

# CENTER OF EXCELLENCE FOR WOMEN & TECHNOLOGY

BICENTENNIAL  
SUMMARY REPORT  
2013–20





## TABLE OF CONTENTS

Welcome from the Director .....	2
About the Center .....	4
Why We Matter .....	5
Affiliate Growth .....	7
2019–20 Highlights .....	8
Advocates, Allies, and Partners .....	16



**CENTER OF EXCELLENCE FOR  
WOMEN & TECHNOLOGY**

# WELCOME FROM THE DIRECTOR



Dear Friends of the Center of Excellence  
for Women & Technology,

This multidisciplinary Center was launched in 2013 and has experienced steady growth both in affiliate numbers and program offerings, currently boasting more than 7000 students, faculty, staff, and alumnae from more than 255 academic programs. This discipline agnostic center lies within the purview of the Office of the Provost, and serves to empower women from all campus disciplines, encouraging development of both technical and self-management skills. These are both especially important when working in environments that are largely male dominated.

The importance of being technologically savvy in today's highly competitive job market should not be underestimated. Across majors and career fields in the College of Arts and Sciences, the professional schools, and other disciplines, strong digital skills are in high demand, and this demand will only grow as all fields and careers become more tech adjacent.

Now more than ever, digital skills are needed in the workplace. Barron's MarketWatch reports that liberal arts students with additional technical skills qualify for nearly twice as many job openings versus those who don't have them, and are also paid more than graduates without technical skills. (Deloitte Insights 2019.) Yet, historically, women are significantly less likely to pursue technical skill development, largely due to socially constructed messages and experiences they have encountered in the past as well as current educational and workplace environments.

Research shows that women respond to the encouragement of influencers in this arena, and we provide that support at our Center, promoting awareness and skill development while providing supportive environments with networking, peer and professional education, and collaboration with influencers.





We welcome male advocates and encourage them to engage with our Allies for Equity faculty and student programming initiatives to champion equity and inclusion in our classrooms, labs, and departments. In addition to this program, in 2019–20 we sponsored more than 250 programs. And now, with the COVID-19 pandemic, we provide an opportunity for our student, faculty, and staff leaders to build online digital communication skills as they deliver programs virtually to their communities. In addition to our programming, for the 2020–21 academic year we will focus on three overarching interdisciplinary themes: cybersecurity across disciplines, the impact of AI on our futures, and digital survival skills. All of our programs are informed by our deep commitment to addressing issues of gender and intersectionality and their relationship to equity and social justice in our community. We also focus specific programs on the unique challenges faced by Black and other women of color, which have taken on new importance during this challenging time.

We believe that a technology across the curriculum initiative for IU students will benefit all of our affiliate groups as we move forward into a future that is dominated by technology. It may take a while for that to happen and so, in the meantime, we will continue do our part to make a difference.

This Bicentennial report provides an overview of the growth of the Center of Excellence for Women & Technology over time and the programs coordinated by its staff, student teams, campus collaborators, and supporters.

Sincerely,

**Maureen Biggers**  
Executive Director





**Michelle Bartley-Taylor**  
*Senior Associate Director*



**Jenny Hertel**  
*Associate Director*



**JesAlana Stewart  
Thomas**  
*Program Coordinator*



**Brandi Wykoff**  
*Associate Operations  
Coordinator*



**Jen Mayer**  
*Marketing and  
Communications  
Coordinator*

# ABOUT THE CENTER

The Center of Excellence for Women & Technology, founded in 2013, serves to empower women students, faculty, and staff across all disciplines, fully leveraging technology to attain academic and professional success and excellence. Research informs us that women, especially students, are significantly less likely to meaningfully engage with technology unless they are provided with encouragement and the support of mentors and other influencers. This is what we offer at the Center.

The Center is a national model and serves as a resource hub for women across the IU campus, providing them with opportunities to develop skills in leadership, mentoring, networking, and collaboration while building confidence and knowledge about technology. Along with research opportunities, the Center offers encouragement and a space in which to build an interdisciplinary community. Empowerment is a key feature of our Center.

Reporting directly to the Provost, our work is informed by the core belief that every academic field, every profession, and every career is becoming increasingly tech adjacent. We know that career success can be significantly impacted when women are grounded in basic technical competency skills, are engaged in a lifelong pursuit of learning, and learn new technologies that connect to their passions. Regardless of major, developing tech skills will impact the starting salaries and career trajectories—and the career success—of IU women.

Originally known as the Center of Excellence for Women *in* Technology, in 2018 the Center’s name was changed to the Center of Excellence for Women **&** Technology to emphasize inclusivity and to send a clear message—that we invite and welcome all women, across all majors. Male allies are also welcome in our Center.





# WHY WE MATTER

## FOR STUDENTS

At the Center, we are addressing the shortage of women who meaningfully engage with computing/IT as they prepare to enter the 21st century workforce. This dearth exists for a variety of pre-college experiences and sociocultural reasons cited by numerous researchers.

We work with women who are tech majors to encourage their retention and professional development. The Kapor Center for Social Impact, reflecting scores of other research, offered this assessment in a 2018 report, “The Leaky Tech Pipeline: A Comprehensive Framework for Understanding and Addressing the Lack of Diversity Across the Tech Ecosystem”:

**Increasing diversity in the technology ecosystem is an urgent national priority.**

Despite being one of the largest drivers of the United States economy, the technology ecosystem has remained stubbornly homogeneous by race and gender, with women, Black, Latinx, and Native American individuals vastly underrepresented. This persistent underrepresentation has very real consequences. Without a diverse workforce, the innovative potential of technology will be stymied. Without access to high-income jobs and opportunities for wealth creation through tech entrepreneurship and investment, wealth inequality will worsen. And, without preparing a much broader segment of the population for the future technology workforce, our nation’s future global competitiveness will suffer.

We welcome non-tech majors. Some may choose to add a tech second major or minor; others may simply wish to learn new skills to add to their resumes.

*“This is the perfect time to get or enhance your tech or tech-adjacent skills. Tech has infiltrated virtually every aspect of our daily, as well as business, lives. Every company these days is or is becoming a tech company, and every employee must have a modicum of tech skills. The IU Center of Excellence for Women & Technology can help guide and support you through this journey to career opportunity, help you build and grow a network of support to last throughout your career. Take advantage of it. You’ll be better for it, and so will Indiana.”*

**Mike Langellier**  
President & CEO, TechPoint



## FOR FACULTY

We cater to faculty needs through diverse programming and initiatives designed to encourage, promote, and enhance teaching, research, and professional development. We promote gender equity in departments, and the development of male advocates and allies. We empower faculty women affiliates by curating resources for their use and by developing workshops that help them build a foundation in technologies that they, in turn, can integrate into their classrooms, thereby facilitating instructional excellence.

The Center offers a vast network and community of colleagues by creating space for women to network and present their scholarship in Science, Technology, Engineering, and Math (STEM), in the Social Sciences, Humanities, Arts, Professions, and Education (SSHAPE), and beyond. By inviting faculty to present their work here, we help bring visibility to that work on campus. We promote faculty service through opportunities for leadership and mentorship, including undergraduate research opportunities.

Finally, we facilitate faculty discussion and inquiry amongst this community of scholars about the role technology can and should play in their professional and personal lives, continually reflecting and adapting our programming to support and encourage faculty success and visibility.

## FOR STAFF

In order to provide support, networking, and programming for the hundreds of women at IU who work in and with technology, and the many men who support them, we partner with Indiana University Women in Information Technology (IUWIT), a staff-led organization for those in IT on all IU campuses. When IUWIT and the Center's partnership began in 2013, 350 staff members affiliated with our groups. We now have more than 700 staff affiliates. IUWIT offers opportunities for networking, professional development, and service through mentoring.

## FOR ALUMNAE

We provide opportunities that enable interested alums to maintain a connection with our campus and students. We welcome alumnae participation in our annual Summits, and encourage them to serve as advice givers and role models for our students about the importance of tech preparation while in college. We want to thank the many IU alumnae who give back by paying it forward through our high quality eMentor programs that match undergraduate women to alums in the workforce, programs that continue to grow each year.

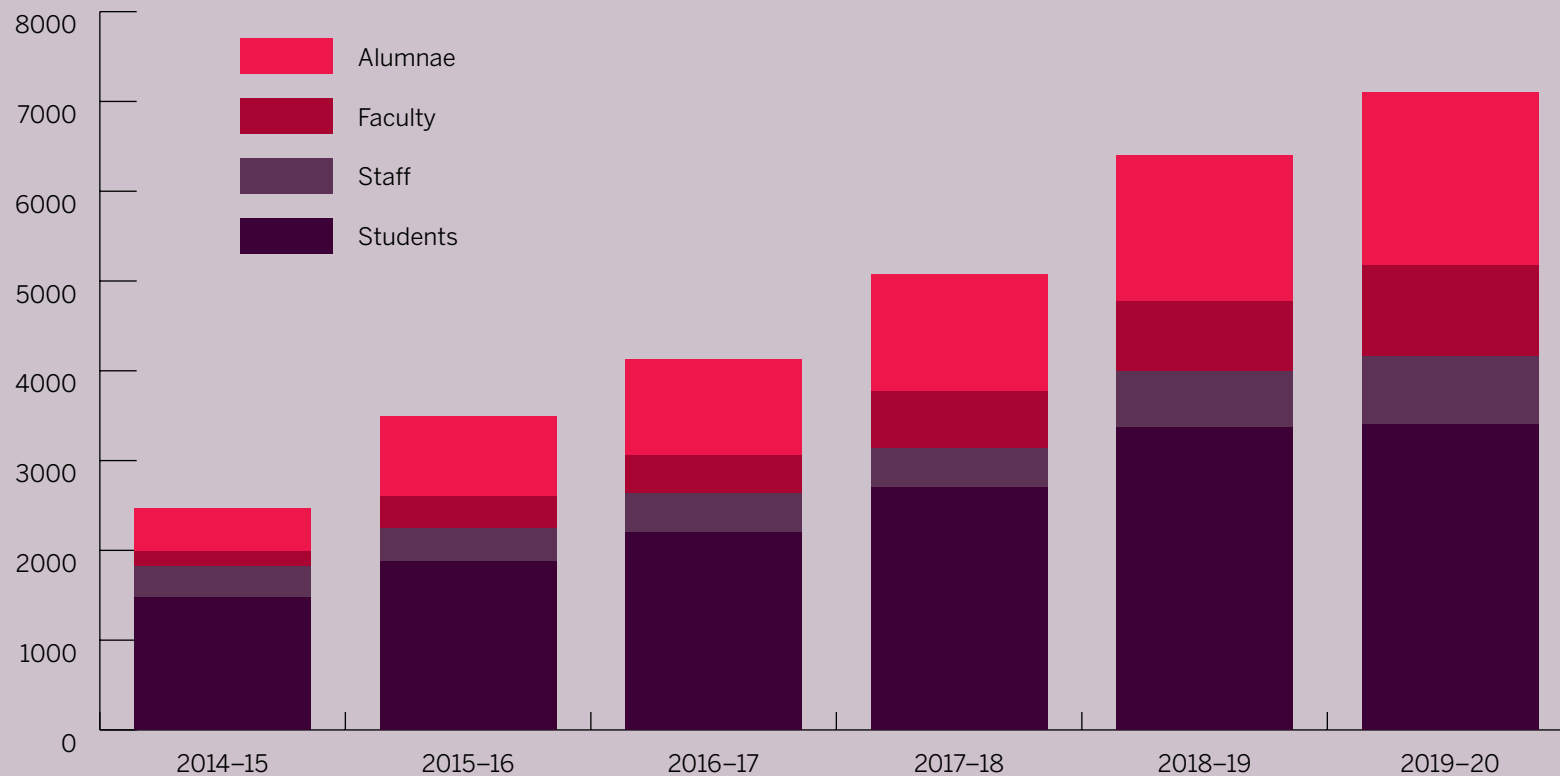


# AFFILIATE GROWTH

Affiliate numbers have steadily increased since our launch. The current pool of more than 6000 affiliates represents all 12 schools and 255 academic programs on the Bloomington campus and includes a small number of students and staff from regional campuses.

Year	Students	Staff	Faculty	Alumnae
2014-15	1476	349	160	486
2015-16	1876	373	346	900
2016-17	2200	436	426	1065
2017-18	2700	445	630	1300
2018-19	3367	627	780	1625
2019-20	3404	755	1023	1918

**2019-20 TOTAL AFFILIATES = 7100**



*“I am amazed by the infinite possibilities of computational modeling. Beyond simple prediction, I have found that modeling can be used for a variety of purposes, such as guiding data collection or explaining a particular phenomenon. Computational modeling is extremely flexible and can be used to answer questions within both the social sciences and natural sciences.”*

**Nadine Z. Templeton**

REU Student

Project title: *Modeling Evolutionary and Adaptive Systems: Replicating and Extending a Model of Wealth Inequality in Nature and Society*  
Faculty Mentor: Eduardo J. Izquierdo

# 2019–20 HIGHLIGHTS

## INTERNSHIPS

Since the initial launch year, when five student interns were employed, the Center has employed more than 175 student interns, providing them with skill building, leadership, and professional development opportunities. Work responsibilities include leading our Student Affiliate Group program threads and providing needed support services, including videography, photography, social media, web maintenance, graphic design, and data assistance.

## EMERGING SCHOLARS RESEARCH EXPERIENCE FOR UNDERGRADUATE WOMEN

Since 2014, this program has paired 230 first-year and sophomore women at IU Bloomington with 104 faculty mentors from a wide variety of disciplines. Each apprentice researcher is engaged in a research project that features an aspect of computing and/or technology. This program now has the capacity to host 60 students annually. During the 2019–20 academic year, topics ranged from “Understanding and Regulating Food Controversies on Facebook” to “Design and Study of Social Robots for Everyday Use.” In addition to their hours of dedicated research work, students complete an undergraduate research methods course as a cohort and participate in a research hackathon and virtual poster competition as part of the program requirements.





# STUDENT ALLIANCE GROUPS

Student alliance groups provide micro communities where students network, make new friends, and build technology awareness and skills in focused areas of common interest. Each of our 11 groups is led by three student interns who are responsible for designing and delivering a thread of programs for their theme.



3D Printing & Design



Allies for Equity



Black Women & Technology



Entrepreneurs & Technology



Game Design



Graduate Women & Technology



MediaMakers



Outreach



Social Media



Web Design



Women Who Code

For more details about each of the teams, visit [womenandtech.indiana.edu/programs/student-alliance-groups](http://womenandtech.indiana.edu/programs/student-alliance-groups).

*“I was a first-generation college student who did not have mentorship in the area of higher education prior to attending college or for the first half of undergrad. Many of the difficulties I encountered could have been mitigated if I had. However, I am grateful for my experiences and learned a lot from both the experiences themselves and the mentors that I eventually found for myself. I have made it my mission to help students and young people in similar situations as my own, as mentorship played a huge role in how I got to where I am today.”*

**Trenika Williams**  
BSTEM Mentor



## E-MENTOR STUDENT-ALUMNAE MATCHING

Since its inception in 2016, more than 650 students have participated in one of two unique electronic mentoring (eMentoring) programs which match female students with trained IU alumnae mentors based on professional aspirations, common interests, and background. Mentors and mentees meet virtually to share, discuss, and connect.

Participants can select from one of two eMentor programs: Women & Tech (W&T) or Black Women & STEM (BSTEM). W&T and BSTEM have seen steady growth over the years—59% between the two programs. The BSTEM program alone has doubled in size each year from 2017 to 2020, with a 130% increase of participation from the 2018–19 academic year to the 2019–20 academic year.

Students in the BSTEM and W&T programs find the support of their mentors invaluable. A former W&T program participant put it this way: “I’m going through a very critical part of my undergraduate career now and our last conversation has enabled me to gain the mental strength I need to get through this time. I’m quite excited for the future and the challenges that come my way.”

Mentors, too, gain from the experience. “I am volunteering as a mentor because it is an immediate way for me to give back to IU and CEWiT as a recent graduate,” said Kristen Hurns, a BSTEM volunteer. “I feel that I have valuable insight and information that I wish I had known while I was matriculating through my degree programs.”

## OUTREACH/EXTERNAL COMMUNITY ENGAGEMENT

Through engaging workshops, classroom visits, information fairs, open houses, First Thursday Festivals, and other events geared toward IU students, our Student Alliance Outreach Team aims to spark interest in technology and share its benefits. We also seek to build an atmosphere of community that fosters growth, learning, and relationships rooted in our mission, which is to inspire, encourage, and educate IU women to develop tech skills regardless of discipline.

Our students are also involved in numerous off-campus K-12 outreach initiatives such as Girls Coding Weeks in collaboration with the Monroe County Women's Commission, Ivy Tech Community College Bloomington, Girl Scouts of Central Indiana, Girls Inc. of Monroe County, and IU Admissions; Girls in Engineering, Math, and Science (GEMS) Club at Bloomington High School North; Launch(ed) Women in Technology with Launch Fishers; IU Science Fest; Limestone Robotics; Girls Inc. of Monroe County; Boys & Girls Clubs of Bloomington; and Aspirations in Computing for High School Students in Indiana.

## NATIONAL SCIENCE FOUNDATION: BROADENING PARTICIPATION IN K-12 COMPUTER SCIENCE

Receiving a \$300,000 National Science Foundation grant, the Center's executive director is on the principal investigator leader team for a 23-state alliance funded by the NSF. The Expanding Computing Education Pathways (ECEP 2.0) Alliance uses a collective impact model to increase the number and diversity of students in the pipeline to computing and computing-intensive degrees by supporting state-level computing education reforms. The ECEP Alliance collaboratively develops and tests interventions focused on systemic change, develops tools and resources for state-level support, and facilitates defining and measuring state goals to increase the number of underrepresented students in this arena. Anne Leftwich, associate professor in the IU School of Education, joins the co-PI team for this alliance.







## CRASH COURSES

Our highly collaborative and interactive Accelerator Crash Courses are intended to introduce tech basics and encourage further in-depth learning on a variety of technology-related subjects. These workshops have typically occurred for six hours on a Saturday and/or Sunday, with lunch provided. These crash courses are so popular we have had to employ wait lists to accommodate all of the women wishing to participate. The courses are specially designed for students and faculty participants. Examples include: Excel, 3D Printing & Design, Illustrator, Scrum, SQL, IOS Development using Swift, Cybersecurity, Tableau, Premier Pro and After Effects, R Markdown, 3D Digitization and Photogrammetry, Machine Learning 101, Web Development and Design, and ArcGIS. Upon program completion, participants earn an eBadge to include in their ePortfolios. More than 600 students and 145 faculty have participated.

## IUB WOMEN RISING

IUB Women Rising started as a pilot program of the Career Development Center, funded by the IU Foundation's Women's Philanthropy Leadership Council and Well House Society. Since Fall 2019, the program has been housed within the IU Center of Excellence for Women & Technology. As is true with all of our programs, IUB Women Rising programs are attentive to intersectionality and inclusivity, and the goal is to provide education and practical tools to close the

gender equity pay gap through innovative outreach and advocacy programming. Student interns deliver “Ten Talks” on career challenges related to the pay equity gap, and professional staff deliver workshops on salary negotiation through American Associate of University Women (AAUW) licensing.

## EMPOWERMENT SERIES

The Center offers several interactive workshops and seminars each year, designed to develop critical self-management skills that foster increased confidence and success, both in academic and career environments. Nearly 600 women have participated in our Empowerment workshops on such topics as:

- How Women & Men Partner Together for Gender Equality
- Stereotype Threat
- Dealing with the Sting of Microaggressions
- Black Women's Wellness & Empowerment
- Imposter Syndrome
- Body Image & Media
- It's Not Bossy, It's Brave: Practical Strategies for Self-Advocacy
- AAUW Start Smart Salary Negotiation
- The 3 Essential Strategies to Building Your Brand

## ANNUAL SUMMIT: CELEBRATING WOMEN & TECHNOLOGY

The Summit is an annual conference on the IU Bloomington campus that provides an opportunity for the IU community to share, learn, engage with, and experience technology across a variety of skill levels and disciplines. More than 350 students, faculty, staff, corporate representatives, and community members of all genders attended the seventh annual Summit on March 6–7, 2020. Features of the Summit included a keynote presentation and a plenary address from Develop[HER] founder Lauren Hasson; presentations of the Outstanding Student Leadership Award and the Faculty/Staff Outstanding Mentor/Sponsor Awards; the Scholars Book Fair, co-hosted with UITS Learning Technologies; free professional headshots; multiple networking opportunities; a Career & Information Fair; and more than 30 breakout sessions on topics related to empowerment and technology skills and tools.

## ADDRESSING THE CORONAVIRUS PANDEMIC

Faculty faced unprecedented challenges when, in March 2020, the university made an immediate shift to online education. The Center assisted by conducting activities such as Faculty Community Check-Ins and Weekly Faculty Coffee and Conversation hours, providing forums where faculty can ask for and share advice on shifting classes online, and where conversations focus on concerns for current and future student and faculty support, as well as managing expectations of ourselves and our students given these extraordinary circumstances.

## STAFF—IUWIT

Workshops have been held for staff on topics such as creating a positive work culture, how to negotiate, unconscious bias, Transgender 101, and micro-inequities. Additionally, IUWiT partners with the UITS IT Leadership Community and the Big Ten Academic Alliance Women in IT group on virtual conferences and book clubs on leadership and allyship. Each year, they offer a speed networking session



open to all IT staff at IU at the annual Statewide IT Conference. And, in 2020, they adapted the speed networking event to allow IU staff to help IU students build and practice their networking skills at a special session during the 7th Annual Summit: Celebrating Women & Technology.

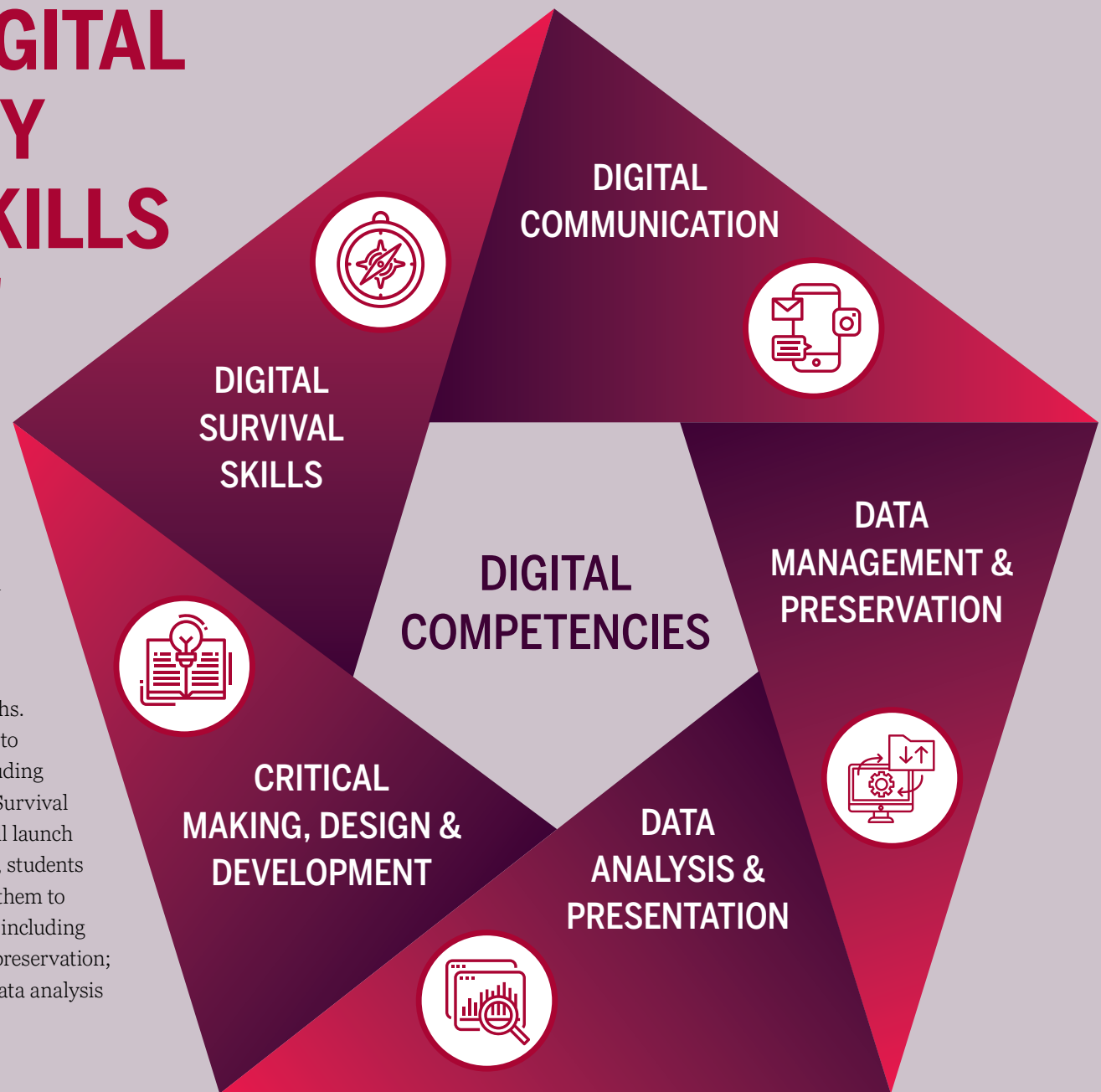


*“What I liked most about the Summit was being in the company of so many accomplished and successful women, networking with them and learning from them. I loved the opportunities to expand my skill set with professional and technological work skills. The organization of the Summit along with a helpful website and detailed agenda made it a great experience!”*

*Student Summit Participant*

# TAKE THE DIGITAL COMPETENCY SURVIVAL SKILLS CHALLENGE!

We know that being able to work digitally and, more importantly, being able to tell a convincing story about digital competencies, will help students strategically position themselves for greater success in the 21st century workforce. Using the framework shown here, we ask students to connect relevant skills to their major and co-curricular interests—past, present, and future—and look intentionally for opportunities to explore them and build strengths. We encourage students to develop the language to describe those skills to different audiences, including future employers. The eBadge for Basic Digital Survival Skills, developed by a faculty and staff team, will launch as a pilot in Fall 2020. Beyond these basic skills, students are provided with information that encourages them to tie their interests to other possible digital areas, including digital communication; data management and preservation; critical making, design and development; and data analysis and presentation.







**Nikki Pohl, Ph.D.**  
*Director for Faculty Women in STEM*

## FACULTY WOMEN IN SCIENCE TECHNOLOGY ENGINEERING & MATH (STEM)

Dr. Nikki Pohl (Associate Dean for Natural & Mathematical Sciences & Research for the College of Arts & Sciences; Joan & Marvin Carmack Chair & professor of Chemistry) serves as director for the Center's Faculty Women in STEM initiative.

During this Bicentennial year, the Center has served nearly 180 STEM faculty women with tailored events addressing faculty needs. These included discussions focused on tenure-track faculty and on gender bias, which led to generative examples for use by the male faculty Advocates and Allies program. Other events included partnerships with SSHAPE Faculty and with the Office of the Vice Provost for Research and IU Studios, to increase the internal and external visibility and impact of faculty women's research. These events included information sessions on Open Access publishing, Owning Your Expertise, and research salons that provided female faculty with the opportunity to share and elevate their own work bringing more visibility to their research across disciplines. These events also highlighted resources and aid available to faculty members at IU.



**Vivian Halloran, Ph.D.**  
*Director for Faculty Women in SSHAPE*

## FACULTY WOMEN IN SOCIAL SCIENCE, HUMANITIES, ARTS, PROFESSIONS, & EDUCATION (SSHAPE)

Launched in 2020, and founded by Dr. Vivian Nun Halloran (Associate Dean for Diversity & Inclusion for the College of Arts & Sciences, professor of English & American Studies), SSHAPE was created by the Center to:

- address the distinct needs of faculty across all ranks whose primary area of research and interests are in non-STEM fields;

- provide a community and space for inquiry about the role technology can and should play in the professional and personal lives of faculty;
- provide skill building opportunities to interface with technology in productive ways to benefit faculty and students.

Because women in SSHAPE have different technology needs, concerns, and issues, this group has held targeted events that catered to these needs, including: hybrid book discussions made available in person and through zoom, a panel that focused on the potential professional impact of developing strategic digital competencies for faculty, a workshop email management systems, and community check-ins.



**Tom James, Ph.D.**  
*Director for Faculty A&A*

## FACULTY ADVOCATES & ALLIES (A&A)

Led by Dr. Tom James (Professor, Psychological & Brain Sciences) this group of men faculty strives to:

- understand the context of gender inequity in academia, with a focus on the IUB campus;
- be introduced to relevant concepts and literature, including unconscious bias and male privilege;
- use scenarios to practice ally skills with peers;
- obtain resources to assist personal development and to share with others.

More than 200 male faculty to date have participated in advocate-led workshops on this topic. Two main suggestions for future programming came from a survey in Spring of 2020: 1) the need for both mixed-gender and all-male workshops and 2) the need for more variability in the offerings, with preference for a) bystander intervention training, b) equity in classroom settings, and c) intersection of race and gender. A working group is developing a mixed-gender Equity in the Classroom workshop and will be following up with the other suggestions to diversify the offerings. Related initiatives at both the graduate and undergraduate levels have also launched as of 2019.



# ADVOCATES, ALLIES, AND PARTNERS

## CAMPUS ADVISORY COUNCIL

Chaired by IU first lady Laurie Burns McRobbie, this campus-based group meets once per semester to share information and ideas to support the work of the Center. Members include:

**David Daleke**, Vice Provost for Graduate Education and Health Sciences;  
Associate Dean, University Graduate School

**Diane Dallis-Commentale**, Associate Dean for Planning and Administration,  
IU Libraries

**Erin Erwin**, Adjunct Faculty, School of Public and Environmental Affairs;  
Senior Associate Director of Career & Professional Development

**Kirsten Grønbjerg**, Associate Dean for Faculty Affairs; Professor, School  
of Public and Environmental Affairs; Efroymsen Chair in Philanthropy,  
Lilly Family School of Philanthropy-IUPUI

**Dennis Groth**, Interim Dean, Luddy School of Informatics, Computing,  
and Engineering

**Vivian Halloran**, Associate Dean for Diversity and Inclusion for the College  
of Arts and Sciences, professor of English and American Studies

**Tom James**, Associate Professor of Psychological & Brain Sciences

**Anne Massey**, CEW&T Co-Founder

**Siân Mooney**, Dean, O'Neill School of Public and Environmental Affairs

**Jim Musser**, Associate Executive Dean, College of Arts & Sciences;  
Professor of Physics

**John Nieto-Phillips**, Vice Provost, Diversity and Inclusion

**Cathy O'Bryan**, Director of Client Support, University Information  
Technology Services

**Eliza Pavalko**, Vice Provost for Faculty and Academic Affairs; Allen D.

and Polly S. Grimshaw Professor of Sociology

**Beth Plale**, CEW&T Co-Founder; Professor of Informatics and Computing

**Nikki Pohl**, Associate Dean for Natural and Mathematical Sciences and  
Research for the College of Arts and Sciences, professor and Joan & Marvin  
Carmack Chair of Chemistry

**Bobby Schnabel**, Professor of Computer Science; Faculty Director,  
University of Colorado Boulder

**James Shanahan**, Dean, Media School

**Ashok Soni**, Executive Associate Dean for Academic Programs; Professor  
of Operations & Decision Technologies; The SungKyunKwan Professor

**Michele Steele**, Vice President for Business Relationship Management,  
OneAmerica

**Laurie Burns McRobbie**, Advisory Council Chair





## FACULTY ADVISORY BOARD

The Faculty Advisory Board serves to provide oversight to program offerings, initiatives, and assessments for our faculty affiliate groups, including the Faculty Affiliates, STEM Faculty Affiliates, and the Male Advocates and Allies for Equity Affiliates. Each year this group reviews nominations and selects the faculty mentor/sponsor of the year award winners and provides input for the faculty portion of the Summit. The 13 current men and women faculty serving on the board are listed below.

**David Daleke**, Vice Provost for Graduate Education and Health Sciences;  
Associate Dean, University Graduate School

**Amanda Diekman**, Professor, Psychological and Brain Sciences

**Pnina Fichman**, Professor of Information Science

**Vivian Halloran**, Associate Dean for Diversity and Inclusion for the College  
of Arts and Sciences, professor of English and American Studies

**Carmen Henne-Ochoa**, Assistant Dean for Diversity and Inclusion,  
College of Arts and Sciences

**Diane Henshel**, Associate Professor, O'Neill School of Public &  
Environmental Affairs

**Tom James**, Professor, Psychological & Brain Sciences

**Sandra Kuebler**, Associate Professor, Linguistics

**Adam Maltese**, Associate Professor, Science Education

**Brenda McNellen**, Lecturer, Kelley School of Business

**Tuli Mukhopadhyay**, Associate Professor, Biology

**Nikki Pohl**, Professor, Associate Dean for Natural and Mathematical Sciences  
and Research for the College of Arts and Sciences, professor and Joan &  
Marvin Carmack Chair of Chemistry

**Karen Wohlwend**, Associate Professor, Education





## CORPORATE ADVISORY BOARD

Our current Corporate Advisory Group is comprised of representatives from Salesforce, TechPoint, Anthem, OneAmerica, Grainger, Cook Group, and ClearObject, and is chaired by Michele Steele, OneAmerica Vice President, Customer Service



## COLLABORATIVE PARTNERS

To facilitate our programs and events, we are fortunate to receive funding from campus partners, which sustain our work beyond what is provided for in the budget by the Office of the Provost.

Specifically, partner funding provides 24% of our total budget. In fiscal year 2020, additional financial support was received directly or indirectly from the following campus partners:

- Career Development Center
- College of Arts & Sciences
- Luddy School of Informatics, Computing, and Engineering
- The Media School
- Office of the Vice President for Diversity, Equity, and Multicultural Affairs
- Office of the Vice Provost for Undergraduate Education
- School of Education
- University Graduate School
- University Information Technology Services
- Women's Philanthropy Leadership Council



## ADDITIONAL CAMPUS PARTNERS

We are grateful to collaborate with the following Indiana University offices, departments, and programs throughout the year:

Alpha Kappa Alpha	IU Cinema	Ostrom Workshop
Career Development Center	IU Conference Services	Pi Lambda Phi Fraternity
Career Services Center	IU Journal of Undergraduate Research	Research Scholars Cohort Program (RSCP)
Center for Applied Cybersecurity Research	IU Libraries	School of Public Health
Center for Innovative Teaching and Learning	IU Studios	Serve IT
Center for Intellectual Property Research	Kelley School of Business	Social Science Research Commons
Center for Research in Race and Ethnicity in Society	Kelley School of Business Men as Allies at IU	STEM Residential Living Learning Center
CEO at IU	Maurer School of Law	University Division
Department of Sociology	Mind and Identity in Context Lab	Visual Development Lab, IU School of Optometry
Experts Database	MoneySmarts	
First Thursdays Festival	Neal-Marshall Black Culture Center	
Gamedev@IU	New Student Orientation	
Hamilton Lugar School of Global and International Studies	Office of Admissions	
Hoosier Games	Office of First Year Experience Programs	
I CAN PERSIST (ICP) Initiative	Office of Postdoctoral Affairs	
Indiana Statistical Consulting Center	Office of the Vice Provost for Faculty & Academic Affairs	
Institute for Digital Arts & Humanities	Office of the Vice Provost for Undergraduate Education	
IU Athletics	O'Neill School of Public & Environmental Affairs	

## COMMUNITY PARTNERS

We are also pleased to work in collaboration with a number of community partners, including the following:

Accenture	Girl Scouts of Central Indiana
American Chemical Society, Southern Indiana Section	Grainger
Anthem	HooWIT (Hoosier Women in Tech)
Big Ten Academic Alliance	Ivy Tech Community College Bloomington
Bloom Insurance	Monroe County Women's Commission
Boys & Girls Clubs of Bloomington	Monster Digital Marketing
Chexology	Naval Surface Warfare Center, Crane Division (NSWC Crane)
City of Bloomington Commission on the Status of Women	OneAmerica
ClearObject	PwC
Cook Group	Salesforce
Cornerstone Information Systems	Society of Women Engineers, Southwest Central Indiana Section
Eli Lilly and Company	TechPoint
Encore Sotheby's International Realty	
Girls Inc. of Monroe County	







# CENTER OF EXCELLENCE FOR WOMEN & TECHNOLOGY



@iucewit



@iu\_cewit



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[womenandtech.indiana.edu](http://womenandtech.indiana.edu)

