



Session 5: Measuring sustainable progress for women in academia

Panel Discussion

Moderator

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Associate Professor

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Tyseer Aboulnasr, O.ONT, FCAE, FEIC, P.Eng.

- **Professor of Electrical Engineering, School of Information Technology and Engineering, University of Ottawa**
- **Prior Experience:** Dean of the Faculty of Engineering at the University of Ottawa for 1998-2004 and Associate Dean (Academic) for 1996-1998.
- **Expertise:** Digital signal processing
- **Recognition:** Recipient of the Order of Ontario (2004), Fellow of the Engineering Institute of Canada in 2002, Fellow of the Canadian Academy of Engineering in 2003, Ottawa-Carleton YWCA Women of Distinction Award (Education), Named as one of the 100 most influential people in Ottawa in 2001.



Linda E. Jones, Ph.D.

- **Director and Chair, Picker Engineering Program**
- **Rosemary Bradford Hewlett Professor of Engineering at Smith College**
- **Expertise:** synthesis, structure and degradation of structural carbon and carbides used in aerospace and other severe environment applications
- **Publications:** 81 publications in research areas, over 100 national and international presentations, edited book
- **Recognition:** Named the American Carbon Society's Graffin Lecturer, 9 Teaching Excellence Awards including the State University of New York's Chancellors Award for Teaching Excellence, SUNY Research Scholar
- **Professional Societies:** European and Asian Carbon Society, Education Secretary for the American Ceramic Society's Glass Division, President of the Ceramic Education Council, Serves on the American Carbon Society's executive board



Janet C. Rutledge, Ph.D.

- **Senior Associate Dean of the Graduate School, University of Maryland, Baltimore County (UMBC)**
- **Faculty in Computer Science and Electrical Engineering Department**
- **Prior NSF Positions:** Program Director for NSF Graduate Research Fellowship Program, Program Director in Division of Engineering Education and Centers, Chair of NSF-wide coordinating committee for CAREER program
- **Expertise:** Modeling and compensating for the effects of sensorineural hearing loss and other communication disorders
- **Professional Societies:** IEEE, Rensselaer Polytechnic Institute Board of Trustees, IEEE Committee on Engineering Accreditation Activities, Electrical and Biomedical Engineering Program Evaluator for the Accreditation Board of Engineering and Technology (ABET), Speech Technical Committee of the Acoustical Society of America, Editorial Board of the IEEE Press Series on Emerging Technologies in Biomedical Engineering



Discussion Questions

- Benefits of Mentoring
- Evaluation of success
- Designing for success



Benefits of Mentoring

- Why is mentoring 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?