

Denice D. Denton Memorial Symposium July 31, 2007

Participant responses, "To celebrate Denice's memory, I will..."

- Break out of my isolation and seek some mentoring, look for the good "women deans" for examples of how to counteract unspoken discrimination that we all know is apparent but not overt.
- Actively seek out opportunities to mentor and support the other women in my organization.
- Help to lead the UW Chemistry department to hire at least one more female faculty member.
- Promote a vision of engineering education that is attractive to a broad base of scholars and young people.
- Call the new faculty in engineering to "check in" and offer support.
- Use my position to promote gender equity and diversity.
- Share the growing literature (research) on subtle gender biases with grad students.
- Work to help make the university community responsible for improving the undergraduate learning environment through the three As: Awareness, Action, and Analysis.
- Mentor and support women department chairs in the College of Engineering.
- Talk about careers in engineering and engineering concepts to K-12 groups.
- Continue to support women in science as a filmmaker and as a man who cares about equality.
- Take time to eat lunch with a new person that I do not regularly have time to talk to.
- Write an essay on "The Thin Red Line that connects 'research on how people learn' to 'shaping the undergraduate STEM learning environment' to 'developing leaders for science and society.'"
- Work with the Committee on Women, WISELI, and other committees and organizations to find a way to implement some sort of maternity leave/reduced duties policy on this campus.
- Take my position of influence much more seriously and reach out to others for support.
- Assert myself in committee meetings and in leadership position. Advocate harder for more women faculty in my department.
- Not let policies, procedures or current practices dissuade me from fighting for what is the right thing to do to increase the diversity of academic leadership.
- Pour myself into the joy of life, career, students and colleagues. Be free of fear and to connect with others in strength, knowledge and support.
- Try to include articles/NewsWatch briefs on best practices for STEM programs for women in each issue of Women in Higher Education.
- Celebrate the accomplishments of women on my campus. Thank the women I work with for what they do. Remind myself and others to speak out about inappropriate behavior.
- Establish a diverse workplace for everyone involved and mentor those who need extra attention/care!
- Strengthen support systems for colleagues and for institutions.
- Relive and enjoy my personal memories of her.
- Have more fun. Say no more often (and have fun saying no!).
- Reach out to new people.
- Maintain my self-respect in order to respect others in a more effective way.
- Today – say something especially supportive to my black female graduate student. Tomorrow – outline a training program for NIH PIs and trainees on equity issues. Next month – persist in efforts to get NIH to adopt an equity training program.
- Check in on colleagues.
- Connect with girls about the fun of science.
- Renew my focus and activity to build people and more diverse student body, staff, and faculty.
- Use some of the things she taught us in a workshop this coming week for graduate students who are planning academic careers.
- Continue to speak out against injustice and unfairness and be an ally to underrepresented and less powerful groups by raising issues relevant to their treatment and success in academe.

- 1) Continue to mentor my students and other students informally. 2) And not stop fighting for things that I should have as enablers. 3) And try not to be so discouraged at the little and big "pin pricks."
- Mentor women faculty and students in my department and college and work to improve the climate for women students and faculty.
- Change program content to incorporate what I learned today about tenure clock policies and leadership skills in science. Speak up more at work about climate issue.
- Mentor new instructional lab coordinator.
- Care for myself and my health first, to enable me to care for others.
- 1. Stay connected and check in with others (esp. senior women leaders) to see how things are going. 2. Work to develop leadership potential in others through mentoring and enhanced learning environments.
- Continue to try to bring attention to issues of discrimination and their solution to the administration. I will draw on Denice's energy to achieve this.
- Not only foster, but support our next generations as best I can. Continue to be active in my community, but also involved in my community and government. Lead by example. Remember that cool heads prevail. Most importantly remember that no might just mean maybe.
- Try to help one of my friends in the home who is so ill.
- Consistently follow up on family and friends to encourage them in life and business – to be support for them and ensure they know they are valuable and loved.
- Continue to gather her history and send it to archives in Washington – Seattle (available to all). As a college professor, I will continue to encourage my students to pursue their goals vigorously.
- Point the way; not point the finger.
- Remember all the lives she touched and helped in her life. I will try to do the same by understanding everyone's individual needs and desires.
- Mentor woman scientist regarding promotion requirements.
- Get my article published documenting that "Girls Who Excel in Mathematics Exist, Yet Are Rarely Identified in the USA" and then "advertise" this fact in articles seen by the lay public.
- Contact, thank and catch up with my mentors and check in with my mentees.
- Contact legislators to support collective bargaining for UW faculty and academic staff in the 2008 Wisconsin budget bill. Unionization of faculty and academic staff would greatly contribute to fairness in treatment of women and minorities.
- Contact legislators to support collective bargaining in the 2008 budget bill. Unionization of UW System faculty and academic staff would definitely help with the treatment of women and minorities in the workplace.
- Take some key ideas from today and incorporate them into the Women Faculty Mentoring Program. Some of Denice's wisdom will inform my leadership as the program's incoming director and some of the breakout discussion outcomes will influence the program's activities.
- Strengthen my efforts to support women in doctoral programs in engineering and sciences – including addressing their professional and personal issues.
- Acknowledge my mentors and say thanks. Read the book "The Little Engine That Could." Approach life fearlessly. Remember leadership occurs in community; not isolation. Check in with colleagues.
- Record the history of UW and other academic women who have mentored pre-college girls to consider STEM careers through an annual conference now called Expanding Your Horizons. I will do this through personal interviews of the pioneers, and analyzing data and anecdotes. I will produce a poster, a DVD, and a booklet by the 50th anniversary in Fall 2009.

July 30th, 2007

To celebrate Denice's memory, I will....



When _____