Faculty and Administrators are invited to the

**Academic Women in STEM Summit**

**Keynote:**  
Pay It Forward, Pay It Back:  
Academic Women in STEM as Change Agents

**Dr. Tasha R. Inniss** is an Associate Professor of Mathematics at Spelman College, a liberal arts college for women. She is currently “on loan” to the National Science Foundation (NSF) where she is serving as a rotator in the Education and Human Resources (EHR) Directorate, Human Resource Development (HRD) Division.

**Workshop Details**  
Date & Time: Saturday, April 26, 2014  
8:30am-2pm  
Location: **Dixon University Center**  
2986 North Second Street  
Harrisburg, PA 17110-120

Schedule:  
8:30-9:00 am  
Breakfast Reception and Registration Check-in  
9:00-9:45 am  
Keynote Speaker: Dr. Tasha Inniss  
10:00-11:30 am  
Breakout Session 1.  
*Choose One:* Tenure & Promotion, Outreach Programs, Implicit Bias  
11:30-12:15 pm  
Lunch  
12:30-2:00 pm  
Breakout Session 2.  
*Choose One:* Tenure & Promotion, Outreach Programs, Implicit Bias

The event is free but you must register online by April 17th.  
**Session details (see reverse) and registration:** stemupsummit.eventbrite.com

**Contact:**  
Dr. Sarah N. Bryant, STEM-UP PA Project Manager  
(717) 477-1317 or stemuppa@ship.edu

Learn more about the programs and initiatives of STEM-UP PA: stemuppa.org
Session Details

“Tackling Unconscious Bias in STEM Faculty Searches and the Promotion & Tenure Process”

Abstract: We may all be aware of the “leaky pipeline” and the fact that women drop out of the academia track at higher rates than men. There remains no simple answer for why this is so. This workshop will introduce research that shows that one impacting factor is the unconscious bias women in STEM face. In particular, we will focus on implicit bias in the hiring and promotion/tenure processes. After examining the phenomenon of implicit bias and introducing literature proving its impact on women in STEM, we will discuss concrete steps that search committees can take to insure that they recruit from a diverse pool of highly qualified candidates and avoid the pitfalls of unconscious bias. We will also discuss how implicit bias can affect tenure and promotion decisions and detail what specific steps that can be taken to reduce this bias.

Session Facilitators:
- Dr. Alice Armstrong, Associate Professor of Computer Science, Shippensburg University
- Dr. Sarah Bryant, STEM-UP PA Project Manager
- Dr. Christina Dryden, Associate Professor of Integrative Sciences, Harrisburg University of Science and Technology
- Dr. Kate McGivney, Professor of Mathematics, Shippensburg University

“Outreach in Academia - Success Stories!”

Abstract: Join us for this interactive workshop to learn about different types of outreach. There will be a brief presentation by three faculty experienced with the development and implementation of successful programs. Strategies for many different types of outreach will be presented including activities geared towards high school teacher in-service, running summer camps, and using outreach as part of your classroom curriculum. Learn good sources of funding and how to gain institutional support. The workshop will include brainstorming ideas and developing plans for individual participant’s own outreach programs.

Session Facilitators:
- Dr. Sara Atwood, Assistant Professor of Engineering and Physics, Elizabethtown College
- Dr. Robin McCann, Associate Professor of Chemistry, Shippensburg University
- Dr. Leena Pattarkine, Associate Professor of Biotechnology, Harrisburg University of Science and Technology

“Promotion and Tenure – Being Your Own Best Advocate by Building and Influencing Relationships”

Abstract: Senior faculty members consistently point to the importance of building positive professional relationships as a key to their own self-advocacy in support of personal and professional success. Faculty members also counsel that ongoing, and appropriate, self-advocacy is often a key element of success in the academy. But these are skills on which most women academics have little time to focus, build, and practice. This session gives you some of that time.

This peer discussion circle will begin with a conversation about Dale Carnegie’s How to Win Friends and Influence People (1981). In particular, the discussion will begin by focusing on the human relations principles and how these could and do apply to self-advocacy in the promotion and tenure process. The facilitators will also invite confidential discussion of key challenges and frustrations as they relate to professional relationships in the promotion and tenure process. The session will end with individual goal setting as it relates to one or more of the human relations principles put forward in the book. Those who register for this session will be contacted for a mailing address so that we may provide a copy of Dale Carnegie’s book ahead of the summit.

Session Facilitators:
- Dr. Nazli Hardy, Associate Professor of Computer Science, Millersville University
- Dr. Bili Mattes, Provost, Harrisburg University of Science and Technology
- Dr. Diane Zimmerman Umble, Dean of the School of Humanities and Social Sciences, Millersville University