

## IEEE WIE SEPTEMBER 1999 NEWSLETTER

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WOMEN IN ENGINEERING

The IEEE Women in Engineering Committee hosted Nancy Hopkins, a professor of biology at MIT, who discussed a study she and other women professors made in 1995 on the status of women faculty in science at MIT.

Hopkins detailed a study that showed that although MIT appeared to meet federal guidelines, women experienced real and costly gender bias. The number of women tenured professors, 15 of a total of 209, was essentially unchanged in 10 to 20 years. The study also found that women professors had 30 percent smaller offices and fewer resources and were paid 20 percent less than men. They had little role in important decision making in their departments. This bias had led to the gradual marginalization of women professors at MIT.

"Individual women had anecdotal evidence of discrimination, but by looking at all tenured professors in science, we developed a large enough group to draw statistical conclusions," Hopkins said. "Discrimination was unconscious and many denied that it was happening until they saw the numbers."

When she brought this information to the attention of the dean of science, Robert Brigeneua, he quickly began to correct the inequities by providing more space and resources, elevating women to chairs, boosting salaries and making additional payments to the women's pension program.

[Her efforts to achieve equality at MIT were written up in the New York Times and Hopkins was invited to the White House to meet the Clintons.](#)

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### TheTECH99: Have the Tools, Know the Rules.(tm)

The conference and exhibition, to be held in Dallas on November 1-3, 1999 at the Hotel Inter-Continental, is hosted by the Society of Women Engineers – Dallas Section, and sponsored by EDS, Nortel Networks, Texas Instruments, and Sun Microsystems. This year's theme, Strategic Communications, focuses on sharing the skills and proficiencies needed to convey information effectively and efficiently in today's technology industry. As you well know, the conference provides a unique opportunity for technical professionals, particularly technical women, to communicate with over 1000 top professionals from the semiconductor, information technology, and telecommunications industries.

### KEYNOTE SPEAKERS

TECH99's prestigious line-up of keynote speakers will definitely be the focal point of this year's conference. Just to name a few, TECH99 will include keynote addresses from Tom Engibous, President, CEO and Chairman of the Board of Texas Instruments, Sheila Wellington, President of Catalyst, and Vickie Yohe, President of Global Carrier

Solutions for Nortel Networks. In addition, Bruce Christopher of Bruce Christopher Seminars, a local favorite, will be holding a workshop entitled "Why Are Women So Strange And Men So Weird."

#### SESSIONS AND WORKSHOPS

A diverse range of sessions and workshops are planned for this year's conference. Sessions such as Dare to Dream - Stories from Successful Women in Technology, Building a Winning Business Strategy, and Next Generation in Wireless Communications are just some of the topics on the agenda for the three-day conference. The topics are organized into three tracks:

**Business Benefits:** Strategies for understanding how the IT, semiconductor, and telecommunication industries do business in communications. **Personal Communications:** Rules for effective communication with co-workers, customers, and suppliers on both organizational and professional levels.

**Technology Solutions:** Tools for collecting transmitting, and organizing data into actionable information.

#### REGISTER NOW!

Seats are filling up. Hurry.... the early registration conference fee has been extended to October 1, 1999. If you register before October 1st, the conference is only \$325. After the 1st of October, the price goes up to \$395. Register now and SAVE \$70.

#### MORE INFORMATION

To obtain the speaker roster and biographies, to view conference tracks and related sessions, or to register for the conference, visit TECH99's web page: <http://www.tech99.org/> <<http://www.tech99.org/>>

If you are in technology, you cannot afford to miss this great conference!

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#### NEW AWARD/CALL FOR NOMINATIONS:

The IEEE Awards Board has issued a call for nominations for a new award, the IEEE Dennis J. Picard Medal for Radar Technologies and Applications. This award, which will consist of a gold medal, certificate and US\$20,000, will be presented for outstanding accomplishments in advancing the fields of radar technologies to an individual or group of up to three individuals. Sponsored by Raytheon, it will be awarded for the first time in 2000. The deadline for submission of nominations is 15 Oct.

For more information, visit the Awards Web site at <<http://www.ieee.org/about/awards>> or call Leslie Russell, Awards/Fellow Activities, ext. 3844. (Excerpt taken from the Circuit Board 08-09-1999)

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#### WIE Jobs File for September 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](mailto: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](mailto: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](http://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](http://www.ieee.org/organizations/eab/careeresource.htm).

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

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Women Inventors in History

<http://www.inventorsmuseum.com/women.htm>

The Alliance for American Innovation proudly presents a wing of its web museum dedicated to inventive women.

Ever heard of Mary Anderson, a young lady from Alabama who designed the first windshield wiper after her 1903 ride in the freezing rain in a New York City streetcar?

Or, did you know that movie actress Hedy Lamarr patented a technology for radio-controlled torpedoes in 1941 that was used later in satellite communications?

This is an inspiring collection of biographies, we look forward to watching it grow.

(from Yahoo! Picks of the Week, Sept. 6, 1999)

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MENTORNET SEEKS ELECTRONIC MENTORS IN ENGINEERING, SCIENCE

SAN JOSÉ, CALIF. -- Twenty-five years ago, Vivienne McKitrick remembers when "older men mentored younger men."

What she witnessed was the old boys' network in action. At the time, the newly graduated electrical engineer "didn't realize I was missing anything."

Today, McKitrick, the mother of three grown children, is married and runs a small Houston engineering consulting firm, Quixote Enterprises, with husband Dave Auclair. She now knows what she missed 25 years ago. And, she's helping to make sure other young women don't suffer the same fate.

The 48-year-old Texan participated last year in MentorNet, a successful electronic mentoring service for women pursuing careers in engineering and the sciences.

MentorNet uses the Internet and electronic mail to connect college and graduate students with male and female professionals in their fields. The nonprofit project may be the first of its kind offered nationwide.

During the 1998-99 academic year -- MentorNet's first full year of operation -- the network linked McKitrick and other mentors in private industry with 539 female students across the country.

For the current academic year, MentorNet is seeking more than 1,000 mentors for students at 38 participating universities. Applications will be accepted through Oct. 8. Potential mentors should visit MentorNet's web site, [www.mentornet.net](http://www.mentornet.net), or contact [mentor@email.sjsu.edu](mailto:mentor@email.sjsu.edu).

"Electronic mentoring really does work. We have good reports from both our mentors and students about its convenience and effectiveness," said Carol Muller, Ph.D., executive director and founder of MentorNet.

"Women still face gender-related obstacles when studying for careers in science and engineering. There is solid evidence that mentoring can help level the playing field," Muller said.

"Even though there is a critical shortage of qualified workers in many engineering and scientific fields, women account for less than 10 percent of the nation's engineers," she noted. "It only makes good business sense to increase the number of women in these fields."

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 spring 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.”

MentorNet, headquartered in San José, is a partnership involving universities, corporations and professional societies. AT&T, Intel, IBM, Ford Motor Company and the U.S. Department of Education provide major project funding.

-MentorNet-

CONTACT: Carol Muller, (408) 924-4070 or cbmuller@email.sjsu.edu

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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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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

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[www.ieee.org/organizations/committee/women/](http://www.ieee.org/organizations/committee/women/) E-mail: [women@ieee.org](mailto:women@ieee.org)