

Success Stories from On-Ramps into Academia

An annual workshop for Ph.D. - level women scientists and engineers already in industry and interested in transitioning to academic faculty positions.

Goals of On-Ramps:

- Expand the slate of potential women faculty candidates by tapping into Ph.D. level women outside academia
- Provide practical tools to women interested in making the transition
- Create a support network for women looking for positions in academia
- Help faculty search committees connect with On-Ramps participants

Workshop Topics:

- Why academia is a rewarding place to work
- Building a research program; building a teaching program
- Faculty life at different institutions
- Transferring skills and strengths to the academic environment
- Interdisciplinary research
- The interview process

Post-Workshop Participant Support

- Posting positions to the On-Ramps site and RSS feeds
- Strengthen connections and mentoring through a message-board for On-Ramps participants and speakers to provide support and advice
- Build participant database

Previous Workshops

- October 2009 with kickoff speaker Dr. Martha Pollack, University of Michigan
- May 2011 with kickoff speaker Dr. Cherry Murray, Harvard University

Next Workshop

October 14-16, 2012
Seattle, Washington
Featuring Dr. Maria Klawe
President, Harvey Mudd College
and on-ramp from IBM Research



Workshop Feedback, 2009 and 2011

Participant feedback immediately following workshops

Most Valuable Themes:

- Applying to academic jobs
- Preparation for academic job interviews
- Negotiating a start-up package
- Preparation for first years in academia
- Establishment of peer networks

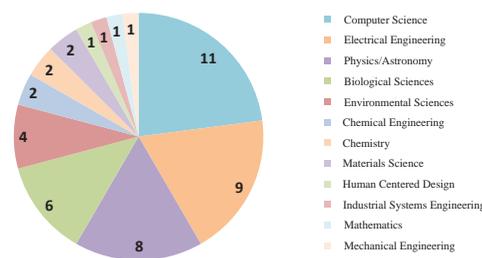
~ 2011 evaluation report

"The most valuable part was seeing **role models** who succeeded in the transition and thrived afterwards. That gave me much more courage and inspiration to go and try it myself."
~ 2011 participant

"[On-Ramps] gave me a much better **understanding of my options and context**, both in my current research position and potentially in academia."
~ 2009 participant

When asked, **98%** (48/49) of workshop participants would recommend On-Ramps to others. The other participant said "maybe."

On-Ramps Participants by Discipline, 2009-2011



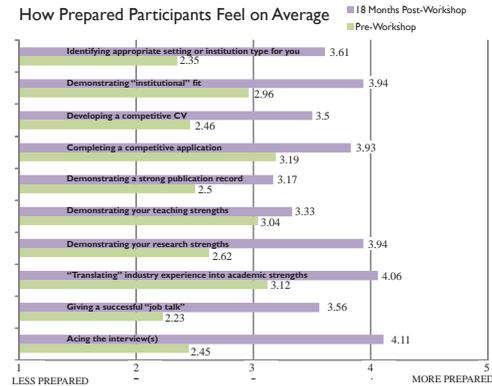
"It was really helpful to get a very intimidating and abstract process broken into **concrete and manageable parts**."
~ 2011 participant

"[On-Ramps] helped me think less traditionally about the academic path and pursue temporary **opportunities** that would both give me **experience** and help me define what I am looking for."
~ 2009 participant

2009 On-Ramps Impact

18 months post-workshop

Nine of the original 29 participants from 2009 have applied for faculty positions and **SIX** were offered positions.

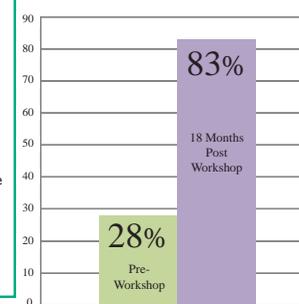


"I took an adjunct position locally and am starting to do more 'research' type work in my consulting practice, which has opened other opportunities, such as being a reviewer for a major conference."
~ 2009 participant

2009 Participants' On-Ramping strategies:

- Improved networking
- Professional societies
- National conferences
- Applying to local positions
- Gaining teaching experience
- Stronger negotiation skills
- Taking adjunct positions

Percent of participants who "Strongly Agree" or "Somewhat Agree" with the statement: "I have a good understanding of how to secure an academic faculty position."



Success Stories



Cecilia Aragon, PhD

Associate Professor
Human Centered Design & Engineering
University of Washington



Tina Eliassi-Rad, PhD

Assistant Professor
Computer Science & Engineering
Rutgers University



Lekelia Jenkins, PhD

Assistant Professor
Marine and Environmental Affairs
University of Washington



Lisa Julian, PhD

Assistant Professor
Department of Chemistry
University of Colorado Denver



Debra Wallace, PhD

Assistant Professor
Departments of Physics and Astronomy
University of South Carolina Beaufort

Academic Positions Held by 2009 Participants

- Adjunct Professor
- Assistant Professor
- Associate Professor
- Postdoctoral Fellow
- Postdoctoral Researcher

