

ALWE ATTENDEE EXPECTATIONS AND TENTATIVE AGENDA
Academic Leadership for Women in Engineering (ALWE)
Society of Women Engineers WE18
Location: Hyatt Regency Minneapolis – Great Lakes B Room

ATTENDEE EXPECTATIONS

ALWE is developed each year with specific learning outcomes identified by various needs analyses. For attendees to achieve the intended learning outcomes, the following expectations are required.

- Attend all ALWE sessions at WE18. If an ASSIST Travel Grant is awarded, recipients are responsible for attending the entire program for which the grant is intended. If you do not attend the entire program, you will be responsible for the travel costs incurred.
- To assist with planning and improving the overall program, you are required to complete the ALWE programming and Leverage pre and post surveys (4).
- If you plan on participating in the peer mentoring groups, you must sign up PRIOR to the actual event.
- Complete all pre work assignments including the following.
 - Pre-work: Academic leadership Vision Statement
 - Pre-work: ALWE goals for attending
 - Pre-work: what makes a great department chair/faculty leader?

ADVANCE LEARNING CENTER CONTENT THAT MAY BE OF INTEREST (advancelearning.swe.org)

- [Closing the Leadership Gender Gap](#)
- [Making Mentoring Work for You](#)
- [Publishing 101](#)
- [The Great Balancing Act](#)
- [Anatomy of Successful NSF Proposals](#)
- [Survive to Thrive: Rewiring our Brains in an Epidemically Stressed Society](#)
- [Strategic Leadership 202: Making Conflict Productive](#)
- [STEM Success for Women: Research-based Strategies to Guide Your Path](#)

GROUND RULES

- All perspectives honored and considered.
- One person speaks at a time.
- We are all here in support of learning and growth.

TENTATIVE AGENDA

THURSDAY, OCTOBER 18, 2018

8:30 – 9:45 AM WE18 Opening Keynote Minneapolis Convention Center Auditorium

10:15 – 10:30 **Welcome and Introductions** Hyatt Regency – Lake Superior

1. Welcome | Valerie Bland, Senior Manager Professional Programs | Society of Women Engineers
2. Introductions | ALWE Attendees will share:
 - Academic leadership vision statement
 - What makes a great department chair/faculty leader?
 - Please share one goal you have for attending ALWE

10:30 – 12:30 **Achieving Academic Resilience**

Dr. Christine Grant | Professor of Chemical and Biomolecular (CBE) Engineering at North Carolina (NC) State; Associate Dean of Faculty Advancement, NC State College of Engineering

As new and aspiring professors explore professional legacies, there is a need to “*Redefine Resilience!*” as it relates to your own career trajectory. Faculty are often at very important career crossroads with a plethora of opportunities in terms of leadership, scholarship and engagement opportunities. Whether tenure or non-tenure track, faculty are reviewing time commitments, relationships with their institution and roles in their profession. A critical aspect of making decisions at this stage is the development of both short and long-term academic career roadmaps in addition to redefining their “continuing and emerging” roles as academic leaders.

12:30 – 1:30 **Networking Lunch**

1:30 – 2:45 **Addressing Diversity and Inclusion in Academia**

Beth Mitchneck | Ph.D. Vice Provost for Faculty Success at University of Massachusetts Lowell

As we move through parts of our academic life cycle, we experience the life of a university or department in different ways. Once a student or untenured member of a department, we hope that obtaining a post-doc of our choice or a tenure track job will change our work conditions. What are some of the realities of academic life that we will all experience. By reviewing important research findings on evaluation and institutional transformation, this session focuses on recognizing barriers to success

in the context of overcoming them using effective ways to manage our experiences.

3:00 – 5:00

A Look Behind the Academic Curtain – Exploring Academic Leadership Career Paths - Panel Discussion

- Moderator | Roberta Rincon, Ph.D. | Senior Manager, Research | Society of Women Engineers
- Stephanie Adams | Dean, Frank Batten College of Engineering & Technology | Old Dominion University
- Molly Gribb | Dean, College of Engineering, Mathematics and Science | University of Wisconsin, Platteville
- Rhonda R. Franklin | Professor | Electrical and Computer Engineering Department | University of Minnesota
- Ellen K. Longmire | Professor, Aerospace Engineering & Mechanics | Associate Dean for Academic Affairs, College of Science and Engineering | University of Minnesota
- Dawn Tilbury | NSF Engineering Directorate | Professor, Mechanical Engineering Chair, Steering Committee on Advanced Manufacturing, NSF Engineering Directorate

5:15 – 7:00PM

Academic Networking Reception

ALWE Attendees | Women in Academia | Grad SWE

The purpose of this reception is to provide time for attendees to expand their network.

FRIDAY, OCTOBER 19, 2018

8:15 – 8:55

Networking Breakfast

Hyatt Regency Minneapolis

9:00 – 10:30

Negotiating Within Academia

Stacy Lennon | Negotiation and Conflict Management Coach and Facilitator; Adjunct Professor, Tufts University

We negotiate every day – for resources, recognition, salary, support and time to pursue your own research interests. The ability to effectively influence others and manage conflicting interests is crucial to your individual and organizational success. Through a combination of interactive exercises, small group discussion, role play, and application to your own scenarios, we'll learn powerful tools for driving your career while building and maintaining relationships.

10:30 – 10:45

ALWE Group Photo

10:45 – 11:30

ALWE Community of Practice (CoP)

Peer Progress discussions | Camryn Wagner | Learning and Development Specialist | Society of Women Engineers

11:45 – 1:00

Lunch and Learn - Live Streaming of Navigating Successfully Through Workplaces Shaped by Subtle Bias Mega Session

Joan Williams | Distinguished Professor of Law, UC Hastings Foundation, Chair and Director of the Center for Work Life Law

This session will present data from SWE's study of American engineers documenting four basic patterns of gender and racial bias common in today's workplaces. Williams will offer strategies based on her coauthored book, *What Works for Women at Work*, as well as "individual bias interrupters" that individuals can use to interrupt bias on behalf of others. In addition, she will describe "organizational bias interrupters" that organizations can use to interrupt bias in hiring, performance evaluations, assignments, etc.

1:00 – 2:30

Leadership Career Path Opportunities Within Academia

Jenna P. Carpenter Ph.D., F. ASEE | Founding Dean and Professor, School of Engineering | Campbell University

Academia (both within and external to one's own institution) provides interested faculty with several leadership opportunities. Understanding common leadership career paths, desired gateway skills and experiences of future leaders, as well as successful strategies to employ upon assuming a leadership position are all valuable for those wanting to move into leadership roles. This session will cover these topics, as well as the importance of clarifying one's own personal leadership motivation and style together with common issues for women in leadership roles, to help demystify the academic leadership career path.

3:00 – 5:00

Present Your Science: Transforming Technical Talks

Melissa Marshall | Melissa Marshall Consulting

This workshop covers the full gamut of presentations including content strategy, slide design, and presentation delivery. With a dynamic combination of lecture, discussion, video analysis, and exercises, this workshop will truly transform how you present your work and will help foster a culture of improved communications your teaching and career advancement.

8:00 – 8:30 **Networking Breakfast** Hyatt Regency Minneapolis

8:30 – 8:55 **ALWE Community of Practice (COP)**
Small table discussions

9:00 – 9:45 **ALWE Significance and the Role of the National Science
Foundation (NSF)**
Dawn Tilbury | NSF Engineering Directorate

10:00 – 12:00 (1) Early Career Session | **Your Time is Valuable: When to Say Yes
and How to Say No**
Eve Riskin | Professor of Electrical Engineering | University of
Washington

This session will discuss how to evaluate the many requests on your time you will get as a new female faculty member. There are times when you must say yes, and it is important to recognize them. At the same time, some requests are clearly inappropriate, and you should feel empowered to protect your valuable time.

(2) Mid-Career Session | **Women and Leadership: Strategic Shifts
Essential for Leadership**
Jodi Detjen | Managing Partner | Orange Grove Consulting | Retain
and Develop Women Leaders

In this workshop we describe five strategic shifts in perspective that are essential for mid-level leaders to adopt in transitioning successfully to strategic leadership positions. All five shifts improve mid-level leaders' ability to look beyond tactics to see wider opportunities and enable strategic impact. This course will help participants shift from a focus on operational details to making a connection with the big picture. We provide specific techniques that can be employed to shift perspectives and build personal strategic capabilities.

(3) Mid to Late Career Session | **Power, Influence and Politics in
Academic Leadership**
Mabel M. Miguel, PhD. | Professor of Organizational
Behavior | University of North Carolina Kenan-Flagler Business

During this session we will develop an understanding of power, influence and politics in academic leadership. You will identify your power

attitudes, sources, and influence styles and consider the role and interactions with political behavior in academic organizations. You will also learn and practice strategies for enhancing your power and influence skills.

12:00 – 1:00

Networking Lunch and ALWE Closing Statements