Diverse engineering, computer science faculty has positive impact on students and OU

When universities hire a diverse faculty, it attracts other qualified female members who are eager to lead future generations of entrepreneurship and positive attitude. A review of the Institute of Engineering and Computer Science (IIE), shows even numbers of women faculty members in each engineering and technology departments and their chairs are now open to support.

“Diversity in the faculty ranks increases diversity of viewpoints and ideas and creates a congenial and intellectually vibrant school.” Dr. Fatma Mili, professor and chair of the Department of Computer Science and Engineering, says.

In 2016, there are two to four women faculty members in most of the school’s four departments. These professors become role models and mentors to female students and often encourage them to complete their studies when the going gets rough.

“Letters of support from students tell many stories of young women benefiting from such relationships and support from a role model they see as a role model.” Dr. Mili says.

SCE student faculty members regularly invite faculty to support and lead branches recruiting activities. The school has been granted the National Science Foundation (NSF) Research Experiences for Undergraduates (REU) grant.

The unique research and resources available at the School of Engineering and Technology at Oakland University (WISE@OU) project. Supported by a $518,000 National Science Foundation grant, this project will research faculty effectiveness, policies and procedures to determine quality of faculty recruitment, and undergraduate education. This is true of the School of Engineering and Computer Science (SECS), where the number of women faculty members indicates a rich working environment and access to critical challenges that can build up organizations. These include: exploring the effects of Title IX legislation, hypertension and diabetes studies, the existence of pathological altruism, and more.

At Oakland University, we are dedicated to this fully important mission of creating a supportive environment that provides the encouragement and resources that you need to succeed. We believe our faculty and students will succeed and burn out in services when the going gets rough.

Dear Readers,

We hope you find the information presented in this newsletter valuable and interesting. If you would like to receive future newsletters, please visit the Women in Science and Engineering at Oakland University website at oakland.edu/research.

Please enjoy this issue of Looking into the Future.

Wendy K. Moudgil, Ph.D., Interim Vice President for Academic Affairs and Provost

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Creating an environment that encourages the participation of women in the STEM disciplines is key, and Oakland University (WISE@OU) project, supported by a $518,000 National Science Foundation grant, is researching faculty recruitment, retention and career strategies and interventions. Supported by the Women's Leadership in Education and Research (WISE) initiative, the WISE@OU project recently received a National Science Foundation grant to help achieve the same goal.

Part of the efforts to advance career success for women in the STEM disciplines — that is the goal of the Women in Science, Engineering and Technology (WISE@OU) project. Supported by the National Science Foundation, this project is researching faculty recruitment, retention and career strategies and interventions to help achieve the same goal. Part of the efforts to advance career success for women in the STEM disciplines — that is the goal of the Women in Science, Engineering and Technology (WISE@OU) project. Supported by the National Science Foundation, this project is researching faculty recruitment, retention and career strategies and interventions to help achieve the same goal.

“In that sense, what we’re doing could have a secondary effect that will have beneficial impacts far beyond the Oakland campus. It’s really important that potential faculty want to see there are opportunities for them and that they don’t simply drop the dare more,” says Dr. Leanne DeVreugd, a professor of chemistry at Oakland, who is leading the research efforts on gender equity in the STEM disciplines. “It’s really important that potential faculty want to see there are opportunities for them and that they don’t simply drop the dare more,” says Dr. Leanne DeVreugd, a professor of chemistry at Oakland, who is leading the research efforts on gender equity in the STEM disciplines.

The ultimate goal, to determine what interventions can stop the progression of end organ damage and even reverse it, is an important one that is often overlooked. “In that sense, what we’re doing could have a secondary effect that will have beneficial impacts far beyond the Oakland campus. It’s really important that potential faculty want to see there are opportunities for them and that they don’t simply drop the dare more,” says Dr. Leanne DeVreugd, a professor of chemistry at Oakland, who is leading the research efforts on gender equity in the STEM disciplines. “It’s really important that potential faculty want to see there are opportunities for them and that they don’t simply drop the dare more,” says Dr. Leanne DeVreugd, a professor of chemistry at Oakland, who is leading the research efforts on gender equity in the STEM disciplines.

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Science grant, WISE@OU to help STEM initiative

Creating an environment that encourages and supports women participating in the science, technology, engineering, and mathematics (STEM) disciplines — that's the goal of the team in Kathleen Moore and Dean Jo Reger at the Oakland University (WISE@OU) project. Supported by a five-year grant from the National Science Foundation, the grant, this project is researching factors, measures, and policies that could help to create an environment where women and underrepresented minority students feel welcome and considered a part of STEM.

Kathleen Moore, Leanne DeVreugd, Amy Bensen, Dr. Jo Reger, associate professor of sociology, and Dr. Fatma Mili, professor of computer science, are part of the WISE@OU team. Dr. Brad Roth, professor of physics; Dr. Dean Reger, dean for the College of Arts and Sciences; Roopa Khosla, an OU MPA graduate; and Joi Cunningham, director of Office of Recruitment, Retention and Career Development, are also part of the team.

Part of the effort is to advance college-level education that will be the creative of developing an environment where women and underrepresented minority students feel comfortable and encouraged to succeed. Part of this effort includes making sure that women who are interested in STEM are given the support and encouragement needed to succeed in their studies.

In addition to establishing an office faculty support network, Kathleen Moore plans to work with other local educational institutions to assess ways to make OU an environment where women and underrepresented minority students feel welcome and considered a part of STEM.

Research aims to broaden Title IX focus to include STEM professionals

S cientists and students think little of its impact on female athletes. Although she family-focused Equal Title Opportunity in Education Act (EEOC), Title IX must evolve to include the increasing number of women's participation in athletics, opening educational opportunities that have traditionally been dominated by men. This increase in opportunities for women, along with the efforts of the law and directives from the Equal Employment opportunity, has been most visible in the increase in women and men who are working and teaching as professional faculty and students. Women are now working as professional faculty and students, and the number of female tenured and tenure-track faculty has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years. Women's participation in STEM fields, has continued to rise in recent years.
In that sense, what we’re doing could have an exponential impact for women looking to work in the sciences.”

Kathleen Moore, associate professor in Oakland University’s Department of Biological Sciences, is co-leading a research team that includes Georgia and Carrie Northcott, Ph.D., from Michigan State University, along with Pam Marcovitz, professor in the Department of Biological Sciences at the University of Georgia. They are examining the role of the Janus kinases (JAK) and connected intercellular signaling pathways and their roles in these diseases and disease complications as well as the physiological functions, the explain. "It's really important that potential faculty faculty that there are opportunities for them order to assess ways to make OU an environment where women and secondary effect will have beneficial impacts broadens the diversity of STEM faculty here, a initiatives will benefit all faculty members. In addition to addressing its own faculty inequalities in these disciplines — that is the goal of the Women in the workforce in today's innovation-driven economy — and the role of Title IX. “The current drugs being used for treatment on the market don’t stop end-organ damage, they simply slow the damage down,” she says. “If we can understand the mechanisms of the disease — how it develops and progresses — and design new treatments and drug discovery, it may be possible to slow and even reverse the disease.”

Also known as the Patsy Mink Equal Opportunity in Education Act (1972), Title IX mandates equal access for women’s participation in athletics, opening educational opportunities that were previously denied to women. “Additionally, the law was also designed to enhance women’s entry into areas of education,” she says.

In recent years, questions concerning the underrepresentation of women in the sciences, technology engineering and mathematics have been raised, particularly central to debates on the role and relevance of Title IX in today’s innovation economy — and the role of Title IX in today’s innovation economy. — and the role of Title IX in today’s innovation economy.

"We’re always looking for potential faculty and students and set up our way of recruiting students that are interested in research," she says. "It is true. However, it’s the same,” she says. "If we don’t approach the question from a research perspective, it is a much more complex issue than it looks in the classroom." For more information on WISE@OU, visit www.wise@ou.edu

Hypertension, diabetes studies look to end organ damage

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The good, the bad and the ugly of altruism

The book, which grew in part out of research Oakley has conducted, presents a thoughtful and nuanced account of the complex relationship between social behavior and empathy. Oakley's research focuses on the role of empathy in settings as diverse as engineering and medicine. Her other published works include “Cold-Blooded: How Wealthy Nations Endanger the Planet” (2011) and “Ishmael: A Duet for Two Engineers” (2005).

“We are not a thick-skinned species and cannot be too empathic. Too helpful? Too nice? Can we be too empathic? Too helpful? Too nice?” Oakley said. “It’s virtually unheard of for an engineer to be invited to give a talk to the National Academy of Science at annual meetings...where deans and chairs have been open and supportive. Where the number of women faculty members indicates a rich working environment and signals that its leadership has a progressive philosophy and proactive strategies for diversity.”

Dear Friends,

We are extraordinarily proud to announce that Dorothy Nelson, Ph.D., vice provost of research and professor of biological anthropology at Wayne State University, has been awarded the Phyllis Law Googasian Award. We are especially proud to welcome Dr. Nelson to our research team. We are also proud of the support and encouragement we have received from faculty, and from faculty to students. (See her profile in this issue.)

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The good, the bad and the ugly of altruism

C an we be too empathetic? The possibility seems to exist, with research from a number of areas indicating that pathological altruism exists.

We often think of altruism as a positive thing, something that helps others. However, there is a dark side to altruism, with research showing that pathological altruism can have negative consequences for those who engage in it.

One of the most well-known examples of pathological altruism is the concept of ‘burnout’. Burnout is a state of physical, emotional, and mental exhaustion that can occur when a person is too focused on helping others and not enough on themselves.

Research has shown that nurses who are highly empathetic are more likely to experience burnout. This is because they may be too focused on the needs of their patients and not enough on their own well-being.

Another example of pathological altruism is ‘heroic altruism’. This refers to situations where an individual puts their own life at risk to help others. While this may seem noble, it can lead to serious health problems and even death.

Furthermore, research has shown that people who are highly empathetic are more likely to engage in ‘prosocial behavior’, which can include helping others or making sacrifices for their benefit. However, this can also lead to negative consequences, such as emotional exhaustion and burnout.

In conclusion, while altruism is generally considered a positive trait, it is important to remember that there is a dark side to it as well. It is important to be aware of these potential negative consequences and to take steps to prevent them from occurring.

Oakley

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When universities hire a diverse faculty, it attracts other qualified faculty members who are eager to build a diverse and inclusive academic community.

A recent study found that when universities have a diverse faculty, they attract more women and minority students. This is because a diverse faculty provides a role model for students and creates a supportive and inclusive environment.

The study also found that students are more likely to feel included and supported in a diverse educational setting. In addition, students who have diverse role models are more likely to achieve academic success.

But while diverse faculty can have positive effects, it is important to note that it can also come with challenges. For example, faculty members may face discrimination or microaggressions while working in a diverse environment.

In conclusion, hiring a diverse faculty can have a positive impact on students and universities, but it also requires careful consideration of the potential challenges that may arise.

Oakley

Looking into the FUTURE

Women in Research at Oakland University

Women in Science and Engineering (WISE) at Oakland University is a program designed to support and broaden participation of women in STEM fields.

The program offers a range of activities and events, such as mentorship programs, networking opportunities, and workshops on topics such as leadership and career development.

In addition, the program includes research opportunities for woman students, with the goal of encouraging women to pursue careers in STEM.

In conclusion, the Women in Science and Engineering program at Oakland University is an important effort to increase the representation of women in STEM fields and to support their success in these areas.

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