University of Wisconsin-Platteville

Women in Engineering, Mathematics and Science Program
Women in EMS Staff

- Director, Tammy Salmon-Stephens
- Special Program Manager, Kim Sargent
- Special Program Manager, Jaclyn Esqueda
- Student Staff

Click on picture for website staff information.

The Women in EMS Program is a division of the College of EMS Student Success Programs.
Vision, Mission and Culture

- **Vision** The Women in EMS Program (WEMS) will educate and engage students, parents, and all educators on gender diversity in the science, technology, engineering and mathematics (STEM) fields in order to create a more diverse, competitive, and balanced workforce.

- **Mission** Create a supportive community where women prosper.

- **Culture**
  - Networks and partnerships
  - Understanding and listening
  - Personal attention, responsiveness and sensitivity
  - Continuous improvement
  - Intentional and timely communication
  - Knowledge acquisition and relevant use of technology
Unprecedented Growth

72% growth in the number of women enrolled in the College of EMS since 2010.
Retention Programs and Initiatives

- Women in EMS Mentor Center
- Women in EMS Mentor Program
- Women in STEM Living Learning Communities
- Women in STEM Banquet
- Society of Women Engineers
- Women in EMS Scholarships
Mission
- The Mentor Center symbolizes and supports all diversity within the College.
- To provide support, networking opportunities and friendships with other women.
- The center endeavors to empower women to achieve their full potential as leaders, while expanding the image of women in male dominated STEM professions.

Network of Resources
- Formal and informal mentoring
- Community Environment
- Dual monitor computers
- Tutoring
- Staffed with student assistants
- Kitchenette
- Newly remodeled in 2014
- Study space with movable furniture
Women in EMS Mentor Center

Study Space

Lounge Area

Friendships and Support
Purpose and Goal is to aid in the recruitment, transition, and retention of female students in the College of EMS.

Connect freshmen and sophomore women EMS students with upper class women in small peer mentor groups.

Engage and Support one another in social, academic and professional development.

Educate and Empower participants to face the challenges encountered by women in STEM.
Women in EMS Mentor Program

Program Objective
Building relationships among and developing an interactive network of mentors, mentees, faculty, and staff.

As a result of being a mentor in this program, I am better able to assist other women in acquiring skills to build their: Academic networks

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Moderately Disagree</th>
<th>Neither Agree or Disagree</th>
<th>Moderately Agree</th>
<th>Strongly Agree</th>
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<tbody>
<tr>
<td>Mentor Survey</td>
<td>0%</td>
<td>0%</td>
<td>6%</td>
<td>56%</td>
<td>38%</td>
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As a result of being a mentee in this program, I am better able to develop: An academic network

<table>
<thead>
<tr>
<th></th>
<th>Strongly disagree</th>
<th>Moderately disagree</th>
<th>Neither agree or disagree</th>
<th>Moderately agree</th>
<th>Strongly agree</th>
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<tbody>
<tr>
<td>Mentee Survey</td>
<td>4%</td>
<td>0%</td>
<td>15%</td>
<td>42%</td>
<td>39%</td>
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Women in EMS Mentor Program

Our annual Progressive Dinner at four different professors homes. This is a very popular event for the students in the program.
Objectives

- Provide a **Stimulating Living-Learning Environment** for women in the College of EMS.
- Provide a **Support Network** for academics and everyday life that contributes to the retention of undergraduate female students in STEM fields.
- Develop a **Cohort Identity** among LLC members.
- Help with the **Transition** to college life and navigating higher education culture.
- Develop **Identity and Professional Skill Sets**
More than half the students in the freshmen LLC continue on to the sophomore LLC. The average first to second year retention rate in the College of EMS is 76.8%
Women in STEM Living Learning Communities

- Networking
  - Professor Meet and Greet
  - Lunches with female professors
- Co-hort Identity
  - Cooking Thanksgiving dinner together
  - Pottery painting
- Professional Skill Set
  - Resume building/Career development /Registration sessions
  - Women in STEM week professional panel
- Science Activities
  - Ornament decorating using a chemical reaction
  - Mississippi River Museum
- Social and Personal Care
  - Massages
  - Game Night
Women in STEM
Living Learning Communities
Women in STEM Banquet

- Sponsored by Alliant Energy

- Celebrating the achievements of women in STEM and graduating seniors

- Networking with industry, faculty and staff

- Building relationships with industry, faculty and staff

- Inspiring speech from a graduating senior(s)
Record number of industry sponsors and donations in 2016.
Women in STEM Banquet

Dr. Molly Gribb
First Female Dean in the College of EMS

Honoring Tammy Salmon-Stephens for 20 years of service to Women in EMS by Kim Sargent

Marissa Covilla and Alyssa Whiteaker Student MCs
Women in STEM Banquet

Graduating Seniors

Andrea Larson
Senior Keynote Speaker
Society of Women Engineers

- 71 member chapter
- Hosted the 2016 Region H Conference
  - Brought 700 professional and student SWE members to campus
  - Student organized and run
  - Largest conference ever held on UW-Platteville campus
- 2016 recipient of the UW-Platteville Outstanding Organization of the Year Award
- Collaborations with Dubuque Professional SWE Section
“M" POWERING WOMEN

UW-PLATTEVILLE
SWE Region H Conference 2016
Feb. 26–28
Society of Women Engineers

- Evening with Industry
- SWEet Advice with Industry
- Section meetings with guest speakers
- Outreach
  - EMS Expo
  - Women in Engineering Career Day
- Socials
  - Hockey games
  - Pottery painting
  - Movie nights
Society of Women Engineers

Conference Committee

Exec Board

SWEet Advice with Industry
Outreach

- Women in Engineering Career Day
- Pioneering Your Future in STEM
- Other STEM outreach supported by the WEMS Programs
Women in Engineering Career Day

- **Outreach** program for 9th – 12th grade women
- **Purpose** is to encourage a more diverse group of women pursuing engineering degrees and careers
- **Recruit** more women to UW-Platteville
- **Educate** participants about engineering disciplines
- **Expose** participants to college students, faculty and professional women role models in engineering
- **Engage** in engineering related hands-on projects
- **Encourage** peer networking and social relationships
Women in Engineering Career Day

Participant Surveys

Quality of Engineering Sessions 2015

Participation over Time

Women in Engineering Career Day
Student Participants

Number of Participants

Year
Outreach program for 5th – 8th grade girls

Purpose is to encourage a more diverse group of women pursuing STEM degrees and careers

Recruit more women to UW-Platteville

Educate participants about STEM disciplines

Expose participants to college students, faculty and professional women role models in engineering

Engage in STEM related hands-on projects

Encourage peer networking and social relationships

Collaboration between the College of Engineering, Math and Science (EMS) and College of Business, Industry, Life Science and Agriculture (BILSA)
Pioneering Your Future in STEM

Participant Surveys

Participation Over Time

Pioneering Your Future in STEM Sessions 2016

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<tr>
<th>Discipline</th>
<th>Poor</th>
<th>Okay</th>
<th>Average</th>
<th>Better</th>
<th>Excellent</th>
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<tr>
<td>Industrial Technology</td>
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<td>20</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Pulse Oximeter</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>20</td>
<td>5</td>
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<td>Exploring Animal Diversity</td>
<td>10</td>
<td>5</td>
<td>15</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>Groundwater Investigation</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>20</td>
<td>5</td>
</tr>
<tr>
<td>Comp. Science/Software Engineering</td>
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<td>20</td>
<td>5</td>
<td>10</td>
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<tr>
<td>Mathematical Modeling</td>
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<td>10</td>
<td>15</td>
<td>20</td>
<td>5</td>
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<tr>
<td>Increasing Productivity</td>
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<td>15</td>
<td>20</td>
<td>5</td>
<td>10</td>
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Pioneering Your Future Student Participants

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Participants</th>
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<tbody>
<tr>
<td>2011</td>
<td>20</td>
</tr>
<tr>
<td>2012</td>
<td>30</td>
</tr>
<tr>
<td>2013</td>
<td>40</td>
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<td>2014</td>
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<tr>
<td>2015</td>
<td>120</td>
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<td>2016</td>
<td>140</td>
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Pioneering Your Future in STEM
Other Outreach

- UW-Platteville Engineering, Math and Science Expo
- UW-Platteville Dia de Ciencias
- John Deere Dubuque Works, Introduce a Girl to Engineering
- Dubuque STEM Festival
- Keystone Area Education Association STEAM It Up (Dubuque and Elkader, Iowa)
Promoting Women in EMS

- I Am an Engineer Because….
- Interview on Wisconsin Public Radio
- Interview with Loras College TV
- Significant Growth in Women in EMS