

# *Cross-sector Partnerships for Women of Industry/Government/Academe*

*EWNJ Scholarship Dinner*

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**NJIT is the State's technological research university committed to the pursuit of excellence.**

- In **undergraduate, graduate and continuing professional education**, preparing for lifelong professional careers;
- In the conduct of **research** with emphasis on applied and interdisciplinary efforts;
- In contributing to the state's **economic development**; and
- In **service** to both our urban environment and the broader society of the state and nation.

- Women receive college degrees at a level greater than their proportion of the population but are critically underrepresented in STEM (science, technology, engineering and mathematics) fields.
- U.S. demographics indicate that by the year 2050, 85% of all new entrants into the workforce will be women and minorities.
- Achieving greater diversity in the science and technology workforce is an urgent priority for industry, government and universities.

- We are each and all working to enhance the role of women in science and technology research, education and service by creating connections between women in academia and peers in industry and government.
- Women partnerships across sectors is the right thing to do because we believe
  - that the interfaces between academia, government and industry should be permeable;
  - that knowledge, experience and opportunity should flow smoothly across sectors; and
  - that synergistic cross-sector projects and programs will be especially enriching and exciting.

## Goals for Cross-sector Partnerships

- Stature
- Personal satisfaction
- Professional growth
- Flexibility
- Power
- Access
- Technical knowledge
- Organizational knowledge
- Mentoring
- Student opportunities
- Diversity
- Skills
- Alignment
- Communication
- Resource access
- Broadened perspectives
- International connectivity
- Joy in careers

## Problems to be Addressed in Cross-sector Partnerships

- Isolation in position
- Organizational silos
- Disciplinary silos
- Male culture
- Innovation and technology transfer (how to do it, and IP issues)
- Re-entry into profession or sector
- Loss of staff to other sectors
- Academic freedom compromise
- Make wrong beans for sector bean counting
- Narrow perspective
- Recruitment and retention
- Family issues
- Different agendas in different sectors
- Talking sector language
- Need for assessment and metrics
- Reductionist approach to problems
- Satisfaction with product/outcome

## Possible Actions for Cross-sector Partnerships

- Boards
- Workshops
- Courses/degrees
- Sabbaticals/residencies
- Personal networks
- Professional networks
- Expert access networks
- Recruitment
- Cooperative and internship opportunities
- Consulting/problem solving
- Publications
- Research proposals
- Interface organizations (e.g., centers or institutes)
- Resource access – equipment/staff sharing
- Library access
- Information/database access
- Lectures/seminars
- Professors of practice
- Convening
- “Emily’s List”

## Our Next Steps in this experiment

- Establish faculty and student databases
  - Faculty Wiki
  - Student co-op and internship placement
- Invite sector women to campus
  - Two events:
    - Smaller group in November
    - Larger group and program for January?
  - Develop programs framed by working committees focused on three major areas for development:
    - Cross Sector People Exchange
    - Cross Sector Research Collaboration
    - Cross Sector Interactive Information and Database Resource



## Cross Sector People Exchange

- Executive Corp
- Internships
- Professors of Practice
- Staff-on-Loan
- Job Shadowing
- Speakers' Bureau
- Research Consultant Bureau

## Cross Sector Research Collaboration

- Cross Sector Knowledge Transfer
- Cross Sector Grant Initiatives
- Cross Sector Business Development Workshops
- Technology Showcases
- Research Consultant Bureau
- “Ask an Expert” Bureau

## Cross Sector Interactive Information and Database Resource

- Calendar of Professional Events
- Board Nominations
- Award Nominations
- Work-Life Balance
- Speakers' Bureau

Questions?

Ideas?

Interested – do you want to hear about  
our progress?

Suggestions on invitees, organizations to  
include?

Suggestions on keynoters?

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