WIEP
WOMEN IN
ENGINEERING
PROGRAM
annual report 2011-12 Purdue University
The 2011-2012 academic year brought a special thrill to our office and to the college. Last fall, 466 women started in the first-year engineering program — a 31 percent jump from a year prior, and the highest number of all time for incoming women in the college. That surge set an all-time record — 1,534, up 104 from the previous year’s 1,430.

As we see continued growth in female enrollment this year, our mission in the Women in Engineering Program endures, bolstered by the impact we’re having and the difference we’re making.

There is a great deal that has been done to lay the groundwork for this enrollment surge. We cannot point to one main cause. And that is as it should be, because so much has been done and still continues.

I would, however, suggest that we marked a crucial turning point when in 2008 the National Academy of Engineering recommended “Changing the Conversation: Messages for Improving Public Understanding of Engineering.” While this new approach was intended as a means to reach all young, would-be engineers, it clearly resonated with young women with its emphasis on communicating about engineering by demonstrating how engineers make a difference in the world through solving important problems that help everyday people everywhere.

In all of the programs we plan, support and carry out — the programs you’ll read about in this year’s report — we bring that changed conversation and that learning experience to as many young women as possible. And with every young woman whose face shows excitement at the beginning of her journey to become a Purdue engineer, our thrill grows even greater.

Beth M. Holloway
Director, Women in Engineering Program
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:

- 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.

**Mission Objectives**

- 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.
- Maintain open communication with alumnae and their employers to encourage their continued participation in and support of the Women in Engineering Program.

**Enrollment of Women in Engineering: Fall 2011**

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EMILIA CZYSZCZON, a senior in biomedical engineering, found a passion for research because of a discovery she made as a freshman — a previously unidentified virus that will forever share her name — Czyszczon1.
Since 1969, the Purdue 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 over 4,000 girls and young women – from elementary school through graduate school. Following is a brief review of our individual programs for 2011-12, with a spotlight on three of our programs: Introduce a Girl to Engineering Day (IGED), Exploring Engineering at Purdue, and the Undergraduate Mentoring Program: Mentees & Mentors (M&M).

**IMAGINATION, INNOVATION, DISCOVERY AND DESIGN (I2D2)**

I2D2 is an after-school program run throughout the academic year. It is targeted at girls and boys in kindergarten through 5th grade in the three school systems closest to Purdue. Forty-one current engineering undergraduate and graduate students engaged almost 300 participants in creative and innovative hands-on activities and discussions designed to show the creativity, teamwork and social relevance of an engineering career. The current engineering students functioned as both facilitators and role models. Twice this year the program sponsored an open house on Saturday in which young children explored hands-on engineering concepts. (Sponsored this year by Motorola Solutions Inc.)

**INNOVATION TO REALITY (I2R)**

I2R is an after-school, on-campus program targeted at 6th – 8th graders. Three themed 5-week sessions met once a week and culminated in a team-based poster presentation to parents, faculty and staff. Graduate students, undergraduate students and faculty served as content designers, facilitators and role models. Themes were chosen to reflect the Grand Challenges of Engineering and were based on Purdue research. The 2011-2012 themes were water scarcity, diabetes and natural disasters. (Sponsored this year by the Indiana Space Grant Consortium)

**ENGINEERING: FOR YOUR IMAGINATION (FYI)**

FYI is a week-long residential or day-only camp involving rising 8th and 9th graders in hands-on engineering activities. This year’s camp directed 32 campers in improving the human-made world through learning how engineers are working to develop solutions to improve society, such as cleaning up an oil spill, designing a food packaging system and optimizing a system for long term health care scheduling. The campers also worked on teambuilding and leadership skills. Purdue engineering students served as camp facilitators, mentors and role models. (Sponsored this year by Boeing Company and Motorola Solutions Inc.)

**EXCITING DISCOVERIES FOR GIRLS IN ENGINEERING (EDGE)**

EDGE camp is focused on students who have just completed their freshman or sophomore year in high school, and is designed to better acquaint the participants with opportunities in engineering and how their interests and talents can be utilized in this exciting career. The campers spent a week on campus learning about engineering by doing activities such as designing and prototyping a “smart” hospital gown, understanding engineers’ role in natural disasters and planning emergency housing, and touring engineering laboratories. We also spent a day at Caterpillar and FedEx experiencing the engineering and research behind engines and distribution systems. Engineering is stressed as a profession that is used to solve problems that help society. (Sponsored this year by Motorola Solutions Inc.)
INTRODUCE A GIRL TO ENGINEERING DAY (IGED)

Introduce a Girl to Engineering Day is an annual daylong event held in February in conjunction with National Engineers’ Week. The 9th and 10th grade participants learn about engineering through exciting hands-on activities and interactions with current female engineering students and faculty.

Undergraduate and graduate women in engineering can volunteer to be a mentor to 2-3 participants or to lead/assist with hands-on activities related to each of the engineering disciplines represented at Purdue. Purdue faculty and staff also develop and present activities and female engineers from the IGED sponsor, Caterpillar, share with the participants what it is like to be an engineer making a difference in the world.

Interacting with a current student mentor for the day is a unique aspect of the Purdue IGED experience for the high school students. In addition to attending two hands-on engineering activity sessions of their choice, participants also enjoy a lunch in the Purdue dining courts with their mentors and end the day with a panel of current undergraduate students from each major and with various leadership experiences (e.g., internships, co-ops, study abroad, etc.).

In the morning, we also offer a Parent Session with WIEP staff, current engineering undergraduate women and Caterpillar engineers available to answer questions about encouraging their daughters’ interest in engineering through appropriate messaging.

Last year’s participants took a survey at the conclusion of the day to provide us insight into their experience as well as feedback on how to improve our program. The participants left with a better understanding of engineering. Ninety-nine percent of participants said they would recommend this program to friends and 100 percent of parents indicated they would recommend IGED to other parents.

(Sponsored this year by Caterpillar Foundation)

“Almost a Girl to Engineering Day (IGED) participant said, “The best part of IGED was getting to speak to people who are doing engineering right now.”

— PARTICIPANT

EXPLORING ENGINEERING AT PURDUE

Exploring Engineering at Purdue: High school juniors and seniors and their parents and teachers are invited to Purdue for a day each fall and spring. During each event, Purdue faculty, staff, students and alumni show the prospective students what it could be like to be an engineering student at Purdue. The prospective students hear presentations about two disciplines of engineering from faculty and graduate students, including information about career possibilities and focus areas within the discipline. Participants also have the opportunity to ask questions of current women engineering students regarding their experiences, options and advice. Panels of Purdue women engineering alumnae talk about their jobs and experiences and answer questions about life as an engineer. There are campus tours and sessions about residence halls and financial aid. One alumnae also speaks to the participants and their parents about her engineering major decision process, college decision process, experiences at Purdue and opportunities since graduation. Participants also learn about the activities and programs that the Women in Engineering Program offers to current students. The Purdue section of the Society of Women Engineers recruits and organizes the approximately 80 student volunteers needed to make each day-long program successful.

(Sponsored this year by Air Products and Chemicals Inc., Alcoa Inc., Caterpillar Incorporated, Delphi Corporation, ExxonMobil Corporation, General Electric Company, General Motors Company and Northrop Grumman Corporation)

PERSONAL CONNECTION PROGRAM (PCP)

The goal of PCP is to create a “personal connection” between admitted students and Purdue to promote increased comfort with Purdue and its students and encourage students to choose Purdue for their engineering studies. Young women admitted to the College of Engineering receive calls from PCP program staff and current student volunteers to answer questions and discuss opportunities and options at Purdue. Admitted students also receive a note from the Women in Engineering Program congratulating them on their admission and a magnetic photo frame inviting them to “Picture Yourself in Purdue Engineering”. (Sponsored this year by Deere & Company and General Motors Company)

RECRUITING ACTIVITIES

Exploring Engineering at Purdue: High school juniors and seniors and their parents and teachers are invited to Purdue for a day each fall and spring. During each event, Purdue faculty, staff, students and alumni show the prospective students what it could be like to be an engineering student at Purdue. The prospective students hear presentations about two disciplines of engineering from faculty and graduate students, including information about career possibilities and focus areas within the discipline. Participants also have the opportunity to ask questions of current women engineering students regarding their experiences, options and advice. Panels of Purdue women engineering alumnae talk about their jobs and experiences and answer questions about life as an engineer. There are campus tours and sessions about residence halls and financial aid. One alumnae also speaks to the participants and their parents about her engineering major decision process, college decision process, experiences at Purdue and opportunities since graduation. Participants also learn about the activities and programs that the Women in Engineering Program offers to current students. The Purdue section of the Society of Women Engineers recruits and organizes the approximately 80 student volunteers needed to make each day-long program successful.

(Sponsored this year by Air Products and Chemicals Inc., Alcoa Inc., Caterpillar Incorporated, Delphi Corporation, ExxonMobil Corporation, General Electric Company, General Motors Company and Northrop Grumman Corporation)
M&M: Mentors & Mentees, Undergraduate Mentoring Program

The Women in Engineering Mentees & Mentors (M&M) Program began in 1992 and since then it has impacted approximately 2,000 women engineering students. M&M is designed to give support, affirmation and helpful strategies to female undergraduate engineering students through dynamic and nurturing programming. We achieve this by pairing freshmen and sophomore students with upperclass women in their same major for one-on-one mentoring, or through a new group mentoring format which started in 2009 in response to increasing applications to the M&M program.

The Group Program facilitates acceptance of all applicants to M&M, which reached over 350 in 2011. It provides more flexibility for students balancing academics, extracurricular activities and part-time employment with fewer requirements than the traditional Pair Program, which is fixed at approximately 72 participants to maintain program quality. In contrast to the Pair Program, the Group Program is centered around a network mentoring model in which individuals take on the role of mentor depending upon their knowledge of and experiences with a particular situation, regardless of age or year in the engineering program.

Once a month, both Pair and Group participants meet for dinner and either an interactive group activity or a presentation by engineering alumni or other leaders on student-initiated topics that address academic success, personal development and professional strategies. Group participants also interact in monthly socials organized by the M&M Leadership Team and mentoring pairs are encouraged to interact weekly to fortify their relationship.

Judging from participant numbers, attendance averages and surveys, Group and Pair participants who attend meetings enjoy the speakers, socials, group activities, and interaction with fellow engineering women and plan to return unless they are graduating. Participants also indicate that they receive personal support, increased confidence, and crucial strategies to help them accomplish their career goals.

The M&M Group program has been featured in proceedings of the 2011 and 2012 Women in Engineering ProActive Network (WEPAN) national conferences. These papers, as well as other publications from WIEP, can be found on the WIEP website: https://engineering.purdue.edu/WIEP/AboutUs/WIEP_Publications. (Sponsored this year by PPG Industries Inc., Rockwell Collins, Inc., United Technologies, and alumnae donations)

— Participant

"M&M provides information I need and knowledge I can apply directly to my future."

Megan Maloney, BS nuclear engineering 2011, was the first female Purdue graduate to join the ranks of an elite group of women who are serving on nuclear submarines.

Overall applications to the M&M programs (Pair and Group) continue to increase. Graphic shows application numbers over the past 5 years for total (Pair and Group) and the proportion of students accepted into each program.
**WIEP Residential Program:**
First-year women majoring in engineering can choose to live on one of the designated engineering floors in Earhart Hall or Harrison Hall. The students that live on the engineering floors have access to female engineering mentors on an informal basis, which provides them with support and encouragement. Since engineering students share a common first-year curriculum, the women on the engineering floors are easily able to form study groups and social networks. Many of the resident assistants assigned to the engineering floors are engineering students themselves, and are able to relate to the residents academically as well as socially. In addition, the WIEP–WISP tutoring center is located in Earhart Hall for the convenience of the students who live there. Participants in the WIEP Residential Program can also participate in other Purdue Engineering Learning Communities if the residency requirement is co-located or optional, and many of them do so.

**ENGR 194, Women in Engineering Seminar:**
First-year students can choose to take this one-credit course which utilizes dynamic alumnae to inspire, motivate and reinforce the students’ career choices. Students hear presentations from a variety of engineering alumnae who talk about their career choices, their daily routines on the job and their challenges and successes in their professions as well as in their personal lives. Speakers range from recent graduates to well established corporate executives. The seminar speakers act as energizing role models, and through a series of lunches with the speakers and small group discussions, students learn networking skills. (Sponsored this year by General Motors Corporation)

**WIEP-WISP Tutoring Center**
A free tutoring service for first-year classes, co-hosted by the Women in Engineering Program and the Women in Science Program (WISP), is offered on a walk-in basis. Women who are upper-class science and engineering majors are employed and trained as tutors. In addition to providing homework help, the tutors are seen as mentors and role models. The tutoring service is located in the Earhart Hall conference room and adjoining computer lab for the convenience of the women who live on the engineering and science floors there, but is open to all students regardless of residence. In 2011–2012, the center hosted 1140 tutoring sessions for 343 students. (Sponsored this year by General Motors Corporation)

**Graduate Mentoring Program**
The Graduate Mentoring Program provides women engineering graduate students information to achieve success personally, academically and professionally. It also provides a means to form peer mentor groups, take breaks from intensive academic work and access professional role models. This is achieved within the framework of a networking mentoring model and through continuous assessment of program objectives and results. The networking model for the program is implemented through monthly meetings and social events that allow participants to interact with each other and experience lively, informative speakers in a supportive environment. There were 157 participants in the Graduate Mentoring Program this year.

“I like most being able to meet other women in my major, which traditionally has an extremely small number of women.”
— M&M Participant

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<tr>
<td>Prof. Marc Williams</td>
<td>Aeronautics and Aeronautics</td>
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<td>Prof. Yuehwaen Yh</td>
<td>Industrial Engineering</td>
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<td>Prof. Chongli Yuan</td>
<td>Chemical Engineering</td>
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<tr>
<td>Carla Zoltowski</td>
<td>BSIE '96, MSIE '93, PhD '10 EPICS</td>
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<tr>
<td>Prof. Patrice Buzzanelli</td>
<td>Communication</td>
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<td>Prof. Laura Bowling</td>
<td>Agronomy</td>
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<td>Prof. Keith Chenkauer</td>
<td>Agricultural and Biological Engineering</td>
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<tr>
<td>Dr. Nancy Maylath</td>
<td>Student Health Center</td>
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<tr>
<td>Prof. Dr. Welch</td>
<td>Counseling and Psychological Services</td>
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<tr>
<td>Dr. Greg Mallis</td>
<td>Counseling and Psychological Services</td>
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<tr>
<td>Daniel Ross</td>
<td>Binary Boilermaker Golf Complex</td>
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<tr>
<td>Brent Willis</td>
<td>Binary Boilermaker Golf Complex</td>
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**Corporate Donations FY 2010-11**

- **$20,000 and above**
  - General Motors Company
  - Alcoa Inc.
- **Up to $10,000**
  - Air Products and Chemicals Inc.
  - Arconel Mittal S.A.
  - Deere & Company
  - Exelon Mobil Corporation
  - General Electric Company
  - General Mills Inc.
  - Marathon Petroleum Corporation
  - Norcorp Gruman Corporation
  - PPG Industries Inc.
  - Rockwell Collins Inc.
  - Target Corporation
  - United Technologies

**Corporate Donations FY 2009-10**

- **$1,000 and above**
  - Boeing Company
  - Clixon Company
  - Eli Lilly and Company
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  - International Business Machines
  - Kraft Foods Inc.
- **$500 - $999**
  - Abbott Laboratories
  - The Procter & Gamble Company
- **Up to $500**
  - 3M Corporation
  - Agilent Technologies Inc.
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  - American Electric Power Company
  - Anheuser-Busch Inc.
  - Arconel Mittal S.A.
  - Baxter International Inc.
  - Boeing Company
  - CA Inc.
  - Comin Inc.
  - Dow Corning

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Patty and Bernard Tobergte
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Shari Kennett and R.T. Paulin
Nancy and William Huber
Beth and Eric Holloway
Abbie Griffin and Ken Schreiner
Daniel and Sharon Kujovich
Tom Head and John Gleiter
Louise and Jim Vose
Minerva Yeung and Bonn Yeo
Christine Browning
Eileen Cullen
Barry and Jennifer Curtis
Jana Zimmer Daniels
Sara and Joseph Evans
Roger and Diana Foxes
Alick Griffin and Ken Schreiner
Beverly and Scot Halloway
Nancy and William Huber
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Shawn Rutherford and T.J. Paulson
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Christopher Parent
Kristin Perla
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Mario Cunningham
Erika Pearson and Roger Wesley
Patricia Stirling
Jane Quick and Steven Barnes
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Jennifer Bragdon
Ronna Robertson
Melanie and Mark Rutnik
Pat and Stephen Stribley
Karen Tuteur
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Doug and Susan Suhre
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Carol and William Willard
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Anna and John Bachman
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Tammi Bettinger
Beth Billings
Linda Bivin
and Greg Fischner
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Roy and Brinda Bridges
Theresa Carter
Julie and Bruce Cassady
Kristin Cavenagh
Emily Chaves
Jennifer and Tallulah Christie
C.L. Comins
James and Sally Crawford
Terry and Cathy Dage
Lars and Thomas Day
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Stacey Deiy
Katherine Dohse
Mary Duncan
Holly and Dave Easterbrook
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Tim Faust
Kirsten Faraday
Mary Ann Feller
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Kuk and Steve Frey
Rachel and Chad Griner
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Linda and Paul Kelle
Dorothy Day
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Genevieve Higdon
Jim and Lulu Hilt\nJohn and Karen Henning
Carol Tindell
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Peggy Umphres
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Jill Wibber and Mark Edelman
dave and Betty Wiles
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Jackie Levin and Elizabeth Lawren
Mulin Li and Fuying Zheng
Jenifer Light
Jennifer Luce-Hoeks
dale and Richard Hoeks
Rose Long and
Tomah Makowski
Bev Loza
Man-Shi Low
In honor of Ellen Lurie
Susan Lynch
Rachel Mac
Greg and Susan Manfied
Margie Mann
Leona Marvin
Donna and Paul Marvel
Joan and Dan McAmis
Marzena McCarthy
Michelle and Michael McGinley
Mary McIntosh
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