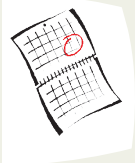




► Hear from the 7 CWIT and SITE Seniors and find out about their plans for after graduation.....2



► Want to know what *really* happens during the year? Check out a recap of four spring events .....3



► Catch up with old friends by flipping to the "Alumni News" section.....4

# CWIT Update

THE CENTER FOR WOMEN & INFORMATION TECHNOLOGY

## A Word From The Director: Dr. Penny Rheingans

Wow. I can't believe it's time for another Update. This semester has been a whirlwind of activity here in CWIT -- from the FIRST Lego League Maryland state championships, to the revived Bits & Bytes program, to new CWIT Scholar selection, to industry site visits, to .... well, you get the picture. As you read through this Update, you'll get a snapshot of just how much our Scholars are up to, both in CWIT and across campus. Getting to watch new graduates walk across the stage is one of my favorite opportunities of the academic year. Next week, I'll get to watch six CWIT and SITE Scholars walk: Angela Brown (Computer Science), Jenny Donoghue (Chemical and Biochemical Engineering), Morgan Markowski (Information Systems), Dominique Montell (Chemical

and Biochemical Engineering), Teresa Oswald (Computer Science), and Wenjing Wang (Computer Engineering). It's been great to watch them grow in knowledge, skills, and confidence. It will be even more fun to watch what amazing things they do next.

We have finished selecting our C9 cohort of CWIT Scholars who will begin in the fall. This highly accomplished group of fourteen is Derek Brown (Leonardtown HS), Katrina Chan (Great Mills HS), Mallory Clites (Northern HS), Karen Dickens (Charles Herbert Flowers HS), Annette Engelhart (Elizabeth Seton HS), Julia Ford (Annapolis Area Christian School), Jessica Izumi (Chesapeake Senior HS), Emily Krause (Aberdeen HS), Christina Malliakos

(Huntingtown HS), Morgan McClure (Hammond HS), Sabrina McConoughey (Reservoir HS), Courtney Melissari (Chesapeake Senior HS), Alec Pulianas (Perry Hall HS), and Emily Scheerer (Howard HS). We're excited that they've chosen CWIT and UMBC and doubly excited that they will all be joining the CWIT Living Learning Community.

Finally, speaking of new people, I am pleased to welcome Dr. Susan Martin to the CWIT staff as our first ever Associate Director. Susan will be working to increase CWIT's impact and visibility on campus and beyond. Stop by to say 'hi' to Susan in her new office here in the renovated CWIT suite.

## Meet the New Associate Director: Dr. Susan Martin

Joining the CWIT team is a truly a dream job for me! Doing work that supports student success has been the focus of my entire career in higher education and I am thrilled to have the opportunity to work with Penny and Katie to make CWIT's vision and mission a reality in the coming years. CWIT's mission is perfectly aligned with my commitment to creating educational conditions that result in learning and the personal and professional success of all students. I am especially dedicated to working with women and other groups who have been traditionally underrepresented in STEM majors and careers.

I am a graduate of College Park's College Student Personnel Program and earned a doctorate in Higher Education Administration from George Washington University. My career path has included working as a resi-

dence hall director, serving as an academic and career advisor; coordinating a program for adult women learners at a community college, working on teams researching the experiences of sophomores and Latino students, and building a culture of assessment in the Division of Student Affairs here at UMBC. These experiences have well-prepared me to serve in my new role. As the Associate Director, I will be working closely with Penny and Katie on initiatives that will ultimately increase the gender diversity in the College of Engineering and Information Technology. On a day-to-day basis, I will be planning and implementing initiatives, like expanding the existing Affiliates program, so that CWIT can provide support for and create community for a much larger group of women in COEIT.

Some of my other responsibilities include: data collection and reporting, the ongoing assessment of the climate for gender diversity in COEIT, grant writing, and building CWIT outreach activities for



high school girls. I am really looking forward to working with our CWIT Scholars and Affiliates, COEIT faculty and staff, as well campus partners to increase the pipeline of diverse professionals entering engineering and information careers. Working with CWIT is a dream come true and an opportunity to really make a difference!

**Morgan Markowski (CWIT Scholar)**  
 Information Systems  
 Interned with Constellation Energy and BG&E  
 Plans to work at the NSA

# conGRADulations!

## CWIT & SITE Seniors

**Kevin Lee (CWIT Scholar)**  
 Mechanical Engineering  
 Interned at Lee Electronics, Inc.  
 Plans to graduate in Fall 2010

**Teresa Oswald (CWIT Scholar)**  
 Computer Science

Interned with Northrop Grumman  
 Plans to work at Northrop Grumman  
*"CWIT has helped me in more ways than I can count, both in and out of schoolwork. Because of CWIT, I had plenty of friends who could help me with classes throughout all four of my years at UMBC. It also provided opportunities for me to build my leadership and networking skills, meaning I had internships all of the summers at UMBC and a job waiting for me once I graduated."*

**Wenjing Wang (CWIT Scholar)**  
 Computer Engineering

Interned with Geico  
 Plans to work at Lockheed Martin  
*"Being in CWIT is like being in a big family, you might not see your family members everyday, but you know that they are always there. CWIT was the reason why I chose to come to UMBC instead of other colleges, and I never regretted that decision. This program not only challenged me academically but also helped me develop both professionally and personally with a tremendous amount of resources. I would not be where I am now without CWIT"*

**Angela Brown (CWIT Scholar)**  
 Computer Science

Interned with JHU Applied Physics Laboratory  
 Plans to work at Raytheon Solipsys  
*"I think one of the greatest things that CWIT did for me was to show me just how much of a difference I could make. By giving me the opportunity to work with older women as I entered the program, I was given excellent role models, and now, as I am one of the older women that the incoming freshmen can look up to, I give them an idea of the things they can accomplish. CWIT has taught me to be proud of doing what I love, and how to be confident in myself."*



CWIT and SITE Seniors (L to R):  
 Morgan Markowski, Teresa Oswald, Emily Toy (Dec. '09), Wenjing Wang, Kevin Lee (Dec. '10), Dominique Monteil, Justin Pickering ('08 Graduate), Caroline Scheck (Dec. '09), Jenny Donoghue

*"I am thankful for having the CWIT community be so supportive throughout my whole college experience exposing me to a variety of activities such as Bits and Bytes, FLL, IT Visionaries, and Computer Mania Day. In addition, I am thankful for the many networking opportunities and workshops offered through the CWIT scholarship which I would otherwise have missed. The one-on-one meetings have kept me on track and focused on my goals as well! I am proud to be a CWIT Scholar at UMBC."*

**Dominique Monteil (SITE Scholar)**

Chemical and Biochemical Engineering  
 Was a research assistant at UMBC and the FDA  
 Enrolled in Ph.D. program at EPFL in Switzerland  
*"Some things that I am thankful for from SITE would be all of the networking and leadership training that we have received as scholars. Whenever I go to networking events, such as Career Fair or Conferences, I always feel comfortable and make connections with multiple groups. I see myself as a better person because of my involvement in SITE"*

**Jenny Donoghue (SITE Scholar)**

Chemical and Biochemical Engineering  
 Was a research assistant at UMBC  
 Enrolled in the Masters program here at UMBC  
*"In my 3 years as a SITE scholar I have been given many great opportunities for involvement on campus as well as excellent academic and corporate guidance. I have met many great students and have benefitted from being surrounded by like-minded people all with a common goal of academic achievements. The friends I have made will continue to be a part of my life for hopefully many years to come, and I couldn't be more grateful for the relationships I have built with the faculty. While good grades are the main focus of any scholarship group, SITE also focuses on making us not only better students, but well rounded intelligent people and for that I am indefinitely thankful."*



CWIT's C5 Class (L to R): Emily Toy (Dec. '09), Morgan Markowski, Kevin Lee (Dec. '10), Teresa Oswald, Angela Brown

## Introducing: The New CWIT Student Board!

09-10 was the inaugural year for the newly created CWIT Student Board — and they have been busy! During this last year the Student Board:

- \* Created their own recognized UMBC student organization called the CWIT Student Council
- \* Planned the first annual "C-What? Day" for CWIT & SITE community fun and teambuilding
  - \* Created CWIT & SITE T-shirts for all the students in the community
  - \* Raised money to subsidize T-shirt costs through coordinating two bake sales
- \* Conceptualized, planned, and coordinated the Bits and Bytes Program in February
  - \* Planned an social outing to a Orioles vs. Red Socks game in May
  - \* Provided student leadership to the CWIT community, and more!

In May, the CWIT community held its second-annual Student Board elections and two new officers were elected to be on the Board. These are the officers for the 10-11 Academic Year:

- President:** Andrea Robinson (C6, Computer Engineering)
- Vice President for Scholar Affairs:** Paridhi Jain (C6, Information Systems)
- Vice President for Student Events:** Alex Markowski (C7, Computer Science)
- Secretary:** Amy Chou (C7, Chemical Engineering)
- Treasurer:** Shreya Mohan (C8, Information Systems)
- Historian:** Lisa McPherson (SITE, Chemical Engineering)
- CWIT Living Learning Community's Resident Assistant:** Thomas Davis (SITE, Computer Science)



(L to R) Alex Markowski, Amy Chou, Thomas Davis, Paridhi Jain, Shreya Mohan, Andrea Robinson. Not pictured: Lisa McPherson.

# Spring Event Highlights

## Bits & Bytes



In February, 18 high school junior girls interested in Information Technology or Engineering careers had an opportunity to stay overnight at UMBC in residence halls with current CWIT Scholars, participate in an IT or Engineering Design Challenge, and learn more about what life is like as a college student. The program was almost entirely student-run by the CWIT Student Board with other Scholars' help, and was a big success!

*"I enjoyed meeting other females who intend to become engineers. Before the Bits and Bytes program I did not know other females who were equally as interested in the engineering field as I am. I met wonderful girls...and now we text each other almost every day."* (a B&B Participant)

## Industry Site Visits



Three spring site visits gave the CWIT and SITE Scholars the opportunity to visit different IT and Engineering organizations and learn more about what it is like to work there. Throughout the month of April, we visited the National Security Agency, Harris Corporation, and Johns Hopkins University's Applied Physics Laboratory. These visits seemed to be quite eye-opening, and introduced the students to a wide array of opportunities available to them. We are grateful for all the wonderful people that helped coordinate these visits!

## FIRST Lego League Service

The CWIT and SITE Scholars had the chance to volunteer to work with the middle school kids at the FIRST Lego League Championship Tournament here at UMBC on January 30, 2010. They served in roles such as team liaisons, practice table monitors, challenge referees, team judges, and other support positions.

*"Watching the excitement of the kids as they flexed their engineering and programming skills was a great experience that I am really looking forward to repeating next year!"* (Michael Sola, CWIT C7)

## PWIT Picnic & Alumni Reunion

A warm (very windy) Saturday in May provided the setting for the annual end-of-the-year picnic gathering for the CWIT community, coordinated and sponsored in part by the Parents For Women and Information Technology (PWIT) organization. CWIT & SITE students and their families, joined by a few CWIT Alumni, had fun in the sun by playing Frisbee, volleyball, and other games, and eating good food. Thanks PWIT!

*"The picnic was a great way to end the school year by relaxing with CWIT friends and their families"* (Katelyn Toy, CWIT C8)



## Bragging Rights:

**Michael Barrett and Amy Ciavolino** co-developed a web site

(www.plusonedexterity.com) as a place for game developers and other members of the IT community to upload and share their creations.

**Priyanka Bushana, Amy Ciavolino, Dominique Monteil, and Teresa Oswald** presented their research at this year's Undergraduate Research and Creative Achievement Day (URCAD) on April 28th.

**Rachel Davies, Lisa McPherson, and Andrea Robinson** were chosen to participate in UMBC's *STRIVE Retreat*, a five-day leadership retreat in January.

**Michael Rahimi** was elected President of the Persian Student Association.

**Amy Chou** was inducted into Tau Beta Pi Engineering Honors Society and Delta Phi Epsilon sorority.

**Cassie Dobrzanski and Angela Nealen** and their Biodiesel club won this year's *imPROVE it!* Competition with their proposal to create a renewable energy source for the UMBC campus.

**Cassie Dobrzanski** was accepted into the Nuclear Propulsion Officer Candidate (NUPOC) Program with the U.S. Navy and will begin after graduation in May 2011. Cassie is also recently engaged and set to be married June 2011!

**Littleton Riggins** was elected President of the Fencing Club.

**Teresa Oswald** was awarded the "Outstanding Achievement in Computer Science" award.

**Rachel Sweeton** recently earned her green belt in Taekwondo.

**Mariano Mumpower** received a UMBC Alvarez Engineering award, a Mechanical Engineering S-STEM Scholarship, was renewed for his NASA MUST Award, and won first place in UMBC's *Idea Competition* for his entrepreneurial idea to create "The Green Bean", an organic mobile food service stand at UMBC. Also, he and his wife recently had a beautiful baby girl!

**Kellie Tilley** was accepted into Tau Beta Pi Engineering Honors Society.

**Andrea Robinson** received the Walker Resident Assistant of the Year Award.

## Scholars' Awards &

## Accomplishments

## SUMMER 2010 INTERNSHIP AND RESEARCH PLANS

- ABERDEEN PROVING GROUND:** Michelle Racine
- BOOZ ALLEN HAMILTON:** Methzli Rodriguez
- CAREFIRST BLUECROSS**
- BLUESHIELD:** Oana Tibu
- CONSTELLATION ENERGY:** Angela Nealen
- GE IMLP:** Paridhi Jain (Atlanta, GA), Michael Rahimi (Connecticut)
- JOHNS HOPKINS APL:** Tim Burke
- JOHNS HOPKINS RESEARCH:** Methzli Rodriguez
- KNOTT MECHANICAL:** Justin Bass
- LOCKHEED MARTIN:** Thomas Davis, Elizabeth Leon, Andrea Robinson, Chris Wolf
- MDWIT:** Steve Karolenko
- MINDGRUB:** Michael Barrett
- NASA GODDARD:** Mariano Mumpower
- NAVAIR:** Terrence Dickerson
- NAT'L WILDLIFE FEDERATION:** Michael Sola
- NIST SURF PROGRAM:** Morgan Madeira (REU)
- PATTON ELECTRONICS:** Asmita Korde
- PNC BANK:** Krishna Sheth
- ROCHESTER INST. OF TECH.:** Amy Ciavolino (REU)
- SAIC:** Littleton Riggins, Bryant Szelistowski
- UMB RESEARCH:** Amy Chou (BioChemistry)
- UMBC RESEARCH:** Samantha Celmer (Environmental Science), Lilian Johnson, Katelyn Toy (Global Portal)
- UMBC DEPARTMENT OF IT:** Becca Baldwin, Justin Ermer, Bryan Miller, Shreya Mohan, Danielle Romig
- UNIV. OF SOUTH CAROLINA:** Kristen Dagenais (REU)
- WALTER REED GEMS:** Priyanka Bushana

...and more to come. Other Scholars are still interviewing.

# By The Numbers...

In the 2008 U.S. Workforce:

- 57**...Percent of professional occupations held by women
- 25**...Percent of professional IT-related occupations held by women
- 11**...Percent of corporate officer positions at Fortune 500 technology companies held by women



## National Percentage of Women Earning Bachelor's Degrees 2007-2008:

Chemical Engineering: 34.9%, Computer Engineering: 10.7%, Computer Science: 11.8%, Informatics: 13.7%, Mechanical Engineering: 11.9%

## UMBC's Center for Women and Information Technology (CWIT)

Did you know...

- \* Since the CWIT Scholars program's inception in 2002 there have been a total of 86 CWIT Scholars. The average cumulative GPA for all scholars is 3.5.
- \* In Fall 2009, there were a total of 67 CWIT and SITE Scholars being supported by the CWIT program. 72% of CWIT Scholars and 61% of SITE Scholars were women.
- \* 90% of all CWIT and SITE Scholars have either graduated in 6-years or are still pursuing their studies in a IT or Engineering major. The average for all first-time full-time students entering UMBC since 1995 is approximately 60%.

(References: <http://www.ncwit.org/pdf/BytheNumbers09.pdf>, <http://www.cra.org/resources/taulbee/>, <http://asee.org/publications/profiles/upload/2008ProfileEng.pdf>)

## Alumni News

### December 2009 Scholar Graduates:

**Hariklia Karagiannis (CWIT/SITE)**  
Electrical Engineer at AAI, Corp.

**Caroline Scheck (SITE)**  
Enrolled in Masters in Mechanical Engineering at UMBC

**Emily Toy (CWIT)**  
Enrolled in Masters in Information Systems at UMBC

### Other Alums:

**Tawny Barin** recently began a rotation in Belfort, Cedex in France for *GE Energy's* IMLP.

**Heidi Brueckner** was promoted to Analyst 2: Application Developer at *Constellation Energy*. She was also recently engaged and planning to be married in October 2011.

**Lindsay Cox (Mannchen)** was married on January 2, 2010 to Patrick Cox. She also changed jobs and now works for *Accenture* as a PeopleSoft Implementation Specialist and does government contract work.

**Bethany Meyer** was promoted to Senior Web Developer at *T. Rowe Price* in December 2009.

The CWIT Office contains a growing library of books for reference, academic and professional skill-building, and gender/diversity topics in IT and Engineering. Below is a small sample of what you will find on our shelves:

**"Women Don't Ask: Negotiation and the Gender Divide,"**  
by Linda Babcock and Sara Laschever.

**"The Male Factor: The Unwritten Rules, Misperceptions, and Secret Beliefs of Men in the Workplace,"**  
by Shaunti Feldhahn.

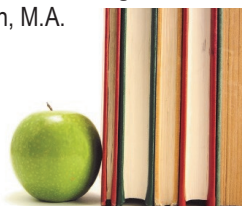
**"Gender Inclusive Game Design: Expanding the Market,"**  
by Sheri Graner Ray.

**"The ParentPreneur Edge: What Parenting Teaches About Building a Successful Business,"**  
by Julie Lenzer Kirk.

**"Debugging Your Information Technology Career: A Compass to New and Rewarding Fields that Value Computer Knowledge,"**  
by Janice Weinberg.

**"Professors' Guide to Getting Good Grades in College,"**  
by Lynn F. Jacobs, Ph.D., and Jeremy S. Hyman, M.A.

# Book Corner



Send newsletter submissions to  
Katie Glasser at  
[kglasser@umbc.edu](mailto:kglasser@umbc.edu)

CWIT Staff:  
Dr. Penny Rheingans  
Director

Dr. Susan Martin  
Associate Director

Ms. Katie Glasser  
Assistant Director



The Center for Women & Information Technology

## WHERE HAVE THE SCHOLARS BEEN?

### January:

31st - CWIT & SITE Scholars  
Volunteered for the  
FIRST Lego League  
State Tournament

### February:

1st - CWIT/SITE Family Meeting  
8th - CWIT Social, UMBC  
Basketball game  
22nd - Federal Government Net  
working Panel, including  
the *DOE, NIH, NASA,*  
*SSA, NAVSEA, & NRC.*  
24th - Visionaries in IT Forum,  
Speaker: Hooman  
Radfar, CEO and Co-  
Founder of *Clearspring*  
*Technologies*  
28th-Mar 1st - Bits & Bytes

### March:

5th - Dependable Strengths  
Workshop  
6th - Scholar Selection Day  
8th - CWIT/SITE Family Meeting  
15th-19th - Spring Break  
22nd-26 - Career Week

### April:

5th - CWIT/SITE Family Meeting  
8th - Site Visit: NSA  
13th - Site Visit: Harris, Corp.  
21st - Visionaries in IT Forum,  
Speaker: Dr. Bernard S.  
Meyerson, IBM Fellow  
and VP, *Innovation and*  
*Global University*  
*Relations*  
23rd - Site Visit: JHU APL

### May:

3rd - CWIT/SITE Family Meeting  
5th - Bureau of Labor Statistics  
Information Session  
8th - PWIT Picnic and Alumni  
Reunion  
14th - Finals Study Break  
19th - CWIT Graduation  
Celebration Dinner  
24th - Undergraduate  
Commencement