

**News Release**  
**May 23, 2011**  
**For Immediate Release**

**For More Information:**

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**WEPAN Announces Its 2011 Award Recipients**

The following awards will be presented June 22nd at the WEPAN National Conference in Bellevue, Washington.

**Denver, May 23, 2011 –**

WEPAN recognizes excellence by honoring key individuals, programs, and corporations for accomplishments aligned with WEPAN's mission. Each year at its National Conference WEPAN awards serve to continuously raise the bar for extraordinary service, significant achievement, and model programs. At the 2011 WEPAN Conference the following awards will be presented:

**The Women in Engineering Initiative Award** – Awarded to the University of Texas at Austin's Graduates Linked with Undergraduates in Engineering (GLUE) Program

**The Women In Engineering Program Award** – Awarded to University of Wisconsin-Madison's Women in Science & Engineering Leadership Institute (WISELI)

**The WEPAN Educator's Award** – Awarded to Wendy C. Crone of University of Wisconsin at Madison and Barbara Ruel of Rensselaer Polytechnic Institute

**The University Change Agent** – Awarded to Chris S. Anderson of Michigan Technological University

**The Betty Vetter Research Award** - Awarded to Dr. Michelle Hebl of Rice University

**The Women in Engineering Champion Award** – Awarded to Audrey Romonosky of IBM

**The Distinguished Service Award** - Awarded to Tricia Berry of University of Texas at Austin

**The Introduce a Girl to Engineering Day Award** – Awarded to Maui's Introduce a Girl to Engineering Day program and to the WISER at Case Western Reserve University

**The Breakthrough Award** – Awarded to BAE Systems

**WEPAN Founders Award** – Awarded to Jan Rinehart of Rice University

Please visit <http://www.wepan.org/displaycommon.cfm?an=12> for more information on award winners.

### **About WEPAN**

WEPAN is the nation's leading organization and catalyst for transforming culture in engineering education to promote the success of all women.

WEPAN...

- mobilizes diverse, inclusive, and collaborative stakeholders
- fosters diversity in engineering graduates, our innovators of tomorrow
- inspires a network of advocates to empower and advance the education of women pursuing engineering and related disciplines
- translates research into practice and develops national models to attract and retain women in engineering

Founded in 1990, WEPAN helps meet strategic engineering workforce demand by promoting the success of girls and women who traditionally have not pursued engineering—an untapped national resource.

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**University of Texas at Austin's Graduates Linked with Undergraduates in Engineering (GLUE) Program Honored with WEPAN Women in Engineering Initiative Award**

WEPAN honors UT Austin Graduates Linked with Undergraduates in Engineering (GLUE) program with the 2011 Women in Engineering Initiative Award. The GLUE Program gives undergraduate students the opportunity to gain a practical, introductory research experience by pairing them with graduate students in their majors.

**Denver, May 23, 2011 –**

The Women in Engineering Initiative Award recognizes an outstanding project or initiative that serves as a model for other organizations. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

Beginning in 2003, this semester long program has served 191 undergraduate and graduate student pairs. Over the course of the 8 years the program has been in existence, many improvements have been implemented in order to offer a quality experience for students. For example, program staff determined that the optimum class size is 24 students so that class discussions are possible and in order to have ample time for the final project presentations. Second year students were identified as the target population for a variety of reasons: 1) to increase the retention of second year students 2) to offer the program with enough lead time for a student to pursue additional research opportunities on campus 3) to offer the program with enough lead time for a student to apply for a Research Experience for Undergraduates (REU) and, 4) to offer the program with enough lead time for a student to pursue graduate study.

It was also determined that graduate mentors work best when they are in the second year of a graduate program and prior to final completion of their dissertation. Increasing the number of female engineering student entering graduate study or who consider an academic career is one of the goals of the program and statistics show that a higher percentage of GLUE program participants (30%) are entering graduate study than the population of the Cockrell School (approximately 20%).

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**The Women in Engineering Program at University of Wisconsin-Madison Receives WEPAN Women in Engineering Program Award**

The Women in Science & Engineering Leadership Institute (WISELI) at University of Wisconsin-Madison is a model for other WIE organizations.

**Denver, May 23, 2011 –**

WEPAN's Women in Engineering Program Award recognizes an outstanding Women in Engineering program that serves as a model for other institutions. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington. 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.

The University of Wisconsin-Madison's WISELI (Women in Science & Engineering Leadership Institute) program has been a national leader in Institutional Transformation efforts with regard to increasing the participation and advancement of women in academic science and engineering since 2002.

WISELI concentrates efforts at the faculty level, aiming to diversify faculties and academic leadership not only so that women in the science, technology, engineering and mathematics (STEM) pipeline have role models and mentors, which will encourage them to pursue careers in STEM, but also because the loss of women at the faculty and leadership levels of STEM is a waste of talent and human capital, as well as a personal loss to the women who drop out of these careers. A National Science Foundation ADVANCE grant provided WISELI with the startup funds to create and implement many new and innovative workshops, grant programs, and research projects. As early as June 2005, WISELI has been disseminating these

programs to universities, colleges, technical colleges, professional societies, and other groups across the U.S., and even the world. We have reached over 100 different universities with our materials and our workshops.

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**Wendy C. Crone of University of Wisconsin at Madison Receives WEPAN Educator's Award**

In addition to being an accomplished researcher, Wendy Crone has made important contributions to the lives and careers of women at the pre-college and college levels. She has a proven track record and is highly qualified for the prestigious WEPAN Educator Award.

**Denver, May 23, 2011 –**

The WEPAN Educator Award honors an engineering educator for exceptional achievement in increasing the participation and retention of women in engineering. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

At the pre-college level, Wendy has developed and directed outreach programs that inspire girls' interest and pursuit of science and engineering. She held the position of Director of Education and Outreach for the University of Wisconsin (UW) MRSEC for seven years. In this position she organized and personally conducted outreach activities on nanoscale science and engineering topics, many of them targeted for young women, impacting over 30,000 students in 2007 alone. To broaden the impact nationally, she authored a guidebook to encourage university researchers to partner with science museums.

Wendy's work at the collegiate level is even more impressive. She has directed programs that support the recruitment, retention and development of women studying engineering. Prior to obtaining her doctoral degree, she was the director of the Program for Women in the Institute of Technology at the University of Minnesota. Soon after joining UW as a faculty member, she became a director of the Women in Science and Engineering (WISE) Residential Program. The WISE

program in particular serves as a model initiative for other programs nationwide. She also designed and taught engineering courses specifically for women students including “Ways of Knowing” and “Introduction to Engineering.”

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**Barbara Ruel of Rensselaer Polytechnic Institute Receives WEPAN Educator's Award**

Throughout her career, Barbara Ruel has been devoted to encouraging young women to pursue careers in engineering and the sciences, improving the learning environment and opportunities for women students in engineering and the sciences, and increasing the number of women faculty and in the profession.

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The WEPAN Educator Award honors an engineering educator for exceptional achievement in increasing the participation and retention of women in engineering. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

In her role as the leader of the Rensselaer's Women in Engineering program (WIE), Barbara Ruel is responsible for delivering recruitment and retention programs for undergraduate and graduate women in engineering. She also collaborates with faculty across the Institute to attract a diverse population of students to the School of Engineering and to provide an inclusive community that supports the educational needs of majority and underrepresented groups. In the last ten years, WIE has grown substantially and significantly improved the culture at Rensselaer.

As a result of the WIE program, Rensselaer's retention rates for women have been increasing. Retention for the fall 2007 cohort was 94.6% overall with a breakdown of 96% women and 94% for men. This is an increase of about 5% from 2000. In addition, the majority of student leadership positions at the Institute and in engineering, are held by women students, and the cumulative grade point averages for women are greater than their male peers. The WIE program and Barb Ruel are highly deserving of recognition. She and the WIE program have positively improved

the culture and climate for women students at Rensselaer resulting in higher retention, and happier and well supported women students.

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**Chris S. Anderson of Michigan Technological University Receives WEPAN University Change Agent Award**

Chris Anderson is a model "Change Agent" at Michigan Tech, in the spirit of everything that the WEPAN designation implies. Her enthusiasm and willingness to commit the time and energy to programming and policies demonstrates her commitment to leading institutional change at Michigan Tech.

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The University Change Agent Award honors an individual who has had positive impact within their academic institution with regard to the climate for women in science, technology, engineering, and math fields, with an emphasis on engineering. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

The Women in Engineering Program at Michigan Tech was among the first in the country (following the pioneering efforts at Purdue and other engineering schools), and Chris Anderson was responsible for guiding and enhancing the program at Michigan Tech for many years. Based upon her success in leading the Women in Engineering Program, Chris assumed responsibility for many efforts aimed at diversifying the University's engineering student body, including the development of the Minorities in Engineering and the Women in Computer Science Programs as well as the expansion of the Summer Youth Program at Michigan Tech.

From these beginnings Chris branched out in other areas including, supporting the diversification of the faculty and the staff to help create an inclusive Michigan Tech community. She has been the advocate and face of diversity at Michigan Tech for more than three decades. Her recent activities in diversifying the campus have been aimed at increasing the number of women engineering faculty and graduate students. She has been a constant advocate for women faculty, currently serving as a co investigator on the University's ADVANCE project. In the late 1990s she helped

lead the charge for the implementation of a policy that allows faculty to stop the tenure clock for life-altering personal experiences, such as childbirth. More recently she supported the University charge in developing an equitable and fair maternity leave policy for women faculty, the new focus on a Dual Career Program and the implementation of a 5 year Climate Study. Chris has also played leadership roles at the state and national levels in diversifying engineering. She is recognized throughout the state for her efforts in this area. She has been a leader in both WEPAN, and NAMEPA, and through these associations she has involved the Michigan Tech community in national efforts such as MentorNet, PACE and SWE.

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**Dr. Michelle Hebl of Rice University Receives WEPAN Betty Vetter Award for Research**

Dr. Hebl's research directly addresses inequitable systems that impede women's participation in engineering and science.

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The 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, long time director of the Commission on Professionals in Science and Technology, who served as the first treasurer of WEPAN, Inc. and was a founding member of the Board of Directors. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

Dr. Hebl is currently a professor of organizational and industrial psychology at Rice University. She is one of the Co-PI's on Rice's NSF ADVANCE Institutional Transformation grant, leading efforts at assessment and providing a guiding hand to Rice University's training program for faculty search committees. Dr. Hebl has more than 70 publications that appear in prestigious journals. She was recently awarded a NIH grant with Professors Virginia Valian (Hunter College) and Randi Martin (Rice University) to study the role that gender schemas have on *gatekeepers* — the individuals who evaluate merit and award scientific achievement.

Dr. Hebl's research focuses on issues related to identifying, understanding, and remediating discrimination. She blends multiple perspectives — social, interpersonal, and organizational — to investigate this important topic. In addition to documenting current forms of discrimination, she also attempts to remediate this discrimination, the ultimate goal of her research. She examines a number of remediation strategies at the individual as well as the organizational levels.

Her most recent paper in the American Psychological Association's *Journal of Applied Psychology*, entitled "Gender and Letters of Recommendation for Academia: Agentic and Communal Differences" was featured on FOX News, the Washington Post, and other news sources. *As a whole, she is committed to enhancing diversity and capitalizing on its important individual and organizational utilities.*

In addition to the high quality of her research, Dr. Hebl has demonstrated excellence in teaching. She has been the recipient of twelve major teaching awards in the eleven years that she has been at Rice and was selected as the Commencement Speaker at Rice University's 2005 graduation ceremonies.

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**Audrey Romonosky of IBM Receives WEPAN WIE Champion Award**

For the last 7 years of Audrey Romonosky's 32 year career at IBM, she concentrated her efforts on middle school outreach, starting as a volunteer for IBM EX.I.T.E (Exploring Interests in Technology and Engineering) girls camp.

**Denver, May 23, 2011 –**

The Women in Engineering Champion Award recognizes and honors an individual employee in industry for their volunteer contributions to STEM education at the primary, secondary, or collegiate levels. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

Since 2004, Ms. Romonosky held various leadership roles in EX.I.T.E camp, including planning, school recruitment, school liaison, counselor, and activity leader. Her outreach efforts also include Lego Robotics club mentoring, career day presentations and eWeek visits. Currently, she leads a program in conjunction with the GENaustin (Girls Empowerment Network) after school program to lead a monthly engineering activity as a STEM recruitment activity.

Through these activities, she has reached over 1200 students. Outreach has always been a part of her long career at IBM. She spoke to high school students at Stevens Institute of Technology camp. At Penn State she spoke about engineering to freshman seminar classes. She went to PSU and Virginia Tech to talk with students at Engineering Career Days, UT for several WEP programs and OSU to talk with students about Computer Engineering. She has been a strong role model for female engineers at IBM, students at many colleges and professionals in industry.

Audrey is also a service leader for IBM's Celebration of Service, a program designed for employees, retirees and business partners, to donate their time and expertise

during the company's Centennial year. IBMers around the world are volunteering in their local communities, helping with civic challenges and societal needs.

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**Tricia Berry of University of Texas at Austin Receives Distinguished Service Award**

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The Distinguished Service Award recognizes WEPAN members whose individual service has made a significant impact for the organization. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

Tricia Berry, a WEPAN member since 2001, currently serves as the Director of the Women in Engineering Program (WEP) in the Cockrell School of Engineering at The University of Texas. She also serves as Director of the Texas Girls Collaborative Project, an initiative aimed at connecting Texas organizations, companies and individuals working to increase gender equity in STEM fields.

While serving as WEPAN's president, Tricia exhibited boundless positive energy and enthusiasm for gender equity and the WEPAN community. She reinvigorated WEPAN's engagement with corporations and has led Board development efforts, continuing to serve as Development Committee Chair. Under her leadership, the WEPAN President's team model was established. Tricia was also instrumental in leveraging the Knowledge Center as a tool for Board and internal WEPAN operations. Tricia's work on WEPAN conferences has been exemplary. The 2009 conference partnership with the National Girls Collaborative allowed WEPAN to engage with more of the STEM equity community.

In addition to her work on campus, Tricia is also the Executive Vice President of 825 Basics, LLC, a professional training company with the mission to help develop healthy, fit and full of energy careers. She is a Society of Women Engineers (SWE) Life Member and is currently serving as the SWE Faculty Advisor Coordinator.

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**Maui's Introduce a Girl to Engineering Day Receives Introduce a Girl to Engineering Award**

**Denver, May 23, 2011 –**

WEPAN, working with the National Engineers Week Foundation, presents the Introduce a Girl to Engineering Award each year. This award recognizes a person or organization that organizes an exemplary Introduce a Girl to Engineering Day (IGED) event. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

The Women in Technology Project is funded in part through grants from the U.S. Departments of Labor, Agriculture and Education. It is the first workforce development project of its kind to encourage girls, women and underrepresented groups into science, technology, engineering and math (STEM) education and careers.

Introduce a Girl to Engineering Day (IGED) is held in conjunction with National Engineering Week in February to increase interest in engineering among girls and raise awareness of the contributions engineers make to the community.

This past year, thirty 7th and 8th grade girls from Iao, Kalama, Lahaina, Lokelani and Maui Waena intermediate schools were invited to job-shadow local engineers from private sector companies and County of Maui engineering departments.

The day-long event was a huge success. It included an educational video showcasing the various types of engineering careers as well as a fun, hands-on engineering activity to build a spaghetti bridge.

IGED has been organized and hosted for the past seven years by the WIT Project in collaboration with the Hawaii Society of Engineers-Maui Chapter and the County of Maui.

**About National Engineers Week** The National Engineers Week Foundation, a formal coalition of more than 100 professional societies, major corporations and government agencies, is dedicated to ensuring a diverse and well-educated future engineering workforce by increasing understanding of and interest in engineering and technology careers among young students and by promoting pre-college literacy in math and science. Engineers Week also raises public understanding and appreciation of engineers' contributions to society. Founded in 1951, it is among the oldest of America's professional outreach efforts. Co-chairs for 2009 are Intel Corporation and the National Society of Professional Engineers. For more information, visit [www.eweek.org](http://www.eweek.org).

### **About WEPAN**

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WEPAN...

- mobilizes diverse, inclusive, and collaborative stakeholders
- fosters diversity in engineering graduates, our innovators of tomorrow
- inspires a network of advocates to empower and advance the education of women pursuing engineering and related disciplines
- translates research into practice and develops national models to attract and retain women in engineering

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WEPAN members are professionals who recruit, retain, and develop female engineering talent in both university and corporate settings. WEPAN is the single provider of a professional community, network, body of knowledge, and resource hub specifically for campus and corporate-based women in engineering experts.

**News Release**  
**May 23, 2011**  
**For Immediate Release**

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**Case Western Reserve University's Annual Introduce a Girl to Engineering Day  
Receives Introduce a Girl to Engineering Award**

**Denver, May 23, 2011 –**

WEPAN, working with the National Engineers Week Foundation, presents the Introduce a Girl to Engineering Award each year. This award recognizes a person or organization that organizes an exemplary Introduce a Girl to Engineering Day (IGED) event. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

The Women in Science and Engineering Roundtable (WISER) at Case Western Reserve University (CWRU) hosted their 3rd Annual '**Introduce a Girl to Engineering Day**' as a part of [National Engineers Week](#) on February 18, 2011. The day-long event on campus hosted 60 middle school girls from Cleveland who participated in various events that are a part of CWRU's celebration of E-week. They also engaged in lab tours and activities focusing on promoting engineering as a good career option. WISER students served as 'coaches' to these students and escorted them throughout campus. Faculty and staff from the Case School of Engineering served as academic hosts.

WISER strives to promote the academic excellence of women pursuing science at CWRU by building a learning community and by giving them the tools they need to succeed. It is open to all female CWRU students (undergraduate, graduate and professional) with a major or planning a career in science, technology, engineering, medicine or math. WISER sponsors a variety of programs and events, including peer and professional mentoring, monthly meetings, social outings, field trips and opportunities for professional and educational enrichment. Current membership is over 600 students.

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**BAE Systems of Nashua, New Hampshire Receives WEPAN Breakthrough Award!**

WEPAN is recognizing BAE Systems of Nashua, New Hampshire with the WEPAN 2011 Breakthrough Award for their high school level STEM outreach efforts. The WEPAN Breakthrough Award will be presented at the Awards Gala at the 2011 WEPAN Conference, on Wednesday, June 22, 2011 in Bellevue, Washington.

**Denver, May 23, 2011 -**

The Breakthrough Award recognizes and honors a corporation for demonstrating best practices in their collaborative efforts with university or community partners to enhance engineering education for girls and/or women. The name of the award signifies the ability of an employer to support girls and women in "breaking through" the artificial barriers that prevent girls and/or women from pursuing or flourishing in the fields of science, technology, engineering, and mathematics.

BAE Systems has a number of outstanding outreach programs at the high school level including:

- Women in Technology (WiT)
- Engineering Career Day (ECD)
- Fixing Old Computers for Use in Schools (FOCUS)
- Support of FIRST robotics teams

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- 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.

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**Jan Rinehart Receives WEPAN Founders Award**

**Denver, May 23, 2011**

The WEPAN Founders Award is named for Suzanne G. Brainard, Jane Zimmer Daniels and Susan Staffin Metz, the original founders of WEPAN, Inc. It honors a WEPAN member who exemplifies the spirit of the WEPAN founders through her/his extraordinary long-term service to the organization. As this award is reserved for individuals who have truly advanced the goals of the organization, it is not awarded every year. The award will be presented Wednesday, June 22, 2011 at the WEPAN National Conference in Bellevue, Washington.

Jan joined WEPAN in 1994, while serving as the director of Engineering Student Programs at Texas A&M University (an inaugural WEPAN institutional member - 1991). She founded the Women in Engineering, Science and Technology program there in 1994. When Jan Rinehart assumed her presidency in July of 2002, she ushered in a new model of Board leadership for the organization. Jan served with distinction and began planning for the organization's current model of leadership succession and executive management.

Since beginning her tenure as the Executive Director of the ADVANCE program at Rice University in 2006, Jan has continued to demonstrate that leadership matters. She led the effort to establish a national interactive database for applicants seeking faculty positions in science and engineering.

The Rice ADVANCE program has partnered with WEPAN and other national organizations to increase female faculty in STEM. She continues to actively promote institutional change initiatives through her position and as a WEPAN member.

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