

*BOSTON UNIVERSITY'S  
NSF ADVANCE  
PAID GRANT*



#### WIN TEAM

*SHERYL GRACE, DEBORAH BELLE, CAROL NEIDLE, (FRONT ROW), KHALIMA BOLDEN, LAUREN GROVES (BACK ROW)*

#### WIN PROGRAMS:

NEW FACULTY RECEPTIONS

SPONSORED COLLOQUIA

PRE-TENURE WORKSHOP

MARY ERSKINE GRANTS

## ABOUT WIN

WIN: Women in Networks, Building Community and Gaining Voice is an NSF ADVANCE PAID project that began in September, 2008 at BU.

WIN was designed to increase the work satisfaction, retention, and advancement of women faculty in science and engineering at Boston University by enhancing women's professional networks. The WIN programs are a combination of ongoing Women in Science and Engineering (WISE) programs and adaptations of programs from other ADVANCE schools.

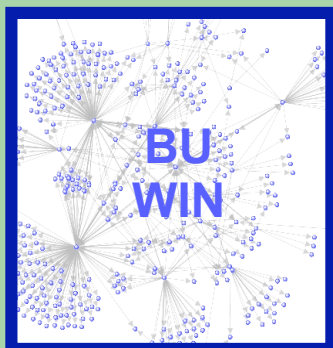
WIN was also designed to analyze the ways in which network-building can contribute to women's satisfaction and success in academic science and engineering. A survey of faculty networks, which will be repeated at the end of the grant period, will document change in faculty networks over time.

All WIN programs and research efforts include faculty in the College of Arts and Sciences (CAS), the College of Engineering (ENG), and Sargent College for Health and Rehabilitation Sciences (SAR).

## GOAL OF PROGRAM SUMMARY

This program summary will be available on our website as an overview of WIN's 2008-2009 academic year program activity. It will also be used to inform WIN's advisory board and oversight committee.

The goal of each program will be described briefly. Details of the 2008-2009 implementation will then be given. Where assessments of the programs are available, they will be provided. Finally, suggestions for improving the program next year will be listed.



## NEW FACULTY RECEPTIONS



ANGELA HO  
BIOLOGY

### GOAL:

WIN hosts welcome receptions for new faculty in STEM disciplines in CAS, ENG, and SAR to help new faculty members enhance connections with STEM colleagues. The invitations to attend the receptions in and of themselves increase the visibility of

new faculty members by making all faculty in STEM disciplines aware of each new faculty member's areas of expertise.

### IMPLEMENTATION:

In the fall of 2008, WIN hosted welcome receptions for the nine newly hired tenure track STEM faculty, including both men and women. The first was held on October 21st and included all of Engineering, Physics, Math, Computer Science, and Cognitive and Neural Systems. The second was held on October 28th and included Biology, Earth Sciences, Geography, Chemistry, Psychology, and all of SAR.

All STEM faculty were invited to attend one or both of these receptions, and BU WISE women were particularly encouraged to attend.

The new faculty members were also encouraged to invite Boston area colleagues and potential colleagues to their receptions. Two new faculty members provided WIN with the names of individuals they wished to invite to their receptions.

### NEW FACULTY WELCOMED

KAREN ALLEN  
ASSOC PROF CHEM  
LORENA BARBA  
ASSIST PROF ME  
FRANCO CERRINA  
PROF ECE  
COLLEEN DALTON  
ASSIST PROF EARTH SCI  
ROBINSON FULWEILER  
ASSIST PROF EARTH SCI  
ANGELA HO  
ASSIST PROF BIO  
SAMUEL ISAACSON  
ASSIST PROF MATH  
MICHAEL SMITH  
ASSIST PROF BME  
ADRIAN WHITTY  
ASSOC PROF CHEM

### OUTCOMES and ASSESSMENT:

The receptions were well-attended by BU administrators, with visits from Pres. Bob Brown, ENG Dean Ken Lutchen, and SAR Dean Gloria Waters. However, faculty attendance at both receptions was poor, with fewer than 20 faculty members appearing, beyond the nine being welcomed. Evaluations by those who did attend were mixed, with many mentions of the poor attendance at these events. Everyone who returned a written evaluation found the receptions at least somewhat useful

but many evaluations were not returned. Some attendees met others who shared their own research interest. Some have kept in touch with those they met at the receptions. New faculty and other attendees generally thought the receptions were a good use of their time. Many remarked on the enjoyable atmosphere and the valuable opportunity to speak with others outside their own department. When asked how to improve the receptions for next year, raising attendance was the major recommendation.

## SPONSORED COLLOQUIA PROGRAM

### GOAL:

The goals of the sponsored colloquia program are to increase the visibility of women in STEM departments, strengthen the networking and career opportunities for women in the STEM disciplines, and bring new ideas to BU from industry and other ADVANCE schools. The Women in Industry colloquia bring women scientists and engineers in non-academic careers to Boston University in order to provide faculty and graduate students with additional female role-models and mentors while providing information on

industry agendas and networking opportunities for all faculty. The Women of ADVANCE series sponsors visits from female faculty who are active with ADVANCE programs at their home institutions. Each visit includes a research as well as an ADVANCE related seminar or discussion during which WIN participants can learn more about the initiatives and outcomes of ADVANCE at the visitor's university.

The colloquia take place as part of an ongoing series within a college, department, or center.

### IMPLEMENTATION:

WIN can sponsor up to 4 Women in Industry colloquia each academic year and supplies an honorarium of \$250, up to \$200 for a reception, and additional support for publicizing the event. Additional travel funds are available for the ADVANCE series. For the 2008-2009 academic year, the successful nominations were

- Dorre Grueneberg from Ariad and Augusta Pharmaceuticals, nominated by John Celenza (Bio)
- Ellen Kullman, CEO of Dupont, nominated by Joyce Wong (BME)
- Beth Marcus, founder of Bedford startup Zeemote Inc., nominated by Stan Sclaroff (CS)
- Susie Wee, Director of HP's Mobile Systems Lab. Nominated by Janusz Konrad (ECE)
- Claire Rimnac of Case University, nominated by Glynn Holt (ME)
- Ruth DeFries of Columbia University, nominated by Mark Friedl (Geo).

To provide more time for departments to organize colloquia, the 2009-2010 solicitation has already been sent out. To date one industry and one ADVANCE colloquia have been scheduled.

- Jennifer Tour Chayes, Managing Director of Microsoft Research New England lab, nominated by Stan Sclaroff (CS)
- JoAnne Powell-Coffman of Iowa St.. nominated by John Celenza (Bio)

### OUTCOME:

Given the timing of the selection process this year, all of the 2008-2009 speakers have been scheduled for the fall of 2009.

We are pleased that those nominating colloquium speakers include men as

well as women and represent a range of disciplines. Because we are already seeing the same departments nominating more than once while other departments have not made nominations, we will intensify our outreach to those who may be overlooking this opportunity.

## SENIOR FACULTY PANELISTS

*DAN CLEMENS*

*ASTRONOMY*

*IRVING BIGIO*

*BME*

*LENA LUNDGREN*

*SCHOOL OF SOC. WORK*

*MELANIE MATHIES*

*SARGENT*

## PRE-TENURE MENTORING

### GOAL:

WIN sponsors a mentoring program that provides guidance to junior faculty in the STEM disciplines regarding tenure and career issues. This program includes two parts. The first takes place in the fall and consists of a lunch during which the junior faculty can network and a Pre-Tenure Panel Discussion. This program is open to all pre-tenure STEM faculty in CAS, SAR,

and ENG. The second part of this program takes place in the spring and consists of pre-tenure mentoring through one-to-one pairings between senior faculty members who have served on recent tenure and promotion committees and junior faculty members from STEM departments. Junior faculty do not have to attend the fall panel discussion to be eligible for the spring pairings with senior faculty.

### IMPLEMENTATION:

On December 11th, 27 junior faculty and 13 senior faculty came together over lunch for the first part of the pre-tenure mentoring program. The panelists this year consisted of senior faculty members who have served on tenure and promotion committees in recent years (both UPT and APT).

They offered insights and advice regarding career issues and the tenure process.

The one-on-one mentoring sessions facilitated by WIN took place during the third week of March 2009. 13 junior faculty chose to participate in this part of the program.

### ASSESSMENT:

Our fall workshop was a rousing success. We received written evaluation responses from all but one workshop participant, and virtually all assessed the event as extremely valuable.

Complete assessment of the one-on-one meetings is in process. One thing we have learned already is that one mentor/mentee pair has decided to pursue a grant together.



*MELANIE MATHIES AND COLLEEN DALTON  
TAKE PART IN A ONE-ON-ONE MENTORING  
SESSION*

## PRE-TENURE WORKSHOP

### ASSESSMENT:

When asked whether they had gotten out of the meeting what they had hoped to get, 20 out of 24 said that they had, with several emphasizing the point: “Absolutely,” “Yes!,” “Yes—more than I ever expected,” “Yes—I did. It was extremely helpful.” One respondent left the question blank and 3 respondents gave qualified answers: “Partly. It gave some answers to my questions, but I wish there was more time to talk to and questions and answers from junior faculty,” “More or less,” and “In large part—of course, the standards/norms in each field vary, but I got a general feel for what comes into consideration.”

All of the respondents said that they had learned at least one thing that they think will be helpful to them as junior faculty members. The ideas they listed included the need to set limits on service, time management suggestions, and advice on which conferences to attend, keeping the CV up to date, the importance of writing the tenure application with non-experts in mind, and getting “big-wigs” in the field to know you and your work. Several mentioned that simply seeing the tenure application was helpful.

All but 4 respondents said they had met at least one person at the workshop they could call on in the future if they had questions or concerns, and most of these were senior people, including the panelists.

When asked what were the best things about the meeting, answers frequently pointed to the multiple perspectives offered. One person said there was a “very helpful variety of perspectives, with core consistency in message, from the panel.” Respondents valued the bringing together of senior and junior level faculty for interaction and gaining perspectives from outside one’s own

department. Hearing about balancing work and family life was also valued, as was hearing people talk about the tenure process explicitly. Respondents praised the honesty of comments and the well organized panelists.

When asked about the least successful aspects of the meeting, 18 out of 24 respondents gave no response or said explicitly that nothing was unsuccessful. Two respondents elaborated: “Nothing. It was terrific. Thank you!” “Nothing, this was great.” One respondent would have liked more 1:1 networking time (which will comprise our spring pre-tenure program). One wanted more time to ask questions, another more time for discussion, and another would have preferred a shorter program. One complained of vague strategy advice, and one hated the food.

When asked how such a meeting could be improved in the future, there was interest expressed in hearing as well from people who have just received tenure and people who encountered trouble with the tenure process. Several people wanted the meeting to be longer to allow for more informal discussion, although one person thought it should be shorter, “so we have more time to go back to our office to write those papers and proposals necessary for successful tenure.” One person suggested breakout groups and perhaps “someone to walk us through the basics.” Another would like to see more comments on family/work balance. Greater frequency of meetings was also suggested. “This is the first time that I heard of/attended such a meeting in 4 years.” “I wish this existed years ago when I, personally, needed it most. Please keep this going into the future. Information is empowering to promote success, lessen fear, and put a plan into place to achieve this goal.”

*“I GOT A GENERAL FEEL FOR WHAT COMES INTO CONSIDERATION.”*

*“THIS WAS GREAT,”*

*“I WISH THIS EXISTED YEARS AGO WHEN I, PERSONALLY NEEDED IT MOST.”*

## MARY ERSKINE GRANTS PROGRAM



JOYCE WONG  
BME  
TYPE I AWARD  
RECIPIENT

### GOAL:

Mary Erskine WIN Faculty Grants are intended to support research and enhance the professional networks of women faculty members. Applicants must be female faculty members with tenured or tenure track appointments in science or engineering. There are two types of grants offered by this program. Type I Awards are small (up to \$3000) and quickly available sums of money designed to cover expenses

such as travel, conference fees, child care, and hosting collaborators. Proposals for these awards are accepted on a rolling basis. Type II Awards are larger awards (up to \$20,000) intended to seed new areas of research and foster new collaborations. The funds can be used for equipment, graduate student support, partial teaching release time, summer salary, travel to research sites, specialized child care to permit research activities, etc.

### IMPLEMENTATION:

The solicitation for both award types was released in January, 2009. Two Type I awards have been funded and a third is under review. The two that have been funded are:

- Linda Doerrer, Assist. Prof., Chem. to support her travel to Oxford University to work with Prof. Jennifer Green on the calculation of the electronic structure of molecules, particularly those with transition metals.
- Joyce Wong, Assoc. Prof., BME to host Yvette Madrid, a specialist in global health, in order to begin work that will lead to a collaborative NIH grant application on the topic of HIV/AIDS detection.

Thirteen Type II Award applications were received. Applications came from faculty at all levels (asst., assoc., full) and a variety of CAS departments and one SAR dept. The 3 grants that will be funded are

- Cheryl Knott, Assoc. Prof., (Anth.): "New study of wild orangutans in Indonesia." The funding will be used to cover travel expenses for the PI and multiple collaborators. In addition, the funding will pay for travel and childcare expenses for the PI's children.
- Ulla Hansen, Prof., (Bio): "Relevance of transcription factor LSF to metastatic melanoma: initiation of translational studies." The funding will provide summer support for a female graduate student and an undergraduate student as well as some laboratory supplies.
- Rosina Georgiadis, Assoc. Prof. (Chem.): "A new collaborative seed project to investigate nanoparticle protein interactions." The funding will provide partial support for a female graduate student and cover some travel costs.



MARY ERSKINE

### GRANT NAMING:

The WIN PIs received permission from Mary Erskine's son to name these grants in Mary's honor. Professor Mary Erskine was a long time member of Boston University's Biology Department. She came to BU in 1985 as a research assistant professor and made the transition from a self-supporting non-tenure track professorship to a tenure

track appointment in 1990 when she was appointed the Clare Boothe Luce Professor of Biology. She was then promoted to full professor in 1999. She was a founding member of the Women in Biology program at BU and she played a crucial role in the creation of BU WISE. Mary died at the age of 61 in December of 2007 following a long battle with breast cancer.

## WIN COLLABORATES WITH WISE

In addition to the programs described in this summary, WIN collaborated with WISE and the Women's Studies Program to provide additional programs that allow faculty to meet each other and increase their networks.

These programs include the Lunches with Leaders events, seminars, lectures, and professional development workshops.

## WIN NETWORK STUDY

The WIN Faculty Network Study of all full-time faculty members in CAS, ENG, and SAR was begun in March, 2009. The study will provide data on the professional networks of STEM and non-STEM faculty that can be analyzed by gender, academic rank, and discipline. Faculty members who respond to the survey describe the extent to which they engage with others within their departments, at Boston University, and beyond Boston University.

## WISE ADVISORY BOARD

We thank the WISE advisory board for lending their knowledge and experience to the WIN programs.

Lotte Bailyn  
Cynthia Brossman  
Beverly Brown  
Howard Georgi  
Roscoe Giles  
Bennett Goldberg  
Greg McDaniel  
Susan Staffin Metz  
Meena Narain  
Eve Riskin  
Debra Rolison  
Abigail Stewart  
John Straub

## WIN ALSO THANKS ...

Several BU faculty have served on oversight committees for the various programs. The WIN Co-PI's express our gratitude for their time and effort and all of their ideas which helped us implement the programs described in this summary. They include Margrit Betke, Maja Bystrom, Tom Bifano, Mark Friedl, Roscoe Giles, Bennett Goldberg, Ulla Hansen, Greg McDaniel, Barbara Shinn-Cunningham, Cassandra Smith, and Lucia Vaina.

Finally, as we begin our second year, the WIN Co-PI's look forward to working with our steering committee: Deans Ken Lutchen, Gina Sapiro, Gloria Waters, and Provosts David Campbell and Karen Antman.

**BU NSF  
ADVANCE PAID  
GRANT**

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WE'RE ON THE WEB!  
[WWW.BU.EDU/WIN](http://WWW.BU.EDU/WIN)

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