The Dual Career Panel Discussion offered an opportunity for graduate students in the sciences to hear about the job search process of dual-career couples who have recently been hired by Syracuse University. The discussion took place over lunch December 7, 2012. In addition to the dual career couples pictured here, the panel included Marie Garland, Executive Director of SU ADVANCE, who framed the discussion in terms of broader trends among academics in STEM related fields. For example, 83% of women scientists in an academic couple are with another scientist, compared to 54% of men scientists. These statistics are comparable to those of gay and lesbian couples as well.

Universities that wish to attract and retain women STEM faculty members have discovered the importance of taking these statistics into account as part of the hiring process. Many university recipients of NSF ADVANCE/Institutional Transformation projects, like Syracuse University, have developed dual career programs to meet this need.

The SU ADVANCE team, when invited by the department, meets with each candidate for a position. The consultation is confidential and there is no feedback to/from the search committee. During the consultation, SU ADVANCE team members share information on human resource policies, community resources, and explain SU’s approach to dual career accommodations, in an effort to engage candidates with our campus and community early in the process. If in the course of the discussion the candidate requests help with dual career arrangements SU ADVANCE works with top level administrators to begin thinking about potential options. When the dual career issue is broached at the time of the job offer, SU is prepared to act promptly and with more confidence, thus giving the department greater support in hiring the best qualified candidates.

In negotiating the hiring process when both members of a couple are looking for academic or an academic and professional position, all of the couples agreed that the best approach is for the couple to establish their top priorities prior to entering the job market, as well as the ways in which they are willing to compromise. Even then, flexibility and good communication are critical assets.

Katie Cadwell explained that her strongest preference was to remain in the Midwest, so that she could be close to her family, but the year that her spouse, Jesse Bond, was applying for positions, only one school advertised for someone in his area. (Continued p.2)
Roz Savage: Ocean Rower, Adventurer, and Environmentalist


Roz was born in Cheshire, England to parents who were both Methodist ministers. Educated in County Durham, Cheshire and Cambridge, from 1986-1989 she read law at University College, Oxford, during which time she participated on two different rowing teams. From 1989-2000 she worked in the financial industry before realizing that she wanted to set a different course for herself. After working as a photographer in New York City and traveling through South America, she decided that to challenge herself personally and bring attention to environmental concerns by rowing solo across the Atlantic Ocean. You can read about her (sometimes harrowing) experiences in her book, Rowing the Atlantic: Lessons Learned on the Open Ocean (Simon & Schuster, 2009).

WiSE FPP Associates had the opportunity to meet with Roz the morning after her lecture to discuss how she was able to bring together her passions to create a career for herself. Members of NetImpact, whose mission is to inspire, educate, and equip individuals to use the power of business to create a more socially and environmentally sustainable world, were also in attendance. Carli Flynn (Ph.D. student in civil and environmental engineering), who is affiliated with both groups, worked with WiSE and University Lectures staff to organize the event.

WiSE associates in attendance expressed gratitude for Roz’s example as a woman who dared to pursue a path that some doubted someone of her gender could achieve. Roz spoke honestly and emotionally about her own struggles with work-life balance, her desire to inform others about the negative environmental effects she witnessed on her journey, and learning the lessons that each stage of life offers.

Flynn explained the importance of Savage’s message in an interview with the student newspaper, The Daily Orange February 27th, “It’s about trying to achieve something that has a bigger purpose than just your career path or something you’re stuck doing.”

Roz Savage Breakfast Conversation, L-R NetImpact member, Kiven Pierre, WiSE FPP Associates, Carli Flynn and Yan Nie

Savage holds four world records for ocean rowing, including first woman to row three oceans: the Atlantic, Pacific and Indian.

She has rowed over 15,000 miles, taken around 5 million oarstrokes, and spent cumulatively over 500 days of her life at sea in a 23-foot rowboat. She uses her ocean rowing adventures to inspire action on the top environmental challenges facing the world today.

Dual Career (continued from page 1) They agreed that any move had to be beneficial to both of their careers. When Bond was offered a tenure-track position at SU, he immediately began to discuss options regarding Cadwell, who like him, also had a Ph.D. in Chemical Engineering. Cadwell was not interested in a tenure track position, so the opportunity to teach and direct undergraduate programs turned out to be an excellent fit for her. Given the opportunity for both of them to have fulfilling work in their field, Cadwell compromised on her desire to stay in the Midwest. With income from two faculty salaries, she is able to fly there often.

2012–2013 WiSE Faculty Advisors
Marina Artuso
Andria Costello Staniec
Suzanne Baldwin

Co-Directors
Shobha Bhatia
Karin Ruhlandt

Staff
Sharon Alestalo
Stephanie Wyatt
WiSE opened the spring 2013 semester with our annual Faculty-to-Faculty Luncheon attended by 26 women STEM faculty and guests. In its sixth year, this annual peer mentoring event was led by Dr. Suzanne Baldwin and designed as an informal time to learn from one another and to network.

This year’s topics included the CV Annual Update, Promotion and Tenure packets and Awards and Recognition. A brief tip sheet on awards and recognition was created by WiSE for this event and can be found on the WiSE website’s faculty pages (suwise.syr.edu).

In the last few years, library specialists who focus in the STEM disciplines have become active members of WiSE. At this year’s luncheon they added to the discussion on annual reviews and promotion and tenure by guiding faculty on citation metrics. One faculty member praised this and other aspects of the event saying, “The interaction with other women in STEM and network building was most beneficial. It was also great connecting with Linda Gallo-way & discussing citation metrics.” The faculty expresses appreciation each year for this event and find it fruitful for their professional development.

The WiSE Learning Community, a residential community made up of 12 freshman women studying in STEM related fields, gathered together Friday, November 30th for a night of dinner and bowling, co-sponsored by WiSE and SU Residence Life. Accompanying this dynamic group were senior students majoring in STEM fields, many of whom are themselves alumni of the WiSE Learning Community, as well as staff from residence life and WiSE. The group began the evening with dinner at Limp Lizard in Liverpool, grateful to have the opportunity to eat at such a fun off-campus venue, followed by back-to-back rounds at the nearby Flamingo Bowl. The freshmen were able to form peer-to-peer relationships, ask questions, and get a glimpse of themselves a few years from now. Reciprocally, the seniors were able to reflect back on their first year, give advice, and share stories about the challenges of studying STEM.

The WiSE Learning Community students, L-R Hayley Shelton, Ashlee Thibaud, and Yuh Hsing Xu

All the attendees, seniors and freshmen alike, learned something from one another and look forward to other opportunities to gather together again.

Neena Paul, Sr Chemical Engineering

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Faculty nominations for next year’s WiSE-FPP associates will officially begin in August 2013. Early nominations accepted now. For information, please contact Sharon Alestalo at swalesta@syr.edu.

Nominate your Ph.D. Students

Faculty-to-Faculty Luncheon

L-R Katie Cadwell (Chemical Engineering), Senem Velipasalar (Electrical Engineering), and Shobha Bhatia (Civil and Environmental Engineering).

Neena Paul, Sr Chemical Engineering

(L-R) Suzanne Baldwin (Earth Sciences)
Ines Mergel (Public Administration)
Dr. Laurie Leshin and the Announcement of Slepecky Award

Dr. Laurie Leshin, Dean of the School of Science at Rensselaer Polytechnic Institute will present:

Science on Mars Time: Roving the Red Planet with Curiosity Thursday, April 4, at 4pm Crouse-Hinds Hall Room 010

Dr. Leshin is a cosmochemist interested in deciphering the record of water on objects in our solar system. She is a member of two instrument teams for the Mars Science Laboratory mission, which delivered a sophisticated science lab to Mars in August of 2012. She will be discussing some of the findings of this ongoing mission.

Prior to joining Rensselaer, Dr. Leshin served as the Deputy Associate Administrator for NASA’s Exploration Systems Mission Directorate, where she oversaw the planning and execution of the next generation of human spaceflight endeavors and helped initiate the development of commercial human spaceflight capabilities to low earth orbit. She also served as Director of Science and Deputy Center Director for Science and Technology at NASA’s Goddard Space Flight Center, and as Director of the Center for Meteorite Studies at Arizona State University, which houses the largest University-based meteorite collection in the world. An asteroid was named in her honor (4922 Leshin) by the International Astronomical Union. She holds a Ph.D. in Geochemistry from the California Institute of Technology.

Dean Leshin’s lecture is part of the K. Douglas Nelson Lecture Series in the Department of Earth Sciences, and is co-sponsored by SU-ADVANCE. SU ADVANCE, WiSE and the Dept. of Earth Sciences will host a reception following the award ceremony.

National Women’s History Project brings attention to Women in STEM this March


Women in STEM History at Syracuse University

Cornelia Maria Clapp (1849-1934) was a pioneering research zoologist who inspired women to seek careers in the natural sciences. After graduating from Mount Holyoke College in 1871, Clapp followed a conventional path for educated women of her time, teaching. But a college lecturer, recognizing Clapp’s potential as a scientist, invited her to professional meetings and field trips.

“I had an opening of doors,” Clapp said. Clapp returned to Mount Holyoke to become a biology lecturer. But to engage in complex research, she needed a full faculty appointment, requiring a doctorate. She turned to Syracuse, one of the few universities admitting women to graduate programs in the sciences. With a Ph.D., Clapp returned to Mount Holyoke and emerged as a leading scholar in marine zoology, publishing her work in top journals and developing new teaching facilities, including a laboratory fish tank that allowed students to better observe animal behaviors. After 15 years of faculty debate, she was promoted to professor in 1904.

Sarah Loguen Fraser, daughter of abolitionist activists, was born January 29, 1850 in Washington, D.C. in 1873, Loguen Fraser observed a tragic wagon incident that left a small boy severely injured. When a large crowd formed but no one offered help, she decided to commit her life to becoming a physician. With the help of family doctor Michael Benedict, Loguen Fraser received her doctorate from SU’s College of Medicine (now Upstate Medical University) in the spring of 1876, becoming the fourth African American woman in the United States to become a physician. In 1882, she relocated to Santo Domingo and passed the certification exam, making her the first woman in the Dominican Republic licensed to practice medicine. After her death on April 9, 1932, flags in Puerto Plata waved at half-mast for nine days.

Edith Marie Flanigen began her career in chemistry in the early 1950s, at a time when few women were working in the field. Flanigen received her master’s degree in inorganic physical chemistry from SU in the spring of 1952. She was the first female corporate research fellow to become a senior research fellow in 1982 at Union Carbide, where she spent 42 years. Flanigen was inducted into the National Inventors Hall of Fame in 2004, and worked with a national team to create the science and math school inside the Hall of Fame, which opened in the winter of 2008. In 2004 Flanigen also won the $100,000 Lemelson-MIT Lifetime Achievement Award for her groundbreaking achievements in zeolite and molecular sieve technology. In addition, in 1992 Flanigen became the first woman to win the Perkin Medal. She holds 108 patents in the United States, as well as many other awards and honors, including the Francis P. Garvan-John M. Olin Medal of the American Chemical Society.

For more information about WiSE and its programs go to our website at www.suwise.syr.edu or contact Ms. Sharon Alestalo. Phone: 315-443-3419; E-mail: swalesta@syr.edu