Sunday, May 20, 2012

Registration – Duffield Atrium
4:15-5:00pm

Opening Reception – Duffield Atrium
5:00-7:00pm

Introduction of Dean Lance Collins: Alan Zehnder, Associate Dean for Diversity & Faculty Development and Professor of Mechanical & Aerospace Engineering, Cornell University

Welcome Remarks: Lance Collins, Dean of the College of Engineering, Cornell University

Introduction of Associate Dean Christine Grant: Sheri Notaro, Associate Dean for Inclusion & Professional Development, Cornell Graduate School

Keynote Speaker: Christine S. Grant, Associate Dean Faculty Development & Special Initiatives: College of Engineering, North Carolina State University

Navigating Your Journey on the Academic Sea: Careers in STEM

Session Summary: The combined aspects of goal setting, creating a career trajectory and understanding the role of effective and impactful mentors is crucial in the changing seasons of an academic career. This talk will enable the participants to identify their own journey in the context of their own current networks. It is designed to provide a wide range of action steps to create and manage an academic career whether you are a student, postdoc, or faculty member. Topics include: managing the graduate school experience, planning for the next career move, how to effectively network, and the importance of finding the right mentor.

Monday, May 21, 2012

Registration & Breakfast – Statler Ballroom Foyer
8:30-9:00am

Opening Session – Statler Ballroom
9:00-10:00am

Introduction of the Keynote Speaker: Yael Levitte, Associate Vice Provost for Faculty Diversity & Development, Cornell University
**EWISE SPEAKERS & PANELISTS**

**Karen Kim, MD**
Medical Doctor
Guthrie Clinic

Dr. Kim earned her BA in Women’s Studies and Social Anthropology at Harvard and her M.D. at Stanford University. She completed her internal medicine residency training at Case Western Reserve and her fellowship in gastroenterology at the Cleveland Clinic. During her training, she did research in colon cancer genetics. She now practices gastroenterology at the Guthrie Clinic in Ithaca. Dr. Kim lives with her husband, Professor Chris Hernandez and their two young boys in the North Campus dormitories.

**Connie Yuan, PhD**
Associate Professor of Communication
Cornell University

Dr. Yuan teaches and researches in the area of organizational communication. Specially, her research focuses on knowledge management, social capital, group collaboration, and communication and information technology. She has recently received funding from the NSF to study how the development of network relations and the usage of communication technology can influence knowledge sharing in organizations. She has received best papers and distinguished article awards from the annual conferences of the Academy of Management and of the National Communication Association. Her work has been published in Personality and Social Psychology Review, Communication Research, Human Communication Research, Journal of Computer-Mediated Communication, Information Society, Journal of the American Society for Information Science and Technology, among others. She is on the editorial board for Journal of Applied Communication Research, Journal of Computer-Mediated Communication (both from 2008-2014), and Communication Yearbook (2012).

**Susana Rivera-Mills, PhD**
Associate Dean, College of Liberal Arts,
Oregon State University

Susana V. Rivera-Mills is Associate Dean in the College of Liberal Arts, Interim Director for the Center for Latino/a Studies and Engagement, and Professor of Spanish Linguistics and Diversity Advancement at Oregon State University. She holds B.A. and M.A. degrees from University of Iowa and the Ph.D. from University of New Mexico. She has published several books and numerous articles on the topics of Spanish in the U.S., Latino/a identity, and building communities. She is a sought after speaker at national and international conferences where she shares her expertise in her research topics, and related topics such as developing a mentoring culture, advancing diversity in higher education, and issues surrounding equity and inclusion. She has developed mentoring programs for faculty and students at all levels, and is committed to diversity and gender equity in higher education.

**EWISE AGENDA**

**Keynote Speaker:** Kim Weeden, Cornell ADVANCE Co-PI, Associate Professor of Sociology, Cornell University

**Progress and Remaining Challenges for Women in STEM: An Overview of the Research**

**Session Summary:** In the last few decades, women have made enormous inroads into STEM careers, but have yet to reach parity in their representation in STEM jobs, particularly at the highest professional levels. This talk reviews some of the social scientific research on the sources of gender differences in STEM persistence and of professional success in STEM careers. It will highlight the remaining challenges and how educational institutions, employing organizations, gatekeepers within the scientific community, and scientists themselves can help overcome them.

**Morning Session – Statler Ballroom**
10:15-11:45am

**Introduction of Speaker:** Courtney Faber, BME PhD Student & Director of Graduate Programs for the Society of Women Engineers, Cornell University

**Featured Speaker:** Valerie Young PhD

**The Secret Thoughts of Successful Women – Why Capable People Suffer From the Imposter Syndrome and How to Thrive in Spite of It**

**Session Summary:** Do you often dismiss your accomplishments as no big deal? Despite evidence of your abilities, do you sometimes hold back because of nagging self-doubt? When you succeed do you think, “fooled ‘em again”? You’re not alone. Millions of people around the world from CEOs to A-list celebrities to Ph.D.’s secretly worry that they’re not as bright and capable as everyone seems to think they are.

Dr. Valerie Young, leading expert on women and the impostor syndrome and the author of “The Secret Thoughts of Successful Women: Why Capable People Suffer from the Imposter Syndrome and How to Thrive in Spite of It,” will outline the key reasons why women are more susceptible to fraud fears and recommendations for change.

**Lunch Session – Statler Ballroom**
12:00-1:30pm

**Industry/Faculty/Alumnae Panel: Key Steps to Defining & Achieving Success**
Panelists:
- Carol B. Amos ’80, Manager – Field Engineering Program, DuPont
- Katherine Boor, Dean of the College of Agriculture & Life Sciences, Cornell University
- Lisa Fortier, Associate Professor of Large Animal Surgery College of Veterinary Medicine, Cornell University
- Karen I. Matthews, PhD ’98 & MBA ’07, Technology and Market Development Manager Science and Technology, Corning Incorporated
- Joan P. Schwartz PhD ’65, Special Volunteer, Office of Intramural Research, Office of the Director, National Institutes of Health

Moderator: Sheila Hemami, Cornell ADVANCE Co-PI, Professor of Electrical & Computer Engineering, Cornell University

Session Summary: How do we define success for ourselves and match it to what others conventionally expect of us in the academy or industry? What strategies do we use to achieve success in the many different areas of our lives? In this interactive session, a panel of women successful in many rights will share their experiences and insights on life and career pathways as leaders in the academy and industry. They will tell their stories, discuss opportunities and barriers encountered, and identify the mentoring that helps grow successful women for leadership positions in the academy and industry. After sharing each of their stories, the panelists will be open to answering questions from the audience.

Afternoon Session – Upson B17
1:45-3:00pm

Industry/Faculty Panel: Managing Stress & Finding Balance

Panelists:
- Lina Echeverría PhD, Former Vice President of Corning Inc. & Innovation Leadership Consultant
- Catherine Thrasher-Carroll, MA, MT, Mental Health Promotion Coordinator, Gannett Health Services, Cornell University
- Christopher Hernández, Assistant Professor of Mechanical & Aerospace Engineering, Cornell University
- Karen Kim, Medical Doctor
- Connie Yuan, Associate Professor of Communications, Cornell University

Lina M. Echeverría, PhD
Former Vice President of Corning Inc. & Innovation Leadership Consultant

Lina Echeverría is a dynamic leader and retired corporate executive with a solid record of technology delivery and an ability to drive results through motivating and developing people. She has cross-functional commercial, technology delivery, and strategy-setting experience. As Vice President of Corning Incorporated, Lina redefined the strategic direction of their European Technology Center; created and led the Inorganic Technology Group to deliver disruptive technology innovations, and led the Exploratory Markets and Technologies group seeking new growth opportunities. Partnering her scientific training and strategic experience with an understanding of the creative process, she created world-class technology groups that delivered state of the art technology. An Engineering Geologist from Universidad Nacional de Colombia, Lina holds a PhD from Stanford University, and was a post-doctoral fellow at the Carnegie Institution of Washington and a researcher at the Max Plank Institute. She is the author of the upcoming book Idea Agent: Leadership that Liberates Creativity and Accelerates Innovation.

Catherine Thrasher-Carroll, MA, MT
Mental Health Promotion Coordinator
Cornell University

In the role of mental health promotion coordinator, Catherine provides a sustained focus on cultivating an optimal educational environment for students which supports mental health, and is responsive to students experiencing distress. This includes coordination of gatekeeper education and training for faculty and staff, as well as collaboration with departments across campus to align educational and social programming for students with content/messaging that de-stigmatizes mental health/mental illness, encourages help seeking and promotes connectedness and resilience. Additionally, she participates in multi-disciplinary teams related to student support services, policies & practices. Prior to coming to Cornell University in 2005, Catherine was the founder and administrator of a community-based music therapy agency in southern California. As a practicing music therapist for more than 20 years, she worked in a variety of settings, including inpatient and outpatient psychiatric programs, group homes, and residential treatment centers for children, adolescents and adults.

Christopher Hernández, PhD
Assistant Professor of Biomedical and Mechanical Engineering
Cornell University

Professor Hernandez earned his BS in Engineering Sciences at Harvard and his Ph.D. in Mechanical Engineering at Stanford University. Dr. Hernandez joined the Cornell faculty in 2010 after serving as a faculty member at Case Western Reserve University. Dr. Hernandez is an expert in Orthopaedic Biomechanics and has an adjunct appointment at the Hospital for Special Surgery in New York City. His research is supported by grants from the National Institutes of Health and the National Science Foundation. In addition to his teaching and research, Dr. Hernandez is the Faculty in Residence in North Campus dormitories where he lives with his wife, Dr. Karen Kim and their two young sons.
Lisa Fortier, DVM, PhD
Associate Professor of Large Animal Surgery
College of Veterinary Medicine, Cornell University

Lisa Fortier is a Doctor of Veterinary Medicine, a Diplomat of the American College of Veterinary Surgeons, an Associate Professor of large animal surgery at Cornell University’s College of Veterinary Medicine. After becoming board certified in large animal surgery and completing her PhD at Cornell in veterinary science, Fortier worked for a year as a postdoctoral researcher. In 2000 she joined the faculty as an assistant professor of clinical sciences. Fortier is a recipient of the 2005 “Pfizer Animal Health Award for Research Excellence”. This award recognizes outstanding research effort and productivity, and the advancement of knowledge in areas relevant to veterinary medicine. In addition to being an outstanding equine orthopedic surgeon, Fortier investigates the underlying cellular and molecular mechanisms in connective tissue involved in the development of arthritis. Fortier is married to another equine surgeon, Alan Nixon and they have two daughters.

Karen I. Matthews, PhD
Technology and Market Development Manager Science and Technology
Corning Incorporated

Karen I. Matthews was born in Baltimore, Maryland. She began her academic career at the US Naval Academy, received her BS in Electrical Engineering from Morgan State University and her MEng (1991), MS/PhD in Electrical Engineering (1998) and MBA from Cornell University (2007). Prior to pursuing an AMBA at Johnson, Karen served as a Senior Research Scientist at Corning Inc. Upon graduation, she re-entered Corning as a Technology and Market Development Manager, where she worked with technologists and commercial entities to develop concepts into profitable products. More specifically, she worked commercially to come up with and drive the value proposition for Gorilla Glass. After 2 years in Corning’s Specialty Materials’ business, Dr. Matthews returned to the Science and Technology community so that she could do similar work across any business in the company. Her drive is to move concepts into commercialization, and she works daily to move early stage innovations into profit making businesses.

Joan Schwartz, PhD
Special Volunteer, Office of Intramural Research, Office of the Director National Institutes of Health

Joan Schwartz earned a B.A. chemistry from Cornell and a PhD, Harvard University, Biological Chemistry. Schwartz was a postdoctoral fellow at Rutgers Medical School. Her entire professional career was at the NIH — she was a tenured principal investigator, first in the National Institute of Mental Health, and then in the National Institute of Neurological Disorders and Stroke, leading a laboratory that studied neurotrophic factors. She was the Assistant Director, Office of Intramural Research, Office of the NIH Director, and served as Acting Deputy Director, Office of Intramural Training and Education. Dr. Schwartz chaired the NIH Committee on Scientific Conduct and Ethics, the Tenure-track Investigators Committee, and the Second Task Force on the Status of Intramural Women Scientists. She is a member of the NIH Director’s Working Group on Women in Biomedical Careers, which is working to implement the recommendations of the Task Force, and co-chairs the Intramural Committee of the Working Group.

Moderator: Michal Lipson, Professor of Electrical & Environmental Engineering, Cornell University

Session Summary: How do you maintain a healthy mind and body and avoid burnout? Join a discussion with our panel of faculty, industry and medical professionals who will share experiences and tools for managing daily stress and finding balance. Particular topics include how to follow healthy practices such as sleeping, eating well, getting physical exercise, and connecting with others as well as managing time effectively. Hear about specific resources and techniques that will guide you in your quest to prioritize items on your busy schedule, manage stress, and reduce your overload. Additionally, learn strategies on how to maintain a delicate balance as you manage competing priorities in reaching your academic, professional, and personal goals.

Closing Keynote – Upson B17
3:15-4:00pm

Introduction of the Keynote Speaker: Christine Holmes, Director of Postdoc Studies, Cornell University

Keynote Speaker: Susana Rivera-Mills, Associate Dean, College of Liberal Arts, Oregon State University

Building a Mentoring Culture – Best Practices and Lessons Learned

Session Summary: Although the concept of mentoring has been in place for many years, the idea of faculty mentoring in colleges and universities has only recently begun to be considered as an important strategy for new faculty hires. In this context, mentoring should be used to exchange ideas, strengthen departmental relationships, enhance productivity, and integrate new faculty into the University community (Savage, Karp, and Logue, 2004). The purpose of this presentation is to provide an overview of best practices for establishing a mentoring culture in an academic environment, and discuss why a strong foundation of mentors is needed for institutional excellence.

Closing Remarks – Duffield Atrium
4:00-4:15pm

Featured Speaker: Marjolein van der Meulen, Cornell ADVANCE Co-PI, Professor Mechanical & Aerospace Engineering, Cornell University

Dessert Reception – Duffield Atrium
4:15-5:00pm
Lance Collins, PhD
Joseph Silbert Dean of Engineering
Cornell University

Lance Collins, who was named dean of the College of Engineering in 2010, joined Cornell in 2002 as a member of the Mechanical and Aerospace Engineering faculty, following 11 years on the chemical engineering faculty at Pennsylvania State University. Collins is the chief academic and administrative officer for the college, which has about 240 faculty, 250 non-professorial academics, nearly 3,000 undergraduate and 1,400 graduate students and about 225 staff members. Dean Collins’ research combines simulation and theory to study a variety of turbulent flow processes. His work on mechanisms of droplet breakup in turbulence was recognized with the 1997 Best Paper Award from the American Institute of Chemical Engineers. In 2007, he was elected a fellow of the American Physical Society. He earned his B.S.E. in 1981 at Princeton University, his M.S. in 1983, and his Ph.D. in 1987 at the University of Pennsylvania, all in chemical engineering.

Christine Grant, PhD
Associate Dean of Faculty Development and Special Initiatives
Professor of Chemical and Biomolecular Engineering
College of Engineering North Carolina State University

Grant joined the NCSU faculty in 1989 after completing her M.S. and Ph.D. (Georgia Institute of Technology) and a Sc.B. (Brown University) all in Chemical Engineering (CHE). One of five African-American women Full CHE Professors in the country, her research interests are in interfacial phenomena and recently biomedical systems. She’s the first Associate Dean of Faculty Development and Special Initiatives in NCSU’s College of Engineering. Awards/service include: American Institute of Chemical Engineers Board of Directors, NSF Presidential Award for Excellence in Science, Math and Engineering Mentoring, Council for Chemical Research Diversity Award. She’s the founding director of the Promoting Underrepresented Presence on Science and Engineering Faculties (PURPOSE) Institute. Her workshops on mentoring and academic career development for NSF ADVANCE programs at Purdue, University of Toledo, UVA, Prairie View A&M, the University of New Hampshire and ADVANCE Annual Pi meetings promote STEM faculty development while providing diverse role models for students, for students.

Kim Weeden, PhD
Associate Professor of Sociology
Cornell University

Kim Weeden is Associate Professor of Sociology and co-Director / co-PI of the NSF-funded ADVANCE center at Cornell University. Her research interests include gender segregation in labor markets, the impact of work arrangements on career outcomes of men and women, gender in higher education and academic labor markets, and gender in science. Her latest project, which is funded by the National Science Foundation, examines the gender differences in the evolution of adolescents’ STEM-related occupational plans and the effect of these plans on educational decisions (e.g., college entry, major choice).