

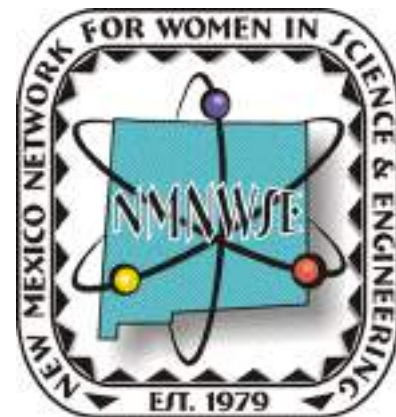
For Women In Science & Engineering

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EXPANDING YOUR HORIZONS 2007

The date for the 15th Annual Silver City EYH conference at Western New Mexico University is Saturday, **March 3**, with grades 5-10. The Albuquerque EYH will take place on Saturday, **March 10** at the University of New Mexico, main campus, with grades 6-12. The Northern Chapter EYH conference will take place **March 14** at University of New Mexico, Los Alamos campus, grades 8-10. EYH conferences are designed to nurture girls' interest in math and science courses as well as to encourage them to consider math and science-based careers. Please visit the NMNWSE website for more information. nmnwse.org/eyh/



DISCOVER "E" EVENT for ENGINEERS WEEK 2007

Discover "E" will be the 5th annual Engineers Week event sponsored by the Los Alamos Chapter of Materials Information Society (ASM) and the Northern New Mexico Chapter of American Society of Mechanical Engineers (ASME). This evening of interesting, interactive and fun engineering, science and technology demonstrations will be held Wednesday, **February 21** from 4:30 to 7:30 PM at the Los Alamos High School DECA Cafeteria.

At Discover "E," our aspiration is to attract the attention of the next generation to the field of engineering - the magical ability to transform concepts and possibilities into practical, working goods and services. We hope that by demonstrating the importance and excitement of engineering during Engineers Week we will encourage young women and men to consider working as engineers. We also hope to raise the status of those already working in the profession by increasing the public's knowledge of the depth and breadth of the field of engineering.

We are looking for volunteers to help organize and provide demonstrations for this event that attracts over 250 kindergarten through high schools students and their guardians from northern New Mexico. As always, food and beverages will be provided at the event. Setup time starts at 3:30 PM and clean-up is done by 8 PM. Please contact either Dr. Bev Aikin (bevaikin@lanl.gov, 667-1679) or Dr. Zana Konecni (konecni@lanl.gov, 665-5546) by January 12, 2007 if you are interested in helping out. Please let us know the title of your demonstration and if you need power for your demonstration.

REGIONAL SCIENCE FAIRS –JUDGES NEEDED

The Coalition of Educators for Native American Children science fair needs judges. The middle school is judging on Thursday, **February 1**. The judging will take place at Santa Fe Indian School, and the contact is Clyde Romero, 989-6340. To log on to judge, go to tribalcoalition.org. Cuba High School is looking for science fair judges for their fair on Friday, **January 26**. It would be after lunch for 2-3 hours, ending not later than 3:15pm. Please contact Mr. Smith at 505-289-3211 ext. 241 or smithd00@hotmail.com.

STATE, NAISEF, & INTEL INTERNATIONAL SCIENCE FAIRS

The New Mexico Science and Engineering Fair State Competition will take place **April 13-14** at New Mexico Institute of Mining and Technology, and volunteers are sought. For more information, contact sciencefair@admin,nmt.edu. The National American Indian Science and Engineering Fair will take place **March 22-24** in Albuquerque. NMNWSE will be giving awards at the local, state and NAISEF events and is looking for judges. Please contact Tinka Gammel (jtg@lanl.gov) for information. Additionally, the Intel International Science and Engineering Fair will be held in Albuquerque this year, **May 13-19**. Get more information at intelisef2007.org.

PERSONAL HIGHLIGHTS



Maya B. Gokhale leads the Application-Specific Architectures team in the Advanced Computing Lab of LANL.

Maya B. Gokhale (LANL) was recently named an Institute of Electrical and Electronics Engineers (IEEE) Fellow for contributions to reconfigurable computing technology. The IEEE is the world's leading professional association for the advancement of technology. The IEEE Grade of Fellow is conferred by the IEEE Board of Directors upon a person with an extraordinary record of accomplishments in any of the IEEE fields of interest.

Lisa Colletti (LANL) was asked to serve on the Directors Colloquia Advisory Board. The Los Alamos Director's Colloquium Series presents distinguished speakers on topics of substantial interest to the Laboratory community. The Colloquium Advisory Board actively solicits nominations for speakers and suggestions for interesting and topical subjects.



Elba Serrano's work began with an ADVANCE Seed Grant in 2004.

Michele Diel, Ph.D., retired effective January 1, 2007, from the University of New Mexico - Valencia Campus where she has taught lower division college mathematics for the past twenty years. Professor Emerita Michele Diel retires after teaching for over thirty years in the state of New Mexico.

NMSU professor **Elba Serrano** was selected to the Center for Integrated Nanotechnologies (CINT) User JumpStart program. CINT is a Department of Energy Nanoscale Science Research Center that operates as a national user facility. It is intended to establish the scientific principles that govern the design, performance and integration of nanoscale materials by providing open access for selected researchers to tools and expertise.

UNM Biology professor **Felisa Smith** published a letter to the journal Science, On the Lack of Women in Academic Science, 27 October 2006: 592-593.

Former UNM Associate Professor of Civil Engineering **Deborah J. Fisher** has been named one of the top 50 trendsetters in the nation by "Public Works" magazine. The magazine designates trendsetters as "people, places and events that have had the greatest impact on the nation's infrastructure in the past year." She taught for 25 years, first at the University of Houston and then at the UNM School of Engineering from 1994 until 2005, when she resigned to consult in industry.



While at UNM, Deborah Fisher created nine new courses, including "Women Engineering the Future" for female fresh-

Cheryl Kuske (LANL) won a 2006 LANL Fellows Prize for Research. The Fellows Prize for Research is a high honor awarded by the Laboratory Fellows to researchers who have published work that has had a significant impact on its discipline or program. Dr. Kuske is also a recent recipient of the Women's Career Development Mentoring Award.

CALL FOR NOMINATIONS

NM Commission on the Status of Women Governor's Award for Outstanding NM Women Deadline for nominations: February 23, 2007

Nominations are sought from all geographical areas of our state from individuals, organizations and businesses. Everyone who is nominated will receive a Certificate of Recognition from the Commission and out of the total number of nominees, twenty (20) will be chosen to receive the Outstanding New Mexico Women award. The Commission will send you acknowledgement of receipt of nomination. If you do not here from us within ten (10) business days after submitting your nomination, please contact the Commission immediately. All complete nominations will be considered. The Commission appreciates your participation and your support of this prestigious award program.

Note: A nominee is not eligible if she has won the Governor's Award in the past. The Commission staff and Commissioners are ineligible. Former Commissioners and staff members are eligible after six months from their final date of service. Please call the Commission to verify previous winners or view our awards alumni page.

SUBMISSION REQUIREMENTS

Please submit the following information:

- Eight complete packets with nomination form, summary and supportive materials
- 500 word summary that summarizes the nominee's specific achievements, the impact of her contributions to her community and/or people of New Mexico, the individual style and characteristics she possesses as a leader, and a brief statement on why she deserves the award. This summary may be used for publication purposes.
- Supportive materials: The material should justify consideration of the nominee. You may include biographical data; leadership or community roles with quantifiable results; commitments; mentorship volunteer and compensated advocacy work; and/or newspaper or magazine articles.
- All documents must be legible and single-sided.
- Should be produced on 8.5" x 11" paper. Larger documents should be reduced
- Bind with paper binder clips only. Please do not staple.
- A \$25 contribution payable to the Commission to support the Commission's Conference fund. Please request a receipt for your records.

NOTICE: Nomination packets containing MORE than six (6) pages of supportive documents will be edited by Commission staff. To get your nomination form, please contact Kathy Chavez at 222-6600 or kathym.chavez@state.nm.us.

Top 25 Women-Owned Business Awards Deadline for nominations: January 16, 2007

New Mexico WOMAN is compiling the 2007 list of New Mexico's largest women-owned businesses. "Largest" is defined by total gross revenues during the 12-month period ending September 30, 2006, and "woman-owned" with at least 51 percent woman-owned and operated. If your business or the business of someone you know should be included, please call (505) 247-9195, for an entry form. The Top 25 will be honored at a special awards luncheon at the Sandia Resort on March 30, 2007. The deadline for entries is January 16, 2007.

This event is an opportunity to honor and network with women who are changing the face of business in New Mexico. Profiles of the Top 25 will be published in the April 2007 issue of the *New Mexico WOMAN* magazine. Additional sponsors are Lovelace Health System, Atkinson and Co. CPA's, Staples, and Bank of the West.

Publisher Jill Duval said, "Women-owned businesses in New Mexico continue to grow at twice the rate of all U.S. firms. Women-owned businesses continue to show a significant increase in employment and revenue according to a report from the Center for Women's Business Research. In New Mexico, 46,000 women owned businesses generate more than \$8.6 billion in sales annually. We are proud to honor these women, who are leaders in our community, and in the country."

Entry forms will be in the December 2006 and January 2007 issues of *New Mexico WOMAN* and online at www.nmwoman.com.

*NMNWSE wants to
nominate you!
Contact the board if
you are interested or
would like to suggest
another NMNWSE
member for any of
these awards.
NMNWSE_BOARD-
L@list.unm.edu*

2007 LANL Stars

Deadline for nominations: January 29, 2007

As part of the celebration of Women's History Month in March, the Women's Diversity Working Group (WDWG) is requesting nominations for women at LANL who deserve to be recognized for their accomplishments: Women who go above and beyond the call of duty in the performance of their job functions, women who have achieved scientific or technical success, women who make important contributions to the community, or women who are stars in other ways not listed here. We know that there are exemplary women in the Laboratory community, and we want to recognize them, commend them for their contributions, and learn from them. These are the LANL Stars who shine brightly by the work they do and make a difference to the people they interact with.

Winning nominees will be invited to give a talk or will be profiled in the Newsbulletin, during Women's History Month, March 2007.

The Women's History Month celebration contributes to a Laboratory action plan to promote career development of women at LANL by recognizing and applauding those who make exemplary contributions at the Laboratory or beyond. Under the auspices of the Office of Equal Opportunity and Diversity, the WDWG provides a forum for women's issues and is a mechanism to increase communication on systemic issues that impact the Laboratory's diversity and affirmative action objectives. The group also serves as an avenue to develop and exchange ideas and provide possible options to address work-life issues.

Nominee Credentials:

- * The nominee must be female.
- * The nominator can be anyone from the Laboratory community.
- * Nominees may be LANS regular employees, limited-term employees, or contract workers of the Laboratory.

Screening Process:

- * The members of the WDWG will screen the nominations.
- * The screening process will be completed by February 12, 2007.
- * Selected Stars will be profiled in the Newsbulletin during Women's History Month in March 2007, and/or invited to give a talk to the LANL community.

To nominate a Star, please email the name of the Star you would like to nominate, as well as a brief description of what makes her a Star, to Karin Verspoor at verspoor@lanl.gov by COB on January 29, 2007. Please mention "Star Nomination" in the subject line of your email.

1st Annual New Mexico Network for Women in Science and Engineering Award

The Network, in cooperation with the New Mexico Commission on the Status of Women, is embarking upon a new means to recognize the contributions of women in New Mexico. The 1st Annual New Mexico Network for Women in Science and Engineering Award will be presented to a New Mexico woman for her extraordinary efforts in furthering the goals of the Network: encourage and help women enter and succeed in non-traditional careers and promote networking and communication among women in non-traditional careers.

Eligibility will include women 18 years and older, currently living in the State of New Mexico., and nominations will be sought from all geographical areas of our state from individuals, organizations and businesses. The honoree will be recognized during the Annual Meeting and Technical Symposium, October 2007.

The Commission will provide critical logistical support and will be at our Award ceremony during the Annual Meeting and Technical Symposium. The Commission has volunteered to:

1. Develop Nomination Form
2. Provide Template New Release and Mail out the Releases
3. Mail out Press Release every 3 weeks (at 12, 9, and 6 weeks before the Award)
4. Collect and mail to NMNWSE all nominations received
5. Provide Award Plaque for recipient
6. Attend Awards Ceremony

Since the Commission will be helping us, all we need to do is evaluate the nominees and select the winner. How fun is that????? Five (5) volunteers are needed to evaluate nominations. If you are interested in helping with this, **please contact Nancy Weinbrenner, 703-681-0573(w), 443-206-1655(m), nancy.b.weinbrenner@atec.army.mil.**

IN THE NEWS

Women in Engineering: Addressing the Bias

By Anna Bogdanowicz
The Institute (IEEE Global Publication) 06 November
http://www.eweek.org/site/News/Eweek/addressing_bias.shtml

Women in Science: The Battle Moves to the Trenches

By Cornelia Dean
The New York Times **Science** December 19, 2006
<http://www.nytimes.com/2006/12/19/science/19women.html?ex=1324184400&en=b475e2f931eaccdc&ei=5090&partner=rssuserland&emc=rss>

Women and the Environment

By Lena Hakim
January 2007
http://nmnwse.org/inNews/Hakim2007_Environment.pdf

NMSU to Help Other NM Universities Boost Diversity

Updates from the Cabinet Secretary of Higher Education December 11, 2006

With the aid of a National Science Foundation grant, New Mexico State University has more than doubled the number of women faculty hired into science, technology, engineering, and mathematics (STEM) fields over the past five years. Now the university has received another NSF grant to share its best practices with the state's other research universities, New Mexico Tech and the University of New Mexico, and help them diversify their STEM faculties.

The new \$500,000 grant funded by the NSF's PAID (Partnerships for Adaptation, Implementation, and Dissemination) program will be used to help the other universities in New Mexico develop the kinds of initiatives that have proven successful for NMSU, said Tracy Sterling, director of the NMSU program and a professor in the Department of Entomology, Plant Pathology and Weed Science. In addition, the universities will work with the environmental science division of Los Alamos National Laboratory to create a training pipeline for students and postdoctoral fellows, Sterling said.

"We're calling it the Alliance for Faculty Diversity in STEM," she said.

The alliance will build on the successes of NMSU's ADVANCE

Institutional Transformation program, funded by a five-year, \$3.75 million NSF grant. Now in its final year of funding, the ADVANCE program has developed a variety of recruitment and retention enhancements for women faculty in STEM fields.

"There are four major reasons why women are under-represented in STEM disciplines," said Sterling, who also is director of NMSU's ADVANCE program. "One is the pipeline - not all fields have diverse pools of candidates. The other reasons are unconscious bias, a chilly climate for women, and work-and-family balance issues."

NMSU's ADVANCE program has addressed those obstacles with laboratory start-up incentives for new faculty, mentoring programs, promotion and tenure workshops, leadership development programs, department head training, assistance for dual-career couples, and other initiatives.

The big-ticket item has been start-up packages - 20 women in STEM fields have received a total of nearly \$1 million "to get laboratories started and to buy the state-of-the-art instrumentation required in these fields," Sterling said.

On the retention and advancement side of the equation, \$500,000 of the

grant has been used to provide research and travel awards to women faculty members. But the other ADVANCE initiatives, such as mentoring and training programs, have been equally important, she said.

"We have had equal participation by men and women in our mentoring program, which involves senior faculty and administrators mentoring newer faculty," Sterling said. "It has been very well received and is very inclusive."

New Mexico State has become nationally known for its mentoring program, she added. Largely because of the ADVANCE program, 35 percent of faculty members hired in STEM disciplines over the past five years have been female, compared with 20 percent in the previous five years - an increase from nine to 23 female science faculty hired.

Only 10 percent of the universities that applied for the ADVANCE program received NSF funding. The PAID grant provides funding for three years, beginning in January, to implement similar programs at UNM, LANL and Tech. The Alliance for Faculty Diversity in STEM will utilize mentoring, promotion and tenure programs, and department head training to help increase gender diversity in STEM areas.

NEWS FROM THE BOARD

Tinka Gammel
2007 NMNWSE Past President

The Annual Meeting this past October in Silver City was quite a success, with about 30 members attending. The after dinner talk on the Mimbres Culture by WNMU museum director Cynthia Bettison was enjoyed by all, and a lot of Networking took place. The draft minutes of the business part of the meeting can be viewed at nmnwse.org/Minutes/, and the abstracts of the technical presentations can be found at nmnwse.org/AM2006/NMNWSE_AM2006_TechPres.doc. I'd like to thank all who participated, as well as welcome our new members and new board.

Web update!
Dark Sky Resolution
nmnwse.org/darksky

The Board focus for 2007 includes revitalizing the central chapter. I hope you all noticed the announcement about the Jan 17 Central Chapter meeting - see nmnwse.org/central for details. We'd also like to get more communication between our individual EYH conferences, and encourage NMNWSE members to participate in their local EYH planning committees. We are in the planning stages for a new award to be given to technical women in our state for their professional and outreach contributions - watch the NMNWSE home page for details.

The 2007 Annual Meeting will tentatively be in Clayton, NM in late October. We plan to take advantage of the location by scheduling a trip to view the dinosaur tracks and nearby geological features, and possibly an after dinner talk about local history. Hopefully we will also be able to celebrate the first winner of our new award at this meeting.

If you'd like to help with any of these efforts, or would like to communicate your concerns or interests to the Board, we welcome your input. The NMNWSE board email is NMNWSE_Board-I@list.unm.edu, and anyone - member or not - is welcome to email us. We'd also like to encourage you to use the NMNWSE listserver as a networking tool - emails from members do not need to be approved, and all postings of possible interest to other NMNWSE members are welcome. Non-members interested in NMNWSE may also post to or join the listserver - directions are at nmnwse.org/Listserver.html.

NMNWSE CONTACTS:

NMNWSE home page: nmnwse.org

NMNWSE mailing address: PO Box 1360, Los Alamos, NM, 87544

2007 NMNWSE Officers:

President: Charlene Bausinger, Central Chapter

VP/President Elect: Elizabeth Kallman, Central Chapter

Treasurer: Yolanda King, Central Chapter

Secretary: Jeanne Banks, Central Chapter

NMNWSE board email: NMNWSE_Board-I@list.unm.edu

NMNWSE listserver: nmnwse-l@list.unm.edu

Instructions to subscribe to the listserver: nmnwse.org/Listserver.html

Problems or questions about the website or listserver to webmaster@nmnwse.org

News items for next newsletter: NMNWSE_Board-I@list.unm.edu