

# ADVANCE: WISE@OU NEWSLETTER

WOMEN IN SCIENCE AND ENGINEERING AT OAKLAND UNIVERSITY  
[WWW.OAKLAND.EDU/ADVANCE](http://WWW.OAKLAND.EDU/ADVANCE)

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## UPCOMING WORKSHOPS FOR MID-CAREER FACULTY

As a follow-up to our recent special event, WISE@OU will host two workshops in the Winter 2015 semester to facilitate the career progress of mid-career faculty.

### Setting Goals at Mid-Career

Friday, February 13 – 2-3:30 PM  
254 EC (Engineering Center)

### Best Practices: Becoming a Full Professor

Thursday, April 2 – 3:30-5 PM  
254 EC (Engineering Center)  
Panelists will include Provost James Lentini, Dean Kevin Corcoran, and others.

Check the WISE@OU Events page for updates on these workshops:  
[www.oakland.edu/advance/events](http://www.oakland.edu/advance/events)

## Success in Mid-Career



On Friday, December 5, 2014, WISE@OU and Provost James Lentini were pleased to host Dr. Deborah DeZure, Assistant Provost for Faculty and Organizational Development at Michigan State University. The lunchtime plenary session kicked off the WISE@OU series of events focusing on guidance for mid-career faculty as they plan their post-tenure careers. Dr. DeZure shared her tips for successfully surviving and thriving in mid-career with almost seventy faculty members and administrators from OU.

### Tip: Develop Your Network

A strong and supportive network of mentors is essential to the success of mid-career faculty. Dr. DeZure encouraged faculty to have both internal and external mentors. A network should include colleagues and faculty members from outside of the department and even outside of the university. A variety of mentors can give advice on the challenges that faculty members may face during their mid-career transitions.

### Tip: Be a Leader

Dr. DeZure also encouraged faculty members to explore leadership training. Her research found that administrators especially value traits such as people skills and communication skills (listening, speaking, and writing) in addition to credibility as a scholar. Faculty should work with their chairs to create a 5-year plan to address career goals and explore opportunities to serve as leaders on campus.



Photos of Dr. DeZure and event audience.  
Credit: Sarah Blanchette

## VIEW A VIDEO OF THIS EVENT ON YOUTUBE.

You can also view it on our  
OU Resources page.

## Fall CETL Workshops – Helpful Tips

WISE@OU partners with the Center for Excellence in Teaching and Learning to offer a few workshops each semester. To view videos of these workshops, visit the CETL website “Workshops” page and click “View the recordings”: [www.oakland.edu/cetl/workshops](http://www.oakland.edu/cetl/workshops)

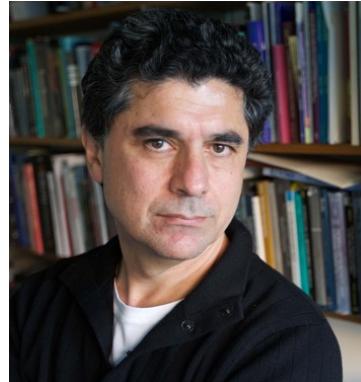
### Engaging STEM Students in the Classroom (October 30, 2014)

Panelists: **Kathy Moore, Laila Guessous, and Alberto Rojo**

The panelists discussed various methods of engaging STEM students while in the classroom. Some of their tips include:

**Share your story.** Tell personal anecdotes to show how the topic relates to life outside of the classroom. Discuss examples of how the topic was useful in your life.

**Use everyday examples.** Engineering and science concepts can be explained with examples like blowing bubbles, bicycles, roller coasters, insects walking on water, etc. Students are already familiar with these things so they will have a basic understanding of the concept.



*Alberto Rojo, Physics*

**Listen to and learn from past students.** Carefully review your teaching evaluations – students’ perspectives can be helpful. Let past students ‘speak’ to current students through end of course “what would you do differently?” responses.

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### Supervising Students Effectively in STEM Research (December 3, 2014)

Panelists: **Shailesh Lal, Jia Li, Scott Tiegs, and Xia Wang;** Moderated by: **Brad Roth**

The panelists shared their best practices for proper training and supervision of student researchers in STEM fields. Audience members also shared their experiences and challenges from working with students. One topic that was addressed in this workshop was helping students gain experience in writing. Some of the advice included:

**Start writing early.** Don’t let your students wait until the last few months of their graduate career to start writing about their research. Ask them to write early and write often.

**Use lab notebooks.** Encourage students to record their research in lab notebooks and show them examples of what you expect. When discussing a topic with them, ask students to show you what they’ve written in their notebook.

**Apply for awards.** Students can gain writing experience through the process of applying for awards, such as the [Provost’s Undergraduate or Graduate Research Award](#). For this award, students must submit an abstract for a general audience, which helps the student gain experience writing about their project and learn to express what they do to a non-scientific audience. See more about awards in the “Funding Opportunities for Students” section of the Office of Research Administration website: [www.oakland.edu/research](http://www.oakland.edu/research).

**Visit the Writing Center.** The Writing Center is open to OU students and faculty, and is free to use. The center provides writers with an interested and supportive audience of consultants who help writers explore ideas, revise drafts, and develop their writing skills. The Writing Center is located in Kresge Library. Visit their website at: [www.oakland.edu/ouwc](http://www.oakland.edu/ouwc).

## STEM Faculty Inspire OU Students

The OU Inspiration Award, presented by the Honors College, celebrates the dedication of Oakland University faculty and mentors to students. Students nominate their professors by submitting a brief essay describing why they should be recognized for the award. This year there were 23 nominees, with 7 faculty members from STEM. Two mentors stood out as the “most inspiring,” including Special Lecturer **Janell Hallauer** from Biological Sciences. Other STEM faculty honorees included: **Amy Banes-Berceli, Fabia Battistuzzi, Charlene Hayden, Sebnem Onsay, Thomas Raffel, and Barry Winkler.**

Find more information from News at OU:  
[http://www.oakland.edu/view\\_news.aspx?sid=34&nid=11878](http://www.oakland.edu/view_news.aspx?sid=34&nid=11878).



Special Lecturer **Janell Hallauer**, nominated for an OU Inspiration Award (photo from News at OU)

## OU-Beaumont Biomedical Research Symposium

The fourth OU-Beaumont Biomedical Research Symposium was held October 31, 2014 in the Oakland Center. OU and Beaumont researchers presented talks about their collaborative projects, which are supported by Multidisciplinary Research Awards. Winners for the best talks included:

First Place: **Yang Xia**, Physics – Correlating T1ρ and T2\* Magnetic Resonance Imaging with Serum Protein Biomarkers in Patients with Progressive Osteoarthritis

Second Place: **Sanela Martic**, Chemistry – Effects of Anti-Tau Antibodies on Tau Hyperphosphorylation and Aggregation

Third Place: **Amanda Lynch**, Health Sciences – An Exploratory Study of Short-Term Changes in Weight, Health, and Monitoring Behaviors in Bariatric Surgery Patients

## Navigating the Tenure Process



WISE supports AAUP workshops focused on the tenure process. These events help junior faculty develop a better understanding of this process. Faculty who have served on the FRPC and CAP committees as well as University administrators participate in panel discussions at these workshops and give tips for preparing dossiers.

This year's workshop panelists included **Lori Ostergaard** (FRPC), **John Krauss** (FRPC), **Lisa Hawley** (FRPC), and **James Lentini** (Senior Vice President for Academic Affairs and Provost).

Videos from this year's workshop as well as previous workshops are posted on the WISE@OU Events page: [www.oakland.edu/advance/events](http://www.oakland.edu/advance/events).

## Resources for Work/Life Integration



Academic Human Resources  
[www.oakland.edu/ahr](http://www.oakland.edu/ahr)  
(248) 370-2922  
ahr@oakland.edu

OU Academic Human Resources recommends using Cigna, a service that can refer you to various external resources such as the ones listed below.

**Parenting:** Receive guidance on child development, sibling rivalry, separation anxiety, and much more.

**Child Care:** Whether you need care all day or just after school, find a place that is right for your family.

**Senior Care:** Learn about challenges and solutions associated with caring for an aging loved one.

Visit the website at: [www.cigna.com](http://www.cigna.com).

## UPCOMING EVENTS AND WORKSHOPS

### WISE@OU Workshops with CETL

Wednesday, February 18: Working with STEM Teaching Assistants  
Tuesday, March 31: Best Practices in Scientific Writing  
Noon–1:30 PM in the CETL Learning Studio, 200A Elliott Hall  
Register under “Workshops” at: [www.oakland.edu/cetl](http://www.oakland.edu/cetl)



### Women in STEM

Monday, March 9, Noon–1:00 PM in Gold Room C, Oakland Center

Hosted by the Women and Gender Studies Program, this panel will explore the challenges women face in STEM fields, how women may successfully manage obstacles and leverage opportunities, and how a gender studies approach might be beneficial to those in STEM. The panel is geared toward students, graduate students, and faculty who are interested in women’s success in STEM fields. All are welcome.

### Women in Computing Lecture Series

Dates TBD, hosted each month by the OU chapter of Women in Computing, part of the Association of Computing Machinery (ACM-W). Contact Wenjin Zhou for more information: [wzhou@oakland.edu](mailto:wzhou@oakland.edu).

### Unconscious Bias in Faculty Promotion and Tenure Process

Friday, March 6, 11:30 AM–2 PM in Gold Banquet Rooms, Oakland Center

This presentation will identify potential biases, proactively consider responsibilities to ensure fair evaluation of faculty candidates, and apply strategies to support equitable promotion and tenure evaluation processes. This activity was made possible through the support of the Oakland University Provost Office, Inclusion and Intercultural Initiatives, OUWB and Beaumont Health System. E-mail [ceme@oakland.edu](mailto:ceme@oakland.edu) or call (248) 370-4384 to register.

#### ALL ABOUT WISE@OU:

- ◆ The Women in Science and Engineering at Oakland University (WISE@OU) program focuses on institutional analysis, recruitment, retention, and promotion of women and under-represented populations in the science, technology, engineering, and mathematics (STEM) areas.
- ◆ The main goal of the project is to increase the diversity of search pools and the number of women and under-represented populations in STEM tenure-track positions. Initiatives are listed on our website.

#### WISE@OU Values Your Feedback

Questions? Comments? We want to hear from you!

Please contact WISE@OU Program Assistant Leanne DeVreugd at [ldevreug@oakland.edu](mailto:ldevreug@oakland.edu) or (248) 370-4516.

**VISIT OUR WEBSITE: [WWW.OAKLAND.EDU/ADVANCE](http://WWW.OAKLAND.EDU/ADVANCE)**



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