

## WIEA 2012 Post Workshop Report

A total of 75 people from eight countries and 40 institutions attended Women in IE Academia (WIEA) 2012 in Istanbul, Turkey from May 30 through June 1, 2012.

### I. Attendee Demographics

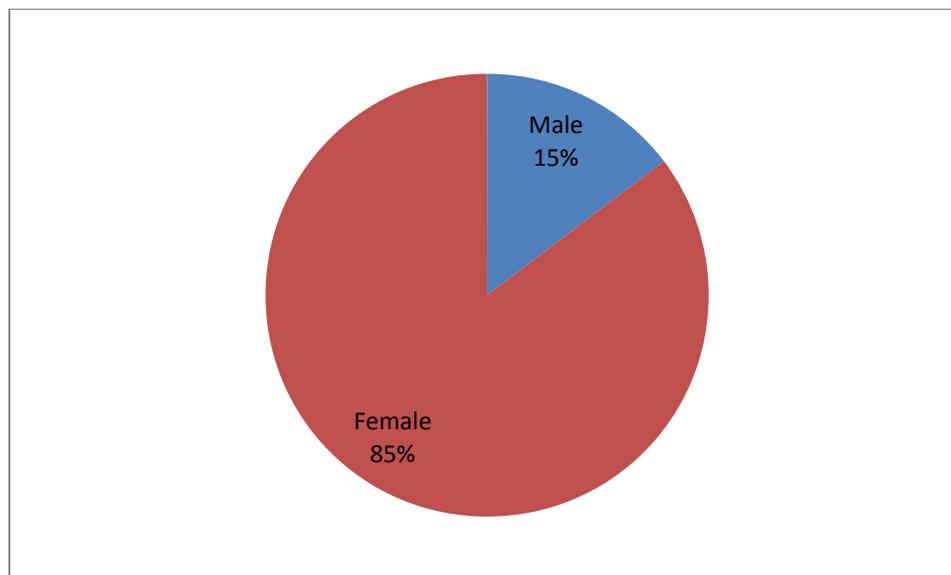
This report begins with a summary of the demographic breakdown of the attendees.

#### Attendees by Gender

WIEA 2012 has 64 female and 11 male participants. Table 1 and Figure 1 present a tabular and graphic summary of this data.

Sex	Count	%
Male	11	15%
Female	64	85%

**Table 1:** Attendees by Gender



**Figure 1:** Attendees by Gender

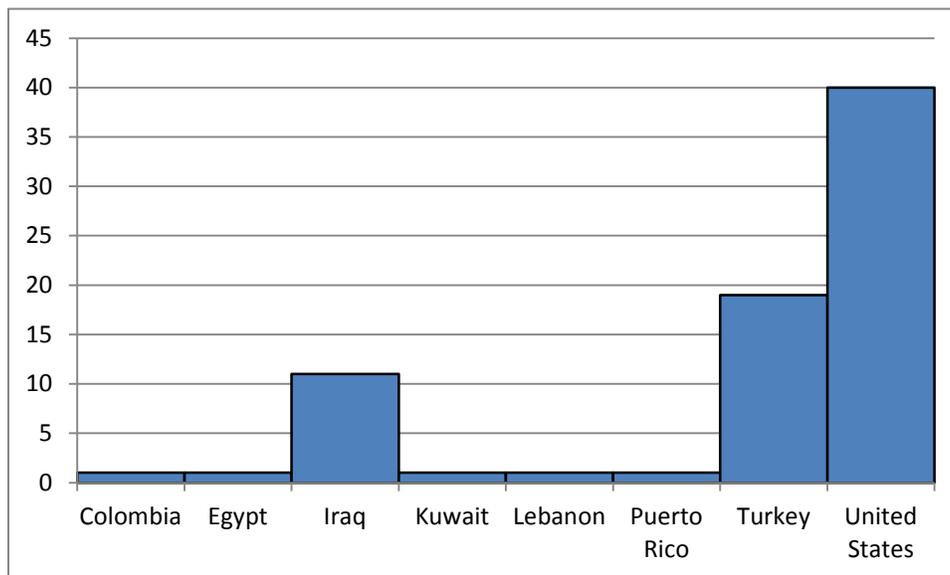
#### Attendees by Country of Origin

Academics who work in eight different countries were present at WIEA 2012. The majority of those who attended came from the United States (53%), followed by Turkey (25%) and Iraq (15%). It is important to note that the country from in which an academic works is not necessarily the country in which s/he was born or raised. One attendee works at two institutions, each in a different country, namely, Kuwait and Tunisia.

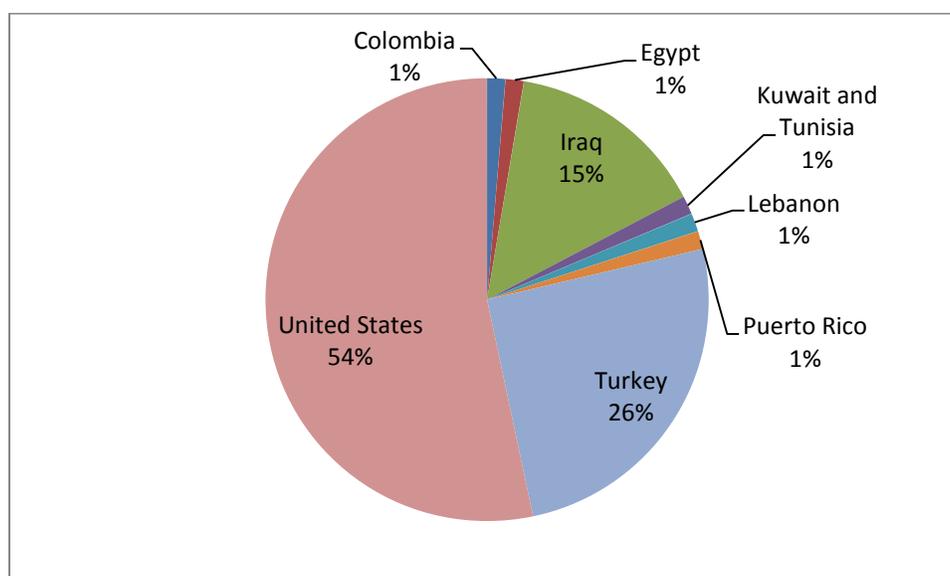
The countries of origin of the academics who attended WIEA 2012 are: Colombia, Egypt, Iraq, Kuwait and Tunisia, Lebanon, Puerto Rico, Turkey and the United States. (One attendee had a secondary academic appointment at Tunisia, a ninth country.) Table 2 and Figures 2 and 3 summarize this data.

Country	Count	%
Colombia	1	1%
Egypt	1	1%
Iraq	11	15%
Kuwait, Tunisia	1	1%
Lebanon	1	1%
Puerto Rico	1	1%
Turkey	19	25%
United States	40	53%

**Table 2:** Attendees by Country of Origin



**Figure 2:** Attendees by Country of Origin (count)



**Figure 3:** Attendees by Country of Origin (percentage)

### Attendees by Institution

40 different institutions were represented at WIEA 2012. The list of institutions, the country where each is located, as well as the number of attendees from each, is presented in Table 3. The USA and Turkey had a large diversity of institutions represented. Iraq, on the other hand, despite having the third place in terms of number of attendees, had only one institution present, Baghdad University. All other countries had a single attendee.

Institution	Country	Count
American University in Cairo	Egypt	1
American University of Beirut	Lebanon	1
Auburn University	USA	5
Baghdad University	Iraq	11
Baskent University	Turkey	1
Bilkent University	Turkey	1
Bogazici University	Turkey	1
Cukorova University	Turkey	1
Florida Gulf Coast University	USA	1
George Mason University	USA	2
Georgia Institute of Technology	USA	5
Iowa State University	USA	1
Istanbul Bilgi University	Turkey	1
Kadir Has University	Turkey	3
Koc University	Turkey	1
Kuwait University and University of Sousse	Kuwait, Tunisia	1
Massachusetts Institute of Technology	USA	1

North Carolina Agricultural and Technical State University	USA	6
North Dakota State University	USA	1
Pennsylvania State University Berks	USA	1
Purdue University	USA	1
Rutgers University	USA	1
Texas Tech University	USA	1
Uludag University	Turkey	3
Universidad de los Andes	Colombia	1
University at Buffalo	USA	1
University of Arizona	USA	1
University of Arkansas	USA	2
University of California, Irvine	USA	1
University of Louisville	USA	1
University of Massachusetts Amherst	USA	1
University of Michigan	USA	1
University of Pittsburgh	USA	1
University of Puerto Rico	Puerto Rico	1
University of South Florida	USA	1
University of Turkish Aeronautical Association	Turkey	2
Virginia Tech	USA	1
Wichita State University	USA	2
Wright State University	USA	1
Yasar University	Turkey	5

**Table 3:** Attendees by Institution

### Attendees by Position

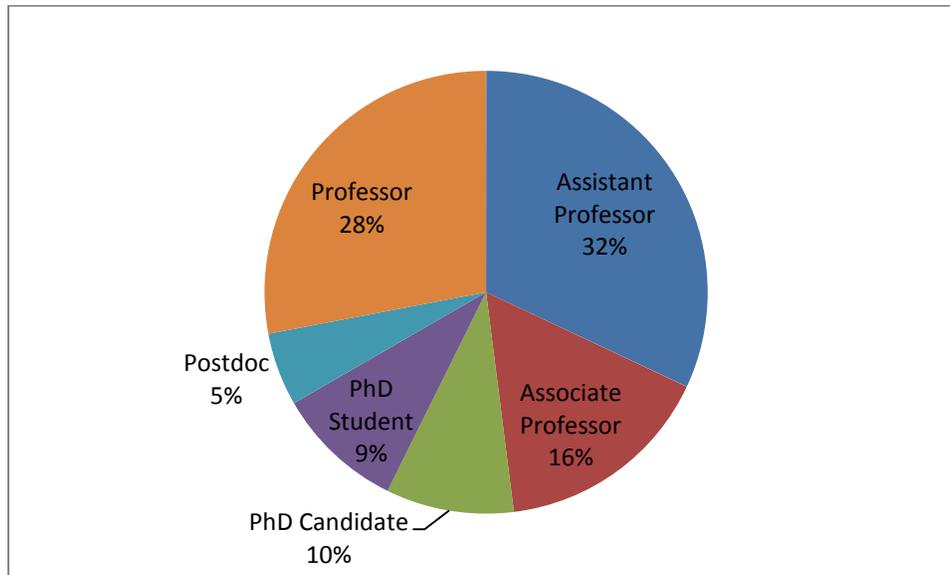
WIEA 2012 intended to reach out not only to well-established academics, but also to those who are aspiring to an academic career. Therefore, academics in a variety of positions were invited, including full professors, assistant and associate professors, postdoctoral fellows and PhD candidates and students. The most represented segment was that of assistant professors (32%), followed closely by full professors (28%). Associate professors came in a distant third place (16%), PhD candidates and PhD students tied with 9%. If these last two were combined, however, they would be slightly above associate professors. Finally, 5% of the attendee pool was formed by postdoctoral fellows. Table 4 and Figure 5 present a summary of these findings.

Position	Count	%
Assistant Professor	24	32%
Associate Professor	12	16%
PhD Candidate	7	9%
PhD Student	7	9%
Postdoc	4	5%

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Professor	21	28%
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**Table 4:** Attendees by Position**Figure 5:** Attendees by Position

## II. Participant Feedback

The next part of the report gives the results of the post workshop feedback. This feedback was collected on line and was restricted to those who had attended the workshop. With the exception of perhaps two or three people, all 75 attendees completed an on line feedback form.

For questions with categorical choices, the number and percentage for each category is given. The written comments are taken verbatim from the attendees' responses. Because of the diverse international nature of the attendees, the correctness of the English varies considerably. However, the meaning in almost all cases is clear.

**WIEA 2012 Feedback Form Summary**

**1. Pre-event planning. How would you rate the information you received prior to the event in terms of planning for travel, attendance, poster, etc.?**

Very Good	60	86%
Good	10	14%
Fair	0	0%
Poor	0	0%
N/A	0	0%

<b>Comments and Suggestions</b>
Planning and information flow before the event was perfect.
All of the information I received was excellent. I knew what was expected, where I needed to be and when. Excellent job.
The planning for the workshop was very precise and all pre-events were coming in the right time and they were so wonderful in regulation.
I think it would have been good to know the flight schedules for other attendees from the states as they made their reservations so we could have coordinated better.
Information was clear and timely
Minor detail- It would have been nice to have been given the poster specifications even earlier.
It would have been a lot easier if the posters were to be sent via email but printed all together by the University there.
We had timely information and reminder announcements that were helpful.
We were very well-informed about the conference activities, host venue, and travel to Turkey (in general)
There was just a bit of confusion about the expected size of the posters and the sizes really varied at the workshop. Other than that, the pre-event planning was outstanding.
The only problem was a glitch in the hotel reservation approval; all other information for travel and attendance were very much appreciated, and sent well in advance.
We tried to make the best.
Alice was very prompt with dissemination of information and her communications were very detailed.
The website provided almost everything I needed.
The communication was clear and timely.
We appreciate if there will a specified time for each attendee to clarify his poster even it could be arranged in groups.
The information was very useful and helped me plan my trip confidently. The dimensions of the posters were too big.
It was very helpful to receive information beforehand, especially the interactive website. Maybe adding application to the research areas will be helpful; e.g., healthcare engineering is not on the list, but many applicants are in this area. Another suggestion is that a blog can be created for the workshop, or facebook page, for more interactions among participants.
It would be useful for future participant to know about the taxi rates from the airport to the hotel.
This workshop was very well organized.

All procedures are well arranged and makde good impression in my memory specially it is the first time i attend work shop. Every things were good but i ask if it is possible to change the idea of poster to show or anthor method because of difficulty of carrying while traveling especially of big dimentions requirements.

The information about all aspects of the conference was very well organized and communicated ahead of time. For example, Dr. Smith communicated to me and my co-chair by email the names of the roundtable attendees in advance. She also made email introductions to people with similar research interest, to enable networking. Information about posters, travel, hotel etc. was also communicated well in advance. Overall, this was an excellent organization.

Incredibly good communication prior to the event.

**2. Opening Keynote. How would you rate the opening keynote?**

Very Good	56	80%
Good	9	13%
Fair	2	3%
Poor	0	0%
N/A	3	4%

<b>Comments and Suggestions</b>
It was very insightful and motivational.
Jane's reflections on Industrial Engineering and collaboration provided a perfect opening to the conference. She set the tone and challenged us all to get started collaborating.
The opening keynote was very interesting and important.
It may be rare to hear a dean of engineering speak with such passion. Dr. Jane Ammon is clearly an advocate for academia, industrial engineering, and women. I really appreciated how she was open for discussion beyond the keynote speech. She was a great opener. Great job!
Comprehensive and expressive, and saluting all the participants from different countries and was a special commendation at the University of Baghdad, a very special and wonderful
The inspiring keynote set the tone for the entire conference, promoting collaboration and cross-boundary research, and promoting women in IE to be leaders in such activities.
The keynote was really very good! A couple of slides to go along with it, highlighting the key points would have been nice. (Not necessary but nice)
Can be more information presented by hosting university.
Jane's presentation was excellent!
Jane Ammons was terrific and very inspiring. Her message was appropriate and perfect for a keynote.
Very motivational... excellent way to start things off.
Very good introduction to the workshop
More description is required for the achievements in previous workshops.
The choice of the speaker was successful. She was an inspiring role model. She addressed important issues during her speech.
Dr. Ammons speech has provided a lot of important message. She will be a great speaker for future workshops
Made all participants take idea about each other as well as about the benefit of this work shop .
Inspiring.
Both the content and the delivery of the speech was excellent. The comments were very insightful.
Jane is a great presenter.
Highly informative, great energy and openness about the history of the school and relationship with the conference

**3. Lunch Meetings of Research Interest Groups. Meeting attended (if you did not attend any, select N/A):**

Engineering Economics and Engineering Management	11	16%
Engineering Education	5	7%
Healthcare and Bioengineering	13	19%
Human Factors, Ergonomics and Safety Engineering	4	6%
Logistics, Facility Planning and Inventory Control	7	10%
Manufacturing Systems	5	7%
Modeling, Simulation and Systems Engineering	10	14%
Operations Research and Scheduling	11	16%
Statistics, Quality Control and Reliability	4	6%
N/A	0	0%

**How would you rate the meeting?**

Very Good	27	39%
Good	33	47%
Fair	6	9%
Poor	0	0%
N/A	4	6%

<b>Comments and Suggestions</b>
There was a confusion how to pursue lunch meetings, our lunch meeting was not effective.
It was great to meet so many people with similar interests, however, the room set-up and limited time prevented me from meeting with everyone. This was really the only downside as the conversations that I did have were stimulating and insightful.
I would appreciate a little more structured discussions, as some of the members did not feel committed to keep the conversation on the proposed topic of the table.
it was not very regular, because some of the attendance did not commit to the groups which have been allocated to them during the pre-event planning.
This was a good setting to meet with experts and emerging stars in the healthcare realm. Dr. Pinar Keskinocak was very helpful to my understanding the benefits for applied vs. theoretical research in the field.
Gave the opportunity for all dating and identification of areas of academic and different cultures and new
The cohesiveness of shared thoughts and ideas could have been better. Our group should have made an effort to address emerging topics and possible collaborations, but we didn't.
The discussion was informative but one could not hear everyone because of the general noise level. It might be good to have a moderator for each topic to help facilitate the discussion.
The room was very loud so it was hard to have a conversation about research.
This was more of a networking meeting rather than a Research Interest meeting. It was good, though. A suggestion is to put to the tables a list of discussion topics, if the aim is to steer the discussion toward the research topic.
We had a small group. Round table setup will be better for everybody communicate with each other (for all lunch meetings)
Not many attendees, but the topics were interesting

Perhaps having 1 or 2 prepared questions to guide the lunch discussion would have been helpful.
I think that there should be a group leader to initiate introductions and facilitate discussion about the topics.
It was a small group (with several people who already knew each other) and thus there was not a lot of novel discussion. However, this was a valuable setting for collaboration and potentials for future mentoring.
We could've actually used a little more time, but of course it was fine as it was.
I thought the lunch meetings were perfect settings for all of us to exchange ideas. However, some of the subjects had a larger amount of interest and in those cases it may have been best to have smaller tables with the same subject to ease communication.
This was a very nice opportunity to catch up with folks I know and to meet many that I did not know. We shared lots of details on our current research and interests for new projects.
Several people sat at the table who were not assigned or interested in the topic. We had a nice conversation, but if the aim is to focus on the topic, I'd suggest some way to guide the activity, otherwise the conversation may be completely different (which is okay).
Good conversation. I wish we had more time.
The topic of the meeting did not dwell on scheduling per say, but was useful to build personal relationships, strengthen existing ones and discuss general issues regarding the dissemination process of research.
It was a large group at the long table. Conversations about research were hard. A facilitator at each table may help with the discussion.
We discussed the new advances in simulation modeling and simulation tools having more advantages to be used for modeling special systems. This meeting also brought together people interesting in simulation modeling.
Meeting is limited of eating and make acquaintance between us, from where, places of our works without taking never about researches and common subjects because of limited time. So it is not nessesary to divided the groupes according to thier scientific field.
This was a simple lunch, so I will not comment on the food, but the networking/discussion opportunity was great. I had a chance to meet several young faculty members as well as Ph.D. students from other universities and countries and really enjoyed the discussions. I also had email exchanges with some of them after the conference.
Met great new people in my field. I just wish our subgroup was bigger!
Since it was a small group, I was able to learn individual insights about their career path and aspirations.

**4. Roundtables on Advancement of Women in IE Academia. Roundtable attended (if you did not attend any, select N/A):**

Tenure and promotion to associate professor	34	49%
Promotion to full professor	10	14%
Entering administration	7	10%
Sabbaticals and rotational positions	14	20%
N/A	5	7%

**How would you rate the roundtable you attended?**

Very Good	37	53%
Good	22	31%
Fair	2	3%
Poor	0	0%
N/A	9	13%

<b>Comments and Suggestions</b>
Standards in Europe, Middle East , US and Turkey is very different. Round meeting focused on US.
I learned SO much from Susanna and Iris that would have taken years for me to figure out. I have been so focused on the current hurdles of finishing my dissertation work and finding an academic job that I'd forgotten to look ahead and begin preparing for the challenges down the road. I am so happy that this roundtable was offered and I feel much more prepared for the future.
The two panelists were very knowledgeable and gave very good and constructive advice, they were very open to discuss their own experiences, good or bad.
the discussion was very useful and presented so many experiences from different countries.
Having young tenured professors lead this session made tenure appear obtainable. Their strategies for success were timely.
Allowed a lot of observations and proposals on how to get sabbaticals and what the difficulties and obstacles that stand in it and how to solve them
I supposed I am biased in my rating because I was one of the leaders. The audience was more diverse in their interests in administration than I had expected,(for example there were several students in the audience) but it made for an interesting discussion.
The panelists were very informative. The only thing I would suggest was starting the session with an overview of the tenure process. I think they assumed that most people knew all the basic elements of the tenure process, but during the questions it became apparent that not everyone knew how the tenure process worked.
It was a wonderful session!
Had useful information, may be facilitators can make a formal presentation
My topic :-)
As a PhD student I felt more emphasis was on professors who were trying to become associate professors which the process is a little different. Adding a component in for PhD students going into tenure process and the package you have to put together would be great.
Very good and helpful discussions at this.
It was for US system so, it was good to know different systems then my country's
I have two concerns here. One is that the focus on Dept Chair / Head positions did not fully address the concern that there are very different approaches to administration, and to push "administration-as-

alien" up one level from Dept Head to Dean seems problematic. I was also confused that, although many of the Dept Heads at the conference had non-standard paths into administration, there was still a very strong orientation on the "standard model" as the way to advise people into administration. Is that because the non-standard paths had hidden problems, or that we unintentionally slip into relating the "party-line" story about advancement, even when we are counter-examples of other approaches?

On Day Two of the conference, I'm honestly not sure which session I was in. My group ended up being a hodge podge of people. We enjoyed simply networking with one another.

I participated in this roundtable, and I felt that there was a good, lively exchange of ideas both from the audience and from the panel.

Well, Pinar and I led this, but I think it was quite good. The questions and participation from the attendees were continuous.

This roundtable was one of the highlights of the meeting for me!

Lots of good conversation with many attendees. The room was perfect, but hard to hear and understand some attendees because of their lack of confidence in their English speaking skills.

The panel was well prepared for the discussion. The members shared their personal experiences in detail and provided some interesting feedback. Some of the attendees offered some advice as well.

Great facilitators and very useful information.

I was one of the co-chairs of this roundtable. I enjoyed the discussions very much and I hope the participants also found it useful.

I was surprised at how varied the sabbatical policies are at different universities, so that was great to get a sense for. I think there is still a lot of content in this area that we couldn't cover. It would be a great one to have again at a future workshop, especially if it focused on building US-Turkish sabbaticals.

This was excellent and I enjoyed the real world candor of the department chairs!

Very lively and open discussion about the lack of women in higher roles and the paths they took to reach those rare endeavors.

**5. Lunch Meetings of Education Interest Groups. Meeting attended (if you did not attend any, select N/A):**

Distance Based Engineering Courses and Programs	12	17%
Freshmen Engineering Courses and Programs	3	4%
Graduate Education	13	19%
Interdisciplinary and Inter-institution Courses and Programs	11	16%
Laboratory Intensive Courses	2	3%
Outreach to the Community and to High Schools...	8	11%
Practicuums – Co Ops, Internships, Industry Rotations	2	3%
Technology in Teaching – Pod Casts, Videos, Clickers ...	13	19%
N/A	6	9%

**How would you rate the lunch meeting you attended?**

Very Good	21	30%
Good	26	37%
Fair	14	20%
Poor	1	1%
N/A	8	11%

<b>Comments and Suggestions</b>
There was a confusion how to pursue lunch meetings, our lunch meeting was not effective.
This was again a great time to meet with people of similar interest, however, once again there just wasn't enough time to meet everyone.
I would appreciate a little more structured discussions, as some of the members did not feel committed to keep the conversation on the proposed topic of the table.
We had the opportunity to introduce about the new technologies of teaching especially in higher education.
The attendants in this session were not diverse enough to create sustain conversation on the topic. Probably needed to have more senior professors sit in.
Gave the opportunity for all dating and identification of areas of academic and different cultures and new
This group was large, and really only afforded attendees the opportunity to talk to persons immediately beside. We approached it more as a get acquainted session versus a learning/sharing of ideas for what we can take back to our home region. It might be nice to have a facilitator at the table to engage the group as a whole and to lead with a question or two.
This was a smaller group and we had a good discussion.
Again, more networking than a lunch meeting. Same suggestion as above.
As this was towards the end, it was very informal and the conversation was not necessarily about the topic itself.
Didn't really discuss technology -- the group was too big and we ended up just talking in small groups.
I think especially for our group maybe we can have some type of questions or ways to help facilitate discussion about what projects everyone is working on or a try to create new ideas amongst the group.
Not a lot of discussion on the topic at this lunch but gave me a chance to meet new people.
(I actually attended Interdisciplinary, but can't fix it now): This was almost an embarrassment of riches--so many ideas, not enough time, and not enough ways to document all of the discussions and ideas

that came up. It will take a while to try to follow up on the multiple ideas and exciting concepts.
Again, we didn't really have enough time, though we had a nice discussion on a variety of topics.
This particular subject did not had many participants (I believe 2 participants). Perhaps eliminating the subject and asking participants to join another subject may have been a more effective option.
The meeting was good but not as beneficial to me as I was hoping. It is believed in my campus that students are not doing well in their classes because our teaching techniques differ from their learning methods. I was hoping to learn how to bridge that gap between us teachers and students. I did not succeed in learning something pertinent to this matter.
Similar to the research lunch, a facilitator at the table would help form the discussions better.
The topic was not really discussed during lunch.
There is very benefit of this meeting every one give idea about technology in teaching in his country so good interchange was happen. I wonder that other participants make surprise when know that in iraq using all recent technology and devices in teaching in spite of the difficulties that faced, it is anoter advantage of this work shop that make knowledge of many points that absent of mind of many.
Again, this was a simple lunch so I won't comment on the food. This was a very small group, and two of the attendees were from Iraq. I was hoping to interact with them to hear about their country and experiences, but it was so noisy in the lunch area, we could barely hear/understand each other. So I ended up talking more with two faculty members from the US.
Because our group was large, we ended up having discussions with one or two other people. My discussion ended up veering away from the topic of graduate education, but that was OK.
Because so many people attended this one, it was hard to get to know insights and share.

**6. Plant tour of Mercedes Benz Turk. Meeting with Women Production Engineers, Presentation by CEO Mr. Kurz, Diversity at Mercedes Benz Turk Presentation and Lunch and Meeting with Women Engineers. How would you rate the plant tour?**

Very Good	32	46%
Good	12	17%
Fair	0	0%
Poor	0	0%
N/A	26	37%

<b>Comments and Suggestions</b>
While it was an excellent plant tour, I think the most interesting part was hearing from women in various roles in the organization. Their stories provided several parallels to the struggle women in engineering have in the US so it was comforting to know that the problems are universal but also encouraging to learn how they successfully overcame these obstacles. It was a great way to end the conference.
the trip was wonderful where we saw a highly developed technology of buses production.
I was at first shocked to be greeted by the company's top female leaders and learn that many of them are engineers. It was helpful to learn how industrial engineering is applied worldwide and also to see that women are vital everywhere. The lunch was great and Mercedes Benz Turk did a great job accommodating.
It's great to know all the participants closely for the high level of industrialization and the various processes involved in the production and the overlap of topics in industrial engineering and manufacturing stages of the empowerment of women in the field of engineering works in advanced positions
Presentations were excellent. The tour itself was OK. We have not seen too much about production per say, and the tour guides did not want to answer some worker related questions. Safety did not look like a high priority there.
Perhaps having someone that wasn't directly affiliated with a company discuss gender equity among engineers in Turkey would have provided another side to the issue
It is amazing opportunity I was very to see the great development in this field of engineering.
Good, open discussion. This helped me appreciate the work cultures and concepts of engineering females in Turkey.
I thoroughly enjoyed this tour!
Excellent!
Excellent is a better description. Very inspiring.
Interesting!
The most beautiful and benefit and enjoy thing happen in the work sop is this tour especially when we saw all procedures and steps of manufacturing for the bus it is our specialization in manufacturing processes the factory was so big and good arranged, cleaned , with very kind mangemant and staff .i like the idea of exact time for every step during working it is increase production and decrease carelessness of workers. One thing i want to say it is very benefit if we could take cd about this wonderful factory.
Very interesting.
I thought the lunch with the females engineers was great. The tour guides were OK.

**7. Poster session. Did you present a poster?**

Yes	68	97%
No	2	3%

**How would you rate the Poster Sessions?**

Very Good	45	64%
Good	23	33%
Fair	2	3%
Poor	0	0%
N/A	0	0%

<b>Comments and Suggestions</b>
very interesting posters
The poster sessions were great opportunities for learning about other faculty's research. Just a minor comment. In my case, I found that many of the posters that I wanted to see were during my own poster session. This made it difficult for me to go and see the posters while also being present at my own poster. Maybe posters could be grouped differently to allow people from similar research areas to be in different sessions.
I was great to get exposure to so many different research interests and have the opportunity to talk one-on-one with the researcher. I met several people working in similar areas and am trying to stay in touch so that future collaborations can develop. The only downside is that many of the posters that I would have liked to see and talk more in depth about were in the same session as mine therefore I could not learn as much as I would have liked.
so many interesting scientific subjects have been presented in engineering fields and especially in industrial engineering.
This was a good opportunity to meet other researchers and understand opportunities for IE research. I was able to meet at least one collaborator during my poster presentation.
This was an excellent idea and a chance to show our work and interact with others.
have shown a lot of concerns that the theme for the poster to the time lost in work-related injuries and the consequent effects of the cost. Were also among the proposals, to be published in the Journal of global.
The format where ALL technical presentations were given in poster sessions was very effective, since one got to find out in a short time the wide variety of research being done by the attendees. This would have been impossible to achieve in a standard talks framework.
Liked that they were split into different small sessions, so that got a chance to see almost everyone else's posters.
It is always difficult to attend each poster if you are presenting.
I don't know if there would be a way of preventing this, but several of the posters that I wanted to see were presented at the same time as mine.
I enjoyed the posters session many of the projects were very interesting to me.
I was pleasantly surprised at how many attendees stopped to talk about my poster and it was good to see what other researchers are doing in IE.
This was an excellent way to organize the interactions--I had far better and more intimate discussions with people who were truly interested in the material.
I really liked the 3 separate poster session time slots. This format gave me the time to visit the posters.

I was impressed by the wide variety of interests among the attendees.
For each poster session provide a mixed selection of subjects so that presenters still have the opportunity to interact and see posters in their subject of interest.
This was a nice mix of research and program planning posters.
Nlce opportunity to get to know others and their work.
lots of interesting work.
It was necessary for every attendee to say few words about his poster.
The fact that the posters were available online beforehand made the session more beneficial. The sessions were a good opportunity for networking / developing new ideas, etc.
It was difficult to visit other posters during my presentation session. But I noticed quite a few posters in the similar research area as mine. Maybe grouping these presentations closer or in different sessions could be helpful? (I guess this may have already been done to accommodate.)
Would be useful to have different topics within each session such that a presenter is not presenting at the same time as everyone else in the same research area.
One point i want to say, that not all participants follow and to keep with the dimentions and forms of poster requirements except iraqi participants and few with them i dont know why? Perhaps the out look not nessesary and just the content or they combined needed, and that is careless from many participants.
The poster session was excellent. This was a great opportunity to learn from others' reseach in a short period of time, to discuss, ask questions, and broaden our horizons. It was also a great networking opportunity.
The grouping of the Posters based on subject matter, made it a little difficult to look around work from others that are in the same area. But since we had a intense session of networking, it wasn't difficult following up after.
I thought the poster venue was fantastic.
I got great feedback that I've even incorporated in my dissertation work.

**8. Panels. Please rank the panels from most valuable (1) to least valuable (3) to you. Omit any you did not attend. - *Initiating and Establishing International Collaborations – Best Practices: Finding collaborators in other countries, securing funding, getting started***

1	32	46%
2	17	24%
3	16	23%

**8. Panels. Please rank the panels from most valuable (1) to least valuable (3) to you. Omit any you did not attend. - *Implementing and Sustaining International Collaborations – Best Practices: Using new technology to collaborate, evolving relationships over years, sabbaticals and exchanges***

1	24	34%
2	27	39%
3	14	20%

**8. Panels. Please rank the panels from most valuable (1) to least valuable (3) to you. Omit any you did not attend. - *Identifying and Assuming Roles of Academic Leadership: Journal editorships, professional society officers, government advising, review boards, research center directorships***

1	32	46%
2	15	21%
3	15	21%

(Editor’s Note: some participants did not answer this question and so percents do not total to 100%.)

<b>Comments and Suggestions</b>
The discussion about the exchange of faculty members and sabbaticals was ver interesting.
(I assumed the first selection is for the Panel on Initiating and Establishing International Collaborations ) The first session appeared to be more about the accomplishments of the panelist and their perspective institutions. As the sessions moved more toward the Q&A format, session became more appealing. Sadan's presentation during the second session was great. Her creativity in using international collaboration for coursework and, then, to motivate research publications, was encouraging. I had not considered this beforehand but I look forward to doing something similar if I am granted the opportunity. The last panel session leader did a good job in organizing the panel and ensuring that they addressed the topic. Additionally, all of the panelists in this session were great role models for academic leadership.
Allowed a lot of observations and proposals on how to get sabbaticals and what the difficulties and obstacles that stand in it and how to solve them
While I like the panels, I think the first day after lunch is particularly tough on presenters and listeners when many are suffering from jet lag. You have probably tried this before, but even on the second day (if I recall correctly), the end of the day panel might be moved to an earlier time, so that presenters can be given our full attention vs. our "wind down"/fatigue time.
Effective format
I wanted to learn more about the journal editorships in the leadership panel.
OK.
I think that the last panel session should be the framework for the rest of the sessions. I know

sometimes it is hard for people to generate questions. So, to spark the panel with questions allows us to get more detailed information and possibly come up with questions. It just gives us an interesting perspective from the people on the panel based on their backgrounds.

First two panels were not well run...speakers spoke too long and their remarks were not well connected plus they did not leave enough time for Q&A. Third one was much better.

The first two panels on international collaborations were not well led or organized. There was little effort (if any) to coordinate the material presented by the speakers. Some material was duplicated and interaction between speakers was limited. There was also little time for discussion with the attendees.

Actually, all of the above were pretty good... it was difficult to rate them.

These were all good.

Don't remember enough. Apologies for not completing the survey sooner.

All the panel discussions are very good and helpful! I hope the slides could be available online later.

**9. Social and Cultural Events. Omit any events you did not attend. Rank from most valuable / enjoyable (1) to least valuable / enjoyable (4). - Visit to Rezan Has Museum (at Kadir Has University)**

1	13	19%
2	4	6%
3	9	13%
4	18	26%

**9. Social and Cultural Events. Omit any events you did not attend. Rank from most valuable / enjoyable (1) to least valuable / enjoyable (4). - Opening Dinner at Kadir Has University**

1	19	27%
2	10	14%
3	17	24%
4	7	10%

**9. Social and Cultural Events. Omit any events you did not attend. Rank from most valuable / enjoyable (1) to least valuable / enjoyable (4). - Fun Night in Istanbul on Ship – Cruise along Bosphorus with dinner**

1	39	56%
2	4	6%
3	2	3%
4	13	19%

**9. Social and Cultural Events. Omit any events you did not attend. Rank from most valuable / enjoyable (1) to least valuable / enjoyable (4). - Workshop Banquet at Beyti Restaurant**

1	27	39%
2	12	17%
3	4	6%
4	14	20%

(Editor's Note: some participants did not answer this question and so percents do not total to 100%.)

<b>Comments and Suggestions</b>
I attended the cruise and banquet at Beyti restaurant. Both social events were excellent and great events to interact with other people. Dancing on the cruise was a lot of fun and an unforgettable experience.
The fun night in Istanbul on cruise was very enjoyable activity, since we got the opportunity to see the wonderful city of Istanbul through the sea trip.
This was my first trip abroad, luckily. Istanbul is a beautiful city with a great history. I can't wait to return. Of all the listed events, the dinner cruise was my favorite.
I did not attend the Rezan Has Museum. The system did not allow me to submit without making a selection. Superb events.
All of the events were fun. They helped cement the relationships. Through these events I believe that I

got to talk to every attendee in the conference.
The Bosphorous cruise was amazing! I'm so glad that was included as part of the conference.
They were all fine.
I enjoyed all the cultural events they were a great way to see Istanbul!
Social and cultural events were just wonderful. They provided a great opportunity to network with conference attendees in a relaxed atmosphere. I was very grateful too that spouses/guests were able to participate in these events.
I wish I had attended more of the activities.
I enjoyed all of these. Hard to rank them.
excellent company, lots of opportunities to meet everyone.
The ranking is not fair. Each event had a different objective, a particular set up, and a given timing. The sequencing of the events was crucial to their success. The time reserved for the visit to the museum was a little bit too long. The visit was quite enlightening to say the least.
Thank you for organizing these events! And thank Kadir Has colleagues for their hospitality. These events are great for networking and talking about collaborations.
All social cultural events are excellent that I attend or I heard about them they reverse the high gastronomy from the groups that organize this workshop and that will encourage for attend like these workshop and make beautiful relations among all participants when eating, dancing, singing, enjoying together. All places and restaurant are excellent and clever choices that put a wonderful memory in all our hearts that we will never forget and reverse how the organized group deal very kindly with their guests.
I did not have the chance to attend the opening dinner and the cruise dinner, unfortunately. The banquet at Beyti was excellent.
Cruise was the best... :)
The meals at Kadir Has were good, but very meat-centric. It looked like vegetarians were struggling a bit.
I was grateful for this wonderful exposure to a different culture and environment.

**10. Hotel and Transportation (bus) Arrangements. Omit this question if you did not use these facilities. Please comment on the hotel (Cinar Hotel) in terms of facilities, price and location. Please comment on the bus arrangements.**

The transportation was very good. The hotel was in a nice location but too far from the university. The hotel rooms were outdated.
This was a great location. It was relaxing and very conducive to small gatherings and discussions during breakfast and in the evenings. I think this was much better than staying in the city and well worth the price. Having buses was also a blessing and it kept the focus of the conference on establishing personal and academic connections.
Perfect.
I did not stay at the workshop hotel because it was very expensive and unsuitable with my monthly income.
The hotel was perfect. On the coast, great view, great breakfast, and at a low cost.
The hotel was nice, price was reasonable but I would prefer a hotel closer to the University or to downtown. The bus arrangements were perfect...on time...enough seats for all....
Nice hotel but didn't really use any of the facilities because we were either on the road or at another facility for the meetings.
Hotel and Bus were excellent. Cinar is so far away from the city center that it was difficult and expensive to stay there and do any sightseeing.
Did not live in a hotel Cinar Hotel to the high price and because the travel expenses and housing at our expense was private
Bus arrangements were excellent. The Cinar Hotel accommodations were ok. They rated themselves as 4 star, but were more 3 Star. I have to mark them down, due to the request for a non-smoking room and only to be told only smoking was available. The facilities were definitely adequate. Price was a bit pricey. Proximity to the university was a bit far, but the view was nice.
The hotel itself was fabulous and very reasonable. It was a bit far from the conference site. The buses service itself was fine, and one benefit of the bus transportation was that I got to sit next to- and chat with - many different attendees and had very good exchanges.
Hotel was very nice- I especially loved the breakfast. The bus ride was fairly long, but taking the bus back and forth was a good time to talk with other people.
Great! Everything worked on time and without a glitch.
Cinar Hotel's seaside location is great and breakfast was good. However to reduce transportation cost and time to conference site, may be another nice hotel close to conference site could be picked. Of course hotel's neighborhood was good.
The Cinar Hotel was a great place to stay for our time in Turkey. The service and breakfast served each morning was great!
Very nice accommodations. Transportation was quick and easy.
The hotel was in a very nice location, but it may have been more convenient to have a location closer to the conference facility
The hotel price and location were good. Having the bus transportation to and from the various locations was great so we did not have to pay for transportation. The facilities were very nice and clean. The staff was very helpful with any questions or concerns.
Transportation was easy and efficient. Cinar Hotel was very nice, very clean and the staff was terrific. Location was not ideal since every bus or taxi ride was at least 1/2 hour or more but I'm not sure I'd prefer to stay in the middle of the city either. Price very reasonable.
Great arrangement

Buses and timing were great
Cinar hotel was very nice, with helpful and friendly hotel staff.
Cinar was very nice and the breakfast was great. The Cinar staff were also very pleasant and accommodating. Two small problems that I did have with the hotel was (1) the fitness center did not open until the afternoon at 1:30PM; and (2) hotel guests were unable to get an iron and ironing board for their room, rather only laundry service was available.
Excellent. I'll stay at the Cinar the next time I need a hotel in Istanbul.
The hotel facilities were excellent. With respect to location, the hotel was quite away from Kadir Has university and it would have been more effective to be closer to it. A lot of the time was spent traveling to and from the university, which could have been use for other activities. However, to depart to the airport the location could have not been better.
Everything was great!
It was good but prices are high. Location is very good. The bus arrangements were good.
This was all very good. Cinar was a bit too far out of town but it's a lovely hotel and the prices were good.
Great hotel, great price
Wonderful hotel and setting. Wish we had been closer to the meeting though.
very comfortable and responsive
all arrangements were good.
The bus rides were fun in the sense they were a good opportunity for establishing and maintaining professional relationships, and pondering women's issues that may not be relevant to all attendees but are primordial to me and to other women in the bus. The breakfast was another social event that also offered good interaction and many potential collaborative research ideas. The buses were comfortable, on-time, and clean. The hotel was pleasant: a marvelous view, a quiet but warm surrounding; simply wonderful. I can't comment on the price. I personally paid for my entire trip because of the potential added value it would have on my career; so, cost was not an issue. However, many of the local researchers found it too expensive for their budget.
The hotel is nice, but a little far from the university. Buses are comfortable.
Very good hotel; although, a hotel closer to Old Town can be more attractive to many participants.
Everythig was tought for attendencees. Buses was good and comfertable.
The hotel was very nice, but it was a little far away from the workshop location. (Well, maybe the distance and the travel time was actually quite short for Istanbul, I am not sure.) The buses were very comfortable, so overall it all worked out very well.
It was very well planned. I didn't have to worry about logistics in a foreign land.
The hotel and bus were fantastic.
Cinar hotel was good in general. The price was normal. I would like them to place ironing tools. Bus was timely and the service was good.
The Cinar location was beautiful. With the exception of a minor mix-up with my reservation, the service was excellent.
Outstanding!
Excellent!

**11. Facilities, arrangements and hosting at Kadir Has University. Please comment on these.**

The organization was very fruitful. Thank you.
everything was very fine.
organized very well.
I thank Kadir Has University for hosting such an organization. Everything was excellent.
Excellent
The facilities and hosting at Kadir Has University were excellent.
This was an incredible facility and staff. The accommodations were perfect for this workshop (large meeting spaces, small gathering spaces, and the poster hall) and everyone was incredibly hospitable.
Very well organized.
All facilities which have been given by the Kadir has University were very good and very generous.
Kadir Has University's facilities, arrangements and hosting was very good.
Were good. Was nice to have wireless access.
Excellent.
Good
Excellent, excellent, excellent
Kadir Has University was amazing with its structure, I loved it
Excellent.
Everything was perfect.
They are great
Wonderful.
Fine.
Kadir Has University did an outstanding job of hosting us for the conference. All of the staff members were very pleasant and helpful; They ensured that we were well taken care of.
Excellent facilities
Fantastic conference facility...
The facilities were well arranged and everything was good.
The University was a great place to host the workshops they had enough rooms and the food was excellent. I enjoyed all the students they were very helpful if I had any questions.
Food was excellent, hosts were outstanding. No complaints.
They are quite good
Very nice
Kadir Has University was a great host, everything was perfect.
Functional, effective, very supportive students and staff.
Excellent.
Facilities at Kadir Has University were lovely. The coffee/tea breaks were very nice and provided a welcomed break and a time to network. I also appreciated their monetary support of the conference which defrayed costs to participants and was extended to spouses/guests who were able to attend evening events.
Excellent. What a pleasant surprise.
Excellent. The university provided good meals and the rooms that were allocated for the conference were comfortable and technology appropriate. The best facility in my opinion was the area for the posters since it was very open and conducive to interactions.
all facilities and arrangements are very good .
Great! Everything ran smoothly.

It was very good
Excellent. They really rolled out the red carpet.
alfacilities and arrangements are very good
I was very impressed with Kadir Has and their hospitality
Wonderful
I love this university, food, atmosphere
Excellent
Good.
The facilities were very good. Very relaxing, warm and pleasant work environment. The organizing committee should be congratulated on its efforts: It was a huge task but well done.
Everything was wonderful. Thanks to everyone.Especially to Alice Smith.
facilities, arrangements and hosting were good.
Totally fine.
Good
Nice university, and the coffee breaks are great.
Great. Lunch at Kadir Has could have been better.
Outstanding!
Kadir has university hosting service was perfect.
Kadir Has was a very good facility for the event. There were no inconveniences, what so ever. I was very pleased with the organization.
First the choice of this university are very successful from place and the building ,without any compliment all facilities , arrangements and hosting at kadir has university are very good . The bag we took that include a remembrance cup and definition book about every participate with the procedure of the work shops , notebook , pen .....all these are good arrangement for the work shops as well as the cofee and tea times and launch .
Kadir Has were great hosts.
Excellent facilities and organization.
Excellent. The volunteers were helpful
The facilities at Kadir Has were perfect.
I think they were very good in hosting. I have no complaints.
I hope we were helpful, and I hope you enjoyed it.
Very adequate, good facilities, good organization
Hosts at Kadir Has University were so gracious and accomodating. The department chairperson really engaged his faculty and staff to ensure that every need - even the most remote- was met. They were attentitive throughout our entire visit.
There were some issues with our room; however I really wouldn't want to belabor that point because the facility was BEAUTIFUL!
Terrific!

**12. What do you think was the greatest benefit of attending this workshop?**

Network establishments
Meeting new colleagues from US and Middle East
Meeting new people and learning from others.
Opportunities for international projects
Meeting a lot of women faculty in Industrial Engineering and learning more about their research work and experiences both inside and outside of academia.
Being a PhD student your professional world is often limited to those in your office/lab and a few people you may meet at conferences. This conference allowed me to meet so many people, at all levels of their career, and to establish relationships that I hope to carry through my professional career. I now feel like I've established a large network of friends and colleagues that I can continue to work with professionally and enjoy socially.
Since there was a fairly small group of people, I managed to establish personal contact with almost everyone and also made some very good contacts for potential international collaborations. I am looking forward to pursuing my contacts and work with them.
It is the introducing faculty members from different countries with diverse cultures and to exchange knowledge. Have very enjoyable time together and make new friends from different countries, also having opportunity to meet old friends and colleagues.
The benefits of networking. I have attended many conferences that advertise networking opportunities. But none of them have ever been as focused or intentional in networking the right way. WIEA networks the right way. I was able to meet with potential collaborators, mentors, coaches, and, perhaps, employers.
Making new contacts, exposure to a diversity of experiences.
Meeting women from other institutions in other countries such as Iraq.
For the opportunity to participate and share cultures and learn about the concepts and the different values for different universities and academic participants and to develop and improve the educational and technical capacity and allow us to display our participation through collaboration between the countries.
One of the greatest benefits was the intimacy of the conference. It was small enough to allow multiple contacts with many of the attendees and to form so familiarity. This allowed for conversations about research interest.
As a long-time chair and as a more senior academic I really enjoyed reaching out to younger academics in the field and to academics from a variety of countries. I had the wonderful opportunity to interact with women (and a handful of men) with whom I would not get usually to interact in the major conferences I attend, simply because I am so busy with conference duties, and tend to meet people who are either in my area or at my academic level. To me, the greatest reward was the opportunity to impart my own experience, and possibly inspire younger women in the field to achieve in every aspect of their academic life. As an Israeli native in particular I also enjoyed establishing relationships with women from the many middle eastern countries represented at the conference as IEs.
As a woman early in my career, it was very inspiring to meet other women who have been really successful in their research careers. It really helped get a better understanding of what the responsibilities of being an academic are, and how to prepare for those responsibilities.
Networking. Professional Development. The smaller group of the workshop made networking a lot more effective, I believe.
Get to know others and collaborate afterwards.
The networking opportunities were the best. I had a chance to really connect with some chairs of

departments as I will begin applying for assistant professor positions Fall 2012. They provided great insight and advice that was extremely helpful.
Networking and discussing possible collaborations.
Networking; making new connections with colleagues at different points in their careers
The greatest benefit for me attending this workshop was the introduction of international collaboration because it is so important in this global economy. The more we work together to try to solve problems the more we can make a huge impact on the world. If I did not attend I don't think I would have met so many wonderful people that are interested in many of the same things as myself.
Meeting and getting to know other women in similar positions in engineering academia not just from the U.S. but from a variety of countries.
The visit to Kader Has university
Meeting new people
For me, as a MSc student, meeting with PhD students, professors from all over the world was a great experience
Interactions, networks, being able to speak to and hear from a variety of women in IE from various career stages.
Networking people in the same field.
Meeting women in industrial engineering academia from Turkey and the U.S. Visiting Turkey was also extremely helpful gaining a perspective of challenges faced by women in other countries.
Getting to know so many new people in the field. I'm sure that I'll be collaborating with some of the attendees in the future.
Interactions with other colleagues that are or have been in leadership roles and have been able to initiate and sustain international research collaborations. Establishing personal contacts with these individuals and getting their advise.
we are very interesting with wiea 2012 because we meet with many nationalities from more countries and recognised from their collaporations . and we very interesting with funnighnt, plant tour in mercedes benz.(all WIEA is very benefit and interesting.
It was great to meet researchers from different countries and to learn the difficulties they face. I also found Promotion to profesor session very constructive and helpful.
Furthering knowledge in industrial engineering and further cooperation with colleges and universities.
I met researchers in a personal environment. I had a chance to get new perspectives both technically and geographically.
in this workshop we meet with many people from variable nationalities and countries, and we spent intersting time with WIEA2012
Very good networking opportunities.
Meeting and networking.
new collaborations formed, and opportunity to meet Iraqi women faculty
To meet our prof.s from other international countries and exchange experience with them.
Networking
I always thought that the keynote speaker was a Goddess / superhuman. She turned out to be human. Reaffirming my knowledge that there are women who were able to have successful careers despite of their gender and family obligations was important. Taking time to reshape my career according to my personal inspirations is another benefit. Widening my network was probably the greatest benefit.
the greatest benefit was making a friendship with the colleague from other countries.
Panel on leadership and seeing international colleagues.
Seeing other women in engineering academia and listening and learning from their experiences was very valuable in terms of shaping my plans for advancement in my career. Also, attending this

workshop and discussing research projects provided me the encouragement I needed to boost my research activities.
I think the greatest benefit was meeting and interacting with other women academician at different stages of career, and from different countries. It was easier to identify collaboration opportunities in this smaller group and to receive information about how to be successful as a women academician.
Meeting international researchers in my research area.
Creating a collaboration with someone in my research area.
We shared some new ideas about women in industrial engineering academia with our colleauges and some of the young generation found opportunities to start collaborations between them.
To meet colleagues who are have the same research interests and make international collaborations.
Many points: 1- the seven benefit of travel. 2-knowledge of people from different countries . 3- acceptance a great experience in my field. 4- make collaborations with researches and faculty. 5- being more advancement when we merge with other society. 6- giving an idea about our countries and our peoples habits 7-learning the recent method of searching . 8- assistance to give good idea about women in technology when I participate in this work shop 9- to improve my english language . 10- added new activity in my c.v .
The people that I met and the relationships formed.
Interacting with female academics from other countries (as well as from the US), learning about their reserach, hearing about the qunique challenges they face, exchanging information about reserach, leadership, etc., and also sharing experiences about work-life balance, and networking.
It is so rare to be in a group of female engineering academics. In addition to providing valuable, practical information, it was so encouraging to be around and learn from the women at this workshop. In particular, it was nice to be able to interact with so many women in administrative (e.g., department head) positions and Turkish women at similar stages in their careers.
It was really great to get to know woman faculty and meet all these friendly, nice and successful academicians and learn from them. It was a very fun conference as well. I am more motivated in international collaborations after the workshop.
I think the greatest benefit was meeting new colleagues from all around the world and the new collaboration oportunites. I met Dr. Raha Akahavan Tabataei from Universidad de los Andes and she invited me to her university to give a 12 hour lecture. Now, we are trying to arrange everything and hopefully I will be able to go and teach and do some research at the same time.
Meeting people, taking a snapshot of current landscape (roles, responsibilities, leadership) of women in IE academia.
The greatest benefit of the entire workshop was the ability to meet with women who are leaders in the field and can speak to us from behind the lines. They were candid regarding their experiences specifically tied to advancement in academia and they were also generous with their time. Many were willing to be mentors for attendees considering careers in academia. In addition, the international focus and opportunity to meet others in our field from around the world.
Making international collaborations
Networking and building international relationships

**13. If a similar event was held in a future year, would you plan to attend?**

Yes, certainly.
yes
I would like to attend since the workshop offers a perfect media to start collaborations.
Yes
Definitely.
Absolutely! I may not be in a position to start a new collaboration immediately, but in a few years I should be in that place (or at least a lot closer) and this workshop is a great way to find people with similar collaboration and research interests. I feel very honored to have been chosen to participate in this workshop and I look forward to fulfilling the promise of establishing new collaborations as soon as I am able.
Yes. I also want to offer my university (in Bogota, Colombia) to be considered as a potential place for the next event to be held.
yes of course, if it comes with suitable time with my schedule.
I would make a strong effort to attend and contribute.
Yes, absolutely.
Yes.
yes yes I hope that stongly
Yes. I would do my best to attend.
I hope very much to.
Definitely.
Yes, if time permits.
Yes.
Yes, most definitley!
Yes.
yes
Yes, I would definitely plan to attend.
Yes.
Yes
Sure
If I would have a chance, yes
I would try very hard to attend--this is a valuable event.
Yes
Yes, definitely.
Absolutely.
Yes.
yes, Iwould plan to attend in future year.,,
Yes.
Certainly
Yes.
yes, Iwould plan to attend in WIEA2013
yes.
Likely yes
Of course
Yes

yes
Definitely.
Yes
yes
Sure.
Definitely yes!
Definitely. This is a great workshop.
yes.
Yes.
Yes.
Yes
Ofcourse yes.
Yes!
Yes, and I would recommend it to others as well.
I would love to attend similar events in the future,
Definitely, YES!
Yes, definitely I would like to attend.
Yes
If a similar event was held I would probably not attend because I would want others who had not attended to get this opportunity. I would however speak highly of it to all of the doctoral students and others interested so that they could have the opportunity to attend.
Yes
Yes!

**14. Do you foresee any follow up action on your part as a result of this workshop (for example, new collaborations, new approach to research, etc.)?**

Hopefully I will start a joint applied research with another colleague from Turkey.
Yes
Yes. Through the poster presentations, I got to know about other faculty who do research that could be complementary to the research I am currently doing. I have read their papers and hope that we can collaborate in the future. I also received very helpful suggestions from other people regarding some areas of my research.
The poster session really highlighted several different approaches to similar problems reminding me that there are many ways to see and solve different problems. This experience has helped me to take a second look at my research to see different approaches that could be taken. Although my current focus is completing my dissertation research, I feel very strongly that collaborations of any variety, but especially international collaborations are critical to solving the significant problems facing the world today. As for the immediate future, I plan to highlight my intentions to establish collaborative relationships both domestically and internationally as I begin the search for an academic position this year.
Yes, I am currently working with two people that I met in the workshop to plan visits and research collaborations. Also, two of the senior professors have offered me help in creating the new simulation course that I want to offer in the fall semester, which is very valuable to me.
yes indeed. Since the workshop gave me new approach to research.
Yes. Among all the special people that I met at this conference were Dr. Hulya Yazici, Jessey Bemley, and Dr. Barrett Caldwell. Dr. Yazici and I got into discussion about inefficiencies in healthcare during my poster presentation. It was apparent that the work of my master's thesis and her current work on options analyses overlap. We decided to extend on research to justify the use of radio frequency identification for patient safety, equipment tracking, and sustainability. We are developing partnerships with hospitals to determine RFID user and potential RFID user perceptions. I am excited and expect that many great things will come from this research. Oddly enough, Jessey Bemley and I both attend North Carolina A&T. We had to travel to Istanbul to get to know each other. While at the conference, we discussed many of our graduate school goals. Jessey is in Georgia on a summer research project. Her personal goal is to determine her dissertation research topic. Meanwhile, I am in North Carolina with the goal of completing dissertation by the end of the year. We have both realized the need for support at these different phases. So, we have created an un-written contract with each other. I like to call it "Team Graduate." Dr. Caldwell and I have agreed to work together to improve graduate student development within the National Society for Black Engineers (NSBE). Both of us are interested in gaining funding through the organization's partnerships and harvesting young engineering talent to increase the number of minority professors in America's industrial engineering academia.
Yes, I met several people that I am hoping to collaborate with.
Yes, I will explore several promising avenues.
yes approach to research
I want to periodically make contact with some of the attendees, as I have an interest in possible research in the future.
It is possible, though as a department chair I spend less time on research than I would like. At a different level, I expect to continue my connections with some of the more junior attendees by mentorship, and by being someone they can turn to if they need advice on academic matters. I have already had post-conference communication with some of them.
I have a new idea for a way of solving a research problem that I'm currently working on as the result of

a conversation with another conference attendee. I also have plans to contact another attendee for suggestions on sources of data for a future research project, which we discussed at the conference.
New collaborators could happen.
Yes, new collaboration for research and some sabbatical opportunities
Yes indeed. I have followed up through email with many of the individuals I met while in Istanbul, Turkey.
Yes.
at least discussions about new collaborations happened during the workshop and some emails have followed
Yes, there were a couple of people I talked to with interest related to some of my research we talked about trying to put the pieces together. There are some other people I hope to reach out to in the future.
Yes, while not directly related to the workshop, my trip to Turkey did help to solidify a collaboration with the IE department at Pitt and the Management Engineering department at Istanbul Technical University. I had the opportunity to visit them while in Istanbul. We are working on an exchange agreement for undergraduate students. In addition, the workshop increased my overall "global awareness" and I believe I am now more open to establishing international collaborations.
New trains for futuerstic researches
Hopefully
A number of collaborations, opportunities for mentoring and potential faculty recruiting.
Yes, of course as main goal of the event.
I plan to follow-up with a few people that I met at the conference.
I'll certainly try to maintain the new friendships I made and will try to initiate new collaboration with some of the attendees.
I expect to approach initiating international research collaborations differently. Perhaps by first attempt after the workshop will be to partner with a US collaborator with experience, and seeking funding for a visit to the country and instution with whom I would like to collaborate.
yes,I foresee new collaborations, and I will work for my collaboration from now.
Yes we had for future cooperation and new approach to research and other matters connected with industrial engineering.
There are some possibilities.
yes
New collaboration with a potential co-author
New collaborations are very likely
possible paper on research review approaches and sabbatical opportunity
Nothing achieved till now.
yes. new collaborations
Planning to test the senior project course with Sadan Kulturel-Konak from Penn State University Considering collaborating with her on improving the algorithm she presented at her poster Testing new stochastic programming approaches to scheduling problems Planning to give a series of seminars in some Turkish universities next year as part of dissemination of my research results. (I loved the country and would love sightseeing most of it).
Yes, new collaboration is very useful to us in Iraq.
I am looking for a mentor.
Due to my circumstances at the moment (moving to another country with my family) I do not see immediate collaborations happening for me. But once I am settled and back on my job I am hoping to be part of a research activity that will be a result of this workshop.

Yes, I have already started to share research ideas, and discuss collaboration opportunities with other colleagues.
I foresee starting some new collaborations as a result of the workshop.
I have been following up with a fellow participant. I hope we can collaborate on at least one article.
May be.
Yes of course we exchange our addresses each other and make compact to collaborations and also exchange our lessons and courses.
New thoughts toward my current research and research overall. I met several people with whom I will stay in touch and try to collaborate with.
yes.
I will be initiating new collaborations because of this workshop.
Yes, I talked to academicians in the workshop about possible future collaborations.
I met Dr. Raha Akahavan Tabataei from Universidad de los Andes and she invited me to her university to give a 12 hour lecture. Now, we are trying to arrange everything and hopefully I will be able to go and teach and do some research at the same time.
Possibly
Yes, I definitely see potential for collaboration. And also, sharing the results of my master's work with others whose work is in the area of healthcare.
Yes
I have already had a half dozen emails related to collaborations in the future.

**15. If you received a travel stipend, would you have attended if you did not receive the travel stipend? If not, why not?**

(Editor's Note: some respondents who did not receive stipends from NSF Funds received travel stipends from their universities or other sources so not all comments below pertain to NSF funded stipends.)

No. It would have been difficult for me to attend without a travel stipend as I currently do not have travel funds.
The travel stipend was essential to my attendance at the conference. If it were not for the funding I would have been able to attend on a graduate student stipend.
I already attended the workshop without any travel stipend.
If it were in my "graduate student" budget, definitely. For all of the above reasons.
Yes. However, having part of travel expenses covered helped justify the trip when I had so much else going on.
No, could not afford on my own and university would not have funded the whole workshop during these economic times.
yes, always long and I hope to complete my studies in my area doctorate in industrial engineering because of the lack of this specialty in our universities or to get on sabbatical, but who stands obstacle is the cost of salary study or travel. But if there travel expenses will be grateful and happy to get that grant, I wish strongly to get a chance.
No. I would not have had the funds to purchase the airline ticket.
It would have been a tougher decision to attend had I not received the travel stipend, since I already had other international travel obligations. The stipend did make a difference and I am grateful for it.
I would not have been able to attend without the travel stipend.
I did receive a travel stipend. I might have attended if I didn't receive a stipend.
Travel stipend helps as we have restrictions in our university in terms of (international) travel spending. I had to pay from pocket some expenses even though I received the travel stipend.
I did not receive a travel stipend.
Perhaps -- depending on other funding availability
no, it would have been too expensive otherwise
Well, if I did not have the money without the travel stipend, then I probably would not be able to come. But I would try to exhaust all my options before this occurs.
Probably, I believe my department chair would have supported me.
Yes
I did not receive stipend
Çınar Hotel was a bit expensive but really good otel.
No, because this trip could not have been supported by any other grant or departmental travel budget.
Yes. I felt that this was an important and timely workshop.
Even with the travel stipend the trip was costly, specially since I am getting ready to move to another institution. This year in particular, I would have not been able to afford attending the workshop without a travel stipend. In a more regular year (without a move in the horizon)...yes.
It would have been very hard without the travel stipend since this is an international workshop.
I did not receive any but I have attended
I would attend if I had appropriate resources. This summer I did not.
certainiy,I attend to WIEA 2012 although i have no atravel stipend
probably, but it would have been more difficult.

Probably not. Very expensive (\$2000) for airline ticket alone.
In this case my university paid for it. Otherwise I could not attend.
no, because I have no travel budget for this.
well, I did not receive any travel stipend but I did attained it.
I would have tried to attend, but depends on the funding my university would have offered.
No, it is a very expensive trip for such a short workshop.
Staying at hotel in Istanbul is very expensive, so I cannot support hotel price and some other expenses.
I did not recieved travel stipend from my university and i know that before travel in spite of that i decided to go as well as i took my family with me so the cost being duble to me but in front of that i see that the scentific benefit of attended like these workshops or conferance are greater than all the money and cost because advantages that i took more important of money i saved without taking experience from like workshops and knowlegement of peoples with a great and scentific mind and distengushed charecter.
No, it would not have been possible for me to attend without the stipend.
Probably no, because it is very hard to find funding to attend these type of preofessional development workshops/conferences. Most of the available funding to faculty are dedicated to specific reserach topics.
It would depend on the status of my non-grant-specific funds. If I had unrestricted funds available at the time of the workshop, I would use them. If I did not have any unrestricted funds available, I would need the stipend.
Yes, I would still like to attend to the workshop without a travel stipend since it is a very rare and special occasion.
I did not receive a travel stipend. However, my University covered the costs of my hotel expense. And a NACME Sloan Scholarship covered the rest of my travel expense. Had I not received these funding opportunities I would not have been able to attend.
No unfortunately I would not have been able to afford it; therefore I'm so grateful for this experiance!
Not sure

**16. Please make any other comments you have regarding this workshop.**

Idea of Lunch meetings based on research and teaching interests was nice. However, in my groups the conversations was out of the theme. Maybe if we had a set of brainstorming questions some guidelines, or some kind of leader/initiator that guides the conversations, those lunches could be more effective.
I really would like to thank Alice and her team for a great workshop. It was very well organized and provided great opportunities to meet other faculty. I hope that there will be more workshops like this one.
This was an incredible opportunity where I was able to meet a exceptional group of academics with similar research and collaboration interests. Too often the competitive nature of research overshadows the collaborative aspects causing us all to forget why we chose this profession initially. The workshop confirmed for me that academia was the right decision for me and that knowing and working with people from around the world can provide both personal and professional rewards. I feel very honored to have been chosen to participate in this workshop and I look forward to fulfilling the promise of establishing new collaborations as soon as I am able.
Thank you for all the hard work and perfect organization!
In general, the workshop was wonderful, we had very important experiences, intersting activities and very enjoyable time.
This was the best IE conference that I have ever attended. Whenever people ask me "how was the Turkey conference?" I tell them that it was "life changing." In terms of career preparation and developing expectations, nobody had been as willing to discuss the necessary truths about publishing, tenure, funding, and other tasks that are essential to success in IE academia. I believe most people that I spoke with prior to this conference made special effort to avoid the "taboo" topics, especially as they related to women's issues. I am so grateful that I had this opportunity. Thanks, Alice.
I would have liked the meetings to be held in the conference hotel. Facilities in Kadir Has University were nice but I would have preferred spending less time on the road and also have more opportunities to use hotel facilities. Considering that this was a conference for women in academia it would have been nice to have childcare during conference hours.
Excellent overall, the chance of a lifetime.
I repeat and I will be thankful if I have had the opportunity through this workshop to get to accept or grant to study for a doctorate or sabbatical from any American university. . . Thanks with greetings
This was one of the more memorable conferences I attended. I got to interact with many academics outside my immediate field and made some wonderful connections which will stay for life. The conference structure (with the technical material delivered via poster sessions, and issues such as career development and collaboration being addressed in panel discussions) was especially conducive for the purpose of the conference. The social events cemented the interaction among the attendees and were enjoyable as well as fruitful. All in all - it was a very worthwhile event and it has enriched me.
I thought the conference was a perfect size and length- it was enough time and few enough people that I really got a chance to talk to the majority of all the people at the conference. Also, I liked that it didn't feel overscheduled- the relaxed feeling also contributed to my ability to have a lot of conversations with different people, and ultimately make potentially fruitful connections.
Thanks for all your hard work! It was a great workshop.
I think it serves well its purpose. Some additions could be to collect some questions ahead of time from the attendees and have more formal round table discussions or presentations showing the success stories.
It was a great experience for me! I'm looking forward to the next one.

It may have been helpful to have more downtime (or to suggest to attendees to come 1-2 days earlier) as it was very difficult keeping up with the schedule and getting over the jetlag.
Thank you for an opportunity to make Istanbul my first out of country experience to meet and talk about the research. I had an excellent time.
Overall, great experience!
Thx.
My sincerest compliments to the planning committee, Alice Smith, Zeki Ayag and Jan Twomey. A special thanks also to Randy Smith for organizing the spouse tours. Finally, thank you to the National Science Foundation for making the event possible. I am proud of that support for a program such as this is available in the United States.
I hope we can have another in a couple of years. I believe that the two workshops have been tremendous successes.
Great experience which I know I will benefit from professionally. Thank you so much for organizing the workshop!
Since I am a statistician, I would like to see more researchers who deal with statistical methodologies in this workshop in the future.
Super job. Great opportunity.
I thought that Alice and her team did a fantastic job pulling this together. This was a great workshop!
Thank you for providing the opportunity. Was great.
Very good location for meeting women from the Middle East.
Thanks for all the efforts that prepared fir this workshop.
It would have been useful to devote some discussion to family/spouse support for women in IE/academia. Many of the women from the Middle East, Turkey, and south Mediterranean countries face difficulties traveling to study abroad. It would be a good opportunity for these women in IE that this workshop ponders the possibility of initiating a US collaborative IE graduate program in a middle eastern country where the teaching language would be English.
Thanks for all these organized this work shop.
Thank you for the opportunity to meet with all these women that are role models in our field! It was very enlightening to learn from their experiences.
Although I just started my academic career as a junior faculty, this is by far the greatest workshop I have ever attended. You will not able to learn how to do well as a women IE academician or to find international collaboration opportunities in other workshops or conferences.
Thank you for a great workshop. It was very well-thought and well-organized. Thanks for all the hard work.
I want to thank both side organizers to be held this organization:
I want to thank all who orgnize this work shop from( a to z) you do your best and left very beatiful memory in our hearts. Also I want to thanked dr. Alice especially for all facilities and welcome for the all participants generally and Iraqi especially we all know you made that to encourage us because we come although of dificulties in our country thank you for every thing and we wish to join every times with any work with you and that will honor us .
Excellent workshop and I hope it can be repeated again in the future. I congratulate and thank the organizers!
This workshop is one of the highlights of my academic career to-date and I feel so lucky to have attended. Thank you for all of the hard work you put into it!
I am grateful to the organizers for this very special and helpful workshop. I am hoping to have more events like this in the future.
Thank you very much. I think it was a perfect opportunity for new collaborations.

Thanks to the organizers for bringing all these superb group of people together
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The small size of the workshop was really key to the experience. It made everyone much more accessible and you really got an opportunity to talk with people at different stages of their career and also from different backgrounds and cultures.
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It was an outstanding experience with a group of PHENOMENAL women!
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Thanks for including me!
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