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CWIT *update*

THE CENTER FOR WOMEN IN TECHNOLOGY AT **UMBC**
THE UNIVERSITY OF MARYLAND

A Word From the Director

By Dr. Penny Rheingans

The end of the academic year always seems like a time of both endings and beginnings. This spring we're watching an amazing crop of Scholars wrap up their college careers and head off to exciting new adventures. Read about them, their accomplishments, and their plans throughout this newsletter. I'd like to specifically call out the contributions of Kwame Robertson to the CWIT community. He's worn many hats in our community – office assistant, Cyber Scholar, LLC RA – and been instrumental in supporting other Scholars and enriching our community. I know his next chapter will also be amazing.

We've finished selecting our CWIT, Cyber, and T-SITE cohorts for the fall. The C17 cohort of CWIT Scholars is Lizzy Baumer (Notre Dame Preparatory School), Courtney Cavin (Catholic HS Baltimore), Kelsey Chesnut (Catholic HS Baltimore), Maura Choudhary (Urbana HS), James Dickens (Chesapeake Math and IT Academy), Jenny Lenhoff (Hereford HS), Laura McAllister (River Hill HS), Hediya Sadeq (Charles Herbert Flowers HS), Jessica Schneck (North County HS), Danielle Sharp (Yorktown HS), Mei Vader (Howard HS), Emily Wang (Quince Orchard HS), Baile Wolfe (Parkville HS). Our T7 T-SITE cohort is Xenia Baranova (CCBC), Shrabani Debneth (AACC), Karim Durrani (CCBC), Robert King (CCBC), Aidan Pare (CCBC), Lubow Rashid (HCC), Jovan Sankoh (FCC), and Katherine

Sublett (CCBC and UMBC). Our Cyber Y6 cohort is the biggest yet, with Arif Abdul Kareem (UMBC), Jana Burns (UMBC), Jenna Ebersole (North Hagerstown HS), Emily King (Fort Hill HS), Swathi Krithivasan (Atholton HS), Tim Lin (UMBC), Karina Lopez (UMBC), Jennifer Nguyen (Westminster HS), Ainsley O'Garro (Loyola Blakefield HS), Devin Pearson (UMBC), Nithya Prakash (River Hill HS), Niara Richards (Providence- St Mel HS), Jackie Schultz (UMBC), Malcolm Thorpe (UMBC), and Gabrielle Watson (UMBC). Rounding out our fall cohorts are a group of four Cyber Associates: Obosie Akioyamen, Maddie Greul, Faith Madeoy Gault, and Colin Vieson. It's exciting to have so many new community members to get to know. We're looking forward to that opportunity at UMBC Orientation and the New Scholar Retreat.

On a personal note, I'd like to share news of my own ending and beginning. I'll be stepping down this summer as CWIT Director (after ten amazing years) and leaving UMBC (after twenty years). I will be moving north to become Director of the School of Computing and Information Science at the University of Maine. I can't begin to express how proud I am of the Scholars and Affiliates I have gotten to know these last ten years and how grateful I am to have had the amazing support of a host of partners in this endeavor. That supporting network of faculty, staff, alums, industry professionals, and other supporters are the engine that makes CWIT work.

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Cyber Corner By: Cindy Greenwood

During this fifth year of the Cyber Scholars Program, we saw growth in a few areas. We received a record number of applications, particularly from incoming freshmen, this year. Due to this large and strong applicant pool, we will have seven freshmen in the Y6 cohort, a record for our program. Additionally, we will welcome eight upperclassmen to the new cohort and four Cyber Associates (students with the benefits and expectations of a Scholar who are not receiving the scholarship), giving us a total of 19 students being added to our community. Speaking of Cyber Associates, we had a record number of those students this year (six) and two of those Associates will be joining us as Scholars in the coming year. We are excited to see the program continuing to grow and look forward to what's next!



T-SITE Update

By Dr. Danyelle Ireland

To date, the Transfer Scholars in IT and Engineering (T-SITE) program has successfully served 36 transfer students from Maryland community colleges within the CWIT community at UMBC.

As of May 2018, 93% of the T-SITE Scholars in the first four cohorts have graduated. Ninety-seven percent of all incoming T-SITE scholars have been retained in a computing or engineering major. These results are far exceeding the average metrics of STEM transfer students nationally.

This summer, T-SITEs will go on to impressive internships and professional positions at locations such as General Electric, Noblis, HughesNet, M&T Bank, Skyline Technology Solutions, and the National Security Agency. We also look forward to welcoming the T7 cohort into the T-SITE family and the CWIT community. I have no doubt that they will carry the distinguished T-SITE legacy!

conGRADulations! May Graduates & Their Future Plans

Hannah Aris (C13): Going to National University of Ireland Galway for a master's in biomedical engineering

Scott Bohon (Y2): Working on a master's in computer engineering full-time at UMBC

Veronica Clements (Y2): Summer internship with Department of Defense, then full-time work at IBM

JoHannah Couture (Y4): Working at the Department of Defense

Katie Dillon (C13): Working at Google in Mountain View, California, as a software engineer

Riya Gandhi (T5): Working at Hughes Network Systems

Becca Glatt (C13): Working at IBM as a Technical Sales Specialist

Kelsey Hof (C12): Working at BGE in Baltimore

Lydia Hogan (Y5): Working at Northrop Grumman in their Professional Development Program

Seth Jenkins (Y2): Working at Raytheon

Caroline Kery (C13): Working on a master's degree in computer science full-time at UMBC

Allison Lewis (C13): Working at Northrop Grumman as a Manufacturing Engineer

Theodora Martin (C13): Deciding among options for full-time work or graduate school

Sara Masoudi (C13): Moving to Connecticut to do front-end web development for ESPN

Jenette Phillips (C12): Attending graduate school in engineering at the University of Pittsburgh

Kayla Pope (T4): Pursuing opportunities in the chemical engineering field

Alejandro Ramirez-Polania: Working on a research project at University of Maryland, College Park

Priyanka Ranade (Y4): Working at Northrop Grumman as a Cyber Software Engineer

Avery Riehl (C13): Heading to Intel this fall in California

Kwame Robertson (Y3): Working at ClearShark as a Splunk Professionals Service Contractor

John Shueh (Y4): Working at Amazon in Seattle, Washington

Grace Tarnosky (C13): Working at Kaydon Ring & Seal in Hanover, PA, as a design engineer

Tobi Tunde-Alli (T4): Working at General Electric

Sami Turskey (Y2): Computer Programmer at JHU APL in the Cyber Warfare Operations group

Bryan Vanek (T4): Working at the Department of Defense

Sarah Wells (T4): Pursuing opportunities in the chemical engineering field

Beth Wolinski (C13): Working as an engineer at EA Engineering, Science and Technology in Hunt Valley

Celeste Wong (C13): Working at Wayfair in Boston as a Software Engineer

Tess Wootton-Klebanoff (C13): Working at McCormick & Co. in Hunt Valley

Lindsey Zetlmeisl (Y2): Working at MITRE



Summer 2018 Internship and Research Plans (Not an exhaustive list)

ARCADIS

Savannah Steinly (C13)

ARMY RESEARCH LAB

Carly Heiner (C16)

CARNEGIE MELLON UNIV.

Emily Duan (C14)

DALY COMPUTING

Marian Singletary (C16)

DEPARTMENT OF DEFENSE

Heather DeVal (C15)

Erica Haschert (C14)

Maria-Deney Hawkins (C15)

EXXONMOBIL

Rebekah Kempske (C14)

HUGHESNET

Sam Mendimasa (T5)

HUNTRESS LABS

Amina Mahmood (Y5)

JHU/APL

Steph Saloka (C15)

JP MORGAN CHASE & Co.

Emily Yu (C14)

MIL CORPORATION

Anna Staats (C16)

NAVAIR

Connor Craft (C14)

NOBLIS

Jessica Davis (T5)

NORTHROP GRUMMAN

Daniel Diserod (Y5)

Victoria Herr (Y4)

PARSONS CYBER

Matt Manzi (Y5)

RAYTHEON

Seamus Burke (C15)

STUDYING ABROAD

Olivia Bailey (C16)

Elizabeth Emberger (C16)

Maddy Selby (C16)

UMBC DIVISION OF IT

Juanita Botonero-Murcia (C16)

Notable Scholar Quotes

"I am so thankful for CWIT and the Cyber Scholars Program! I have met really awesome people, networked with companies that turned into internships and full time job offers, and learned life lessons! I've loved helping with Cyber 101 and Bits & Bytes. I remember being in high school and attending Bits & Bytes myself. I was excited to have the same impact on other girls that CWIT had on me!" -**Sami Turskey (Y2)**

"In the CWIT LLC, I was surrounded by great people to help me through college." - **Marian Singletary (C16)**

Assessment & Grants Update By: Dr. Danyelle Ireland

This semester, CWIT completed five focus groups with women throughout COEIT to inquire about their perspectives and experiences in their major and assess the educational climate of the college, particularly as it relates to gender and racial diversity. This summer, Dr. Ireland will work with research assistant, Madhura Belli (CS graduate student) to analyze the focus group data and integrate the findings with trends uncovered from the 2016 COEIT climate survey. Presentations for each department will be developed and delivered.

We are approaching the completion of year two of the new NSF-funded Post-Transfer Pathways Program for Computing and Engineering Majors (Pathways) project. The four year project (2016-2020) addresses the national need to increase the number and diversity of new computing and engineering graduates by improving the post-transfer success, retention, and graduation of computing and engineering majors from community colleges to four-year public research universities, with a focus on women and underrepresented minorities. For more information about the UMBC Post-Transfer Pathways project, visit ptp.umbc.edu/

Sophomore Leadership Seminar

By: Hailey Jowanowitch

The structure of this year's Sophomore Leadership Seminar expanded as a Leadership Practicum notated on students' transcripts. While the seminar is designed to help our sophomore CWIT Scholars explore their leadership skills and potential, instructors Erica D'Eramo and Hailey Jowanowitch ensured the themes of the seminar catered to the CWIT Scholars.

This year, the C15 cohort got to choose exactly which leadership skills they wanted to improve upon the most, and each session was designed around a particular topic. The six sessions of this year's seminar consisted of improving communication and team-building, budgeting, balancing commitments, fighting negativity, emotional intelligence, and dealing with difficult team members.

A group of 2-3 Scholars acted as facilitators for each workshop. These students helped lead other C15 Scholars through presentations, interactive activities, and discussions to help students think about what it means to be a leader within CWIT, UMBC, and in industry.

This experience not only helped prepare the C15 Cohort to step up as leaders as they shift into upperclassmen, but also even helped me with my own leadership skills as a first time instructor! I valued the experience as a means to really get to make more meaningful relationships with CWIT Scholars as the CWIT General Assistant, and am ready to get to know the C16 Cohort better next leadership seminar!

IMPACT Workshops By: Erica D'Eramo

Students throughout COEIT joined CWIT's Impact Workshops this spring semester, hearing from leaders in their field about:

- Gender Microaggressions in the Classroom
- Overcoming Test Anxiety
- Discovering different leadership styles
- Confidence & Persistence of Women in Engineering
- How to apply to the Grace Hopper and Tapia Conference
- Allies in CWIT Projects & Lessons Learned

Thank you to Jess Myers, Amelia Meman, Kaleigh Mrowka, Jamie Gurganus, Danyelle Ireland, Connor Craft, Bryan Vanek, Sam Mendimasa, and the other team members of Allies in CWIT for making this semester's workshops a success.

Spring Into Leadership & CWIT Showcase



Above: Faculty, staff, students, and industry representatives listen intently to Dr. Claudia Pearce, the 2018 Spring Into Leadership keynote speaker, on April 3.



Above: Freshman Cyber Scholar Amina Mahmood presents a session on malware analysis to fellow Scholars and Affiliates at CWIT Showcase on April 20.

Alumni Updates

Nathan Cline (Y1) was accepted into the Future Technical Leaders (FTL) Class of 2021 at Northrop Grumman and will be moving to Huntsville, Alabama for his first rotation this summer.

Kevin Johnson (C10) is working at Johns Hopkins Applied Physics Lab as a systems engineer and working on his biomedical systems engineering master's degree from Johns Hopkins University.

Samantha McDonald (C11) has received the NSF Graduate Research Fellowship Program award to fund her and her research for three years of her PhD program at UC Irvine.

Natacha Ngea (T3) is doing STEM outreach work through a robotics program for high schoolers, career days, and other volunteer opportunities alongside her work at Harris Corporation in Florida.

Alec Pulianas (C9) proposed to his now fiancée, Rachel, in March. They'll be getting married in May of 2020.

Bragging Rights: Scholars' Awards & Accomplishments

Sami Turskey (Y2): I was president of UMBC Cru and I'm getting married on June 16th to Dan Cooley ('18, Mechanical Engineering).

Bianca Monge (Y5): I became the treasurer for the Information Systems Security Association (ISSA) and was offered a career development position after graduation.

Frances Watson (C16): I served as president of the Chesapeake Community Council.

Julianna Posey (C14): I got a 100% on a Vibrations exam and I onsighted my first 5.10b top rope rock climb.

Amina Mahmood (Y5): I am proud of being able to obtain an internship during the second week of my freshman year and earning first place during the Northrop Grumman CyberEngineering Competition with fellow scholars. We were the only all-girls team at the competition. I also got

elected to be the treasurer for CyberDawgs. Finally, I submitted testimony for the Maryland Technology Internship Program which has now passed.

Steph Saloka (C15): I was inducted into Tau Beta Pi.

Savannah Steinley (C13): My application was accepted to become an RA on the CWIT LLC floor! I am really excited to start this position and meet the incoming freshmen next year. I also started mentoring a student in Baltimore as part of the Refugee Youth Program during the spring semester, and it has been very rewarding to help the student grow.

Olivia Bailey (C16): I made the Dean's List!

Matt Manzi (Y5): UMBC Photo Club is having a great year with three successful (first ever) fundraisers, interactive weekly meetings, and exciting off-campus photo trips!

Marian Singletary (C16): I earned a 3.75 GPA after the Fall semester.

Tess Wootton-Klebanoff (C13): This year, I had the opportunity to stage manage two shows, be secretary of Musical Theatre Club, and win "Best Presentation" for my senior capstone project.

Anna Staats (C16): I've run every day since the semester started so that was pretty neat. Otherwise I've been really happy to just be overall happier here.

Priyanka Ranade (Y4): This year, I won first place at a cyber competition with 3 other cyber scholars. We were the only all girls team, and using GRIT to produce the best application, really made me feel like I fulfilled the CWIT mission.

Grace Tarnosky (C13): Taking UMBC's AIAA chapter to Wichita, Kansas, to participate in the Design Build Fly

Winter Retreat

By: Erica D'Eramo

Team building and social justice topics were the highlights of the 2018 Winter Retreat. After learning about one another and having a diverse group of Scholars, Associates, Affiliates and majors on each team, they built the tallest structures possible competing against the other teams.

Taking their team building and collaboration skills to new depths, teams discussed one of several social justice topics and shared resources, literature, organization, and established an action plan for how they could have a positive impact on their chosen issue. After sharing their plans with the other CWIT members and receiving feedback, students took their plans with them to implement after the retreat.

A Word From the Director

Continued from page 1

I am particularly grateful to the original "working group" who helped shape a new vision for CWIT: Anne Brodsky, Marie desJardins, Wayne Lutters, Pat McDermott, Julie Ross, Anna Shields, Anne Spence, and Jack Suess. The talents and energy of an amazing group of CWIT staff over the years have really brought that vision into being; I have treasured the opportunity to work with Katie Glasser, Susan Martin, Crystal Diaz-Espinoza, Cindy Greenwood, Erica D'Eramo, and Danyelle Ireland. I have learned so much from all of you and will carry that and CWIT in my heart forever.



Notable Scholar Quotes

"I am most proud of how I have grown as a person through CWIT. My freshman year, I watched the seniors give speeches at New Scholar Reception and thought, 'I'll never be brave enough to stand up there and give a speech.' But since then, I have given countless presentations, taught FYE 101, and become completely comfortable with public speaking." - **Tess Wootton-Klebanoff (C13)**



"The CWIT/Cyber experience has been pivotal to my success in college and my future career goals. Embodying the CWIT mission has helped me decide what kind of leader I want to be and how to support and be an ally for women and underrepresented groups. Also, as the LLC RA, it has really made me proud to see residents engaging within their community and making the CWIT LLC a positive experience for their first year." - **Kwame Robertson (Y3)**

"Living on the LLC allowed me to make great friends, while still staying focused on my classes. I had all of my classes with at least one person living on the floor, which allowed me to easily get help if I was confused, or to give help if someone needed it. Also, the floor allowed me to find the people I plan to live with for the rest of my time here at UMBC." - **Liz Emberger (C16)**



"The CWIT community has provided me endless encouragement, love, and positive influence. One of the greatest CWIT experiences I've had was serving on the retreat planning committee - retreat was one of the best experiences I had as a scholar and I was glad to get to help the new scholars feel the same way." - **Priyanka Ranade (Y4)**

Shout Outs!

Scholars send anonymous kudos, congrats, and encouragement to their community

Rebekah Kempske and Meera Patel - You guys have continued to be there for me year after year, and I appreciate you both so much.

Julianna Posey - Thanks for being a huge inspiration and shoulder to lean on. I've had a ton of fun getting to know here this year and can't wait for next year.

Emily Duan is incredibly hard-working and so dedicated. She has been making the most of CWIT and her college experience and I feel very privileged that she updates me and asks me for advice. I have no doubt she will (continue to) do amazing things in life.

Sarah Heiner - Congrats on your Phi Kappa Phi induction! I love you!!!

Shout out to **Liz Emberger** and **Maddy Selby** for all of their hard work, I couldn't have done so well this semester without them!! Another shout out to **Erica D'Eramo** for being so amazing, she's so helpful and I know that I can always count on her!

Congratulations, **Beth Wolinski**, for graduating summa cum laude and accepting an awesome job

offer! You are so intelligent and kind, and you'll be awesome out there in the world.

I was impressed by **Anna Staats** who became part of the CyberDawgs CCDC team!

Alli Warner is an amazing person. She never stops the enthusiasm, and it's so wonderful!

Emily Duan is very caring and supportive, and **Sammie Maygers** is a champion.

Grace Tarnosky led her club, AIAA, to compete in the DBF challenge for the first time in UMBC history and I think that's so cool! I know she worked really hard starting the plane from scratch and organizing the travel and everything that was involved in qualifying.

Congratulations to **Priyanka Ranade** for your hard work, inspirational attitude, and departmental awards. Your can-do attitude is contagious!

Thank you so much for helping me grow as a person, **Alli Warner!** Your attitude is uplifting and encouraging. I hope you continue being the awesome person you are!

I'm so impressed by **Lauren Loftus'** accomplishments this

year! I know you've had a tough year, but you are still persevering and continuing to do well in school! I have no doubt that you'll keep that 4.0.

I couldn't have accomplished everything this past year without the help of CWIT, especially **Cindy Greenwood** who helped me get back on track academically and assisted me in making use of any career/career-development opportunities.

Congrats to **all the CWIT, T-SITE, and Cyber Scholars** for a successful year!

Congrats **fellow seniors!** We made it! Thanks for making the past 4 years worth it and a college experience to remember!

Shout out to all the graduating/senior CWIT/Cyber twins: **Sami Turskey, Savannah Steinly, Beth Wolinski, and Allison Lewis!** #TwinPower

Amina Mahmood is only a freshman but she is already a leader in the CWIT community. Keep doing big things- I can't wait to see you keep shining!

My roommates **Allison, Sara, and Melissa** are the best!!

CWIT SPRING CALENDAR OF MAJOR/TRADITIONAL EVENTS

January:

29 CWIT Welcome Back Pizza & Cupcakes

February:

2 IMPACT Workshop
3 CWIT Winter Retreat
5 Family Meeting
18-19 Bits & Bytes
24 Scholar Selection Day

March:

2 IMPACT Workshop
16 IMPACT Workshop
26 Pick Your Classes Extravaganza

April:

3 Spring Into Leadership
6 T-SITE/Cyber Selection Day
6 IMPACT Workshop
20 CWIT Showcase
20 IMPACT Workshop
25 Family Meeting

May:

4 IMPACT Workshop
6 Senior Dessert
12 End-of-Year Picnic w/ PWIT
16 Stress Buster Event



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Affiliates Update

By: Cindy Greenwood

After our first school year of enhanced tracking of CWIT and Cyber Affiliates' attendance and implementing our levels of engagement program to recognize especially engaged Affiliates, we have seen some good information about how non-Scholar students are getting involved with our programs. Approximately 300 non-Scholar students participated in at least one CWIT-sponsored event or program this school year. Of those, 65 students participated in at least three activities and were recognized at an end-of-semester event. We look forward to looking more at the involvement patterns of students and asking for their feedback in order to improve the Affiliates program in the coming year.

