A Leadership Collaborative Model: Fostering Community Through Diverse Student Organization Collaborations

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Tricia Berry, Director of the Women in Engineering Program (WEP) at The University of Texas at Austin, is responsible for leading the efforts on recruitment and retention of women in the Cockrell School of Engineering. She concurrently serves as Director of the Texas Girls Collaborative Project, connecting Texas organizations, companies and individuals working to advance gender equity in science, technology, engineering and math fields. Berry received her B.S. Chemical Engineering degree from the University of Texas, Austin in May 1993 and her M.B.A. from the University of Houston, Clear Lake in May 1999. She has been a member of the Women in Engineering ProActive Network (WEPAN) since 2001, most recently serving on the WEPAN Board as President Elect, President and Past President from 2007 - 2010.
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What is the Leadership Collaborative?

The Women in Engineering Program Leadership Collaborative (WEPLC) is a collaborative leadership initiative coordinated by WEP which brings together WEP & student-led organizations, groups and committees that serve UT female engineering students.
Agenda

- Evolution of the Leadership Collaborative
- Overview of Current Structure and Organizations
- Program Facilitation and Management Strategies
- Collaborative Activities Across Organizations
- Impact on Recruitment Efforts
- Impact on Retention and Graduation Efforts
- Questions / Discussion
Evolution of the Leadership Collaborative

It started in 1970…

In 1992, along came…
Evolution of the Leadership Collaborative

The University of Texas at Austin
Women in Engineering Program
Cockrell School of Engineering

In 2009-2010, along came…
Evolution of the Leadership Collaborative

2011: Grad Women in ChE (later to be known as ChEW)  
Women’s Transportation Seminar
2012: Women in Petroleum & Geosystems Engineering (WPGE)
2013: Women in Biomedical Engineering (WBME)  
SHPE Señoritas
2014: Black Women in Science & Engineering (BWiSE)

2016: WICE  
QuCheW
Evolution of the Leadership Collaborative

2011: Grad Women in ChE (later to be known as ChEW)  
Women’s Transportation Seminar
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2013: Women in Biomedical Engineering (WBME)  
SHPE Señoritas
2014: Black Women in Science & Engineering (BWiSE)
2016:  
WICE  
QueChEW  
Missing:  
ARE, EVE, COE
Current Structure and Organizations

- WEP Program Coordinator Oversight
- WEP Staff Support
- All Officers Included
- Listserv for All Officers Communication *(Undergrad List; Grad List)*
- GroupMe for Presidents Communication
- Central WEP Webpage Linking to Each Organization
Current Structure and Organizations

Facilitated by WEP:

3 Big Retreats Annually:
1. Fall Kick-off Retreat
2. Spring Kick-off Retreat
3. End of Year Retreat

Monthly (or so) Leadership Socials, Workshops, Gatherings

Peer Mentoring Program

Outreach / Engineering Ambassadors Program
<table>
<thead>
<tr>
<th>Org</th>
<th>Department</th>
<th>Grad</th>
<th>Undergrad</th>
<th>Cockrell School Wide</th>
<th>Beyond Cockrell School</th>
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<tr>
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Core Principles:

1. We believe in the abundance theory.

2. Each organization is unique and serves a distinct purpose that does not compete with other organizations.

3. Collaboration makes us stronger.
We believe in the abundance theory:

- The addition of a new organization will not detract from nor impede the goals or efforts of any existing organization.
- Ultimately, our gains will be greater as a larger, inclusive collaborative than as a select and limited few.
- The more the merrier.
Each organization is unique and serves a distinct purpose that does not compete with other organizations.
Women in Engineering Program
Cockrell School of Engineering

SHPE Senoritas

Noche de Ciencias

SHPE Señores

Faculty
Grad Students
Undergrads

Growth!

Networking!

Cafe Monet

Brown Bag Lunches

WEP Events!

Coffee! ☕️

Arts & Crafts

WME
Collaboration makes us stronger.
1. Collaboration makes us stronger.
Women in Engineering Program’s Role:

• Help organizations meet their goals and be successful
• Make their job easy (help them focus on their membership and organization activities)
• Ensure organizations stay in compliance with university rules

All of this helps WEP’s mission to recruit, retain and graduate women!
Current Structure and Organizations

WEP Program Coordinator and WEP Staff Support

• Serve as University “Faculty Advisor”
• Provide accounting support, oversight
• Support purchasing, catering, room reservations, etc.
  logistics and processes
• Provide corporate relations and fundraising support
• Provide alumni relations support
• Support leadership development, outreach efforts, mentoring initiatives, membership
  recruitment/communications, etc.
Collaboration Activities

- Joint socials
- Combination teams for Engineers Week Competition
- Collaborative lab tours
- Joint workshops or open-to-other-LC workshops
- Priority registrations for LC orgs
- Joint outreach efforts
Impact on Recruitment Efforts

Activities:
- Phone calls, postcards, emails to admitted students
- Participation in admitted student events
- Participation in high school outreach efforts

Impact:
- Extends recruitment reach (and number of contacts) beyond what WEP could do alone.
- Creates a partnership relationship with departments interested in focusing on recruitment of women.
- Continually exceed national averages in enrollment of women in most departments.
Historical – Overall Undergrad Women Enrolled

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<th>Major</th>
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<th>2016</th>
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<th>2014</th>
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<td>Architectural</td>
<td></td>
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<td>Biomedical</td>
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<tr>
<td>Chemical</td>
<td></td>
<td></td>
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<tr>
<td>Civil</td>
<td>15.2%</td>
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<tr>
<td>Computational</td>
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<td>Electrical &amp; Computer</td>
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<td>Environmental</td>
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<tr>
<td>Geosystems &amp; Hydrogeology</td>
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<tr>
<td>Mechanical</td>
<td>24.1%</td>
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<tr>
<td>Petroleum</td>
<td>25.0%</td>
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<tr>
<td><strong>Percent Enrollment within Major</strong></td>
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Impact on Retention & Graduation

Activities:
• Community building initiatives
• Mentoring programs
• Study groups

Impact:
• Extends current student reach (and number of contacts) beyond what WEP could do alone.
• Creates a partnership relationship with departments interested in focusing on retention of women.
• Continually exceed national averages in graduation of women in most departments.
National Comparison of % Women Undergraduate Graduation Rates – 2014-2016 Graduation Data

Cockrell School is
• #14 out of 300 Schools Reporting in the Number of Bachelor's Degrees Awarded to Women &
• #15 out of 300 Schools Reporting in the Number of Bachelor's Degrees Awarded to Hispanic Women

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