PURDUE UNIVERSITY O FINERING PROGRAM

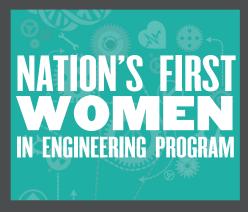


design life.engineer.











DREAM IT. DESIGN IT.
BUILD IT. CREATE IT.
THAT'S WHAT
PURDUE
ENGINEERING
IS ALL ABOUT.



MISSION AND OBJECTIVES

Since 1969, Purdue's Women in Engineering Program has been committed to increasing the recruitment, retention, and graduation of women engineering students. Each year, we reach out to support and inform more than 4,000 girls and young women - from elementary school through graduate school.

MISSION:

The Women in Engineering Program at Purdue University is dedicated to enriching the profession of engineering through the full participation of women. We develop and direct activities that provide:

- ⁷ encouragement for girls and young women to study engineering.
- ¬ information about careers and companies.
- → an environment conducive to the successful completion of students' studies.

We also strive to maintain strong relationships with alumnae, friends and employers who generously support our program.

OBJECTIVES:

- ¬ To provide career information and encouragement to pre-college girls and young women to continue achievement in math and science and consider engineering as an appropriate career choice.
- 7 Encourage women to matriculate at Purdue University in the College of Engineering.
- Ensure a climate in the College of Engineering that allows young women to reach their full potential.
- Provide opportunities for women engineering students to develop leadership skills that can be utilized in their future lives.
- Encourage women to consider graduate education and academia among their options upon graduation.
- A Maintain open communication with alumnae and their employers to encourage their continued participation in and support of the Women in Engineering Program.



The Women in Engineering Program could not achieve its mission to enrich the profession of engineering through the full participation of women without the generous support of our donors. We are taking part in the *Ever True: The Campaign for Purdue University* capital campaign. The campaign is an exciting endeavor with transformative potential and is made possible both by the generosity of our alumni and friends and by the commitment of our faculty, staff, and students. If you would like to make a contribution, please go to giving.purdue.edu or contact Hilary Butler at 765.494.6383 or habutler@prf.org.

CHANGE THE CONVERSATION



>CHANGING THE CULTURE

The Women in Engineering Program does most of its work in supporting our current and future female engineering students; however, many of our efforts also focus on changing the culture of engineering to eliminate the future need for specific efforts to support and retain female engineering students. The inclusion of men in changing the culture is necessary. WIEP is a strong proponent of identifying and encouraging men to be advocates and allies for gender equity. The National Center for Women in Technology has some excellent resources for this effort. We encourage you to take a look — it is only by working together that we can change the culture of engineering to be inclusive of everyone!





ad·vo·ca·cy

to change "what is" into "what should be"

8 WAYS TO INCREASE MALE ADVOCACY

- $\ensuremath{^{\nearrow}}$ Recreate "temporary" minority experiences for men.
- Ensure that male employees have experiences with female mentors, bosses, or other female leaders.
- Invite men to "women in tech" events, workshops on unconscious bias or diversity training.
- Share "your story" of being a minority in a male-dominated environment with male colleagues you trust.
- [→] Give male colleagues a specific role in gender diversity efforts.
- $\ensuremath{^{\nearrow}}$ Provide men with information to raise awareness and make change.
- Provide men with tools to use in gender diversity efforts.
- Bring men together who care about the issues.

NCWIT Tips: 8 Ways to Increase Male Advocacy | National Center for Wome

PROGRAM FEATURE - Next Step Coaching









> Next Step Coaching

In sports, a great coach works collaboratively with a player until game time — setting goals, solving problems, and holding the player accountable. At game time, the coach moves to the sidelines to play a supportive role and the player takes the field. There, on the field, is where the ideas and lessons discussed with the coach are put into action by the player. Coaching for personal and professional elevation from good to great is similar — it's an action-based model where students learn to set goals, problem-solve, take initiative, and evaluate outcomes with the assistance of a coach. In the case of a Next Step Coach — Purdue Engineering students partner with someone who has been there and done that: Purdue Engineering Alumni and other College of Engineering partners/supporters.

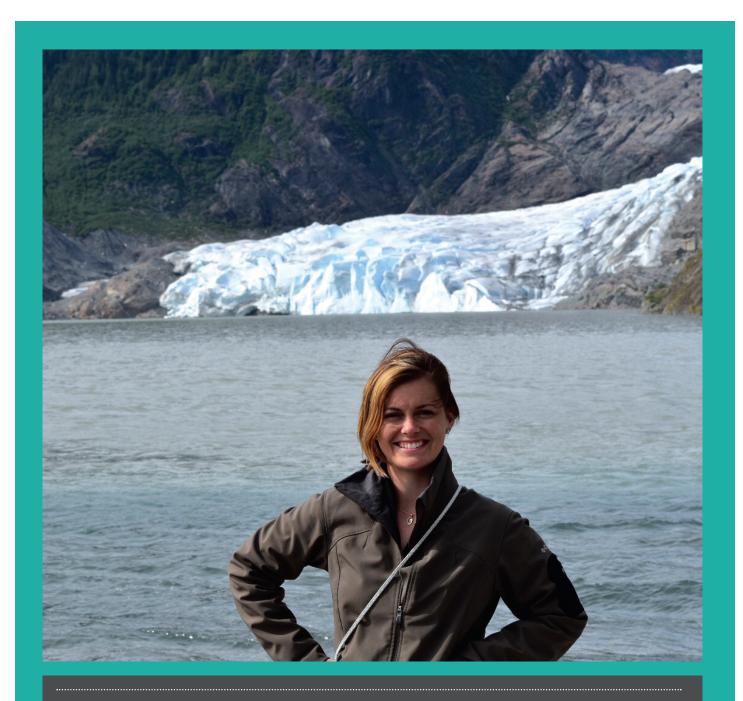
The Next Step Coaching (NSC) initiative fosters this connection in a fun, informal setting on campus (e.g., sometimes we might do speed rotations of small groups for mentoring and coaching) and/or through online networking (e.g., through our WiE CoNEXTions online mentoring platform - coming out this fall!).



Be a Next Step Coach

Help set engineering students up for success this semester and beyond. Catapult a current engineering professional along her next steps — providing advice and coaching for work-related experiences, transitioning to the next year at Purdue, preparing for life after graduation and MORE!

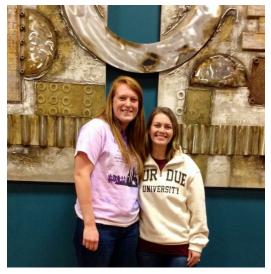
NSC provides genuine small group and one-on-one interactions with students — build these key relationships early which especially help to recruit and retain women and other underrepresented groups in engineering.



"I love being able to speak with young women about the power they have as engineers and how they truly can do anything they set their mind on, even when life gets in the way. It is very inspirational for me to be a part of this program and see how each year WIEP grows."

-Corttney Mushrush, B.S. ChE '14, Purdue University

ALUMNA FEATURE



Corttney Mushrush

Education

B.S. ChE Purdue University, 2014

Current Position

Supply Chain Resource for Quaker Oats Snacks Division, PepsiCo

In 2011, during my sophomore year at Purdue, I was at a WIEP networking event making crafts with other women and some of the LT. I found these networking events are great when you have connections with the other women. That event happened to be held with a lot of my classmates and friends, one of these friends being Rachel Winger (pictured above on left). We formed the idea of small groups after noticing how women come to events in pairs and do not truly expand their social circle. We wanted to see the WIEP Group Mentoring Program have a similar aspect like the Pair Mentoring Program does with the smaller groups paired off from the larger group. These groups would allow women from any engineering background to connect and be a part of a group for the entire academic year.

Small Groups were a way to help group members outreach with one another. Having to go into a group meeting as a freshman, not

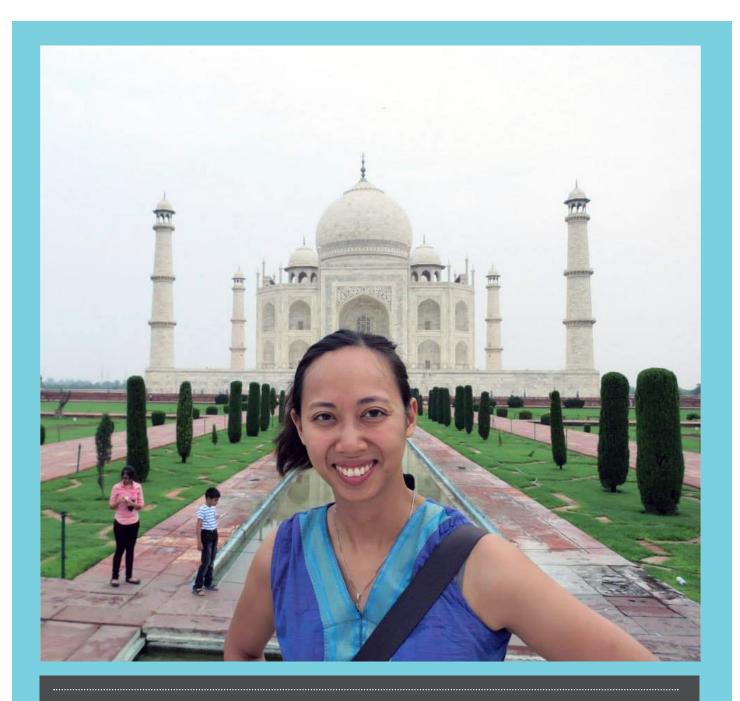
knowing any of your peers can be a little overwhelming. To help alleviate this feeling, and help the retention rate for the overall group program, Small Groups helped women to connect before the program officially kicked off in the fall. It invited anyone in the Group Program to participate, as well as helping form lasting relationships inside the program and was tailored to certain aspects of each member's goals for that school year, whether it was academic or social.

Each year, the Program became more fine-tuned and allowed for more creativity and uniqueness between the groups. The participants started becoming aware of the opportunity and were more willing to set out to



accomplish their personal and academic goals. Now with more social media outlets, it really helps the groups stay connected and forms that lasting bond Rachel and I envisioned.

Now as a Next Step Coach, I am able to share my story about "life outside of college" and how important it is to still keep your connections that you had in college alive. I love being able to speak with young women about the power they have as engineers and how they truly can do anything they set their mind on, even when life gets in the way. It is very inspirational for me to be a part of this program and see how each year WIEP grows. I am excited for the future of WIEP and where the next generations of students are taking WIEP. The core foundation will always uphold the values that we all share, however, the new ways to form the lasting connections and how we continue empowering fellow women engineers are always changing. I am thrilled to still be able to participate in all the opportunities in WIEP after I have graduated from Purdue.



"I feel so much gratitude to all the people who who have helped me along the way and continue to help me each and every day. Thus when I was asked to participate in the Next Step Coaching program, I did not hesitate to say yes and join someone's team."

-Bic-Van C. Pham, PhD. ChE '09, Purdue University; B.S. ChE Northwestern Univ. '02

ALUMNA FEATURE



Bich-Van C. Pham

Education

PhD ChE Purdue University, 2009 B.S. ChE Northwestern University, 2002

Current Position

Associate Principal Engineer, PepsiCo-Global Snacks R&D

In this big world, achieving personal success in life and in your career is not a journey you have to take on your own. I would not be where I am today without the support of my team. I am very fortunate to have great mentors formally and informally in the role of family, friends, teachers, colleagues, and other professionals. My parents continue to push me to strive to work harder and be better every day. I bonded with the ladies in the Women in Engineering Program at Purdue over our shared experiences of the roller coaster ride that is graduate school. My former managers gave me career guidance as I figured out my next steps at PepsiCo. Through all of these experiences, I am

not alone. I had a team of support. I feel so much gratitude to all of the people who have helped me along the way and continue to help me each and every day. Thus, when I was asked to participate in the Next Step Coaching program, I did not hesitate to say yes and join someone's team.

Being a part of WIEP as a student, I know that everyone in the program works extraordinarily hard to put together exceptional programs to help their members. I am currently matched with a PhD graduate student in the Food Engineering program. Because I went through a PhD graduate program at Purdue and currently work in the food industry, I hope my insights can be useful and provide support.

During my monthly calls with my mentee, I try to help her constructively come to solutions when she faces problems or I simply listen to her concerns. I hope that I am able to show her support as my mentors have shown to me, and celebrate with her in her successes. The relationship is beneficial for me as well in that it gives me perspective on my own life. It helps me to analyze whether I am truly "walking the walk" I talk about.

As a recruiter, it is important to be able to relate to students as you look for talent; being a part of WIEP as an alumnae also helps me to remain to Purdue and the student body.



I am delighted that I have the opportunity to continue to be a part of the WIEP family. We are all in this together, Boiler Up!

VALUED VOLUNTEERS

ALUMNI AND C

CORPORATE PARTNERS				
PROGRAM	NAME	DEGREES		
NSC	: Ashley Babcock	BS IE .		
JEEP	Sara Batman	BS BME		
AA	Patricia Beauchamp	2022		
	•	BS ME		
JEEP	Brittany Benton	PhD ME		
GMP	Linda Blevins	BSIE		
JEEP	Melanie Brickley	DOIL		
M&M	Ashlie Britton	BS CE		
JEEP; NSC	Tracy Chariton	BS MSE		
IGED; JEEP	Dianna Clute	:		
AA	Candace Corso	BS CHE		
NSC	Michelle Cox	BS ABE		
AA	Brittany Crum	BS EET		
NSC	Cheryl Cunningham	BS ET		
NSC	Elizabeth DeFreese	PhD ABE; MS ABE		
AA	Maya Denton	BS CHE		
IGED	Sri Eamani			
JEEP	Jenell Fairman	BS CE		
GMP	Gregory Fiechtner	PhD ME; MS ME		
JEEP	Erika Fotsch	BS ME		
M&M GMP	Janet Goings	BS EE		
IGED	Jill Gough	BS ABE		
ENGR 494	Sara Greer	BS CE		
GMP; NSC	Emily Gullotti	PhD BME		
JEEP	Thiwasha Harper	BS ABE		
NSC	Sascha Harrell	MS ED		
JEEP	Olivia Hawbaker	BS CE		
JEEP	Katherine Hippensteel	BS ME		
AA	Sara Hoffman	BS CE		
JEEP	Abigail Horsager	BS IE		
JEEP	Rachael Janney	BS ME		
M&M	Lauren Jellison			
AA	Paige Johnson	BS ME		
JEEP	Amanda Jordan	BS CHE		
ENGR 494	Wendy Kerr	BS ME		
ENGR 494	Wellay Nell	202		
AA	Racheal Koontz	BS IE		
AA; NSC	Jenny Krapf	50.45		
JEEP	Brittany Leigh	BS ME		
AA	Chantel Lenard	BS IE		
AA; NSC	Sharon Marchinski	BS ME		
JEEP	Melissa Marcum	BS CHE		
M&MAA	Stephanie Martin			
NSC	Kathryn Mast	MS ECE		
JEEP	Meghan McKendry	BS IE		
JEEP	Anne McLaren	PhD IE; MS/BS IE; BS SCI		
NSC	Joel Moser	BS MET		
ENGR 494	Patrick Mosher	BS CHE; MA Org Comm		
JEEP	Taylor Mowery	BS CHE		
NSC	Rebecca Muenich	PhD ABE; MSE ABE		
JEEP; AA	Sequoia Murray	BS CHE		
NSC	Corttney Mushrush	BS CHE		
JEEP	Lauren Neder	BS IE		
NSC	Matt Noe			
NSC	Shay Ogebule	PhD CHE		
NSC	Euridice Oware	PhD ENE; MS CE		
۸۸	Iorge Perdiago			

Jorge Perdiago

Bich-Van Pham

Meagan Pollock

Katie Pierce

PhD CHE

PhD ENE

AA

NSC

IGED

NSC

GUMPANIES
Vectren Utilities
Cook Medical Inc.
NASA Jet Propulsion Lab (JPL)
General Electric Appliances
US Department of Energy
FM Global
The Aldridge Group
JPS Consulting Engineers
Caterpillar, Inc.
3M
Eli Lilly
Kimberly Clark Corporation
Parsons, Cunningham, & Shartle
Engineers (PCS Engineers)
Novozymes North America Inc.
Air Products
Caterpillar, Inc.
Core Planning Strategies, LLC
US Department of Energy
Allison Transmission
General Motors Company
Caterpillar, Inc.
Marathon Petroleum
Merck
Eli Lilly and Company
Caterpillar
Citizens Energy Group
Keystone Solutions Group
GE Transportation
Procter and Gamble
General Motors
Nucor Steel
Accenture
Cargill
Johnson & Johnson - Ethicon
Endo-Surgery
Boeing
Accenture
Ford Motor Company
Ford Motor Company
Accenture
Eli Lilly and Company
Nucor Steel
Alcoa
E.C. Styberg Engineering
Cummins Inc.
Caterpillar, Inc.
Accenture
Honda Manufacturing of Indiana
University of Michigan
UOP LLC, A Honeywell Company
PepsiCo
Frito-Lay
Caterpillar, Inc.
Intel Corp.
College of DuPage
Accenture
PepsiCo
Caterpillar, Inc.
National Alliance for

Partnerships in Equity

COMPANIES

PROGRAM	NAME
NSC	Marci Pool
JEEP	Jennifer Pyrz
ENGR 494	Becky Schaefer
AA	Amy Sell
NSC	Bridette Smith
JEEP	Rebekah Steele
JEEP	Ashley Stroup
NSC	Andrea Taylor
JEEP	Karis Waibel
NSC	Erika Wetterlin
NSC	Catherine Whittington
NSC	Valerie Wiesner
GMP	Rachel Winger
AA	Skylar Wolfe
JEEP	Blair Wong
	Marissa Zon
PURDUE FACULTY, S	TAFF AND
CTHRENTC	

STUDENTS

412	1//////////////////////////////////////
PROGRAM	NAME
I2R	Joshua Alexander
M&M	Liz Aram
ENGR 494;	Mona Bapat
M&M	
IGED	Peter Bermel
JEEP	Anne Dransfield DeLion
I2R	Bradley Duerstock
ENGR 494	Nathalie Duval-Couetil
ENGR 494	Kendra Erk
ENGR 494	Allison Godwin
GMP	Jingwei Hu
I2R	Rebecca Kramer
M&M	Feihan Li
I2R	Nathan Mentzer
GMP	Veronica Rahim
IGED	Dan Taylor
ENGR 494	Nicole Towner
IGED	Carl Wassgren
GMP	Xiao Zhu
	:

Abbreviations and **Acronyms Dictionary**

WIEP Programs

AA- Access Alum

ENGR 494- Women in Engineering Senior

Seminar: Gender in the Workplace

GMP - Gradudate Mentoring Program

I2R-Innovation to Reality

IGED- Introduce a Girl to Engineering Day

JEEP- Juniors Exploring Engineering at Purdue

M&M- Mentors and Mentees NSC- Next Step Coaches

Degree

BS- Bachelor of Science MA- Master of Arts

MSE- Master of Science in Engineering

PhD- Doctorate Degree

MS- Master of Science

DEGREES COMPANIES University of Illinois BS CE; MS CE **HNTB** MS CE; BS CE Citizens Energy Group Marathon Petroleum BS ME 3M Corporation BS CHE Air Liquide BS CHE Tate & Lyle **BS ABF** Colorcon, Inc. BS CHE Eli Lilly and Company BS IF Oerlikon Fairfield PhD BME Eli Lilly and Company PhD MSE NASA Glenn Research Center BS CHE ADM Bristol-Myers Squibb BS ME Avanade

SCHOOL/DEPARTMENT

BS ME

Department of Speech, Language & Hearing Sciences Counseling and Psychological Services Counseling and Psychological Services

Spraying Systems Co.

School of Electrical and Computer Engineering
School of Engineering Education
School of Biomedical Engineering
Department of Technology, Leadership, and Innovation
School of Materials Engineering
School of Engineering Education
Department of Mathematics
School of Mechanical Engineering
Counseling and Psychological Services
Department of Technology, Leadership, and Innovation
Center for Career Opportunities
School of Agricultural and Biological Engineering
College of Science Administration

Program

ABE- Agricultural and Biological Engineering

BME- Biomedical Engineering

School of Mechanical Engineering

CE- Civil Engineering

Research Computing

CHE- Chemical Engineering

ECE- Electrical and Computer Engineering

ED- Education

EE- Electrical Engineering

EET- Electrical Engineering Technology

ENE- Engineering Education ET- Engineering Technology

IE- Industrial Engineering

ME- Mechanical Engineering

MET- Mechanical Engineering Technology

MSE- Materials Science Engineering

ORG COMM- Organizational Communication

SCI-Science

>OPPORTUNITIES FOR ENGAGEMENT WITH WIEP

There are many ways for you to get involved with WIEP, e-mail us at wiep@purdue.edu if you have an interest in assisting with one of these valuable programs. Fall semester opportunities include:

- Access Alum informal chats with current students while on campus visiting, recruiting, etc.
- Exploring Engineering at Purdue one-day on-campus programs for high school juniors and seniors. Needed: panels of recently established engineering professionals to talk about what they do in the "real world"; faculty and grad students to lead interactive sessions on engineering disciplines; Purdue faculty, students, staff, and alumnae to network, guide, and informally speak with high school seniors and their parents.
- PENGR 194 Women in Engineering seminar for first year students. Needed: motivational speakers who share college experiences and relate those to where they are now and what they do in their positions.
- PENGR 494 Women in Engineering Senior Seminar: Gender in the Workplace. Needed: motivational speakers to share experiences and solutions for internal and external barriers which can prevent women from reaching their greatest potential in the workforce.
- → WE Link connecting with high school seniors as they apply and ultimately decide whether Purdue engineering is the place for them. Needed: guest bloggers sharing experiences that encourage and inspire. Visit The Engineering Experience Blog.
- Mentors & Mentees (M&M)/Graduate Mentoring Program (GMP) Undergraduate and Graduate student mentoring programs. Needed: facilitators of interactive/workshop style topics including but not limited to: life skills, engineering roles, non-traditional paths, life/work balance, finances, entrepreneurship, and global etiquette.
- Next Step Coaches Needed: engineering graduates in industry, academia, government, non-profit, medicine, law, business, etc., to provide more personalized interaction preparing students for their own careers. This one-on-one or small group connection can be in person through Next Step Coaching (NSC) events WIEP hosts on-campus and/or facilitated online through our NEW WIE CoNEXTions (WC) mentoring platform. The WC is currently in a testing phase and will be available broadly this fall. Stay tuned!
- ¬ Innovation to Reality (I2R) on-campus after-school program for 6th-8th graders. Needed: faculty and graduate students to be guest speakers, provide lab tours, and hands-on engineering activities.
- Introduce a Girl to Engineering Day (IGED) one-day on-campus event in February designed to increase interest in engineering among high school freshmen and sophomores. Needed: Purdue faculty, students, staff, and alumnae to mentor young high school students, lead hands-on activities, and to network, guide, and informally speak with students and their parents.
- Engineering Outreach Partner (EOP) Initiative sharing our outreach model, best practices, training, and other resources nationally. Needed: alumni partners who can help share WIEP's vision and passion for advancing youth education.
- Pagineering FYI (For Your Imagination) one-day on-campus summer event for rising 7th-9th grade students. Needed: Purdue faculty, students, and alumnae to mentor students, lead hands-on activities, and to network, guide, and informally speak with students and their parents.
- Mother/Daughter one-day event hosted by the YWCA for mothers and daughters to learn more about engineering. Needed: Purdue faculty, staff, and alumnae to mentor students, lead hands-on activities, and to network, guide, and informally speak with students and their parents.



wouldn't have been possible without the outstanding support from the following alumni, faculty, staff, students, and friends who graciously volunteered their assistance to WIEP.



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Women in Engineering Program

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