

# REGIONAL APPROACHES TO WOMEN'S LEADERSHIP IN STEMM CONFERENCE

March 3rd 2018:  
9am-5pm

Hosted At:  
WSU, Spokane

## Sessions Addressed:

Students and instruction  
Work-life integration and leadership  
Implicit bias  
Supporting women in STEMM: Individual  
and systemic strategies  
Intersectionality  
Grant-writing



| Washington State University | Montana State University | University of Montana | Oregon State University | Western Washington University |

# Welcome/Introductions - Agenda

- ▶ 9:30 a.m.-10:00 a.m. Welcome/Introductions - *Masha Gartstein*
- ▶ 10:00 a.m.-12:00 p.m. **Tidal Leadership Training** - *Denise Yost*
- ▶ 12:00-1:30 p.m. **Lunch and Lightening Talks** (5 min + 2 min of questions)
- ▶ Students/pipelines - *Davi Kallman, WSU*
- ▶ Work/life balance and leadership - *Kelly Ward, WSU*
- ▶ Implicit bias - *Masha Gartstein, WSU*
- ▶ Supporting women in STEM: Individual and systemic strategies - *Erika Offerdahl, WSU*

# Welcome/Introductions - Agenda

- ▶ 1:30-3:30 p.m. **Problem solving/capacity building work**
- ▶ ADVANCE partnership workgroup: systemic approaches to increasing the number of women in STEM/leadership - *Masha Gartstein, WSU and PARTNERS*
- ▶ Enhancing instruction in STEM: Insights from Process Oriented Guided Inquiry Learning (POGIL) and other approaches - *Laura Lavine, WSU*
- ▶ Early career challenges: (a) Training grants - *Ashley Ingiosi and Avery Lane, WSU* (b) Intersectionality - *Courtney Benjamin, WSU*
- ▶ Grant-Writing and Networking Bootcamp: An Intervention to Enhance the Research Capacity of Academic Women in STEM - *Nika Stoop, Montana State University*
- ▶ 3:30-4:00 p.m. Coffee, Snacks and Networking
- ▶ 4:00-4:30 Wrap-up: Regional Partnership Action Items

# ADVANCE

— at WSU —

- ▶ ADVANCE at WSU represents a set of programs with a twofold core mission focused on:
  - ▶ Institutional transformation toward a more inclusive/faculty-friendly environment
  - ▶ Supporting individual faculty members, which includes under-represented minority faculty in any discipline at WSU, along with women faculty in tenure-track positions in STEMM fields
- ▶ ADVANCE programs at WSU began with an Institutional Transformation Award: Excellence in Science and Engineering (EXCELinSE), from the National Science Foundation (NSF)
  - ▶ Most successful ADVANCE programs have been institutionalized, supported by the WSU Provost's office

# ADVANCE — at WSU —

- ▶ Active ADVANCE at WSU programs:
  - ▶ External Mentor Program
  - ▶ External Mentor Program - Pilot Extension
  - ▶ Transitions
  - ▶ Leadership Award
- ▶ For more information, please visit the ADVANCE at WSU website:  
<https://advance.wsu.edu>

# *REGIONAL APPROACHES TO WOMEN'S LEADERSHIP IN STEMM CONFERENCE*

- ▶ This regional conference is intended to build:
  - ▶ Competence and motivation to pursue leadership roles
  - ▶ Organizational systemic strategies for increasing support to women in STEMM
- ▶ These goals will be accomplished through leadership training, gender in STEMM/academia presentations, and break-out groups aimed at enhancing capacity in grant writing and instruction, specifically addressing early career challenges

# March 3d, 2018 AGENDA - Lunch Lightening Talks

- ▶ Students/pipelines - *Davi Kallman, WSU*
- ▶ *Davi Kallman is a doctoral candidate in the Edward R. Murrow College of Communication at WSU. Her current research focuses on the power of the media to change people's perceptions of individuals with disabilities. Davi Kallman uses positive deviance, entertainment education, media literacy, and other media-based interventions to break down prejudices and stereotypes in institutional settings.*
- ▶ There are more women are in higher education than men, yet they are underrepresented in leadership, faculty, and higher administration roles in academia.
- ▶ Professional development opportunities and leadership positions are crucial in increasing resilience and maintaining a life/work balance.
- ▶ Graduate and professional students are often discouraged from participating in extracurricular activities and taking on leadership roles. As a result, many are not adequately prepared for industry and academic positions.
- ▶ **Importance of extracurricular activities and professional development opportunities**

# March 3d, 2018 AGENDA - Lunch Lightning Talks

- ▶ Work/life balance and leadership - *Kelly Ward, WSU*
- ▶ Kelly Ward serves as the WSU Vice Provost for Faculty Development and Recognition. In her role, she advises the provost, deans, and department chairs on policy and procedural matters related to faculty, and on personnel issues related to individual faculty. This administrative roles provides Kelly Ward the opportunity to connect her research expertise to current problems of practice.
- ▶ Kelly is interested in faculty issues including integration of teaching, research, and service; work and family concerns for faculty; faculty career development; and faculty diversity in STEMM.
- ▶ When you have a leaky pipe what do you fix?
- ▶ **Work - life disintegration is often cited as a major reason for leaks in the STEMM pipeline for women. This mini session suggests shifting to a focus on organizational and disciplinary change instead.**

# March 3d, 2018 AGENDA - Lunch Lightening Talks

- ▶ Implicit bias - *Masha Gartstein, WSU*
- ▶ Masha Gartstein is a Professor of Psychology and Director of ADVANCE at WSU
- ▶ Implicit bias as a habit and threat to gender equity in the workplace - how it operates and an effective approach to the study of this phenomenon
- ▶ Our minds are more than the sum of the conscious parts
  - ▶ Action is shaped by thoughts both intended and unintended, which means that acting consistently with beliefs can require more than good intentions. Ordinary mental operations that serve us well in most circumstances can fail our intentions/be subject to error. A variety of habits of mind, born out of “multiple trials”, and are - stem from our natural tendency to form associations/organize our social worlds. Learned from culture, these habits reflect the “thumbprint of culture” on our minds.
- ▶ Implicit bias habits are pervasive among men and women (70%), blacks and whites, young and old, and often conflict with consciously endorsed beliefs
- ▶ *Goldberg design* studies suggest implicit bias continues to operate, despite significant progress in gender equity
- ▶ **Implicit bias habits are consequential in the workplace**

# March 3d, 2018 AGENDA - Lunch Lightning Talks

- ▶ Supporting women in STEMM: Individual and systemic strategies - *Erika Offerdahl, WSU*
- ▶ Erica Offerdahl is an Associate Professor in the WSU School of Molecular Biosciences who focuses on modern theories of student learning and employs methodology from cognitive science to systematically investigate the teaching and learning of biochemistry and molecular biology. More recently, research has grown to include visualization and visual literacy in biochemistry and molecular biology.
- ▶ Erica was involved with NSF ADVANCE at North Dakota State University (NDSU) prior to coming to WSU, and continues to be active in our programs. She is also a Fellow for the Partnership for Undergraduate Life Sciences Education (PULSE).
- ▶ **Broadening participation by supporting underrepresented voices and identifying *individual* strategies to leverage *systemic* change**

# March 3d, 2018 AGENDA - Problem solving/capacity building work sessions

- ▶ **ADVANCE partnership workgroup:** systemic approaches to increasing the number of women in STEM/leadership - Masha Gartstein, WSU and PARTNERS
- ▶ **Enhancing instruction in STEM:** Insights from Process Oriented Guided Inquiry Learning (POGIL) and other approaches - Laura Lavine, WSU
- ▶ **Early career challenges:** (a) Training grants - Ashley Ingiosi and Avery Lane, WSU (b) Intersectionality - Courtney Benjamin, WSU
- ▶ **Grant-Writing and Networking Bootcamp:** An Intervention to Enhance the Research Capacity of Academic Women in STEM - Nika Stoop, Montana State University

# Tidal Leadership Training

- ▶ **Denise Yost**, the Director of the Center for Transformational Learning and Leadership, is a creative scholar committed to interdisciplinary teaching and mentoring to inspire authentic and elevated leadership, and to develop life and interpersonal skills in students, faculty, individuals, and teams. Denise serves as a co-Principal Investigator on the university-wide Transformational Change Initiative at WSU, a five-year grant focused on students' academic success, excellence in instruction and student mentoring.
- ▶ Denise is a WSU alum and she earned Biology and Zoology degrees at WSU while also being a musician and a student athlete on the rowing team. She completed her doctoral degree at the University of Maryland studying coral reef physiology and conducting field work in Bermuda. From the east coast Denise traveled to the Hawaii Institute of Marine Biology to complete her postdoctoral studies, where she traveled the Indo-Pacific leading coral reef studies in ecophysiology, genomics, and stress tolerance in Hawaii, French Polynesia, American Samoa, Japan, and Taiwan. Throughout her academic career, she has been a student of personal growth and development and has also worked in the private sector for seven years as a high level facilitator and coach for diverse individuals and teams.
- ▶ Denise Yost is trained in Acceptance and Commitment Training (ACT) and mindfulness-based techniques and is a certified master SCUBA diver

# Tidal Leadership Training

- ▶ The **Tidal Leadership** program represents an established leadership training experience, delivered in the context of a certificate course with a track record of success in advancing careers of its participants.
- ▶ Tidal Leadership training was singled out for the 2016 Online Learning Consortium Outstanding Online Program Award.
  - ▶ Online Learning Consortium is the leading global professional organization dedicated to providing access to high quality education and incorporating online learning in to mainstream education.