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Spotlight on STEM Women: Dr. Kimberly Kendrick

Congratulations to Dr. Kimberly Kendrick on her appointment as Interim Chair of the Department of Mathematics & Computer Science at CSU! Dr. Kendrick, Associate Professor of Mathematics at CSU and Director of the Center for Human Performance and Sensor Applications, received her Ph.D. in Mathematics from Auburn University in 2007 before joining CSU's faculty as an Assistant Professor later that year. Promoted to Associate Professor in 2010, she is an active academic researcher, publishing in top journals in her field—*Applied Mathematics* and *The Journal of Interdisciplinary Mathematics*—and presenting several invited talks around the country each year. Dr. Kendrick's research success is further underscored by her role as PI/Co-PI on multiple federal- and state-funded research projects totaling more than \$3 million dollars.

In addition to research in her area of academic expertise, Dr. Kendrick is a leader and advocate for equity and diversity both within and beyond her campus. She previously served as Co-PI/Institutional Coordinator for the LEADER Consortium at CSU and as consultant to other NSF programs that support equity and success for minority students and faculty. Dr. Kendrick teaches a variety of courses in her area of expertise, including *Algebraic Structures* and *Calculus II*.

In response to her selection as the Interim Chair of Mathematics & Computer Science, we invited Dr. Kendrick to comment on her professional experiences and advancement:

What is your area of expertise/scholarship?

"I am a mathematician. My area of concentration is Algebra with a specialization in applications of Groebner Basis Theory in gait analysis and robotics. In my research, I seek to develop tracking algorithms for the purpose of biometrics via gait analysis. Through the integration of various, motion parameters (joint position, angular velocity and acceleration, etc.), this systems approach has the potential to improve biometrics, particularly the identification of normal and abnormal gait signatures, that

will thereby address problems found in video captured data of human locomotion."

What do you like most about being a scientist?

"What I enjoy most about my work is making a significant impact whether it is in the scientific field, in the classroom/lab with students, or through infrastructure improvements at the institution."

What advice would you give to women considering careers in your field?

"I would encourage women who are interested in pursuing a career in higher education to find mentors within and outside of the institution. A great mentor is one who can see your potential and guide you to achieving it."

What are the most important steps you've taken to prepare yourself for a leadership role?

"Since 2009, I have participated in professional development programs that place an emphasis on academic leadership in STEM. These programs have broadened my administrative skill set and have helped me to advance in the academy."

Any advice to other women interested in seeking leadership roles?

"The most important challenges that women face in leadership roles are a lack of representation, the unspoken paradoxes of being a 'woman' and a 'leader', and unconscious bias (both internal and external). I would advise other women to take advantage of opportunities. A wise woman once told me that you should never let an opportunity pass you by no matter how tired you are or how small the opportunity is because you never know what that opportunity may bring."



Dr. Kimberly Kendrick, Professor of Mathematics and Interim Chair, Mathematics & Computer Science, CSU.



LEADER Receives Supplemental Funding to Implement Ohio HERC

The LEADER Consortium is pleased to announce that the National Science Foundation has awarded our program supplemental funding to co-sponsor the development of an Ohio Regional Higher Education Recruiting Consortium (aka, HERC). In co-sponsoring the Ohio HERC — with Case Western Reserve and the Ohio State University—the LEADER Consortium will broaden its impact on recruiting and retaining a diverse faculty, including the recruitment of dual-career couples in STEM. “Dual-career hiring remains one of the difficult challenges for academic institutions,” says LEADER

PI Dr. David Goldstein, Chair of the Department of Biology at Wright State University. “A high-percentage of STEM scientists have spouses who are also scientists and finding satisfying employment for both members of a couple is often key to a successful hire.”

HERC is a national non-profit organization that brings together institutions of higher education, non-profit organizations, and government agencies to collaborate in recruiting and retaining the highest quality faculty, staff and administrators. Over 600 institutions currently belong to 14 regional HERCs around the US. In the Midwest, the nearest regional HERC is in Michigan. Multiple new regional HERCs will be coming online in the coming year, including the Ohio effort.

Regional HERCs function to support dual-career couples and promote diversity through a national employment search engine. For academic employers, the benefits of joining a HERC include increased institutional visibility to talented applicants and a higher level of excellence and diversity among their applicant pools. In addition, member institutions benefit from reduced advertising costs and access to résumé databanks that facilitate outreach in recruiting. Jobseekers benefit from additional tools, including webinars on job-seeking skills and strategies that are presented by national and regional experts.



The Ohio regional HERC invites participation from academic institutions across the entire state, along with those in bordering communities in Western Virginia and Pennsylvania. The first step in implementing the OH/WVA/WPA Regional HERC took place on October 15th in Cleveland. Over 70 representatives from 38 institutions—including upper-administrators from public, private and community colleges—met to learn about the benefits of membership from HERC’s founder and national Executive Director, Nancy Aebersold. Ms. Aebersold pointed to data demonstrating that fully 36% of faculty job-seekers have partners who are

themselves academics. The consensus among attendees was clear: dual-career hiring is an increasing challenge for academic recruiting and one that is better addressed by formal and collaborative structures.

Representatives from all four LEADER campuses attended the organizational event and each has pledged to support implementation of the regional HERC. LEADER’s involvement in the HERC initiative is one of several aimed at supporting dual-career couples and faculty diversity across our consortium.

Our partner institutions have undertaken their own efforts to support dual-career couples, including the development of dual-career hiring policies at WSU and inter-institutional sharing of employment opportunities. LEADER Co-PI Dr. Suzanne Seleem, Chair of Natural Sciences at Central State University notes that “CSU is committed to supporting dual-career academicians. In the last 5 years we’ve hired several couples in STEM and administrative roles, ensuring we attract the best candidates.”

While these policies and practices are important, the Ohio Regional HERC will bring national attention to our campuses and enhance the benefits of existing efforts. Plans for implementing the Ohio regional HERC are well under way. Look for the program to launch in summer 2014, in time for the next season of academic employment. Additional information about this exciting effort will be shared with our partner institutions as the project unfolds.

CONGRATULATIONS!

The LEADER Consortium is pleased to recognize STEM Women Faculty at our partner institutions who have earned Promotion and/or Tenure in the Academic Year of 2012-2013! Please join us in offering our congratulations!

Air Force Institute of Technology



Dr. Heidi Ries
Professor
Dean for Research
Research & Sponsored Programs

University of Dayton



Dr. Shuang-Ye Wu
Associate Professor
Geology



Dr. Natalie Hudson
Associate Professor
Political Science



Dr. Denise Taylor
Associate Professor
Civil & Environmental Engineering & Engineering Mechanics

Wright State University



Dr. Debra Steele-Johnson
Professor
Psychology, Chair



Dr. Kate Excoffon
Associate Professor
Biological Sciences



Dr. Barbara Kraszpulska
Associate Professor
NeuroScience Cell Bio
Physiology



Dr. Ioana Pavel
Associate Professor
Chemistry



Dr. Hong Huang
Associate Professor
Mechanical & Materials Engineering



October 2013

View our Events Calendar at: www.wright.edu/leader

Sun	Mon	Tue	Wed	Thu	Fri	Sat	<i>The Daily Grind in October</i>
		1	2	3	4	5	<p>Get to Know LEADER: Faculty Resources & Reception <i>Come learn about LEADER on your campus at this open-house discussion of LEADER resources and plans for the coming year. Coffee and light refreshments provided.</i></p> <p>22 WSU—10-11am, Pathfinder Lounge, Student Union</p> <p>23 AFIT—2:30-3:30, Einstein's Bagels, WPAFB.</p> <p>24 CSU—10-11am, CENS Atrium</p>
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
		 The Daily Grind					
27	28	29	30	31			
							

November 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat	<i>The Daily Grind in November</i>
					1	2	<p>That's a Wrap! Ending the Semester Productively <i>Academics often feel extra pressure across teaching, research, and service roles as the semester comes to an end. Come and join the conversation this month as we discuss common challenges and proven strategies for success in maintaining productivity during demanding times. Coffee and light refreshments provided.</i></p> <p>12 WSU—10-11am, Pathfinder Lounge, Student Union.</p> <p>13 AFIT—2:30-3:30, Einstein's Bagels, WPAFB.</p> <p>14 CSU—10-11am, CENS Atrium</p>
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
		 The Daily Grind					
17	18	19	20	21	22	23	
24	25	26	27	28	29	30	
							

The Faculty Success Network

Put yourself at the center of faculty success when you connect, collaborate and communicate with faculty around the Dayton region.

Join the FSN today!

<https://webapp1.wright.edu/faculty-success-network/home>

Contact the Consortium

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