Quarterly Report June 1, 2009- August 31, 2009
Rutgers University ADVANCE RU FAIR

This is the fourth quarter of our ADVANCE grant. In addition to the successful implementation of several RU FAIR/ADVANCE-related initiatives, we have made continued progress in the support of our RU FAIR professors and their activities on their respective campuses at Camden, New Brunswick and Newark. Two rounds of mini-grants have been awarded; several communications initiatives have been launched; the ground work has been laid for improvements in ‘family-friendly’ policies; and we have met with key university administrators about the way in which future search committees might be structured. The evaluation process also is well underway. The ADVANCE team has worked with a team from Rutgers University Office of Institutional Research and Academic Planning to obtain baseline NSF indicators and has developed a long-term strategy for data collection, storage, and analysis.

Significant Accomplishments

Mini Grants

1. (Cycle II). The call for proposals for Cycle II of the Mini Grant program was issued on June 6th, 2009, with a deadline for submissions by July 17th, 2009. The call was distributed to members of the sciwomen listserve (of the Office of the Promotion of Women in Science [WISEM]) and posted on the RU FAIR website. We received six applications. Members of the executive team evaluated and selected the mini grant recipients at a review meeting on July 31st, 2009. The criteria for evaluating proposals included feasibility, campus needs, and potential to promote interdisciplinary, interschool and intercampus activities that will lead to a permanent change in the culture of Rutgers University. Based on these criteria, the executive team funded five of the proposals, totaling $34,875 in funding (see Appendix A).

2. Mini Grants (Cycle I). Most of the activities funded with Cycle I will take place during the fall 2009 semester. To review the schedule of speakers, presentations, and workshops proposed in the previously funded Cycle I mini grants see Appendix B.

RU FAIR Website.
The RU FAIR website (http://rufair.rutgers.edu) is now fully operational. The number of “hits” more than doubled from 165 in June 2009 to 462 in July 2009. The website now includes a “Notable Speakers” page that highlights speakers we have hosted on-campus and includes a feature that permits a direct downloading of their presentations. The “Resources & Links” page has been expanded to include additional links to programs supporting women in STEM; each link is accompanied by a description of the program and/or website content. Another new feature is a “Mini Grants” webpage geared specifically toward Rutgers professors interested in opportunities for mini-grant funding and mini-grant funded events. We are currently investigating methods of promoting the visibility of our website in search engines such as Google and MSN.
Publication and press coverage.

PI, Joan W. Bennett, published a two-page essay in the July/August 2009 issue of Diversity Magazine titled “Rutgers promoting women in science, engineering and math” that highlights the NSF RU-FAIR/ADVANCE grant. Further, a local reporter for the New Jersey daily, The Star Ledger, interviewed Dr. Bennett for an article published in the August 20th, 2009 issue titled “Female high schoolers targeted for math, science degrees by NJ colleges” in which she conveyed the importance of hiring women faculty to teach in the STEM fields so that young students can have female mentors. (See: [http://www.nj.com/news/index.ssf/2009/08/female_highschoolers_targeted.html](http://www.nj.com/news/index.ssf/2009/08/female_highschoolers_targeted.html)).

Operations Research BBQ and career panel.
Our offices are now located in a building shared with the Rutgers Center for Operations Research. On June 15th, 2009, using funds from the Office for the Promotion of Women in Science, Engineering, and Mathematics and RU FAIR, over 50 faculty, staff, and students networked at our ‘OR BBQ and career panel.’. Drs. Mine Subasi, Post-doctoral Fellow at the Center for Operations Research, and Melike Baykal-Gursoy, Professor of Industrial Engineering, spoke passionately about their experiences in the field of Operations Research and emphasized the importance of recruiting more women into the department.

National Science Foundation 2009 Joint Annual Meeting.
Assistant Director, Dr. Thessalenuere Hinnant-Bernard, attended the 2009 NSF JAM Conference in Washington, D.C. from June 7th through June 11th, 2009.

Women in Engineering ProActive Network (WEPAN) National Conference.
The Office for the Promotion of Women in Science, Engineering, and Mathematics and RU FAIR funded the travel of RU FAIR Program Coordinator, Christina Leshko, and newly hired Materials Science and Engineering professor, Dr. Laura Fabris, to the annual WEPAN conference in Austin, Texas from June 17th -19th, 2009. Ms. Leshko presented a poster on the Rutgers RU FAIR/ADVANCE project and returned from the conference with information regarding initiatives and research other ADVANCE projects have undertaken. Ms. Leshko intends to participate on the Planning Committee for next year’s conference, to be held in Baltimore, Maryland.

New Faculty Welcome and Resource Fair.
The Office for the Promotion of Women in Science, Engineering, and Mathematics and RU FAIR hosted a table at the Rutgers New Faculty Welcome and Resource Fair on August 24th, 2009 in the Douglass Campus Center. Information regarding mini-grant events, funding opportunities, and our goals and objectives was distributed at the fair.

RU FAIR Professors Update

New Brunswick Campus: In the last several months, RU FAIR Professor Helen Buettner has initiated several projects that include:
**Rutgers Women in Engineering Focus Group.** IRB approval was requested and received for this activity, organized in collaboration with the RU FAIR internal evaluator, Mary Gatta, and slated for early October. The focus group will provide a forum for female faculty in engineering to discuss their experiences and provide information that will be useful in designing and implementing Buettner’s initiatives as an RU FAIR professor. Serving as a tangible and strategically timed starting point, the event will help to build momentum for Buettner’s more public activities within the context of Rutgers engineering.

The Rutgers School of Engineering has a new dean, Thomas Farris, who started on June 1, 2009. He has expressed strong interest – on multiple occasions - in promoting the success of female engineering faculty. Professor Buettner plans to engage him wherever possible with ongoing discussion to keep him updated on RU FAIR activities, seek his backing on new initiatives (especially in matters related to promotion and tenure and space allocation) and will request his tangible support if the need arises.

**Promotion and Tenure Materials.** As a first step in improving the clarity of the evaluation process, Professor Buettner has completed a “quick guide” to the promotion and tenure process. This brief document outlines the rules and typical timelines for preparation and submission of supporting documents, requests for letters from referees, and multilevel evaluation by department, school, and university committees. A draft version of this document was distributed at the department level in the School of Engineering in order to get feedback both from department chairs and from faculty who have recently gone through the process. After receiving feedback from the departments and the Dean of Engineering, a final version will be distributed to all engineering faculty.

**Professional Development/Networking.** Dr. Judith Katz will lead a Myers Briggs Type Inventory (MBTI) Workshop as one of several professional development/networking activities that Professor Buettner plans to sponsor. An expert in MBTI and leadership training for women in higher education, Dr. Katz is on the faculty of the highly regarded HERS-Bryn Mawr Summer Institute. The timing of this event will be determined following the October focus group.

**Development of a Mentoring Plan.** Dr. Buettner is investigating new mentoring strategies to implement for female faculty in engineering, and has had discussions with several experts in this area. The current information, along with the focus group in early October, will inform the details of the mentoring program. Discussions are also ongoing with Beth Tracy of Beth Tracy Consulting for providing “nuts-and-bolts” instruction to mentors.

**Newark Campus.** RU FAIR professors Judy Weis and Maggie Shiffrar organized and ran an introductory reception on March 30, 2009 for women scientists, department chairs, and campus administrators to describe the RU FAIR program, outline future plans, and ask for input.
Mentoring Plan. Professors Weis and Shiffrar set up mentors on a person-by-person basis for junior women scientists on campus. They continuously monitor these relationships and adjust as needed.

Day-care Facility at Rutgers Newark. They have worked with Newark Associate Provost Marcia Brown to push forward the establishment of a day care center on campus.

History Project. Professors Weis and Shiffrar have interviewed graduate student applicants to conduct a systematic review of the history of women scientists on Rutgers Newark campus. A woman historian was selected and she is presently gathering documentation.

Cross-Gender Comparisons. Professors Weis and Shiffrar have arranged for Dr. John Graham, an eminent economist whose past work has dealt with issues of gender in academe, to analyze salary information for faculty in the sciences to make cross-gender comparisons. His research is currently underway.

Hiring of Women Scientists. Weis and Shiffrar have also worked with their dean, Philip Yeagle, to push for the increased recruitment of women faculty in the sciences. As a consequence of their efforts, and the Dean’s important role in supporting these efforts, three job offers went out to women scientists and two were accepted. The department of Earth and Environmental Sciences hired Dr. Kristina Keating, from Stanford University. She studies "near surface geophysics," specifically "developing the geophysical method nuclear magnetic resonance (NMR) as a method to monitor in situ contaminant remediation." The Economics Department hired Dr. Julia Schwenkenberg from NYU. She studies labor economics, development economics, and applied microeconomics. The Biological Sciences Department also made an offer to a woman but she turned it down. None of the other science departments conducted a search. Nevertheless, all three faculty job offers in the sciences in 2008-2009 at Rutgers-Newark went to women. Dean Phil Yeagle, Dean of the Faculty of Arts and Sciences, and a member of the Internal Advisory Board for Rutgers RU FAIR/ADVANCE played an important role in accomplishing this amazing turn of events in the support of women scientists at Rutgers-Newark.

Camden Campus. RU FAIR Professor, Dr. Georgia Arbuckle-Keil has worked on the planning of several of her initiatives.

Exit Interviews. From the outset, Professor Arbuckle-Keil was interested in participating in a survey of science faculty members (male and female) who are no longer at Rutgers-Camden. This information will be compiled to formulate plans to improve the environment for all science faculty members on the campus. The format of these ‘exit interviews’ and has been developed largely by Patricia Roos (Co-PI and Professor of Sociology) and Crystal Bedley, Graduate Assistant, in consultation with Arbuckle-Keil through discussions over several months. We have obtained Internal Review Board
(IRB) approval and have made initial contact with a number of the individuals who left the Rutgers Camden science faculty over the past ten years. Interviewing will commence soon. We are also working with administrators to obtain the names of new Camden faculty members, including a focus on those who come to Camden at a senior level (‘entrance interviews’), as well as those who received offers from elsewhere but decided to stay (‘stayer interviews’).

**Faculty Communication and Support.** Professor Arbuckle-Keil sponsored a successful working luncheon/meeting entitled: “Moving Forward: Making Rutgers-Camden a Better Place for Women in Science” on May 4, 2009. An overview of the opportunities afforded by the ADVANCE/RU-FAIR initiative was outlined and suggestions for future faculty events were solicited. This end-of-semester meeting provided a good opportunity for faculty from diverse disciplines to learn about the ADVANCE program.

A mini-grant was awarded to Laurie Bernstein, Associate Professor of History and Director of Women’s Studies (Rutgers-Camden) during the first cycle (Spring 2009). She will sponsor an interdisciplinary colloquia series entitled: “When Sex Meets Science,” during the fall 2009 semester. Invited scholars will present lectures and also meet with faculty members from diverse disciplines to encourage communication between departments, raise awareness of gender issues, and provide an intellectual forum. Prof. Arbuckle-Keil supplemented the mini-grant with support from the RU-FAIR professor funds to demonstrate support for this Camden initiative. She also encouraged other Camden faculty members to submit mini-grant applications.

As an outcome of her participation is WiSEM’s OASIS coaching workshops, Professor Arbuckle-Keil is in touch with the other two women on the Rutgers Camden faculty in the physical and mathematical sciences and a lunch meeting was held in late August to discuss their concerns/needs. Arbuckle-Keil also maintains close communication with the Camden upper administration, which includes Co-PI Nancy Rosoff, and the chairs of the various science departments.

**Career Growth and Laboratory Enhancement.** Some of the RU-FAIR professor funds were used to assist Arbuckle-Keil in the submission of a proposal for major research instrumentation which not only is essential for the continuation of her research on the characterization of polymer materials but also will enhance the infrastructure of the Camden-Rutgers chemistry department.
Project Evaluation

Co-PI Pat Roos and her graduate assistant Crystal Bedley have worked with a team from the Rutgers Office of Institutional Research and Academic Planning consisting of Robert Heffernan, Gayle Coryell, and Minmin Chen to optimize configuration of a Rutgers “data warehouse” under development (See: http://oirap.rutgers.edu/accessdata.html.) We have made good progress toward that end. An important goal has been to develop suitable tables for reporting the 12 required NSF indicators. We have worked with the team from the Office of Institutional Research to develop appropriate tables, to choose proper selection mechanisms, and to ensure that our data are correct. Once completed, this database will support the long term, systematic, and fully institutionalized collection, storage, and potential analysis of gender and race data, thereby facilitating equity studies at Rutgers. The data warehouse will ameliorate many of the problems associated with the fragmented multi-school and multi-campus legacy systems that have characterized Rutgers in the past. In addition to the basic NSF-required indicators, plans are underway for the database to house a set of additional social science indicators appropriate to the study of gender and race equity in higher education. Individuals have been invited to serve on an ad hoc committee that will encompass selected faculty members, administrators, staff representing relevant dean’s offices, and others. This ad hoc committee is scheduled to meet for the first time during the fall 2009 semester to devise plans for defining optimal sets of indicators and procedures that will facilitate the collection and centralization of disaggregated data now existing only in dean’s offices.

Baseline data have been collected for academic year 2007-2008 for NSF indicators 1 (numbers and percent women faculty in SEM departments), 2 (numbers and percent women in tenure line positions by rank and department), 3 (tenure and promotion outcomes by gender), and 6 (number of women in SEM in non-tenure teaching and research positions). These data are attached in Tables 1, 2, and 3. We also have baseline data on NSF indicators 7 (number and percentage of SEM women in administrative positions) and 8 (number of SEM women in endowed/named chairs), which, along with other completed baseline data, will be summarized in our next quarterly report. In collaboration with the Rutgers Office of Institutional Research and Academic Planning, we now plan to turn our efforts towards obtaining the baseline data for NSF indicators 4 (years in rank) and 10 (salary). In addition, once the database is completed, we will plan a career trajectory study that will allow us to calculate indicator 5 (time at institution and attrition by gender). NSF Indicators 9 (composition of promotion and tenure committees) and 12 (start up packages of newly hired faculty) require us to obtain data not housed within the Office of Institutional Research and Academic Planning, but rather within the offices of deans in which the relevant science, engineering and mathematics faculty members are hired and later assessed for promotion and tenure. The development of strategies for best regularizing the collection of the data required for indicators 9 and 12 will be part of our conversation this fall when the recently established ad hoc committee meets.

Finally, with respect to periodic NSF Indicator 11 (space allocation), during preliminary discussions with Executive Vice President Philip Furmanski, it was recommended that
we start by collaborating with the deans of the School of Engineering (Tom Farris) and
the School of Environmental and Biological Sciences (Robert Goodman). Deans Farris
and Goodman both are planning to conduct surveys of space allocation on their
respective campuses during the 2009-2010 academic year.

Best Idea Yet

The RU FAIR Executive Team partially funded a mini-grant to Drs. Nancy DiTomaso
(Professor, Business School-NB & Newark) and Laurie Rudman (Professor, Psychology-
NB) entitled “Resource Guide for Faculty Recruitment and Evaluation Committees.”
Vice President Furmanski, along with the President’s Council on Diversity, also will be
contributing financial support to the efforts outlined in the mini-grant proposal. The
initiative (see Appendix A for an abstract) will develop a workshop to provide a
foundation for faculty and administrators to understand and confront the kinds of subtle
and often unconscious influences that shape academic decision making about hiring,
promotion, and opportunity. In addition, the project will produce a Rutgers-specific self
study resource guide for faculty and administrators who want to learn more about these
dynamics. The self study will include a list of recommended relevant reading.
Professors DiTomaso and Rudman are known internationally for their research in this
area of research and we are pleased that they have proposed this study, and are working
with them ensure their success at institutionalizing best practices. We are also heartened
that both the President’s Council on Institutional Diversity and Equity and the office of
the executive vice president are supporting these efforts.

Areas of Difficulty

External Advisory Committee, Sheila Tobias, a prominent science and mathematics
educator and author, has agreed to serve as a member of our External Advisory
Committee. Other members include Dr. William English Kirwan, Chancellor of the
University System of Maryland, Dr. Karen E. Nelson, Director of Human Microbiology
at the J. Craig Venter Institute, and Dr. Vita Rabinowitz, President and Vice President for
Academic Affairs at Hunter College. Unfortunately, Dr. Jewel Plummer, former dean of
Douglass College Cobb declined our invitation due to ill health. We had planned to hold
our first External Advisory Board Meeting in August, with one member absent, but then
two weeks prior to the meeting, two other members of the Board informed us that they
could participate only via teleconferencing. Therefore, rather than hold a meeting with
only one external individual in attendance we postponed the meeting; we now plan to
hold our first meeting with the External Advisory Committee in the fall of 2009, and are
investigating dates and format.

Implementation of Programming by RU FAIR Professors. The RU FAIR professors,
who were appointed early in the spring semester of 2009, have accomplished more
planning than implementation. The RU FAIR professors at Camden and New Brunswick
each receive a generous allocation of $50,000/year; at Newark the two RU FAIR
professors share the $50,000 allocation. At all three campuses the lag in programmatic
implementation means that they have not spent their allocated funds for the last fiscal year.

**Project Evaluation.** We have encountered difficulty in moving forward with our planned set of exit, entrance, and ‘stayer’ interviews. Although the protocol for these interviews has been approved by the Rutgers University Institutional Research Board (IRB), certain higher level administrators have expressed a preference that exit interviews should be conducted through the newly re-organized Rutgers Office for Human Resources rather than under the auspices of ADVANCE/RU FAIR. We are currently involved in discussions with relevant administrators to move forward on our research plans and have met with Ms. Vivian Fernandez, the recently appointed Vice President for Faculty and Staff Resources. The outcomes of these negotiations will determine the timing for collecting exit, entrance, and ‘stayer’ interview data. To date, we have completed three pre-test interviews (one for each type of interview), and are using those preliminary results to make final revisions on the interview schedule for submission to the IRB. As noted above, we expect to start conducted the Rutgers-Camden exit interviews in September, and will continue to work with Camden administrators to get the necessary data on ‘stayer’ and new SEM faculty members.

**Personnel Update**

On August 17, 2009, Ms. Angela Rim joined the WiSEM office as a student Administrative Assistant. The salary for her position is not funded through ADVANCE; however, Ms. Rim will provide administrative support for many aspects of the RU FAIR ADVANCE project.

Former Co-PI and Assistant WiSEM Director Dr. Thessalenuere Hinnant-Bernard has left the RU FAIR ADVANCE team in August 2009 for an excellent tenure-track position in sociology at the University of Maryland Eastern Shore. During her time working with Rutgers RU FAIR/ADVANCE she was instrumental in launching all aspects of our initiative including crafting the calls for applications for RU FAIR professors, mini-grants and our forth coming life cycle grants; developing agendas and chairing our management team meetings; preparing for our first NSF site visit; and being the main contact person between our office and NSF. In addition, she networked with the President’s Council of Diversity to lay ground work for our proposed InStride Committees. We are grateful for all she did during her time with our group and are now undertaking the difficult job of finding a replacement. The position is being advertised by the Rutgers Human Resources Department, the Higher Education Recruitment Consortium (HERC), the Women in Engineering Pro Active Network (WEPAN), and on the ADVANCE_PC list serve. We will start interviewing candidates in early September and hope to have found a replacement by November 1, 2009. In the interim, Ms. Erin Sutherland, who has worked with us part time, is increasing her weekly hours.
Appendix A Mini Grants Cycle II

Implicit Gender Stereotypes and Student Evaluations of SEM Professors. Dr. Helen Buettner, Professor of Biomedical Engineering, RU FAIR Professor and Dr. Laurie Rudman Professor of Psychology (Rutgers-New Brunswick)

Drs. Buettner and Rudman will coordinate a survey of students, in both engineering and chemistry courses, to assess their implicit gender stereotypes and their student evaluations of both male and female faculty members. They predict that their findings will demonstrate the importance of hiring female scientists in the academy as a means of reducing implicit biases that can negatively impact gender equality. They intend that the results will form a quantitative basis for Dr. Buettner, in her capacity as RU FAIR Professor, to initiate discussions with the deans and department chairs of units studied about the role of teaching evaluations in faculty promotion and tenure. Independently, Dr. Buettner will undertake analysis of teaching evaluations from the past 3 years, publicly available through CTAAR, for all engineering departments and chemistry to determine possible themes that emerge in specific areas (e.g., are women viewed as grading less fairly; does overall teaching effectiveness rating correlate with student ratings on other dimensions), with the aim of further stimulating internal discussion.

Travel Grants for Rutgers Women in Mathematics. Dr. Amy Cohen-Corwin, Professor of Mathematics (Rutgers-New Brunswick)

Dr. Cohen-Corwin intends to distribute her mini grant award funds to professors in the Mathematics Department as travel awards. She anticipates covering travel expenses of up to $750 per trip; funding priority will go to women in the ranks of tenure-track Assistant and Associate Professors to enable them to attend meetings at which they will present the results of their research and discuss further progress with leaders in their fields.

In addition, Dr. Cohen-Corwin proposes to host a one-day meeting at Rutgers University-New Brunswick campus for women in mathematics at all three campuses at which there will be some research talks, possibly a poster session for graduate students, and discussion of general issues relevant to professional advancement.

The Application of Laser Technology to Energy Related Fields: How Development in These Fields Can Enhance the Intellectual Capital Needed for Green Jobs in the US. Dr. Kimberly Cook-Chennault, Professor of Mechanical and Aerospace Engineering (Rutgers-New Brunswick)

Dr. Cook-Chennault proposes dual seminars with senior GE researcher, Dr. Marshal Jones, in order to establish an informal mentorship relationship with a senior researcher, strengthen networks between academia and industry in the hopes of leading to future collaborations and funding opportunities, exchange ideas, and establish a “common-interest platform on energy”, wherein female students can comfortably interact with faculty doing research in energy related fields.

Resource Guide for Faculty Recruitment and Evaluation Committees. Dr. Nancy DiTomaso, Professor of Management and Global Business, Rutgers Business School (Rutgers-Newark & New Brunswick) and Dr. Laurie Rudman, Professor of Psychology (Rutgers-New Brunswick)
Drs. DiTomaso & Rudman intend to undertake the development of two resources that can contribute to changing the dynamics across a range of allocation and evaluation decisions: (a) the development of a workshop or training session to provide a foundation for faculty and administrators to understand and confront the kinds of subtle and often unconscious influences that shape decision making about hiring, promotion, and opportunity within the university and (b) a resource guide, including a list of relevant additional reading, that can be used for self study by faculty and administrators who want to learn more about these dynamics. In the development of these products for use in the transformation of the culture and climate of the university, they draw from extensive research within management, psychology, sociology, and the broader social sciences to anchor the content of our proposed resources and to provide legitimacy to potential audiences about the research support for our claims.

**Networking Lunches with Faculty & Students.** Evelyn Hanna Laffey, Assistant Dean of Engineering, Candice White, Program Development Specialist of Engineering, Ilene Rosen, Assistant Dean of Engineering, Dr. Lisa Klein, Professor of Materials Science and Engineering, Dr. Melike Baykal-Gursoy, Professor of Industrial Engineering, Dr. Kimberly Cook-Chennault, Professor of Mechanical and Aerospace Engineering, Dr. Nina Shapley, Professor of Chemical & Biochemical Engineering, Dr. Nada Boustany, Professor of Biomedical Engineering, and Dr. Deborah Silver, Professor of Electrical and Computer Engineering (Rutgers-New Brunswick)

Dr. Laffey et. al plan to host two luncheons for both faculty and students involved with the Engineering School in order to encourage collaboration among faculty and staff; set a precedent for hosting community building events; and allow faculty to view the talent pool of both undergraduate and graduate students enrolled in engineering programs at Rutgers. These luncheons will be beneficial to both faculty and students and will include panels on general topics that appeal to all Engineering associates.
Appendix B Mini Grant Events & Programs Cycle I

Sisterhood Network Program: A Continual Intellectual Space for Women of Color at Rutgers University
Organized by Drs. Robyn Rodriguez & Zaire Dinzey-Flores
Given the challenges faced by women of color faculty, we seek to create a one-year program (AY 2009-2010) that aims to foster a nurturing academic community for women of color faculty at Rutgers University. For more information, please visit their website:
http://rufair.rutgers.edu/WOC.php

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“Misconceptions of conception: A confluence of science and feminism”
Dr. Scott Gilbert
The Howard A. Schneiderman Professor of Biology Swarthmore College
Thursday, September 24th, 2009
5:00 pm – 7:00 pm
Fine Arts Building, Room 110
314 Linden Street
Rutgers University, Camden Campus
Camden, NJ 08102
Reception to follow.
Organized by: Dr. Laurie Bernstein, "When Sex Meets Science"

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"The Narrow Fellow in the Grass: Biological Preparedness in Infants and Young Children"
Dr. Vanessa LoBue
Professor of Psychology at New York University
Friday, September 18th, 2009
The colloquia is at 1pm with a reception following.
Smith Hall, Room 371
101 Warren Street
Newark, NJ
Organized by Dr. Maggie Shiffrar,
“Women in Behavioral and Neuroscience Colloquium”

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"Living under the rainbow: New research on lesbian and gay family lives"
Dr. Charlotte Patterson
Professor of Psychology at the University of Virginia
Friday, September 25th, 2009
The colloquia is at 1pm with a reception following.
Smith Hall, Room 371
101 Warren Street
Newark, NJ
Organized by Dr. Maggie Shiffrar,
“Women in Behavioral and Neuroscience Colloquium”
Negotiating Basics for Academic Women  
Friday, October 2nd, 2009  
11:00 am – 3:00 pm  
Organized by Drs. Dororthy Hodgson & Beth Hutchison  
Institute for Research on Women  
Ruth Dill Johnson Crockett Building  
162 Ryders Lane  
New Brunswick, NJ

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"Fungal Phylogency: It Takes a Community"  
Dr. Meredith Blackwell  
Professor of Biological Sciences at Louisiana State University  
Friday, October 2nd, 2009  
12:30 pm - 1:30 pm  
Organized by Dr. Ning Zhang  
Foran Hall, Room 138A

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"Can executive functions be rehabilitated? Evidence for plasticity in cognition, behavior, and self-efficacy"  
Dr. Catherine Mateer  
Professor and Vice-President of the University of Victoria, British Columbia,  
Friday, October 9th, 2009  
The colloquia is at 1pm with a reception following.  
Smith Hall, Room 371  
101 Warren Street  
Newark, NJ  
Organized by Dr. Maggie Shiffrar,  
“Women in Behavioral and Neuroscience Colloquium”

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"The Consequences of Making a Decision: Feedback Signals and Learning"  
Dr. Julie Fiez  
Professor of Psychology, University of Pittsburgh  
Friday, October 23rd, 2009  
The colloquia is at 1pm with a reception following.  
Smith Hall, Room 371  
101 Warren Street  
Newark, NJ  
Organized by Dr. Maggie Shiffrar,  
“Women in Behavioral and Neuroscience Colloquium”

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Rutgers Faculty Forum: "The Science of Women / Women in Science"  
Friday, November 6th, 2009  
11:00 am – 3:00 pm
Organized by Drs. Dorothy Hodgson & Beth Hutchison
Institute for Research on Women
Ruth Dill Johnson Crockett Building, Conference Room
162 Ryders Lane
New Brunswick, NJ

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Hyena Science Presentation: Dr. Kay Holekamp
Friday, November 13th, 2009
1:00 pm – 3:30pm
Fiber Optics Auditorium, Busch Campus
Organized by: Drs. Danielle McCarthy & David Vicario
Psychology Department, New Brunswick

Hyena Science Lunch Discussion
Monday, November 16th, 2009
12:00 pm – 1:30pm
Pre-registration required.
Cook Campus Center, Multipurpose Room B
Organized by Drs. Danielle McCarthy & David Vicario
Psychology Department, New Brunswick

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"Why do physicists have mistresses? When sex meets physical science"
Dr. Amy Bug
Professor of Physics
Swarthmore College
Thursday, November 19th, 2009
5:00 pm – 7:00 pm
Fine Arts Building, Room 110
314 Linden Street
Rutgers University, Camden Campus
Camden, NJ 08102
Reception to follow.
Organized by: Dr. Laurie Bernstein, "When Sex Meets Science"

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Dr. Amy Rossman
Research Leader for the Systematic Mycology & Microbiology Laboratory, USDA
Friday, December 4th, 2009
12:30 pm - 1:30 pm
Organized by Dr. Ning Zhang
Foran Hall, Room 138A