

### **About Women in the Sciences and Engineering (WISE) Institute:**

Created at Penn State in 1994, The WISE Institute represents an innovative approach to cross-disciplinary interaction among engineers, humanists, scientists, and social scientists to promote the representation and diversity of women in the science, technology, engineering, and mathematics (STEM) fields.

The WISE Institute strives to support and enhance the programs and activities undertaken by our constituent colleges (AG, ENGR, EMS, HHD, IST, SCI) that promote women at all levels within their specific disciplines, while housing the multidisciplinary programs and activities within the WISE Institute.

The primary mission of the WISE Institute is to facilitate the entry and success of women in the STEM fields in an environment promoting gender equity by: coordinating our efforts throughout Penn State; creating opportunities for women of diverse backgrounds to thrive in the STEM fields; mentoring individuals; and promoting institutional and cultural change.

### **WISE Goals and Activities (multidisciplinary):**

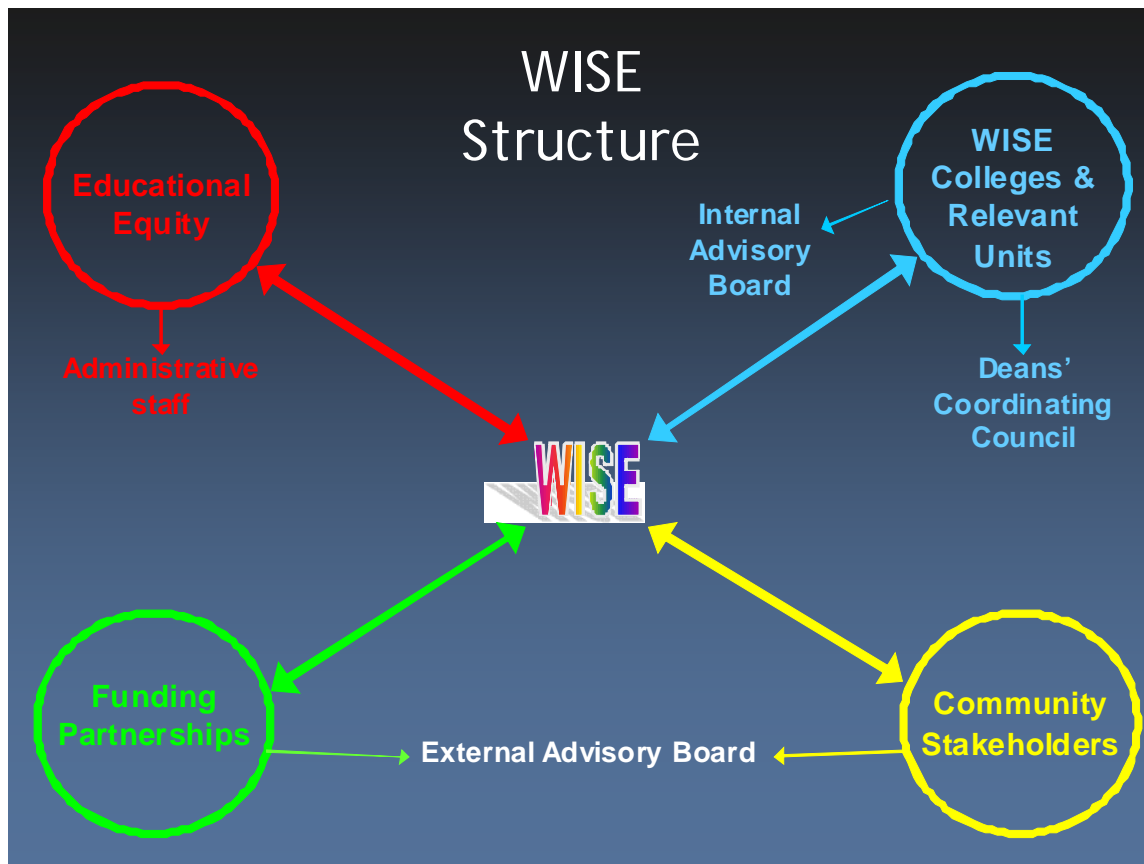
- Make available an e-mentoring opportunity for the entire Penn State STEM community through the award winning, national MentorNet program
- Offer networking and professional development opportunities for women in the STEM fields through conferences, symposiums, social networking, mock interviews, cv-resume workshops etc.
- Enhance the diversity of women in the STEM fields through special recruitment efforts and monetary awards
- Increase K-12 young women's interests and skills, and recruit them to STEM fields by providing multidisciplinary hands-on experiences and female role models who are active in STEM fields through WISE summer camps and career exploration conferences
- Recognize those Penn State students and personnel, full or part-time, male or female who have helped women and girls excel in the STEM fields through WISE Recognition Awards
- Advise multidisciplinary student groups (Association for Women in Science (undergraduate), and the Graduate Women in Science) to provide a networking and leadership development dimension needed by women in these non-traditional fields
- Provide support for and advise the WISE House, a Special Living Option designed to give women students in STEM fields a supportive living environment where they can explore the academic and personal challenges that women face in these fields
- Give monetary incentives for retention of women in the STEM fields including merit scholarships and travel grants
- Offer a supportive educational and professional climate for all women across the University by collaborating and working closely with women's groups and organizations on campus
- House the WISE listserv through which multidisciplinary activities, events, awards, jobs, internships etc. that provide special opportunities for or about women in the STEM fields can be disseminated
- Provide role models of prominent scientists and engineers to encourage undergraduate and graduate students, and to empower and inspire women faculty and post-doctorate professionals to be successful in their career paths
- Present tools and leadership opportunities for Penn State students to successfully prepare and enter the workforce post-college
- Maintain up-to-date information on resources and opportunities for women in the STEM fields including WISE activities and those of our constituent colleges on the WISE website and through the WISE listserv
- Facilitate cross-disciplinary information exchange and collaboration especially among our constituent colleges and the commonwealth campuses
- Assist Penn State in attaining its goal of becoming a more diverse institution

**For details on specific current WISE activities, please visit our web site at [www.equity.psu.edu/wise](http://www.equity.psu.edu/wise). We can also make available short summaries on each of WISE's annual programs and activities if requested.**

## WISE Structure:

The WISE Institute consists of a primary administrative unit and three advisory units:

- **The WISE Administrative unit** is housed within the Office of the Vice Provost for Educational Equity and is comprised of a Director, Assistant Director, Staff/Budget Assistant and student employees and interns.
- **Deans' Coordinating Council** comprised of Deans from our constituent colleges, the Vice Provost for Educational Equity, and the WISE Director. The primary role of the Deans' Coordinating Council is to advise the Director of WISE on how the Institute can support the work of the colleges and facilitate collaborative opportunities among colleges.
- **Internal Advisory Board** comprised of faculty, staff, and student representatives from the constituent colleges and representatives from relevant university-wide units. The role of the WISE Internal Stakeholder Committee is to provide advice and assistance to the Institute, to share and discuss ideas and issues pertinent to women in the STEM fields at Penn State, and to help formulate plans to attain gender equity across the university.
- **External Advisory Board** comprised of external individuals from industry, government, foundations, and academe, particularly alumni, who are interested in women's issues in science and engineering. The External Stakeholders Committee provides advice and guidance to aid the Institute in achieving its primary goal to coordinate and enhance the recruitment, retention, success, and professional development of women in the STEM fields.



The WISE Institute serves a variety of audiences each year from K-12 to undergraduate and graduate students, to post-docs, faculty, and staff. Below are data for a typical number of participants directly served by the WISE Institute's multidisciplinary programs and activities. WISE's programs and activities are open to all students in our constituent colleges (Academic Partners).

