** (Optional)

**LOCATION: Anaheim Convention Center**