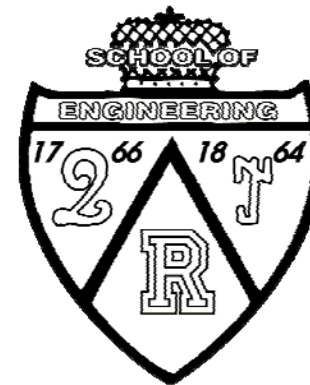

Rutgers University

*Women in Engineering
Leadership League*



*RU WELL
Membership Handbook*



Rutgers, the State University of New Jersey
School of Engineering

Rutgers School of Engineering is a thriving community rich in its economic, ethnic, and cultural diversity. Instruction in engineering began at Rutgers in 1864, when the state of New Jersey designated the Rutgers Scientific School as the State College for the Benefit of Agriculture and Mechanic Arts. The present School of Engineering became a separate entity in 1914 and continues to maintain two principal objectives: the sound technical and cultural education of the student and the advancement of knowledge through research.

At the School of Engineering, the emphasis is on innovation and problem solving. We believe that our students can and will change the world. As a professional school within a leading public research university, Rutgers' School of Engineering is uniquely positioned to provide the best in both undergraduate education and advanced technology.

The School enrolls approximately 2200 undergraduates and 650 graduate students. The School has eight departments accredited by ABET, which include Biomedical Engineering, Chemical & Biochemical Engineering, Bioresource Engineering, Civil & Environmental Engineering, Electrical & Computer Engineering, Industrial Engineering, Material Science & Engineering, and Mechanical & Aerospace Engineering. Our graduates find themselves in great demand by employers in a wide range of engineering fields. Many of our graduates choose to continue their education, gaining entrance to highly competitive graduate and professional schools nationwide.



"Since the first telling of the mythical legend of Mentor, friend, and counselor entrusted with the education of Odysseus' son, trusted advisors have been influencing the aspirations and advancement of protégés, those they help guide. In various and sometimes unique ways, these individuals have served as keys, unlocking the steps to career success for those under their care."

-Mentoring - The Key to Career Success

"Cautious, careful people always casting about to preserve their reputation or social standards never can bring about reform. Those who are really in earnest are willing to be anything or nothing in the world's estimation, and publicly and privately, in season and out, avow their sympathies with despised ideas and their advocates, and bear the consequences."

-Susan B. Anthony

"For what is done or learned by one class of women becomes, by virtue of their common womanhood, the property of all women."

-Elizabeth Blackwell (The first woman in the U.S. to become a physician)

"Something which we think is impossible now is not impossible in another decade."

- Constance Baker Motley (First Black Woman in the U.S. to become a Federal Judge)

"If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse gift will find a fitting place."

-Margaret Mead





Membership Requirements

- ❖ Participate in at least 80% of Leadership Seminars
- ❖ Communicate via email with your mentor at least once a month
- ❖ Communicate via email with your protégé
- ❖ Participate in at least 1 Corporate Visit a year
- ❖ Actively pursue an internship or co-op
- ❖ Secure a position of leadership within an engineering student organization (either serve on the executive board or organize/facilitate an event for the organization)
- ❖ Provide continuous feedback



Rutgers University Women in Engineering Leadership League

Nationally, the population of female undergraduate engineering students has fluctuated between 17.2% and 19.8% over the past decade. Representation at the graduate, faculty, and corporate levels is similar. Locally, at Rutgers, women represent 16.4%, 28%, and 16.2% of the population at the undergraduate, graduate, and faculty level, respectively.

We can make a difference! SOE established a formal series of women in engineering programs entitled Rutgers University Women in Engineering (RU WE). The purpose of these programs is to recruit, retain, and graduate female engineers by providing support programs for pre-college, undergraduate, and graduate students.

In an effort to address the drop out rate and the needs of women enrolled in an engineering curriculum, RU WE offers RU WELL. The League's mission is to increase the retention and graduation of women in the School of Engineering and to destroy negative stereotypes concerning the ability of women to achieve in the engineering profession. League members participate in e-mentoring, leadership seminars, corporate visits, and various activities that focus on personal and professional development.

Based on your past leadership experience and future potential, your application has been accepted for RU WELL membership. The League strives to provide you with the resources necessary for a smooth transition from the classroom to the boardroom. As current leaders in your community, RU WELL will help you envision and plan for your future to become tomorrow's deans, presidents, CEO's, corporate directors, or entrepreneurs!





Membership Privileges

❖ Leadership Seminars

The purpose of the monthly leadership seminars is to enhance and develop your existing skills. Throughout these seminars, you will explore your unique style of management, learn techniques to customize your style to address the needs of various individuals, explore various techniques of team management, and develop effective conflict resolution methodologies. In order to expand your skill set, you are encouraged to take an active role in the seminars by volunteering, asking questions, and participating in discussions.

❖ E-Mentor

Mentoring is a process that links the experienced persons (mentors) with those less experienced (protégés) in a paired relationship that benefits each. For the purpose of RU WELL, you will be conducting the mentorship process through email (e-mentoring). The goal of a mentor is to foster a climate for the protégé to reach her full potential by helping to identify and eliminate barriers to effective performance and success.

You will take on both the mentor and protégé roles. You will be assigned a protégé who is a female high school student who is interested in studying engineering. They will need your encouragement and advice. You will be given a mentor who is in your desired professional field. Utilize your mentor for assistance as needed and discuss topics that arise in leadership seminars.



Membership Privileges – Cont'd

❖ Corporate Visits

In an effort to expose RU WELL members to various engineering opportunities, you are encouraged to travel to companies for site tours. You are encouraged to visit at least 1 company per year.

❖ Internship/Co-Op

As an RU WELL member, you will have exclusive opportunities to apply for various internship and co-op positions. As an RU WELL member, your resume will be distributed to recruitment specialists for special consideration. Please keep your resumes current and submit when requested.

❖ Student Organizations

In order to utilize your developed leadership skills in a “real life” setting, you must actively participate in an engineering student organization. At the conclusion of your first year of RU WELL membership, you must pursue an executive board position or facilitate/chair an event for a recognized student organization. Many of the skills that you utilize as an executive board member in a student organization will carry over to the professional realm. Remember, practice makes perfect!

❖ Feedback

RU WELL is in a continuous state of evaluation and evolution. Thus, your feedback is very important. If you receive a survey, please complete and return the form as soon as possible.

