



crew

Council for the Representation &
Engagement of Women Faculty

2017
Academic Year
Newsletter



crew

Council for the Representation &
Engagement of Women Faculty

MISSION

To support, retain and promote career success of women faculty at RIT. To achieve its mission, the team will:

- ✿ Identify and support effective strategies and activities that promote career success of women faculty.
- ✿ Assist women faculty in finding & developing networks.
- ✿ Promote leadership development & mentoring activities for women faculty.
- ✿ Provide support needed for women faculty to be successful through tenure & promotion.
- ✿ Communicate & collaborate with other groups concerned with gender & diversity.
- ✿ Identify the issues that women faculty face & develop actions to address these issues.
- ✿ Facilitate awareness among administration & the university regarding these issues.
- ✿ Make recommendations to the Provost on studies or actions needed to address particular issues needed to create an academic environment that fosters the academic success of women faculty at RIT.

2017 Academic Year

Newsletter

In this Issue:

CONTENTS

CREW 2017-18 Activities

- ✿ CREW Connections
- ✿ 20/20 Research in Focus Colloquium

CREW Impact

- ✿ Meet CREW Representatives
- ✿ CREW Testimonials
- ✿ CREW Representatives
- ✿ Social media websites

CREW is an advisory council to the provost in support of the career success of women faculty. This council has representatives from every college and unit.



Women faculty celebrating recent Promotion to Full Professor

PROMOTING FACULTY SUCCESS THROUGH NETWORKING



“The most rewarding aspect of being involved in CREW is meeting faculty from across the campus and learning about the interesting and impactful work that is being done at our university. I have met mentors, friends and research collaborators through my involvement in CREW.”

Betsy Dell

Faculty Associate to the Provost for Women Faculty and Chair of CREW, Professor Manufacturing & Mechanical Engineering Technology, CAST

- ✿ **Years with RIT:** 12
- ✿ **Department:** Manufacturing & Mechanical Engineering Technology in CAST
- ✿ **Area(s) of Interest:** Bioplastic Material Development, Engineering education and Gender in STEM disciplines

Betsy was appointed as Faculty Associate to the Provost for Women Faculty in the Spring of 2014. She was charged with forming and chairing a female faculty council that will provide advice and recommendations regarding issues that female faculty face to the Provost. In December of 2014, the first meeting of what became known as CREW was held. Representatives were nominated from every college. She met one on one with perspective representatives and was, in every instance, impressed by the willingness and interest to get involved in this new initiative. As a team, they developed our mission and goals using an Appreciative Inquiry lens: that we would identify effective strategies and activities that promote career success of women faculty. The mission of CREW is to

support, retain and promote career success of women faculty at RIT. As CREW has evolved over the years, the main role has been to assist faculty with developing their networks at RIT. CREW is doing this though a research colloquium featuring women faculty (20/20 Research in Focus), a cluster mentoring initiative for new faculty (CREW teams), and an annual “welcome back” networking event co-hosted with Advance. CREW has also been working on connecting faculty in more informal ways. For example, in the Fall CREW organized a walking group. CREW also meets with faculty candidates to share information about CREW, the AdvanceRIT project and what it is like to work at RIT.

CREW Teams

CREW piloted a new "Faculty Support Network" or what we will call "CREW Teams" program for new women tenure track faculty at RIT interested in the program. New faculty were paired other new faculty based on the skill area interests and then were connected with several faculty who self-identified as having expertise in this area(s) and interested and capable of providing insights to faculty on that topic. This program is meant to provide an opportunity for new faculty to grow their network at RIT while building skills. It does not replace the important mentoring programs facilitated by individual departments and colleges. This program connects faculty with faculty from across campus, particularly faculty outside of their new faculty member's college power structure. New teams are being launched this spring.



2017-2018 CREW Teams were led by Katie Terezakis (COLA) and Jen Schneider (CAST). Other faculty involved in mentoring included Gabby Gaustad (GIS), Linda Tolan (CAST, and Makini Beck (COIS)

FALL 2017 EVENTS

Connections Breakfast

Date: 09/14/2017

Event: 2017-2018 Connections Welcome Breakfast took place in the beginning of the Fall semester. The goal of Connections is to build and grow relationships among female faculty at RIT. Faculty enjoyed a delicious breakfast while they connected with faculty from all over campus regarding academic, research, teaching, social, and work-life balance issues. Faculty met the ADVANCE team, caught up with other female faculty and found out what ADVANCE had planned for the 2017-2018 academic year.

Participants were asked to submit a Power Point slide for a slide show with personal information they were willing to share (hobbies, family, aspirations, research interests, etc).



CREW Connections:

Teaching students who are deaf or hard of hearing: sharing our experiences, approaches, and ideas

Led by Professor Bonnie Jacob (NTID)



Date: 10/26/2017

Event: In this CREW Connections session, the panel discussed strategies & best practices for teaching in a classroom with students who are deaf or hard-of-hearing, whether there is one student or many more. A panel of faculty who are accomplished in working with deaf or hard-of-hearing students shared their experiences & offered guidance to faculty who attended. A significant part of the hour was designated for discussion and Q&A.

Here's the Accessibility ToolKit that Sara's team developed as part of her grant with faculty learning communities and student mentors!

<https://www.rit.edu/academicaffairs/tls/accessibility-tool-kit-atk-10>



☀️ CREW Connections:

Interdisciplinary Teams: Starting a Collaborative Conversation

Led by Professor Jenn Poggi (CIAS)

Date: 11/09/2017

Event: The 11/09 CREW connections event was about how to get collaborative conversations started across program. The group discussed methods and opportunities to grow their network in unlikely ways then harness those relationships to foster interdisciplinary research and scholarship.

☀️ CREW Connections: Fall Walking Group

A walking group formed when a group of CREW reps expressed interest in connecting in a more informal setting. CREW spread the word for other women faculty to join. Although the goal of the walking group was not professional development, topics related to career success were often discussed. Some of the discussions involved making research connections, strategies for selecting services assignments, and effective teaching strategies. The group plans to relaunch in spring. If interested, contact crew at crewfaculty@rit.edu.



☀️ CREW Connections

Pro-craft-ination

Led by Professor Maureen Valentine

Date: 12/14/2017

Event: This CREW event was an invitation to network with women faculty, to enjoy some holiday treats, and to “pro-craft-inate”-taking some time away from final grading activities to decompress and mingle. Professor Maureen Valentine (CAST) had the supplies and provided instructions for beaded earrings. The participants were invited to make a pair for themselves and/or for a holiday gift.

crew
Council for the Representation & Engagement of Women Faculty

HAPPY NEW YEAR

Network with Women faculty—Enjoy treats
—Pro-craft-inate—
Time off from grading—Decompress & Mingle.
Professor Maureen Valentine (CAST) will have
supplies and provide instructions for beaded pierced
earrings. Make a pair for yourself and/or for a
holiday gift. We ask that you contribute \$5 for each
pair of earrings to cover the cost.
Thursday, December 14th, 2017 | 12-11:50, ENT
Building (B2) | 12:00 to 3:50 PM

To request an interpreter,
please visit
ritaccess@rit.edu
Sign Up Today @
<https://mail.accounts.rit.edu/events/index.cfm?zone=Event=8411>



INTERACTION

Reception sponsored by the College of Liberal Arts

Susan Lakin

Professor, College of Imaging Arts and Sciences

Talk: Audience interaction between music, art, and technology
This talk will discuss an ongoing interdisciplinary collaboration, which attempts to reinvent the live concert experiences, breaking down traditional barriers to create an interactive visual & musical encounter

Tamar W. Carroll, PhD

Associate Professor, Department of History, College of Liberal Arts

Talk: Interactions of Past and Present: The Uses and Abuses of History in the 2016 Presidential Election.
This talk will focus on how history was invoked by both candidates in the 2016 presidential election, as well as by voters themselves

Kristen Shinohara, PhD

Assistant Professor, Golisano College of Computing and Information Sciences

Talk: Interaction Design for Social Accessibility
Accessibility for people with disabilities is impacted by social as well as functional barriers. Dr. Shinohara will present work investigating how to improve interaction design practice, focusing on strategies to address both social and functional aspects of technology use for people with and without disabilities

Giovanna Potesta', PhD

Assistant Professor, Golisano Institute of Sustainability

Talk: Interaction between People and Built Environment in the Age of Globalization
From early civilizations people have transformed the environment in which they lived to make it more responsive to human needs. In the present time transformations are so rapid that do not necessarily suit the well-being of people. Dr. Potesta' will present samples of her research addressing the analysis of urban transformations and their impact on people's behavior





BRIDGING THE GAP

Reception sponsored by the Saunders College of Business

Moumita Das, Ph.D.

Assistant Professor, School of Physics and Astronomy

Talk: A multi-scale understanding of tissue mechanobiology-bridging the gap

Biological tissues sense and respond to their environment via mechanisms at the molecular, cellular, and macroscopic scales. I and my students use multi-scale models to explain how mechanical stresses are sensed and transmitted in cells and tissues, and how these processes impact tissue dynamics, properties, and biological functions in health and disease.



Poornima Padmanabhan, Ph.D.

Assistant Professor, Chemical Engineering

Talk: How do we reverse engineer across length scales? Bridging the gap through modeling.

Through chemistry, it is possible to tune interactions at the molecular level, but predictive knowledge of how that affects structure and function of materials across multiple length scales is not easy to obtain directly from experiments. Molecular modeling can bridge this gap and simultaneously provide information on one and thousands of molecules, insights from which can be used to rationally design materials.



Sara Schley, Ed.D.

Professor, RIT/NTID

Talk: Bridging the Gap between Students and Faculty: Student Mentors and Improving Access and Inclusion

Diverse classrooms can present challenges for access and inclusion: If students rely on an interpreter they cannot simultaneously watch projected video or written information; if students have different communication abilities and preferences, it can be difficult to conduct collaborative activities. This talk will discuss a model of using student mentors to inform classroom pedagogy.



Archana Jain, Ph.D.

Assistant Professor, Finance

Talk: Bridging the gap between fundamental value and asset price with input from pessimists

Short sellers, investors with the pessimist view, help in bridging the gap between the fundamental value of an asset and its market price when it is overvalued. I study the regulations around short selling activity, market efficiency in presence of short sellers, and determinants of short selling activity.



Meet some of the CREW representatives



Bonnie Jacob, PhD

Assistant Professor

Science and Mathematics Department

National Technical Institute for the Deaf

Became the NTID representative for
CREW in spring 2017

“Through CREW, I’ve been able to interact with several prominent women faculty on campus. This has been a really nice opportunity to find out what they’re doing and set goals for myself. In particular, I enjoyed the 20/20 talks I saw last spring. It was such a wonderful chance to escape from my own bubble and see what’s going on with other faculty. I find these opportunities energizing to my own research and professional development in general. I like that CREW is an organization that promotes women faculty’s development in a positive manner on campus. I think that, as an employer, RIT is doing a great job of looking for ways to support female faculty. For example, recent improvements in parental leave benefitted me and my family, and allowed me to come back to work refreshed and ready to do my best. I believe that CREW’s existence will allow RIT to continue on this trajectory.”

✿ **Years with RIT:** 7.5

✿ **Area(s) of Interest:** Graph theory, the interface of graph theory and linear algebra, mathematical problems that combine graph theory with other fields, mentoring undergraduate students who are deaf or hard-of-hearing in research

Sumita Mishra, PhD

Professor and Graduate Program Director,

Computing Security (GCCIS)

Joined CREW in 2015



“CREW gave me an opportunity to meet my peers at RIT. Through the 20/20 research in focus series, I found out about the amazing research that is being done across the campus. The P-cubed group was extremely helpful in my promotion package preparation. I love the supportive environment provided by CREW. A forum for female faculty at RIT to get and stay connected via research colloquia, mentoring and training sessions. The formal and informal gatherings provide an opportunity for women to learn from one another. CREW is an excellent platform for junior faculty to learn from the experience of senior faculty.”

✿ **Years with RIT:** 11

✿ **Area(s) of Interest:** Applied cryptography, Privacy

CREW TESTIMONIALS



Mari Jaye Blanchard,

Assistant Professor,
CIAS School of Film & Animation

Last year she was invited by Robin Cass to speak on a 20/20 panel

“CREW has absolutely supported my advancement in my research & career! After the 20/20 event, I connected with some of the women who were involved with our panel. I applied for a grant and traveled to Kosovo to visit Meredith Davenport and have co-created a class based on that visit. Betsy Dell put me in touch with the folks over in Packaging Design which allowed me to finish my Mutoscope project this past summer (they cut out over 700 individual drawings!). And I am currently working with Ammina Kothari and others on the NarRITives Committee where we discuss the potential of RIT’s stories and how to collect and disseminate them. I wish I could attend more of these events!! It is such an incredible way to see what other women are doing on campus...they are inspiring, thought-provoking and the format makes it all accessible.”

- ✿ Years with RIT: 3
- ✿ Area(s) of Interest: 2D Animation, Animated Machines



Sorim Chung,

Assistant Professor,
Saunders College of Business (Marketing)

Connected since 2016 thru various events by CREW

“CREW has arranged a variety of very interesting events where I presented my research and met faculty members in other disciplines for research collaboration. I was also able to find one of the best mentors through CREW. CREW understands what types of support faculty members need. All the CREW meetings and events that I attended were well organized and very helpful. I highly recommend CREW events to anyone.”

- ✿ Years with RIT: 1.5
- ✿ Area(s) of Interest: Sensory marketing, branding, and digital marketing



Giovanna Potesta',

Assistant Professor
Architecture Department
Golisano Institute of Sustainability

Connected with CREW in 2017 as a measure to come out of isolation

“In a way, CREW has supported/ influenced my advancement in my research and career at RIT because I met many women I shared plans with. I am still disoriented about my research strategy because I do not have peers in my discipline. But CREW allowed me to exit from my box.”

- ✿ Years with RIT: 2.5
- ✿ Area(s) of Interest: Architecture/ Urbanism



REPRESENTATIVES

Faculty Associate to the Provost for Women Faculty and Chair

Betsy Dell

Office of Diversity & Inclusion

Keith Jenkins

Office of Faculty Recruitment

Renee Baker

ADVANCE Grant Representative

Margaret Bailey

College of Applied Science and Technology

Maureen Valentine

College of Health Sciences & Technology

Liz Kmiecinski

College of Imaging Arts and Science

Jennifer Poggi

College of Science

Manuela Campanelli

College of Liberal Arts

Katie Terezakis

Golisano Institute for Sustainability

Callie Babbitt

Golisano Institute for Computing and Information Sciences

Sumita Mishra

Kate Gleason College of Engineering

Dhiresha Kudithipudi

National Technical Institute for the Deaf

Bonnie Jacob

School of Individualized Studies

Makini Beck

Saunders College of Business

Rong Yang

Women in Science

Laura Munoz

Follow CREW on SOCIAL MEDIA



[@RITCREW](https://www.facebook.com/RITCREW)



[@CREW_RIT](https://twitter.com/CREW_RIT)



crewfaculty@rit.edu



"I am so impressed with the impact that CREW is having on the RIT campus. Preeminent faculty have come together to create mentoring opportunities for our new faculty and that has changed our culture for the positive. CREW has made a difference!"

Dr. Jeremy Haefner,

Provost and Senior Vice President for Academic Affairs



crew
Council for the Representation
& Engagement of Women Faculty

UPCOMING SPRING EVENTS

ADVANCERIT

Reimagining our Careers and Campus Culture

AdvanceRIT Spring 2018 Events

Faculty Promotion: Strategies for Presenting a Strong Case
Workshop: A Discussion with the Provost and Senior Leaders

Date: Friday 4/6/2018,
Time: 2-4 p.m.,
Location: LOW-1105/1110

Date: Tuesday, 4/17/2018,
Time: 12:30-1:50p.m.,
Location: Neblette Room GAN-1104)

Let's Talk about Money: Being Your Own Informed Advocate

What's Your Impact? Evaluating Programs & Grants

Date: Thursday, 4/19/2018,
Time: 11:30a.m.-1p.m.,
Location: SAU-1510

Date: Tuesday, 5/1/2018,
Time: 1-3:30 & 5-7:30,
Location: SAU-1510

Bystander Awareness Workshops with Professor Maureen Scully & Diversity Theater #Session 1

Bystander Awareness Workshops with Professor Maureen Scully & Diversity Theater #Session 2

Date: Wednesday, 5/2/2018,
Time: 9:30 AM – 12 Noon,
Location: SAU-1510



crew

Council for the Representation &
Engagement of Women Faculty

**An opportunity for women faculty to
network, build skills and develop strategies
for career success**