



Banff International Research Station

for Mathematical Innovation and Discovery

Mentoring in Engineering Academia II

22 -27 July 2007

MEALS

*Breakfast (Buffet): 7:00–9:00 am, Donald Cameron Hall, Monday–Friday

*Lunch (Buffet): 11:30 am–1:30 pm, Donald Cameron Hall, Monday–Friday

*Dinner (Buffet): 5:30–7:30 pm, Donald Cameron Hall, Sunday–Thursday

Coffee Breaks: As per daily schedule, 2nd floor lounge, Corbett Hall

***Please remember to scan your meal card at the host/hostess station in the dining room for each meal.**

MEETING ROOMS

All lectures will be held in Max Bell 159 (Max Bell Building accessible by bridge on 2nd floor of Corbett Hall). Hours: 6 am–12 midnight. LCD projector, overhead projectors and blackboards are available for presentations. *Please note that the meeting space designated for BIRS is the lower level of Max Bell, Rooms 155–159. Please respect that all other space has been contracted to other Banff Centre guests, including any Food and Beverage in those areas.*

SCHEDULE

Sunday

16:00 Check-in begins (Front Desk - Professional Development Centre - open 24 hours)

17:30–19:30 Buffet Dinner, Donald Cameron Hall

20:00 Informal gathering in 2nd floor lounge, Corbett Hall

Beverages and small assortment of snacks available on a cash honour-system.

Monday

7:00–8:45 Breakfast

8:45–9:00 Introduction and Welcome to BIRS by BIRS Station Manager, Max Bell 159

9:00–9:10 Welcome to workshop by organizers

9:10–10:30 Session 1: Fundamentals of mentoring for engineering academia

10:30–11:00 Coffee Break, 2nd floor lounge, Corbett Hall

11:00–11:30 Continue Session 1 discussion

11:30–13:00 Lunch

13:00–14:00 Guided Tour of The Banff Centre; meet in the 2nd floor lounge, Corbett Hall

14:00 Group Photo; meet on the front steps of Corbett Hall (can be scheduled for a different time or d

14:15–15:30 Session 2: Mentoring for academic leadership

15:30–16:00 Coffee Break, 2nd floor lounge, Corbett Hall

16:00–16:30 Continue Session 2 discussion

17:30–19:30 Dinner

Tuesday

- 7:00–9:00** Breakfast
9:00–10:30 Session 3: Promoting fairness and openness in search committees
10:30–11:00 Coffee Break, 2nd floor lounge, Corbett Hall
11:00–11:30 Continue Session 3 discussion
11:30–13:30 Lunch
13:30 – 15:00 Session 4: Faculty and Family
15:00 – 15:30 Coffee Break, 2nd floor lounge, Corbett Hall.
15:30–17:00 Session 5: Measuring sustainable progress for women in academia
17:30–19:30 Dinner

Wednesday

- 7:00–9:00** Breakfast
9:00– 10:30 Session 6: Outreach
10:30–11:00 Coffee Break, 2nd floor lounge, Corbett Hall
11:30–13:30 Lunch
13:30 – 15:30 Session 7: Building a mentoring system from the ground up
15:30 – 16:00 Coffee Break, 2nd floor lounge, Corbett Hall.
17:30–19:30 Dinner

Thursday

- 7:00–9:00** Breakfast
9:00–10:30 Session 8: General and group discussions on topics and proceedings
10:00–10:30 Coffee Break, 2nd floor lounge, Corbett Hall
11:30–13:30 Lunch
13:30–17:30 Free afternoon
17:30–19:30 Dinner

Friday

- 7:00–9:00** Breakfast
9:00–10:30 Discussions and writing/editing assignments for Workshop Proceedings.
10:30–11:00 Coffee Break, 2nd floor lounge, Corbett Hall
11:30–13:30 Lunch
Checkout by 12 noon.

** 5-day workshops are welcome to use the BIRS facilities (2nd Floor Lounge, Max Bell Meeting Rooms, Reading Room) until 3 pm on Friday, although participants are still required to checkout of the guest rooms by 12 noon. **



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Session Topics, Chairs, Speakers and Panels

Topic lists are intended as guides and suggestions.

Session 1: Fundamentals of mentoring for engineering academia

Chairs:

Suzanne Brainard, University of Washington

Robert M. Gray, Stanford University

Speakers/Panelists:

Richard Ladner, University of Washington

Yolanda George, AAAS

Eve Riskin, University of Washington

Topics:

Fundamentals and best practices for mentoring

- Undergraduate students
- Graduate students
- for potential job search issues which generally concern women, such as portraying confidence during interviews, handling illegal questions, finding an environment supportive of women, and negotiating skills. Sharing best practices for helping students stand out in the large applicant pool.
- Junior faculty
- Post-tenure faculty

Session 2: Mentoring for academic leadership

Chair:

Maria Klawe, Harvey Mudd College

Speakers/Panelists:

Maria Klawe, Harvey Mudd College

Leah Jamieson, Purdue University

Jeanne Ferrante, University of California, San Diego

Eve Riskin, University of Washington

Topics:

- The hurdles, dangers, rewards and impact of leadership
- The paths to leadership

Session 3: Promoting fairness and openness in search committees

Chair:

Eve Riskin, University of Washington

Speakers/Panelists:

Jeanne Ferrante, University of California, San Diego

Maria Klawe, Harvey Mudd College

Topics:

- Dealing with the myths and standard excuses for preserving the status quo
- Turning official lip service on diversity into reality

Session 4: Faculty and Family

Chair:

Pamela Cosman, University of California, San Diego

Speakers/Panelists:

Pamela Cosman, University of California, San Diego

Ayanna Howard, Georgia Tech

Leah Jamieson, Purdue University

Topics:

- Strategies for time-sharing profession and parenting
- University policies promoting work-life balance

Session 5: Measuring sustainable progress for women in academia

Chair:

Ayanna Howard, Georgia Tech

Panelists:

Tyseer Aboulnasr, University of Ottawa

Linda Jones, Smith College

Janet Rutledge, University of Maryland, Baltimore County

Topics:

The goal in this session is to get participants to start critically thinking about how to evaluate progress for women in academia. Panelists consist of faculty who have achieved success in their careers - as full professors, deans, etc. Through discussion with the panelists, the session is designed to encourage insightful conversation on topics such as:

- The benefits of mentoring - why is it of benefit? What does good mentoring look like? Does mentoring help to increase recruitment, retention, and progress toward success?
- Evaluation of success - how do we assess progress? Should the success metrics look different when focusing on early, mid-career, or senior faculty?
- Designing for success - are there things that can be done to change the engineering climate to promote progress? What can be done at the department, university, and national level?

Session 6: Outreach

Chair:

Telle Whitney

Speakers:

Telle Whitney, Anita Borg Institute for Women and Technology

Yolanda George, AAAS

Norman Fortenberry, NAE

Richard Ladner, University of Washington

Abstract

The purpose of this session is to provide an overview of many of the mentoring resources available to attendees, to provide results from several recently released studies and reports. Topics will include advice on NSF criterion two, advice on institutional review committees, understanding how mentoring can be a resource for career development. In addition, we expect to cover examples of programmatic resources available to attendees including Mentornet, the NSF ADVANCE program, and Entry Point that provide concrete examples of positive impact from mentoring. We also expect to provide attendees with handouts of helpful resources.

Session 7: Building a mentoring system from the ground up

Chair: Sheila Hemami, Cornell University

Speakers/Panel:

Suzanne Brainard, University of Washington

Sheila Hemami, Cornell University

Tine Reimers, Cornell University

Topics:

1. Mentoring approaches for when you don't have a formal program in place, or you do and you want to supplement it. Case studies of peer mentoring and senior women mentoring.
2. Instituting a formal mentoring program for women faculty - a multi-year approach. One-on-one mentoring, peer mentoring, and team mentoring.
3. Practical advice - how-to's on
 - Identifying mentors (independent of proteges)
 - Pairing mentors/proteges (approaches, dos/don'ts)
 - Mentor/protege training (how often, how much, who/where to get materials)
 - Getting people to participate in events required in above list
 - Tips for mentors
 - Factors which differentially impact women and minority groups

Sessions 8 and 9: General and group discussions

Chairs:

Robert M. Gray, Stanford University

Rabab Ward, University of British Columbia

Topics:

The final sessions will be devoted to discussions of the topics considered during the meeting and the organization of writing and editing assignments for preparing a workshop proceedings based on writeups provided by speakers, slides of the presentations, and notes taken by scribes. The goal is to create a pdf file for a paperback book describing the presentations, discussions, ideas, and suggestions raised during the workshop. The document will be made available on the workshop website (and published as a paperback book if funding is found). The model is the proceedings produced by the 2004 PAESMEM Workshop on the same topic (<http://paesmem.stanford.edu/proceedings.pdf>).