2014 EWISE SYMPOSIUM:
DEFINING YOUR CAREER AND PATHWAY TO LEADERSHIP

May 20, 2014
8:30am-5:00pm
Statler Hotel Ballroom

8:30-9:00am  Registration & Continental Breakfast

9:00-10:00am  Opening Plenary Session: Navigating STEM Careers in Uncertain Times:
The Changing Employment Landscape and the Challenging Environments of STEM Occupations

Welcome Remarks and Introduction of the Speaker: Yael Levitte,
Associate Vice Provost for Faculty Development and Diversity, Cornell University

Opening Plenary Speaker: Jennifer Glass, Barbara Bush Professor of Liberal Arts, Department of Sociology, University of Texas, Austin

Session Summary: Economists and policymakers argue that STEM research productivity is crucial to the nation’s economic health, and that the STEM labor force (like other economic sectors) has not kept pace in wages and benefits with its productivity growth. This talk will review women’s progress to date in various STEM employment sectors, as well as the factors that encourage or discourage retention in STEM employment over time for women and men. It will describe the STEM employment outlook for the near future and touch on the controversies over the H1B visa program (is there a STEM worker shortage or surplus?). The talk will conclude with a discussion of possible ramifications of these trends for women’s careers inside and outside STEM employment.

10:15am-12:15pm  Women Who Lead: Building & Negotiating Power

Introduction of the Speaker: Christine Holmes, Director, Postdoctoral Studies Program, Graduate School, Cornell University
Workshop Presenter: Elizabeth A. Mannix, Associate Dean for Executive Education, and Ann Whitney Olin Professor of Management, Samuel Curtis Johnson Graduate School of Management, Cornell University

Session Summary: Despite making great strides in recent years, even in seemingly progressive organizations women rarely achieve the power and economic status of men. Research shows that subtle differences in behavior and context can create huge inequities over time. By taking charge through pro-active strategizing, negotiation and networking, women can control their careers.

12:30-2:00pm

Keynote Luncheon: Women in Engineering: Past, Present, and Future

Introduction of the Speaker: Andrea Aguirre, M.S. Candidate, Civil and Environmental Engineering, Cornell University

Keynote Speaker: Christine Ann Shoemaker, Joseph P. Ripley Professor of Engineering, School of Civil and Environmental Engineering, Cornell University

Session Summary: During the speaker’s career as an engineering professor, there has been a dramatic change in the numbers and status of women in the engineering profession. This talk will discuss some of the earlier obstacles to women’s success and in what ways the current situation is or is not an improvement. She will speak of her own personal experience in building a successful career in engineering as it relates choices women face today.

Recognition of the Speaker: Lance Collins, Joseph Silbert Dean of Engineering, and Professor of Mechanical and Aerospace Engineering, Cornell University

2:15-3:15pm

Panel Discussion: Insights from Women Leaders in National Laboratories

Panel Moderator: Cynthia A. Reinhart-King, Associate Professor of Biomedical Engineering, Cornell University

Panelists:
- Susan Pepper, Deputy Department Chair, Nonproliferation and National Security, Brookhaven National Lab
- Mary Hockaday, Associate Director for Experimental Physical Sciences (ADEPS), Los Alamos National Lab
- Karren More, Group Leader of Microscopy, Oak Ridge National Lab
• Melissa Choi, Assistant Division Head, ISR and Tactical Systems Division, MIT Lincoln Laboratory

Session Summary: This panel will feature four women leaders from US national laboratories. They will share their career paths and engage in a discussion on how academia and corporate collaboration can best address national priorities. They will also discuss how women researchers can find successful, vibrant, and satisfying careers at national laboratories.

3:30-4:30pm Panel Discussion: Pathways to Leadership in the Academy

Panel Moderator: Sheri R. Notaro, Associate Dean for Inclusion and Professional Development, Graduate School, Adjunct Assistant Professor, Africana Studies and Research Center, Cornell University

Panelists:
• Elmira Mangum, President, Florida A&M University
• Gina Lee-Glauser, Vice President for Research, Syracuse University
• Susan Henry, Ronald P. Lynch Dean Emerita of the College of Agriculture and Life Sciences and Professor of Molecular Biology and Genetics, Cornell University
• Barbara Knuth, Vice Provost and Dean of the Graduate School, and Professor of Natural Resources, Cornell University

Session Summary: This panel will highlight the pathways to leadership of four academic leaders who currently or previously held leadership positions in academia, including dean, vice provost, vice president, and president. They will share their paths to academic leadership and will engage in a discussion about the possible different pathways to arrive at these high-level positions, the opportunities that such roles offer and the challenges they pose.

4:30-5:00pm Closing Remarks

Introduction of the Speaker: Sara Xayarath Hernández, Director, Diversity Programs in Engineering, Cornell University

Speaker: Kent Fuchs, Provost, Cornell University