



USC WOMEN IN SCIENCE AND ENGINEERING

2013-2014 ANNUAL REPORT

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Figure 1: Tenured and tenure-track WiSE faculty and active WiSE research and teaching faculty.

EXECUTIVE SUMMARY

The USC Women in Science and Engineering Program (WiSE) is USC's premiere diversity initiative. Founded in 2000 by an anonymous donation of \$20 million, WiSE is an endowed initiative aimed at increasing the representation of women in tenured and tenure-track faculty positions in the sciences, engineering, and mathematics at USC. Since the program's inception, WiSE has successfully helped to increase the number of women in these positions in the programs it represents -- the departments of engineering in the USC Viterbi School of Engineering (VSoE) and the departments of mathematics, biological sciences, earth sciences, physics and astronomy, and chemistry in the USC Dana and David Dornsife College of Letter, Arts and Sciences -- from 15 in 2000 to 48 in August 2014 (See Appendix 1). In 2000, there were only 3 women faculty members in tenured and tenure-track positions in the VSoE and 12 in the USC Dornsife College. By January 2015, there will be 24 in VSoE and 24 in USC Dornsife College. By targeting the recruitment and retention of new women faculty members and by establishing a suite of programs

In just over a decade, WiSE has helped to more than triple the number of tenured and tenure-track women in WiSE-eligible departments.

aimed specifically at creating an environment in which the careers of women at all stages of their careers may thrive, WiSE serves as a role model for successful diversity efforts at USC, as well as across the country and internationally.

Total WiSE contributions for the 2013-2014 academic year amounted to \$678,064.46 disbursed through 212 grant awards, including maintenance of the Lloyd Armstrong, Jr. Endowed Chair, held in 2013-2014 by Hanna Reisler, Professor of Chemistry.



Figure 2: Professor Hanna Reisler, Lloyd Armstrong Jr. Endowed Chair.

During the 2013-2014 recruitment season, WiSE helped bring three new women to the faculty. VSoE welcomes Assistant Professors **Maryam Shanechi** (Electrical Engineering) and **Aleksandra Korolova** (Computer Science) and USC Dornsife College welcomes Assistant Professor **Carolyn Phillips** (Biological Sciences).

WiSE continues to play an active role in helping to increase the representation of women faculty candidates by hosting meetings with department chairs and search committees to outline strategies for broadening the scope of searches for outstanding diversity candidates. WiSE leadership also actively meets with women faculty candidates during campus visits. During the 2013-2014 academic year, WiSE leadership participated in meetings with 22 formal candidates during their campus visits (20 in Viterbi and 2 in Dornsife) (See Appendix 2). WiSE Support for Facilitating Diversity in Faculty Searches (established in 2010-2011) provided 6 grants totaling \$28,742.00 to the departments of Biomedical Engineering, Civil and Environmental Engineering, Electrical Engineering, Computer Science, Biological Sciences (Human and Evolutionary Biology), and Biological Sciences (Molecular and Computational Biology). Computer Science, Electrical Engineering, and Biological Sciences (Molecular and Computational Biology) each successfully recruited one Assistant Professor during the 2013-2014 recruitment season.

Wise Faculty Accomplishments

Current WiSE faculty members continue to distinguish themselves with campus-wide and national level recognition for their research. In the Viterbi School of Engineering, Associate Professor **Andrea Armani** (Chemical Engineering and Materials Science) was recognized as one of Popular Science's "Brilliant 10," a selection of the brightest researchers in the country; Assistant Professor **Nora Ayanian** (Computer Science) was named *NerdScholar's 40 Under 40: Professors Who Inspire* and was selected as *IEEE's AI 10 to watch* (IEEE Intelligent Systems' list of 10 young stars in the field of AI); Assistant Professor **Burcin Becerik-Gerber** (Civil and Environmental Engineering) received an NSF Career Award; Assistant Professor **Malancha Gupta** (Chemical Engineering and Materials Science) received the Viterbi School of Engineering's Junior Research Award; Associate Professor **Andrea Hodge** (Aerospace and Mechanical Engineering) was selected to give the John E. Hillard Memorial Lecture and to receive an honorary doctoral degree from

Northwestern University; Associate Professor **Eva Kanso** (Aerospace and Mechanical Engineering) received the Young Distinguished Alumnus award from the American University of Beirut; Assistant Professor **Yan Liu** (Computer Science) received a 2013 Okawa Foundation Research Grant honoring top researchers working in the fields of information and telecommunications; Professor **Maja Mataric** (Computer Science) was named one of the *Top 10 Female Engineers by Design News*; Professor **Ellis Meng** was elected to be a Fellow of the American Institute for Medical and Biological Engineering (AIMBE) and received the Curtis W. McGraw Research Award from the Engineering Research Council of the American Society for Engineering Education; Professor **Urbashi Mitra** (Electrical Engineering) was a Distinguished Lecturer in the Computer Science Department at UC Irvine, an invited speaker to the Festschrift Workshop in honor of Ezio Biglieri, and served as a committee member for the IEEE Fourier Award for Signal Processing; Professor **Alice Parker** (Electrical Engineering) received an award for the best paper in a specific track at ISCAS (International Symposium on Circuits and Systems).

In the USC Dornsife College, Professor **Linda Duguay** (Biological Sciences) was elected President (2016-2018) of the Association for the Sciences of Limnology & Oceanography (ASLO- formerly the American Association of Limnology & Oceanography); Professor **Susan Forsburg** (Biological Sciences) was elected a Fellow of the American Academy of Microbiology and was elected a fellow of the California Academy of Sciences; Professor **Judith Hirsch** (Biological Sciences) and her group (in collaboration with colleagues) had a paper selected for the cover of the journal *Neuron*; Professor **Susan Montgomery** (Mathematics) was elected Vice-President of the American Mathematical Society; Professor **Lorraine Turcotte** (Biological Sciences) was elected President of the American College of Sports Medicine for 2014-2015 and received a 2014 USC Mellon Mentoring Award for undergraduate mentoring.

Professor **ANDREA ARMANI** (Chemical Engineering and Materials Science) was promoted to Associate Professor with Tenure.

Professor **REBECCA BROYER** (Chemistry) was promoted to Assistant Professor of Teaching.

Professor **SUZANNE EDMUNDS** (Biological Sciences) was promoted to Full Professor with Tenure.

Professor **ELLIS MENG** (Biomedical Engineering) was promoted to Full Professor with Tenure.

Professor **MICHELLE POVINELLI** (Electrical Engineering) was promoted to Associate Professor with Tenure.

Professor **LORRAINE TURCOTTE** (Biological Sciences) was promoted to Full Professor with Tenure.

WiSE ACTIVITIES

Programming

During the 2013-2014 academic year, the WiSE program hosted 50+ events and meetings. In order to further aid in the retention of women faculty and to encourage undergraduate and graduate students to pursue careers in the academe, WiSE administers a monthly programming series of “WiSE Talks,” which provide an intimate setting to discuss subjects recommended by the community and are held monthly in the WiSE Suite.

WiSE also continues to provide professional development and networking opportunities for women. The 2012-2013 WiSE Distinguished Lecture Series featured five guests from four departments, including Lydia Kavradi (Computer Science, 9/19/13), Collete Heald (Earth Sciences, 11/11/13), Clara Deser (Earth Sciences, 11/18/13), Tsu-Jae King Liu (Electrical Engineering, 2/7/14), and Kristi Anseth (Chemical Engineering and Materials Science 2/13/14).

As part of the 2013-2014 recruitment season and at the request of the host departments, WiSE sponsored lunches for three faculty candidates with members of the WiSE community, including Ermin Wei (Industrial and Systems Engineering, 2/13/14), Tamara Denning (Computer Science, 2/25/14), and Aleksandra Korolova (Computer Science, 4/10/14).

During the first full year of implementation of the WiSE Undergraduate Research Experience, students had the opportunity to participate in 22 sessions, including: (See Appendix 3 for sample flyers)

Fall Meet and Greet	10/8/13 and 10/9/13
Poster Session	10/16/13 and 10/18/13
Applying to Grad School	10/22/13 and 10/23/13
Resumes and CVs	10/28/13 and 10/29/13
Personal and Research Statements	11/5/13 and 11/6/13
Myths vs. Me	11/12/13 and 12/2/13
Spring Welcome	1/22/14
Talking About Research	1/27/14
Finding a Research Advisor	2/11/14
TedTalks: Sheryl Sandburg	2/19/14
Resume and CV Building	2/24/14
Personal and Research Statements	3/3/14
Preparing an Effective Poster	3/11/14
Graduate Student Life	3/25/14



Figure 3: 2014 WiSE Awards Reception (4/30/14).

Additional WiSE events included: an Open House for Undergraduate Advisors (10/24/13), a discussion on the tenure process with Vice Provost for Faculty Affairs Beth Meyerowitz (1/23/14), and a group outing (3/12/14) to see a Visions and Voices Performance, *Truth Values*, followed by a lunch discussion the next day (3/13/14). WiSE concluded the year with an Awards Reception (4/30/14) to recognize community achievements.

The WiSE Faculty Networking Group continues to meet on the last Thursday of each month and enjoyed WiSE-hosted lunches at the beginning of the Fall and Spring semesters.

In January (1/29/14), together with the USC School of Social Work, the WiSE program hosted a lunch in memorium of our shared donor, who requested anonymity. Together with the donor's family, we celebrated the achievements the donations have made possible at USC.

In February (2/27/14), WiSE hosted its first Annual Orientation for New Faculty at the University Club. Twelve senior faculty and 8 new faculty members participated.

New Programs

During the 2013-2014 academic year, WiSE piloted a program, **WiSE Dependent Care Travel**, in which tenured and tenure-track faculty with children ages 5 years or younger applied for an additional \$1,000 to subsidize the costs of traveling (to conferences, research meetings, etc.) with a child. Travel is a significant and demanding part of most scholars' career advancement. Since the costs of additional travel expenses (due to childcare) can be significant, WiSE funds are intended to assist faculty with younger children in continuing their professional development, sustaining research visibility, and taking advantage of networking opportunities during a time in which parental obligations might otherwise limit travel. These funds are offered in addition to the \$2,500 provided through the current Supplemental Faculty Support program. Five awards were given through the new program.

At the suggestion of the WiSE Viterbi and WiSE Dornsife Committees, WiSE initiated **revisions to the WiSE Top-Off Award Program**. For many years the WiSE Program has awarded competitive Top-Off awards of \$5,000 per year for up to two years of support to incoming PhD students in WiSE-eligible departments in the Viterbi School of Engineering and USC Dornsife College. In the past, WiSE has provided up to four grants each year. In 2013-2014, WiSE successfully initiated collaboration with each of the individual schools. WiSE will now provide eight \$5,000 fellowships for one year of

support to incoming students and VSoE and Dornsife will provide a second additional year of support to each student. By collaborating together to fully maximize our resources, the WiSE Program and the VSoE and USC Dornsife College hope to provide strong incentives for the most talented and promising women doctoral students to choose USC to begin their careers.

WiSE Outreach

In February 2014, WiSE commissioned a complete redesign of the WiSE webpage. The new pages provide more information about members of the current community, as well as upcoming and past events, includes a regularly updated calendar of events, links directly to the WiSE Facebook Page, allows new subscriptions to the WiSE listserv, and is in accordance with USC branding requirements. IVC Productions completed and launched the new design in April 2014 (See Appendix 4).

WiSE continues to issue regular newsletters (See Appendix 5).

During the 2013-2014 academic year, the WiSE Director and Program Manager participated in activities to bring greater visibility and recognition to the program.

“WiSE Choices in Diversifying Faculty Searches”	WEPAN (Women in Engineering Proactive Network)	Minneapolis, MN	6/9/14-6/11/14	Sarah Fried-Gintis
The WiSE Program at USC	India-US Women in Science and Technology Meeting	UC Berkeley	7/17/14	Leana Golubchik

Mentoring

In conjunction with WiSE’s stated mission to build a supportive environment for women within the University, WiSE faculty mentor women at all levels – ranging from undergraduate to graduate students and postdoctoral scholars. Professor Jessica Parr (Chemistry) coordinated the newly implemented WiSE Undergraduate Research Experience, mentoring 42 undergraduate researchers and fellows. She will continue in her role during the 2014-2015 academic year.



Jessica Parr, Assistant Professor of Chemistry (Teaching) serves as the Coordinator of the newly revised WiSE Undergraduate Research Experience Program.

2014 Hanna Reisler Mentorship Award

The 2014 Hanna Reisler Mentorship Award, which recognizes individuals at USC who have advanced the careers of women in science and engineering through generous and committed professional mentorship, was awarded to Assistant Professor Jessica Parr (Chemistry) for her work with WiSE Undergraduate Researchers and Fellows.



Figure 4: Hanna Reisler presents the Hanna Reisler Mentorship Award to Assistant Professor Jessica Parr at the WiSE Awards Reception. (4/30/14)

Achievements: WiSE Students and Postdoctoral Scholars

Past WiSE students and postdoctoral scholars continue to be successful in their careers. **Marcia Abbott** (PhD, Biological Sciences, 2010, advisor Lorraine Turcotte) was hired as an Assistant Professor (tenure-track) at the Crean School of Health and Behavioral Sciences at Chapman University; **Lindsey Bogachus** (PhD, Biological Sciences, 2011, advisor Lorraine Turcotte) is now a Post-Doctoral Fellow at the Pacific Northwest Diabetes Research Institute in Seattle, WA; **Silvana Constantinescu** (PhD, Biological Sciences, 2012, advisor Lorraine Turcotte) was hired as an Assistant Professor of Biology in the Biomedical Program at Marymount California University; **Lin Ding** (PhD, Earth Sciences, 2014, advisor Susan Forsburg) started a postdoc at City of Hope Beckman Research Center in July 2014; **Carrie Frantz** (PhD, Earth Sciences, 2014, advisors Frank A. Corsetti and Kenneth H. Nealson) will be postdoctoral scholar in the Oceanography Department at University of Washington; **Ying Li** (PhD, Chemical Engineering and Materials Science, 2014, advisor Priya Vashishta) will join ALCF (Argonne Computing Leadership Facility) in Fall 2014 as the first 2014 Margaret Butler Postdoctoral Fellow; **Akihiro Okamoto** (Postdoc, Earth Sciences, advisor Kenneth Nealson) was appointed an Assistant Professor at the University of Tokyo; **Daphney Zois** (PhD, Electrical Engineering, 2014, advisor Urbashi Mitra) will start a post-doctoral appointment at the University of Illinois, Urbana-Champaign in Fall 2014.

Current WiSE PhD students and postdoctoral scholars continue to be recognized for their research and accomplishments. **Sumita Barahmand** (PhD Candidate, Computer Science, advisor Shahram Ghandeharizadeh) received one of 39 *Google Global PhD Fellowships* for her work in cloud computing and a USC Remarkable Women Award; **Lina Bird** (Postdoc, Earth Sciences, advisor Kenneth Nealson) received a Provost's Grant for research; **Hannah Liddy** (PhD Candidate, Earth Sciences, advisor Sarah Feakins) received a 2013-2014 IODP Schlanger Ocean Drilling Fellowship; **Xiao Liu** (PhD Candidate, Biological Sciences, advisor Naomi Levine) received a NASA Earth and Space Science Fellowship (NESSF); **Erin McParland** (PhD Candidate, Biological Sciences, advisor Naomi Levine) received a National Defense Science and Engineering Graduate Fellowship (NDSEG) and was honorable mention for the NSF graduate fellowship; **Barret Phillips** and **Helen Bermudez Foley** (PhD Candidates, Earth Sciences, advisors Suzanne Edmands) were each awarded NSF Doctoral Dissertation Improvement Grants (DDIGs).

WiSE undergraduate students show promise as emerging researchers and were extremely successful at the 2014 USC Undergraduate Symposium for Scholarly and Creative Work. Recognitions at the symposium included: **Erica Arnold** (Civil and Environmental Engineering, advisor Massoud Pirbazari) won a first place award from the USC Schwarzenegger Institute; **Lindsay Arvin** (Earth Sciences, advisor Sarah Feakins) won the interdisciplinary award in the Physical Sciences and Engineering division; **Yael Freiberg** (Biological Sciences, advisor Susan Forsburg) won an honorable mention in the Life Sciences division; **Renee Wang** (Earth Sciences, advisor Josh West) won second prize in the physical sciences and engineering. In addition, **Connie Li** (Biomedical Engineering, advisor Ellis Meng) had a paper selected for oral presentation at the IEEE Engineering in Medicine and Biology Conference in Chicago; **Alyssa Zhou** (Biomedical Engineering, advisor David D'Argenio) was recognized by the USC Renaissance Scholars and received the Fred S. Grodins Award for Academic Excellence.

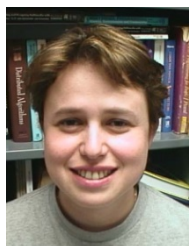
Development

In March 2013, WiSE submitted a preliminary proposal to the Clare Boothe Luce Program of the Henry Luce Foundation for funding to support the recruitment of a new woman faculty member in STEM to USC. Based on this proposal (USC's fourth to the Foundation), USC was invited for the first time to submit a formal proposal for up to \$500,000, which was completed on August 1. On September 24, USC hosted members of the committee for a site visit. In October 2013, WiSE learned that USC was not selected for funding. Though the result was disappointing, the feedback we received was helpful and we remain optimistic about future applications.

WiSE LEADERSHIP

A critical aspect of the success of WiSE is the direct involvement of men and women faculty members, at all career levels and from both the USC Dornsife College and the Viterbi School of Engineering, in planning, evaluating, and guiding the program's development. With the guidance of its diverse committees, WiSE programs have grown and evolved in response to changing needs. Continued evaluation of the success and utility of programs have helped to keep them relevant and effective.

WiSE Program Staff



[Leana Golubchik](#), Professor of Computer Science and Electrical Engineering in the Viterbi School of Engineering, serves as Director of the WiSE Program. Golubchik was appointed as Director in September 2010.



Sarah Fried-Gintis, serves as the WiSE Program Manager and assists with program development and administration, disbursement of fellowships and grants, and coordination of committees. Dr. Fried-Gintis holds a PhD in American History and joined WiSE in February 2011.

WiSE Advisory Board

The WiSE Advisory Board met twice per semester in 2012-2013 (10/10/13, 12/5/13, 1/28/14, and 4/29/14) and continues to work with program administration to hone its recruitment and support of programs for maximum impact. The first meeting in the Spring semester is joint with the USC Dornsife College and Viterbi School Committees. Areas of particular focus this year included tenure promotions and hiring practices.

The Board continues to prioritize mentoring, particularly for junior faculty. This year the Board was pleased to see two junior Viterbi faculty members (Andrea Armani and Michelle Povinelli) successfully promoted to Associate Professor of tenure. The Board remained concerned by the four recent failed tenure cases in the department of Biological Sciences. The Board recommended that WiSE continue to play a significant role in seeing that WiSE faculty are properly mentored and supported; they need to clearly understand tenure expectations. In response to tenure concerns, WiSE organized a discussion with Vice Provost for Faculty Affairs Beth Meyerowitz, which was extremely well attended with more than 30 faculty members and nearly all WiSE Assistant Professors in attendance.

Faculty recruitment and retention remains the primary focus of the WiSE Program. As such, the Board reviewed WiSE policies on hiring. In the course of this discussion, the Board expressed concern about strategies being used by USC Dornsife College to increase faculty diversity. WiSE maintains that women candidates must rise to the top of faculty searches based on academic merit. The Board objected to Dornsife policy that limited faculty searches to three candidates, where additional slots were only available to interview diversity candidates approved by the Dean. The Board feared this policy sent the message that candidates from underrepresented groups are lesser scholars. In late Spring, the Board was pleased to learn that this practice is changing and that departments will be able to select a larger group of candidates to interview.

2013-2014 WiSE Advisory Board Members



Judith Hirsch (Chair)
Professor of Biological Sciences, Neurobiology
USC Dornsife College of Letters, Arts & Sciences



Henryk Flashner
Professor of Aerospace and Mechanical Engineering
USC Viterbi School of Engineering



Linda Duguay
Associate Professor (Research) of Biological Sciences
USC Dornsife College of Letters, Arts & Sciences



Malancha Gupta
Assistant Professor of Chemical Engineering and Materials Science
USC Viterbi School of Engineering



Julie Higle
Professor and Chair of Industrial and Systems Engineering
USC Viterbi School of Engineering



Urbashi Mitra
Professor of Electrical Engineering
USC Viterbi School of Engineering



Susan Montgomery
Professor of Mathematics
USC Dornsife College of Letters, Arts & Sciences



John Platt
Professor of Earth Sciences
USC Dornsife College of Letters, Arts, & Sciences



Hanna Reisler
Professor of Chemistry
USC Dornsife College of Letters, Arts & Sciences
USC Dornsife WiSE Committee

Committees composed of faculty in each school serve as advisors on grant-making by reviewing and evaluating the applications and making recommendations for funding.

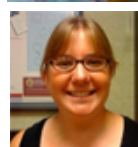
2013-2014 WiSE Dornsife Committee Members



Jill McNitt-Gray (Chair)
Professor of Biological Sciences and Biomedical Engineering



David Bottjer
Professor of Earth Sciences



Jessica Parr
Assistant Professor of Chemistry (Teaching)



Gary Rosen
Professor of Mathematics

A summary of the reviews conducted by the USC Dornsife Committee during the academic year follows:

Program	Deadline	Number of Applicants/ Nominations	Number of Awards
Undergraduate Research, Fall	8/28/13	13	9
Undergraduate Research, Spring	12/1/14	11	11
Graduate Merit	4/8/14	5	5 (2 awards/ 3 recognitions)
Graduate Top-Off	3/3/14	11	3 (8 offered)
Undergraduate Research, Summer	4/1/14	4	4

USC Viterbi WiSE Committee

Committees composed of faculty in each school serve as advisors on grant-making by reviewing and evaluating the applications and making recommendations for funding.

2013-2014 WiSE Viterbi Committee Members



Ellis Meng (Chair)
Professor of Biomedical Engineering



Murali Annavaram
Associate Professor of Electrical Engineering



Burcin Becerik-Gerber
Assistant Professor of Civil and Environmental Engineering



Minlan Yu
Assistant Professor of Computer Science

A summary of the reviews conducted by the USC Viterbi Committee during the academic year follows:

Program	Deadline	Number of Applicants/ Nominations	Number of Awards
Undergraduate Research, Fall	8/28/13	14	14
Undergraduate Research, Spring	12/1/13	6	6
Graduate Merit	4/8/14	7	7 (2 awards/ 5 recognitions)
Graduate Top-Off	3/3/14	12	6 (8 offered)
Undergraduate Research, Summer	4/1/14	6	5

NEW FACULTY

The following faculty were hired during the 2013/2014 recruitment season.



Aleksandra Korolova will be joining the USC Department of Computer Science as an Assistant Professor. Prior to USC, Korolova was a research scientist at Google. She completed her PhD in Computer Science at Stanford University and will join USC in Fall 2015.



Carolyn Phillips will be joining the USC Department of Biological Sciences (MCB) as an Assistant Professor. Prior to USC, Phillips was a Postdoctoral Scholar at the Massachusetts General Hospital and Harvard Medical School. She completed her PhD in Molecular and Cell Biology at the University of California at Berkeley and will be joining USC in Fall 2014.



Maryam Shanechi joined the USC Department of Electrical Engineering as an Assistant Professor in summer 2014. Prior to USC, Shanechi did Postdoctoral work at the Massachusetts General Hospital, Harvard Medical School, MIT, and UC Berkeley. She completed her PhD in Electrical Engineering and Computer Science at MIT and joined USC in July 2014.

The following faculty joined USC during the 2013/2014 academic year.



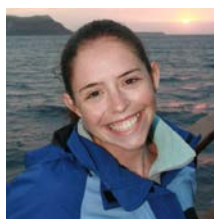
Nora Ayanian joined the USC Department of Computer Science as an Assistant Professor. Prior to USC, Ayanian was a Postdoctoral Associate in the Distributed Robotics Laboratory at the Massachusetts Institute of Technology. She completed her PhD at the University of Pennsylvania in 2011.



Amy Childress joined the USC Sonny Astani Department of Civil and Environmental Engineering as a Full Professor. Prior to USC, Childress was Professor and Chair of the Civil and Environmental Engineering Department at the University of Nevada at Reno. She completed her PhD in Environmental Engineering at the University of California at Los Angeles in 1997.



Stacey Finley joined the USC Department of Biomedical Engineering as an Assistant Professor. Prior to USC, Finley was a Postdoctoral Scholar at Johns Hopkins University. Finley received her PhD in Chemical Engineering from Northwestern University in 2009.



Naomi Levine joined the USC Department of Biological Sciences, Marine Environmental Biology Section as an Assistant Professor. Prior to USC, Levine was the NOAA Postdoctoral Fellow at the Moorcroft Lab, Harvard University. She completed her PhD in Chemical Oceanography at the Massachusetts Institute of Technology.



Smaranda Marinescu joined the USC Department of Chemistry as an Assistant Professor. Prior to USC, Marinescu was a Postdoctoral Scholar at the California Institute of Technology. She completed her PhD at the Massachusetts Institute of Technology.



Megan McCain joined the USC Department of Biomedical Engineering as an Assistant Professor. Prior to USC, McCain was a Postdoctoral Scholar at Harvard University in the Disease Biophysics Group. McCain received her PhD from Harvard University in 2012.



Kelly Sanders joined the USC Sonny Astani Department of Civil and Environmental Engineering as an Assistant Professor. Prior to USC, Sanders completed her PhD in Civil, Architectural, and Environmental Engineering at the University of Texas.

WISE FINANCIAL AWARDS

The WiSE program has adhered closely to the original structure of funds allocation outlined by the 2000 WiSE Task Force: \$500k for Recruitment/Retention; \$100k for Undergraduate Research; \$250k for PhD Student and Postdoctoral Support; and the remaining funds to support new additional programs. Actual distribution of funds may vary slightly each year depending on the return of investment income on the WiSE endowment and on the number of candidates who accept WiSE awards.

Recipients of Major Support for Current Faculty, 2014-2015

Name	Title	School	Proposal
Urbashi Mitra	Professor of Electrical Engineering	Viterbi	"Novel Methods for Active Classification for Behavioral Signal Processing"
Rosa di Felice	Professor (Research) of Physics and Astronomy	Dornsife	"Classical and Quantum Computation in Nano Sciences"

WiSE Jr. Gabilan Chairs

During the 2013-2014 recruitment season WiSE awarded WiSE Gabilan Jr. Chairs to two new faculty hires.

Aleksandra Korolova	Assistant Professor of Computer Science	Viterbi
Carolyn Phillips	Assistant Professor of Biological Sciences (Molecular and Computational Biology)	Dornsife

Formal Program Awards

Program	# Awards
Faculty Recruitment / Faculty Retention	14
Major Support for Current Faculty	2
WiSE Gabilan Jr. Chair	2
Lloyd Armstrong, Jr. Chair	1
Support for Facilitating Diversity in Faculty Searches	6
Faculty Bridge Funding	0
Supplemental Faculty Support	29
Merit Award for Excellence in Postdoctoral Research	0

Graduate Top-Off Awards	9
Merit Fellowships for Current PhD.	12
Travel Grants	76
Undergraduate Research Grants	45
Child Care Subsidies	12
Support for Faculty Pregnancy, Childbirth , and Adoption	0
Support for PhD. and Postdoc Pregnancy, Childbirth, and Adoption	0

Discretionary Awards

In addition to its formal suite of grant-making programs, costs were incurred in support of program activities (such as receptions, supporting a cohort of new assistant professors, lecturers, website maintenance, etc.) and administrative expenses. WiSE also awarded several discretionary grants to support activities that work toward the goal of increasing the representation of women in science and engineering. In 2013-2014, these awards included:

Group	Purpose
USC Department of Computer Science	To support travel of USC undergraduate and PhD. students to the Grace Hopper Celebration of Women in Computing.
Women in Computing	To support the annual activities of the undergraduate students in computer science student organization.
Young Researchers Program	To support a summer research experience devised and executed by USC graduate students for USC-Area High School Students in Earth Sciences and Marine Environmental Biology.
Charlotte's Web (Women in Math)	To support the annual activities of the networking and professional development group among women students in the Department of Mathematics.

APPENDIX 1:

CURRENT WISE FACULTY, TENURED AND TENURE-TRACK (INCLUDING NEW HIRES)

USC Dornsife College

Life Sciences

Sarah Bottjer	Professor	Biological Sciences (Neuro)
Suzanne Edmands	Professor	Biological Sciences (Marine)
Katrina Edwards	Professor	Biological Sciences (Marine)
Susan Forsburg	Professor	Biological Sciences (MCB)
Judith Hirsch	Professor	Biological Sciences (Neuro)
Emily Liman	Professor	Biological Sciences (Neuro)
Jill McNitt-Gray	Professor	Biological Sciences (HEB)
Lorraine Turcotte	Professor	Biological Sciences (HEB)
"Jasmine" Xianghong Zhou	Professor	Biological Sciences (MCB)
Liang Chen	Associate Professor	Biological Sciences (MCB)
Wiebke Ziebis	Associate Professor	Biological Sciences (Marine)
Irene Chiolo	Assistant Professor	Biological Sciences (MCB)
Naomi Levine	Assistant Professor	Biological Sciences (Marine)
Carolyn Phillips	Assistant Professor	Biological Sciences (MCB)

Physical Sciences / Mathematics

Susan Friedlander	Professor	Mathematics
Anna Krylov	Professor	Chemistry
Susan Montgomery	Professor	Mathematics
Elena Pierpaoli	Professor	Physics & Astronomy
Hanna Reisler	Professor	Chemistry
Jia Grace Lu	Associate Professor	Physics & Astronomy
Sami Assaf	Assistant Professor	Mathematics
Sarah Feakins	Assistant Professor	Earth Sciences
Smaranda Marinescu	Assistant Professor	Chemistry
Meghan Miller	Assistant Professor	Earth Sciences

The USC Viterbi School of Engineering

Amy Childress	Professor	Civil and Environmental Engineering
Leana Golubchik	Professor	Computer Science
Julie Higle	Professor	Industrial and Systems Engineering
Maja Matarić	Professor	Computer Science
Ellis Meng	Professor	Biomedical Engineering
Urbashi Mitra	Professor	Electrical Engineering
Mahta Moghaddam	Professor	Electrical Engineering
Alice Parker	Professor	Electrical Engineering
Andrea Armani	Associate Professor	Chemical Engineering and Materials Science
Andrea Hodge	Associate Professor	Aerospace and Mechanical Engineering
Eva Kanso	Associate Professor	Aerospace and Mechanical Engineering
Michelle Povinelli	Associate Professor	Electrical Engineering
Katherine Shing	Associate Professor	Chemical Engineering & Materials Science
Nora Ayanian	Assistant Professor	Computer Science
Burcin Becerik-Gerber	Assistant Professor	Civil and Environmental Engineering
Veronica Eliasson	Assistant Professor	Aerospace and Mechanical Engineering
Stacey Finley	Assistant Professor	Biomedical Engineering
Malancha Gupta	Assistant Professor	Chemical Engineering & Materials Science
Aleksandra Korolova	Assistant Professor	Computer Science
Yan Liu	Assistant Professor	Computer Science
Megan McCain	Assistant Professor	Biomedical Engineering
Kelly Sanders	Assistant Professor	Civil and Environmental Engineering
Maryam Shanechi	Assistant Professor	Electrical Engineering
Minlan Yu	Assistant Professor	Computer Science

APPENDIX 2:

FACULTY CANDIDATES INTERVIEWED ON CAMPUS

As in previous years, WiSE leadership offered to meet with women faculty candidates during their visits to campus, both to transmit information about the WiSE program and resources and to provide opportunities for candidates to ask questions about USC and work-family issues that they might not ordinarily feel comfortable discussing as part of their formal interview process. Departments continued to take advantage of this offer and senior WiSE faculty met with 30 faculty candidates over the course of 2012-2013. The list of candidates is below:

Lydia Kavraki	Computer Science	9/19/2013
Ying Dao	Chemical Engineering and Materials Science	2/4/2014
Taraneh Sayadi	Aerospace and Mechanical Engineering	2/13/2014
Ermin Wei	Industrial and Systems Engineering	2/13/2014
Sylvia Ferrari	Aerospace and Mechanical Engineering	2/18/2014
Tamarah Denning	Computer Science	2/25/2014
Diane Negoescu	Industrial and Systems Engineering	2/28/2014
Mona Shirpour	Chemical Engineering and Materials Science	3/10/2014
Debora Rodrigues	Civil and Environmental Engineering	3/11/2014
Leslie Kaelbling	Computer Science	3/13/2014
Victoria Kostina	Electrical Engineering	3/13/2014
Emina Torlak	Computer Science	3/24/2014
Chiara Villani	Civil and Environmental Engineering	3/26/2014
Vicki Bier	Industrial and Systems Engineering	3/31/2014
Lin Han	Civil and Environmental Engineering	4/1/2014
Elia Psillakis	Civil and Environmental Engineering	4/2/2014
Yanjing Li	Electrical Engineering	4/3/2014
Aleksandra Korolova	Computer Science	4/10/2014
Anna Scaglione	Civil and Environmental Engineering	4/10/2014
Laura Banazynski	Biological Sciences (MCB)	4/25/2014
Carolyn Phillips	Biological Sciences (MCB)	5/2/2014
Maryam Shanechi	Electrical Engineering	5/12/2014

APPENDIX 3:

SAMPLES OF WISE EVENTS FLYERS

Let **WiSE** Help *You* Prepare for *Graduate School*



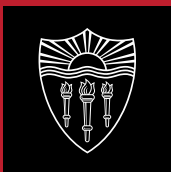
*Join us October 22nd or 23rd as we discuss
Graduate School and the Application Process*

Tuesday, October 22
WiSE Suite (DRB 232)
9:00-10:00

or

Wednesday, October 23
WiSE Suite (DRB 232)
8:30-9:30

*RSVP to wiseuscrsvp@gmail.com by October 21st *



USC Women in Science and Engineering
1042 Downey Way, DRB 232
Los Angeles, CA 90089-1111
(213) 740-0996
(213) 821-5252
wiseprog@usc.edu
www.usc.edu/wise



**Need advice
on writing
your RESUME
or CV?**



**WiSE is
here to
help!**



Join us October 28th or 29th as we discuss
Writing Resumes and CVs

Monday, October 28
2:00-3:00 pm
WiSE Suite, DRB 232

OR

Tuesday, October 29
9:30-10:30 am
WiSE Suite, DRB 232

RSVP to wiseuscrsvp@gmail.com by October 27th



USC Women in Science and Engineering
1042 Downey Way, DRB 140
Los Angeles, CA 90089-1111
(213) 740-0996
(213) 821-5252
wiseprog@usc.edu





USC Women in Science and Engineering presents:

MYTHS VS. ME



What are scientists and engineers really like? What interests them?
What are they passionate about? What makes them tick?

Join WiSE as we get to know

Dr. Amy Kim

Director of In-Person programs for Iridescent, a science-education
non-profit organization.

Dr. Kim trained as physical chemist at the University of Chicago, where she earned her PhD. She was the STEM Program Manager at the Girl Scouts of Greater Los Angeles and then the Senior Associate Director of Women in Engineering Programs at the Viterbi School of Engineer at USC.

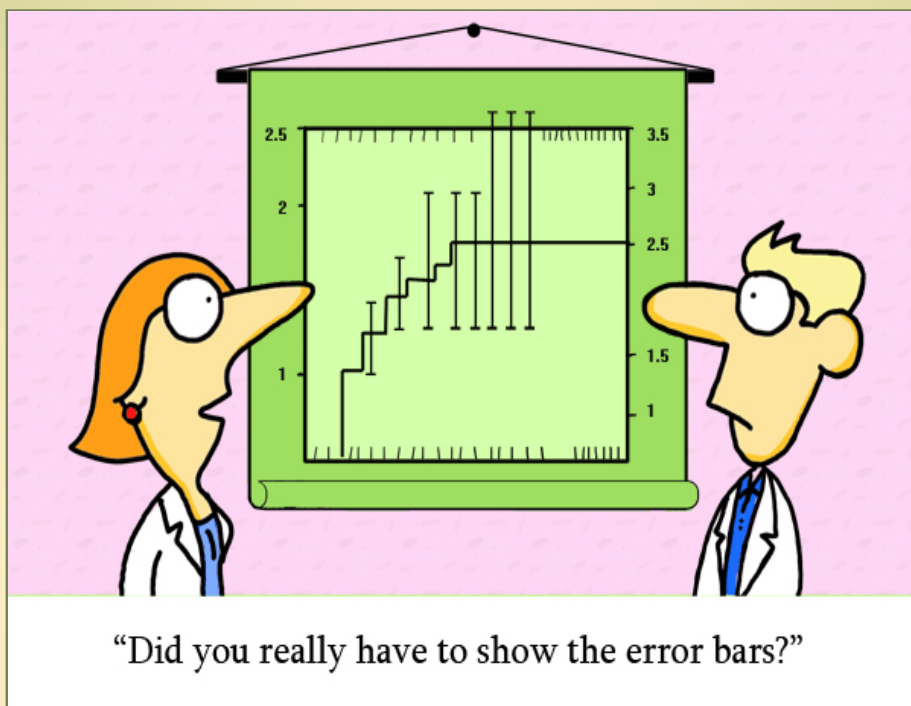
TUESDAY, NOVEMBER 12TH
2:00 PM – 3:00 PM
WISE SUITE DRB 232

****RSVP to wiseuscrsvp@gmail.com by Monday, November 11th ****

University of Southern California

USC Women in Science and Engineering Presents:

PREPARING AN EFFECTIVE POSTER



Not sure how to create your poster? Join WiSE for lunch as we discuss how to successfully showcase your work!



TUESDAY, MARCH 11TH
11:30 AM – 1:00 PM
WISE SUITE DRB 232

***RSVP HERE by Monday, March 10th ***



USC University of
Southern California



APPENDIX 4: NEW WISE WEBSITE

USC WiSE

Women in Science & Engineering

[Home](#) [About WiSE](#) [Our Programs](#) [People](#) [News & Resources](#)

Search WiSE ... 



Welcome to USC WiSE

The WiSE program is a groundbreaking effort to increase the representation and success of women in science and engineering at USC through a series of creative programs that enable women to thrive at every stage of their careers.

Committed to developing fresh approaches to policies and to building a supportive environment for both women and men, the WiSE program is driving USC to the leading edge of diversity in science and engineering.

[LEARN MORE >](#)

Upcoming Events

[VIEW CALENDAR >](#)

Thursday August 28, 2014 12:00 PM
WiSE Faculty Networking Lunch
Thursday October 23, 2014 12:00 AM
Annual Conference for Women Engineers in LA

“The initiatives of the WiSE program are making a vital difference in the lives of women at USC. This represents a crucial investment in the advancement of scientific fields and is essential to the continued academic momentum of our university.”

- C.L. Max Nikias, USC President

wise

Get Involved



View Calendar

[View Calendar >](#)
Please click here to view our upcoming events

Newsletter Subscribe

> Email address:
 [>](#)

Recent WiSE News



2014-2015

Check this link often as we will post the most recent news, announcements, special programs, policies, and career development opportunities that impact the WiSE program and it's goals. See how the WiSE program is driving USC to the leading edge of diversity in science and engineering.

[VIEW ALL >](#)

Spotlight



Professor Susan Forsburg (Biological Sciences)

Susan Forsburg is a Professor of Biological Sciences (Molecular and Computational Biology) in the USC Dornsife College of Letters, Arts, and Sciences. Her research examines the links between DNA replication, cell cycle, and chromosome dynamics in a model genetic system: the fission yeast *Schizosaccharomyces*...

Archives



Past Events

Click here to see a listing of our past events.

[LEARN MORE >](#)

Past Awardees

View a listing of our past award recipients.

[LEARN MORE >](#)

Past Newsletters

APPENDIX 5: WISE NEWSLETTERS

April 1, 2014 Newsletter

[Campaign Preview](#)[HTML Source](#)[Plain-Text Email](#)[Details](#)

Is this email not displaying correctly?
[View it in your browser.](#)



April 1, 2014

University of Southern California

Upcoming Events

WiSE Programming: Graduate Student Research Presentations

Monday, April 7, 2014

3 pm

WiSE Suite, DRB 232

RSVP [here](#).

WiSE Faculty Networking Lunch

Thursday, April 24

Noon

WiSE Suite, DRB 232

WiSE Advisory Board Meeting

April 29, 2014

12:30 pm

WiSE Suite, DRB 232

USC Women in Science and Engineering

1042 Downey Way, DRB 232

Los Angeles, CA 90089-1111

(213) 740 - 0996

<http://wise.usc.edu>

Prof. Leana Golubchik,
WiSE Director

Dr. Sarah Fried-Gintis,
WiSE Program Manager

Website Refresh

We refreshed our public website! Did you notice? Check out our new look at <http://wise.usc.edu>.

Upcoming Deadlines

Keep Up With Us



Facebook

WiSE Undergraduate Research Experience - Student Researchers

Applications Due: April 1

Upperclassmen with an established working relationship with a faculty mentor may submit a research project proposal. If awarded, the student will commit to participating in WiSE programming efforts throughout the academic year, while also receiving more substantial funding to conduct research based on the submitted project proposal. WiSE Researchers will be expected to conduct most of their research efforts during the summer, but other arrangements are possible. The mentors of WiSE Researchers will continue to receive a small grant to support expenses related to their students' work. The goal of this program is to provide undergraduates with first-hand experience in laboratory based research. It is hoped that through the experience of first-hand research at the undergraduate level, the chances will increase that students will choose to pursue a graduate degree in science or engineering. WiSE Researchers will receive a \$3,000 grant the semester in which they conduct their research, \$500 during each of the Fall and Spring Semesters for participation in the WiSE Research Programming Series, and \$500 in advisor support.

Hanna Reisler Mentorship Award

Nominations Due: April 7 (DEADLINE EXTENDED)

The Hanna Reisler Mentorship Award is named in honor of one of our founding faculty members and the many years she has dedicated to mentoring faculty and especially women at USC. The Hanna Reisler Mentorship Award recognizes individuals at USC who have advanced the careers of women in science and engineering through generous and committed professional mentorship. Last year's inaugural award was given to the WiSE Viterbi and WiSE Dornsife Committees and was accepted, on behalf of their respective committees, by Professors Meng and McNitt-Gray. Letters of nomination should be submitted by March 31, 2014. Nominations will be reviewed by an awards committee, consisting of Professors

Meng, McNitt-Gray, and Golubchik, with an awardee to be announced in April. Members of the WiSE-community should send letters of nomination to wiseprog@usc.edu. All members of the university community are eligible to be nominated.

Merit Fellowships for Current Doctoral Students **Due Tuesday, April 8**

The Merit Fellowship for Current Doctoral Students is offered to current Ph.D. students at USC who demonstrate exceptional work in their field. Two candidates will be chosen from the USC Dana and David Dornsife College of Letters, Arts, and Sciences and two from the Viterbi School of Engineering. Candidates are nominated by the faculty. Each one-year WiSE Fellowship carries a stipend of \$5,000. To be eligible for the Merit Fellowships students must plan to be enrolled full-time for both the upcoming Fall and Spring semesters, be in at least their fourth year of study or passed their qualifying exams, and be funded by a 50%-time research assistantship, teaching assistantship, or fellowship during that period. Expected date of graduation should not be earlier than the Spring semester.

Faculty in the News

Professor Anna Krylov (Chemistry) and her work petitioning the exclusion of women at the International Academy of Quantum and Molecular Science was featured in USC News (3/25/14). [Changing the Climate of Discrimination.](#)

Articles of Interest

[The Working Mother Myth: Merging Parenting and Programming](#)

[Stevens Institute of Technology Launches Effort to Recruit More Women to Computer Science, Electrical Engineering, and Computer Engineering](#)

Undergraduate Majors

Why Smart People Suffer from the Imposter Syndrome and How to Thrive in Spite of It (VIDEO)

Opportunities of Interest

WEBINAR: WEPAN (Women in Engineering ProActive Network) presents **"Male Allies Moving the Gender Equity Needle."** Collaborations that include men offer distinct benefits in efforts to achieve gender equity. In the past six years FORWARD, through its NSF Institutional Transformation ADVANCE project, has developed and implemented an Advocates and Allies program for male faculty, designed to augment its goals to transform the climate of the institution and increase participation of women faculty. Wednesday, April 16, 2014 1pm EST. Register, [HERE](#).

The [CSAW Policy Competition](#) asks students to propose a policy in response to particular cyber threats or incidents. The best 5 teams will progress from the qualification round to finals in NYC. Students will submit written policy proposals, and will present their work to a panel of judges who are experts in the field. Students will be judged on their understanding of the issues, the feasibility of their approach, and the creativity in their solution, among other things. The winning students will represent the future of domestic and foreign cyber security policy, prepared to tackle our country's greatest threats. Registration opens July 1.

USC Student Researcher Needed

The Boedicker Lab is looking for motivated undergraduate students for research projects over the summer. The focus of the research is understanding the rules that make complex networks of microbes work. Microbial communities play an important role in our everyday lives, and our lab aims to increase their benefit to society by developing experimental and theoretical tools to control, predict, and design the functional outputs

or both synthetic and natural microbial ecosystems. Towards this goal, we have been developing predictive and quantitative models of biological decision making, using the tools of synthetic biology to test and expand our understanding of gene regulation, and investigating the role of microscale spatial structure on signal exchange and interspecies gene regulation. The lab works on projects related to medicine, such as microbes found in the lungs of cystic fibrosis patients, as well as interaction networks of cells isolated from the environment. Contact Professor James Boedicker (Physics and Astronomy) at boedicke@usc.edu.

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www.usc.edu/wise

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