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Women in Engineering (WIE) Report

99th IEEE Region 8 Committee Meeting to be held in Tallin, 5-7 October 2012.

This reports contains statistics of membership development and local group development, summary of activities of the groups and of the Coordinator, highlights of this year's activity and some relevant agenda items for the upcoming period.

Ferdinanda Ponci

WIE R8 Coordinator



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IEEE WIE is under IEEE Member and Geographic Activities Board.

IEEE WIE aims

The IEEE Women in Engineering of Region 8 would like to address the following issues (particularly during WIE sessions and events at IEEE conferences):

- *how to prepare high school girls to make an unprejudiced choice regarding their study and careers in Science & Engineering and give them good background for that;*
- *how to seal the academic pipeline of women in order to minimize the “pipe leakage” phenomena;*
- *how to overcome barriers to the advancement of women in Science & Engineering;*
- *and how to balance career and family life.*

Our society cannot afford to lose women’ s talents in Science & Engineering.



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Introduction

Women in Engineering of Region 8 (Europe, Africa & Middle East) has shown significant progress in activity in terms of number of the new affinity groups and local initiatives. The achievements are presented in this report.

Women in Engineering

R8	Jul. '12	Jul. '11	#	%
Europe, Africa & Middle East	2,268	2,256	12	0.5%

R8 is comparable to US, showing stable membership. In R8 weak retention seems the main challenge.

Canada and Asia showed a decline, Latin America a sharp rise.

WIE regular Affinity Groups (AGs) and Student Branch Affinity Groups (SBAGs)

WIE AFFINITY GROUPS

Region	Regular	Student	Total
R1	13	3	16
R2	5	1	6
R3	8	4	12
R4	5	2	7
R5	4	0	4
R6	10	2	12
R7	9	12	21
R8	24	52	76
R9	16	62	78
R10	25	139	164
TOTAL	119	277	396



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In 2012, 23 new AG and SBAG were formed worldwide

New SBAGs and AGs in R8 (included in the counting above)

AG

- Iraq Section, Baghdad, Iraq
- Benelux Section, Melle, Belgium

SBAG

- Instituto Superior Tecnico, Portugal
- German Jordanian University, Amman, Jordan
- Dogus University Turkey
- Sharjah Women's College, Sharjah, United Arab Emirates
- Ecole Nationale D'Ingenieurs De Tunis, Tunis, Tunisia
- Greece Section, University of Central Greece.



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Activities in R8

Local reported WIE activities in 2012

WIE R8 Coordinator	Teleconferences with WIE Committee	monthly
WIE R8 Coordinator and ad hoc evaluation committee	Clementina Saduwa Award	February 2012
WIE R8 Coordinator	MoU IEEE - IE	July 2012
Kristen Donnell	Women in Measurement Panel at I2MTC	May 2012
Tiziana Bertonecelli, WIE AG Germany	AG Meeting	10-Jan 2012
Catarina Moura, WIE IST	WIE Tech	15-Jan 7-May
Anastasia Safigianni, Democritus University	Resume workshop	9-Mar
Satope Oladayo, WIE Obafemi Awolowu University	IEEE General Assembly/Wanted in Engineering	5-May
David Dias, Instituto Superior Tecnico	Welcoming Freshmen	20-Sep
Mert Karaosmanoglu, Dogus University	WIE Dogus University meeting	10-Apr
Boutheina Tlili, WIE UAE	WIE Training for Student Affinity Groups	14-Apr

Most of the events in R8 are of the type “University” events. Professional events (as in WIE categories) and STAR events (as in WIE categories) are very few and none respectively.

Hence, the need to:

- strengthen the link with the STAR program
- outreach to the professional world (in terms of catering to the professional world and getting input and participation from members in the profession and in industry)

The contact between the Coordinator and the groups is not continuous and should be improved. Without a continuous flow of information, the groups do not exploit the available support from WIE (funding, publicity material) and do not benefit from publicizing the events on the R8 WIE webpage.

One cause is the sporadic activity of the AGs and SBAG, concentrated around the events. This causes poor responsiveness at other times. Also there is no formal procedure to involve the Coordinator. One reason for this weakness is the lack of interest in region-wide involvement, which is where the coordinator would help the most.



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Summary of Activities of the Coordinator in 2012

- Monthly WIE Committee conference calls
- Reporting to WIE
- Preparation of articles for R8 newsletter and WIE Newsletter (past and to be submitted in the next month)
- Clementina Saduwa Award coordination
- MoU IEEE – IE Business School
- Support to the organization of the Women in Instrumentation and Measurement Panel in Graz, Austria
- Support to the WIE plan for the 50th Anniversary of the Germany Section
- Support to formation of AG and SBAG
- Support to requests of AG and SBAG to WIE
- Profile of R8 Coordinator in WIE Poster for the campaign „I change the world. I am an engineer“)

Highlights

2012 Clementina Saduwa Award:

Objectives of the Award is to recognize a women engineer in Region 8 who, through her engineering and career achievements, has demonstrated noteworthy support for women in the profession and have established a benchmark of engineering excellence and of the following eligibility criteria.

The final decision of a committee composed of 5 male and female members, was based on various aspects, including CV, personal statement, level of difficulties in achieving a professional career, reference letters, level of involvement of referees.

The winner of 2012 Clementina Saduwa Award is Dr. Wejdan Abu-Elhaija Princess Sumaya University for Science and Technology from the Jordan Section for her professional and personal achievements.



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Dr. Wejdan Abu-Elhajja, Clementina Saduwa Award 2012

Memorandum of Understanding between IEEE and the IE Foundation

The MoU is signed again in 2012. The purpose is to establish the terms of collaboration with regards to enabling members of the IEEE Women in Engineering organization to access a top-level business education, as part of their regular and continuing participation in IEEE Women in Engineering activities. This is continuation of the activity of the previous year.

IEEE Women in Engineering (WIE) Scholarships

As part of the IE Foundation's dedication to supporting professional women throughout their career development process, the Foundation has partnered with the IEEE's Women in Engineering (WIE) initiative to bring top women engineers from Europe, Middle East and Africa to Madrid for advanced studies in management. The collaboration includes various joint initiatives, including a scholarship program.

The assignee of an 8,000 euro scholarship in 2012 is Alessandra Vuoto, of the Germany Section. The new round is coming up and will be advertised soon.



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Balance, to-do items and challenges

Balance

- Good and constructive relation with IEEE WIE, staff and Committee
- Great responsiveness within the R8 Committee
- Growth of AGs and SBAGs (sustainable?)

To-do short term

- Strengthen the connection WIE-Star Program
- Coordinate call for Clementina Saduwa Award
- Coordinate call for Best WIE Affinity Group Award in R8 (link to support for WIE Best AG Award)
- Leverage more on the Global Marathon for networking (organizing e.g. local in person meetings which then connect to the Global Marathon)
- Create and use opportunities for giving visibility to R8 individual women (as a payoff for getting involved), advertise these opportunities

To-do longer term (as practical actions are to be determined and assessed)

- Facilitate the flow of Information from AG, SBAG and the Regional Coordinator
- Maintaining contacts with and between AG and SBAG (email addresses not updated, scarce responsiveness, AG, SBAG skip Coordinator in WIE connection)

Challenges

- Presence of very active environments as well as dormant ones. This is heavily dependant on the individuals. It seems very difficult to change the state. Maybe a revitalization program would help (e.g. supporting in person visits, e.g. supporting the recruiting of new officers)
- Practical benefits, goals and activities are very variegated (difficult to appeal and direct members and officers of AG, SBAG as a whole)