

IEEE WIE NOVEMBER 1999 NEWSLETTER

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MentorNet helps retain female engineers/scientists

BY PEG BOYLE SINGLE, PH.D. Mentoring Specialist, MentorNet

In July, the theme of the (IEEE) International Symposium Technology and Society was women and technology. The conference addressed the low representation of women involved in technical fields, the reasons for the under representation, and programs and solutions seeking to increase the numbers of women who enter and persist in technical and scientific fields.

One such program presented at the conference was MentorNet. MentorNet, a national nonprofit initiative in the U.S. developed among colleges and universities, corporations, and professional societies, uses the Internet and electronic mail to connect college and graduate students with male and female professionals in their fields. MentorNet provides program support to help the mentoring pairs establish and develop effective mentoring relationships during the year-long program.

When women students have ready access to industry mentors, they learn about opportunities available to them in industry and receive advice, perspective, and support from mentors who have been through what they are going through in school. MentorNet thus combines the proven results of mentoring with Internet technology to increase women's retention in engineering and science fields.

In 1998-1999, 539 men and women from over 200 different companies served as mentors and were paired with 539 students from 26 universities. The mentors -- engineers and scientists in industry -- volunteered to develop the next generation of women engineers and scientists. Two examples of these mentors, Manfred Reysser, an Intel program manager in Arizona, and Jennifer Rexford, an AT&T researcher in New Jersey, have participated in MentorNet since its inception in the spring of 1998. Between the two of them, they have advised students on such issues as surviving the first year of engineering school, exploring career opportunities, balancing work and family, and overcoming gender bias in the workplace.

"Mentoring had a profound influence on my career, and that's why I believe in it so strongly," Rexford commented. "I like mentoring (by e-mail), because you can respond in a meaningful way when you're not preoccupied with something else," she said. "And, I think that you may talk more candidly about some subjects in an e-mail than you would in person."

In 1999-2000, MentorNet expects to pair over 1,000 students with mentors from industry, national laboratories, and governmental agencies. This year, students from 38 colleges and universities are participating, including the likes of Stanford, Berkeley, Carnegie Mellon, Georgia Tech, Princeton,

Howard, and the Universities of Illinois, Michigan, New Mexico, Texas, and Wisconsin, among others. MentorNet will continue to expand, and in 2001-2002 its goal is to be serving 3,500 students from 85 campuses with mentors.

MentorNet may be the first project of its kind offered nationwide. The project is supported by corporate funders and government grants. AT&T, Intel, IBM, Ford Motor Company and the U.S. Department of Education provide major project funding. A start-up grant from the IEEE Foundation provided crucial support for MentorNet in 1998-99. Other sponsors include Texaco, Microsoft, Hewlett Packard, Los Alamos National Laboratory, and the International Society for Optical Engineers. The financial supporters of MentorNet are involved because they are committed to increasing the representation of women in the technical and scientific workforce. Along with its mentoring program, MentorNet is developing a resume' database, a virtual job fair and Web-based job postings, opened to all participating students, and to MentorNet's strategic partners and members. These services provide a forum for the students to post their availability for internships and jobs, and allow MentorNet's supporters a venue for advertising career opportunities directly to a highly committed and motivated group of women students in engineering and science fields.

To find out more about MentorNet, visit the Web site at "<http://www.mentornet.net>". To place your name on a distribution list to receive information about becoming a mentor for the 2000-2001 year (mentor applications are already closed for the 1999-2000 year), visit the Mentor section of the Web site. For more information about your company or organization becoming a strategic partner or member of MentorNet, visit the Partners page of the Web site.

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Reannouncing Availability of Mentor Training Curriculum

The University of Washington is reannouncing the availability of "The Curriculum for Training Mentors and Mentees in Science & Engineering." This ground-breaking Curriculum formalizes the mentor/mentee relationship through training and provides step-by-step guidelines in how to set up a Mentoring Program. The Center for Women in Science & Engineering at the University of Washington has received two awards for the excellence of its Mentoring Program. The Center was the recipient of the 1998 Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring and the 1998 WEPAN Women in Engineering and Science Program Award. The Curriculum for Training Mentors and Mentees in Science and Engineering includes:

- * An administrator's guide with a comprehensive curriculum
- * Individual handbooks for students, faculty, professional scientists and engineers
- * A stand-alone bibliography of resources
- * A stand-alone evaluation module
- * A video of scenarios depicting mentoring relationships
- * A facilitated video guide for group discussion

The Curriculum for Training Mentors and Mentees is now being used in several engineering departments at the University of Washington and continues to be implemented by the WISE Mentoring Program. It is being implemented in Denmark to train industry mentors and university students, and at 200 sites in US higher education institutions. Finally, it is being modified for Fire Management in the National Park Services. The Dow Chemical Company, WEPAN, NSF and FIPSE made it possible for WEPAN member institutions to have an opportunity to receive one complimentary copy of the Curriculum in the Summer of 1998. Remaining Curriculums must be purchased through WEPAN for \$100/WEPAN members and \$150/non-WEPAN members. Please send an email message to leblanc@u.washington.edu if you are interested in receiving an order form.

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President Clinton today named Lauren Supina as Deputy Assistant to the President and Director of Women's initiatives and outreach. The White Office of Women's Initiatives and Outreach plays a

leadership role in our Administration's commitment to addressing the issues of concern to women and families.

"I am pleased that Lauren Supina has joined the White House staff as Director of the White House Office of Women's Initiatives and Outreach," said President Clinton. "Her background in working as a liaison with the women's community will strengthen ties between the White House and women's organizations nationwide."

Ms. Supina, of Friendswood, Texas, recently left her position as Director of External Relations at Ameritech. In that position, Ms. Supina created linkages between the Chicago-based telecommunications company and the Chicago business, non-profit and cultural community. Prior to her position at Ameritech, Ms. Supina was the founding director of the Democratic National Committee's Women's Leadership Forum (WLF). Under her directorship, the WLF grew from a core group of 10 women into a 15,000-member organization with chapters in every major U.S. city.

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Speakers on innovation and invention are available in most parts of the country from the Alliance for American Innovation. If you are interested in having an expert on innovation speak at your function please call us for more information. We have a speaker appropriate for most any innovation-related subject.

The Alliance for American Innovation
236 Massachusetts, NE, Suite 110
Washington, D.C. 20002
Phone (202) 546-8700 - Fax (202) 546-5779

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WIE Jobs File for November 1999

WIE has initiated a WIE Job Posting File with job postings that have been forwarded to us, unsolicited. If you would like to subscribe to this monthly posting file, send a message to majordomo@ieee.org and type: subscribe women-jobs. This file will be maintained on a monthly basis. If you have any comments on the file, or would like to submit posting information, please submit to WIE at: women@ieee.org. We are pleased to offer other IEEE sites that contains job listings:

*The IEEE USA Jobs Listing Service on the www at: www.ieeeusa.org/jobs.html.

*IEEE Careers & Education Web Site: "Careers & Education, Enabling Careers through Life-long Learning" can be accessed at www.ieee.org/organizations/eab/careeresource.htm.

*Women in Technology International (WITI) web site at www.witi.com. WITI has joined forces with Advancing Women www.advancingwomen.com and Career Mosaic ® to create two new co-branded sites devoted to the employment needs of women.

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IEEE FELLOW NOMINATION KITS

The IEEE Fellow Nomination Kit for the 2001 class of IEEE Fellows is expected to be available in late November/early December. Nomination kits will also be accessible via the IEEE Fellow Program link on the IEEE Awards/Fellow Activities home page -- <http://www.ieee.org/about/awards/>.

To request a hard copy of the kit, please send an email message to fellow-kit@ieee.org. Please be sure to include your name, mailing address, telephone number and email address. Please note that the IEEE Fellow Committee has determined that only hard copy nominations will be accepted. Those returned over the Internet will not be processed.

The deadline for receipt of complete IEEE Fellow nominations is 15 March 2000.

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2000 Society of Women Engineers National Conference

Beyond 2000: Exploring Perspectives

June 27 - July 1, 2000 Marriott Wardman Park Hotel

The Baltimore-Washington Section has chosen Washington, D.C. as the location for the 2000 SWE National Conference. Holding the conference in Washington, D.C. in 2000 will allow for a combined celebration of the Society's 50th anniversary at the home of one of the founding Sections, and the beginning of a new millennium in our Nation's Capital. For more information you can visit the website at: <http://www.hadron.com/swe-bws/2000conf/2000conf.html>

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IEEE Membership Information: Senior Member
Senior Member is the highest IEEE membership grade that may be obtained by application.

Why Apply?
for recognition of accomplishment by peers
for professional advancement
for personal satisfaction

Who should apply?
Engineers, scientists, educators, technical executives or those in IEEE designated fields who have at least ten years active professional practice, with five or more years of significant performance, accomplishments in engineering, publications, management, education or professional contributions.

We highly recommend all qualified IEEE members to apply for Senior Membership. Another reason to apply for Senior Member grade is that Senior Member grade is required before one is eligible for IEEE Fellow nomination. To obtain Senior Member Application forms, please contact:

IEEE Operations Center
Admission and Advancement Committee
445 Hoes Lane
PO Box 1331
Piscataway, NJ 088551331
Tel:(732) 562-5502 /Fax:(732)9810225
Email: rab.aa@ieee.org

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The American Association for Higher Education, funded by the Knight Foundation, has a new project to promote success of students of color in the disciplines. AAHE will develop, publish, and distribute a series of books that describe teaching and learning strategies to increase the achievement of students of color in several, as yet unselected disciplines. The key question that the volumes will answer for faculty is "How can we help motivated students of color succeed in our key courses?" AAHE will collaborate with the appropriate disciplinary societies in developing and distributing the volumes. The grant will run for the 2000 calendar year. If you are a person with classroom experience who is committed to new approaches to teaching, learning, and student support; has excellent writing and editorial skills; has the ability to work collaboratively with staff at AAHE and in disciplinary societies; and can locate in Washington for this work, please contact Margaret Miller, president, AAHE, at mmiller@aahe.org <<mailto:mmiller@aahe.org>> for further information.

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WIE Committee Scopes of Interest:
Scope 1: Gather and disseminate information regarding the status of women and initiatives for, by and on behalf of women in engineering and science.

Scope 2: Enable mentoring and education programs within IEEE. Make available information regarding gender-related educational issues, which may improve the entry and retention of women in engineering programs.

Scope 3: Increase the participation and membership of women within IEEE.

Scope 4: Address ways to improve the climate for women in IEEE and the workplace.

IEEE Women in Engineering Committee
445 Hoes Lane, PO Box 1331, Piscataway, NJ 08855-1331
www.ieee.org/organizations/committee/women/ E-mail: women@ieee.org