For more than 20 years, Women in Science and Engineering (WiSE) has proudly supported the recruitment, persistence, and advancement of women in STEM (science, technology, engineering, and mathematics).

Led by women faculty and professional staff, WiSE serves a total of 19 STEM departments at Syracuse University. Our diverse programming and events offer women in STEM a wide variety of networking and learning opportunities, as well as support, encouragement, and inspiration. Through research-based strategies and an active community of mentors and peers, we help women students and faculty achieve their professional goals.

WiSE offers programming for women in STEM at all levels—for undergraduate and graduate students, postdocs, and faculty. In 2020, WiSE hosted a total of 70 events!

New in 2020!

**Online Programming:** When in-person events were paused in March due to the pandemic, WiSE quickly shifted to online programming—continuing to effectively reach and connect women in STEM over Zoom and GroupMe (a messaging app).

**Pilot Career Preparation Program (CPP):** In September, WiSE launched a pilot one-year certificate program for women of color sophomores and juniors majoring in STEM disciplines. The initiative aims to provide participants with opportunities and resources for developing a roadmap for academic and career success. Participants are expected to attend professional development and networking events offered by WiSE, as well as complete an early portfolio.
package for faculty review and feedback. Sixteen students were selected for the 2020-2021 program. For more information, see this Syracuse University News article.

Programs for undergraduate students

**WiSE Women of Color in STEM (WWoCS):** Established in 2014, this program continued to bring women students of color together with graduate mentors and faculty, fostering community and a sense of belonging. The following WWoCS sessions were offered in 2020:

- **Social Hour at Sitrus:** Networking Focus
  January 16, 2020
- **Personal Statement Drop-In Help**
  January 22, 2020
- **De-Stress for Spring Semester Success**
  January 29, 2020
- **Summer Research Opportunities/Internships**
  February 27, 2020
- **Volunteering at the Museum of Science and Technology (MOST):** Women in STEM Showcase
  March 7, 2020
- **Virtual Social Hours**
  Multiple dates (April 2020)

- **WWoCS Graduate Mentors Welcome**
  August 27, 2020
- **WWoCS Fall Welcome**
  September 9, 2020
- **Amplifying Your Voice: Strategies for "Talking Back"**
  October 8, 2020
- **Social Hour/Networking with Graduate Mentors**
  October 21, 2020
- **Career Panel with STEM Alumni**
  November 2, 2020
- **Community Engagement and Stress Reduction with Hendricks Chapel**
  December 10, 2020

**Norma Slepecky Undergraduate Research Prize:** The Slepecky ceremony and guest lecture were unfortunately canceled in 2020 due to the pandemic. The award committee, chaired by Dr. Natalie Russo, still reviewed applications, and two students were selected for their excellence in research. Julia Riley received the first place prize, and Heather Sosnoski took second place (both biochemistry and neuroscience majors). To learn more, see this Syracuse University News article.
Programs for graduate students

**WiSE Future Professionals Program (WiSE-FPP):** First offered in 2007, WiSE-FPP is a two-year professional development and support initiative for women graduate students in STEM. For program year 2020-2021, 55 WiSE-FPP Associates were selected—the largest cohort ever accepted! The following WiSE-FPP sessions were offered in 2020:

- Breakfast with Dr. Sarah Woolf-King  
  January 22, 2020
- Myers-Briggs Assessment  
  February 14, 2020
- Writing an Effective CV/Resume  
  February 24, 2020
- Portfolio Reviewer Panel  
  April 14, 2020
- WiSE-FPP Fall Welcome & Orientation  
  September 16, 2020
- A Conversation with Ombuds Neal Powless: Conflict & Culture  
  October 13, 2020
- STEM Women Faculty Panel  
  November 9, 2020
- Social Hour/Networking with Peers  
  November 18, 2020
- Group Screening & Film Discussion  
  (Picture a Scientist)  
  December 14 & 15, 2020

**Scientific Writing Workshop:** In 2020, WiSE, in collaboration with the Graduate Student Organization, held two workshops with Dr. Elizabeth Paley of Duke University for graduate students in STEM.

Programs for postdocs

**WiSE Postdocs:** WiSE continued to bring women postdocs in STEM together for valuable learning, networking, and mentorship opportunities. Informal meetups for supportive, open discussion were added this year—with great success. The following WiSE Postdocs sessions were offered in 2020:

- Scientific Writing Workshop  
  January 8, 2020
- Speed Networking  
  January 24, 2020
- Peer Writing Group  
  Multiple dates (spring/fall 2020)
- Grant Writing Panel  
  February 28, 2020
- Pathway to NIH Award  
  April 7, 2020
- Negotiating Strategies  
  April 24, 2020

| Percentage of respondents rating WiSE-FPP programs above average or excellent on evaluations: 90% |

Informal Meetup/Picnic on July 10, 2020

A lot of things that the panelists mentioned were very helpful because of how they resonated with my current situation.

-WiSE Postdocs event participant  
(via evaluation survey)

Note: WiSE-FPP Associates and faculty were often invited to WiSE Postdocs programming; and CPP Associates, women postdocs, and faculty were often invited to WiSE-FPP events—building community across WiSE programs.
• Informal Meetups/Picnics
  Multiple dates (spring/summer 2020)
• Let Your Voice Be Heard: Effective Online Communication
  July 22, 2020
• Info Sessions: STEM Early Career Development Grant Application
  August 12 & 26, 2020
• WiSE Postdocs Welcome
  September 25, 2020

• Informal Meetups/Coffee Breaks
  Multiple dates (fall 2020)
• Developing & Utilizing Self-Awareness to Fulfill Your Potential
  October 23, 2020
• Conflict & Communication Part 1: Conflict Management
  November 13, 2020
• Discussion/Reflection
  December 11, 2020

Programs for faculty

**WiSE Faculty:** WiSE continued to foster a supportive, professional network for women faculty in STEM at the University. On November 6, 2020, WiSE hosted a Junior Faculty Lunch that included a presentation on resiliency strategies and small group discussion. In addition, WiSE provided Faculty Leadership Development Grants and Faculty COVID Resource Grants in 2020.

*The speaker was excellent. She was human and personable and honest about her struggle and the struggle many women face in STEM.*

-WWoCS event participant (via evaluation survey)

Volunteering at the MOST: Women in STEM Showcase on March 7, 2020

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**2020-2021 WiSE leadership and staff**

**Faculty Co-Directors**
Dr. Shobha Bhatia
Dr. Katharine (Kate) Lewis

**WiSE Women of Color in STEM & Career Preparation Program**
Dr. Dawn Johnson (lead)
Dr. Michelle Blum
Graduate Mentors: Ashley Douglass, Megha Jayachandran, Sucheta Lahiri, Isabel Munoz, Eloise Eyo Parry-Nweye, and Momina Toseef

**Norma Slepecky Undergraduate Research Prize & Lecture**
Dr. Shobha Bhatia
Dr. Katharine (Kate) Lewis
Sharon Alestalo

**General Undergraduate Programs**
Dr. Katie Becklin

**WiSE Future Professionals Program**
Dr. Shikha Nangia (lead)
Dr. Heather Coleman
Dr. Brittany Jakubiak
Dr. Sucheta Soundarajan

**Postdoc Mentoring**
Dr. Samantha England
Dr. Huan Gu
Dr. Susan Parks

**Faculty Mentoring**
Dr. Julie Hasenwinkel

**Leadership Development**
Dr. Eleanor Maine (lead)
Dr. Qinru Qiu
Dr. Amy Criss

**Professional Staff**
Sharon Alestalo, Program Director
Amanda Latreille, Program Support Coordinator
Isabel Munoz, Graduate Program Assistant
Kate Kemnitz, Undergraduate Program Assistant

Date completed: January 5, 2021