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FORTUNE

National Math and Science *Young Leaders Program*

Third Cohort
January - June 2011

The STEM Gender Gap

The National Math and Science Young Leaders Program was developed to address the issue of **women being left behind in the critical fields of math and science**. To maintain its scientific and engineering leadership amid increasing economic and educational globalization, the United States must aggressively pursue the innovative capacity of *all* of its people—women and men.

Women constitute 46 percent of the workforce in the United States, but hold just 26 percent of the jobs in the fields of engineering, science, and technology. Fewer than 10 percent of American engineers are women.

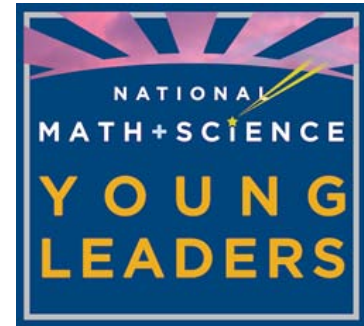
According to the National Academies, **women who are interested in science and engineering careers are lost at every educational transition**. With each step up the academic ladder, from high school on through full professorships, the representation of women in science and engineering drops substantially.

Producing the needed pool of American workers who are prepared for tomorrow's challenges requires greater numbers of women in STEM fields.

Program Overview

The National Math and Science Young Leaders Program is a partnership between Fortune, ExxonMobil, and the National Math and Science Initiative. The program is designed to increase visibility of the STEM gender gap and to harness the network of Fortune's Most Powerful Women to address this important issue.

The Program matches young women majoring in STEM with Fortune's Most Powerful Women to learn about leadership and job opportunities for STEM backgrounds.



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Young Leaders Program Goals

Program Goals:

1. Introduce young women to a variety of STEM careers.
2. Increase visibility of gender gap in STEM.
3. Reduce the number of females lost at each educational transition.
4. Maximize opportunity and network of Fortune's Most Powerful Women Summit.



Fortune Most Powerful Women Summit

In October 2010, Young Leader, Meredith Gibson, and program mentor, Margaret Mattix, Vice President of Global Marketing at ExxonMobil Chemical Company, took the stage at Fortune's Most Powerful Women Summit to talk about their positive experiences as participants in the Young Leaders Program.

The program was also promoted at ExxonMobil's booth which included a Math and Science Challenge on iPads for summit participants.

Conference attendees were complimentary of the Young Leaders Program and several executives signed up to join the third cohort of the program on the spot.



Young Leader, Meredith Gibson, explains the Math and Science Challenge to Evelyn Lauder at the Most Powerful Women Summit.



Previous Program Cohorts



Young Leaders 2009



Young Leaders 2010



Young Leaders 2011

The National Math and Science Young Leaders Program was originally launched at Fortune's Most Powerful Women Summit in 2008. Six students from various universities were chosen to be paired with six executives at participating corporations in this first cohort.

Since then, the program has grown substantially. The third cohort of participants consisted of 19 outstanding students who were paired with 22 executives from across the country. Ten of the 22 executives in the third cohort were participants in the program in previous years.



Student Participants 2011

Ariel Cavazos

Food Science and Chemistry
University of Illinois, Urbana Champaign

Victoria Choe

Chemical Engineering
University of Michigan

Melissa Cochran

Mechanical Engineering
Washington University

Katie Dektar

Biomedical Computation
Stanford University

Jennifer Desmarais

Mechanical Engineering
Rice University

Janesha Dua

Electrical Engineering
CalTech University

Julie Fatula

Chemical Engineering
University of Pittsburgh

Julie Fogarty

Chemical Engineering
University of Texas at Austin

Samantha Fuentevilla

Civil Engineering
University of Houston

Elizabeth Gillett

Industrial and Systems Engineering
University of Florida

Sarah Glazer

Biomedical Engineering
Columbia University

Nancy Kasvosve

Public Policy/Public Health, Biology
University of Chicago

Brenda Klutzke

Mechanical Engineering
Iowa State University

Jennifer Kung

Biological Chemistry and Chemistry
University of Chicago

Maria Mercado

Chemical Engineering
University of Michigan

Camille Panaccione

Chemical Engineering
Rice University

Meena Syed

Mechanical Engineering
University of Houston

Bernice Tay

Electrical Engineering and Computer Science
University of California at Berkeley

Chithra Venkatesan

Earth and Environmental Engineering
Columbia University





Executive Participants 2011

Kathy Button Bell

VP, Chief Marketing Officer
Emerson

Pam Darwin

Vice President, Geoscience
ExxonMobil Production Company

Robyn Denholm

Executive Vice President & Chief Financial Officer
Juniper Networks

Chaka Elam

Alcohol Superintendent
Archer Daniels Midland

Gerri Elliott

Executive Vice President, Strategic Alliances
Juniper Networks

Lauren Flaherty

Executive Vice President & Chief Marketing Officer
Juniper Networks

Lili Forouraghi

Managing Director
BlackRock Inc.

Linda Hudson

President and CEO
BAE Systems, Inc.

Kimberly Hurm

Research Manager
Archer Daniels Midland

Roberta Luxbacher

Vice President Industrial and Wholesale
ExxonMobil Fuels Marketing Company

Margaret Mattix

Vice President, Global Marketing
ExxonMobil Chemical Company

Marissa Mayer

Vice President, Consumer Products
Google

Christine McCarthy

Executive Vice President, Corporate Real Estate,
Sourcing, Alliances & Treasurer
Walt Disney Company

Sara Ortwein

President
ExxonMobil Upstream Research Company

Patty Pagel

Manager Quality Systems
Archer Daniels Midland

Kim Perdikou

Executive Vice President, Office of CEO
Juniper Networks

Susan Roberson

Senior Vice President and General Manager,
Consumer Marketing and Sales
Time Inc.

Stacy Robinson

Plant Manager
Archer Daniels Midland Cocoa

Anne Taylor

Vice Chairman & Regional Managing Partner, Mid-
America
Deloitte LLP

Brenda Thornton

Human Resources Manager
Archer Daniels Midland

Carol Williams

President, Chemicals and Energy
The Dow Chemical Company

Mary Zappone

President
Alcoa Oil and Gas (Houston, TX)

Program Core Elements

The program consists of five core elements:



Program Element #1: Mentor/Student Communication

Students communicate regularly with their mentors via phone, email, and in-person meetings. This provides the students with time to interact one-on-one with executives and receive personalized feedback and advice.



Student Feedback (2011):

“Mentor/Student Communication was excellent. I was fortunate to be paired with an amazing mentor and really enjoyed interacting with her and taking her guidance.”

“My mentor taught me not to be afraid and to take risks. I’ve always been scared to say/do the right thing, but my mentor taught me that as long as you have good intentions and work hard, you will be fine regardless of what you do.”

Program Element #2: Webinars

The webinars provide a unique forum for student participants to interact with multiple female executives from a variety of STEM backgrounds. Four webinars took place for the 2011 program. All were successful and received positive feedback from the students.

Webinar #1 Topic:

Showcasing STEM Careers

Participating Executives:

1. **Sujata Bhatia**, ExxonMobil
2. **Katherine Button Bell**, Emerson
3. **Brenda Thornton**, Archer Daniels Midland

Webinar #2 Topic:

Taking the Next Step and Succeeding in Your Career

Participating Executives:

1. **Lili Forouraghi**, BlackRock
2. **Roberta Luxbacher**, ExxonMobil
3. **Stacy Robinson**, Archer Daniels Midland

Webinar #3 Topic:

Lessons in Leadership

Participating Executives:

1. **Pam Darwin**, ExxonMobil Production Company
2. **Kim Perdikou**, Juniper Networks

Webinar #4 Topic:

Networking and Communication in STEM

Participating Executives:

1. **Karen Horting**, Society of Women Engineers
2. **Sara Ortwein**, ExxonMobil Upstream Company





Program Element #3: Company Site Visits

The company site visits develop the relationship between the students and the executives and highlighted different career fields available to STEM majors. The site visits include several, if not all, of these elements:

- Meeting with Mentor Executive
- Tour of the facility
- Meeting with STEM background executives at the company
- Meeting with entry level employees from STEM backgrounds
- Meeting with HR executives

Student Feedback (2011):

“Visiting one-on-one with my mentor was an incredible experience, especially having the opportunity to shadow her at work.”

“The Site Visit and Capstone Event were my favorite parts of the program. They were both equally helpful to me for seeing my major in action and seeing where my major can take me in the future.”

Program Element #4: Capstone Event

The Young Leaders Program concluded with an intense, two-day Capstone Program in New York City. This year's Capstone Event took place Sunday, June 19 through Tuesday, June 21. The agenda included:

- Welcome reception for students
- Company site visit, tour, and panel discussion at ExxonMobil Research Engineering Facility in New Jersey
- Site visit and tour at Liberty Science Center in New Jersey
- Minute-mentoring activity with program mentors and special guests
- Young Leaders Dinner with executives from Archer Daniels Midland, the Association of Women in Science, BlackRock, Deloitte, ExxonMobil, Fashion Institute of Technology, Fortune, Juniper Networks, Time Inc., the University of Texas at Austin, and Walt Disney
- Breakfast roundtable program at Fortune headquarters with ExxonMobil executives, Fortune Editor, and Time Inc. Executives
- Lessons Learned and Paying it Forward student session
- Farewell lunch



Capstone Event Executive Participants

- Gretchen Bataille, Interim Vice President for Academic Affairs, Fashion Institute of Technology
- Sujata Bhatia, Strategic Advisor, ExxonMobil
- PJ Boatwright, Vice President of Conferences, Fortune
- Filomena Califano, Assistant Professor of Chemistry and Physics, St. Francis College
- Lauren Dohrer, Major Programs Officer, Public & Government Affairs, ExxonMobil
- Chaka Elam, Alcohol Superintendent, Archer Daniels Midland
- Lili Forouraghi, Managing Director, BlackRock
- Margaret Mattix, Vice President, Global Marketing, ExxonMobil
- Stephanie Mehta, Executive Editor, Fortune
- Christine McCarthy, Executive Vice President, Corporate real Estate, Sourcing, Alliances & Treasurer, Walt Disney Company
- Rena Pederson, Communications Director, National Math and Science Initiative
- Kim Perdikou, Executive Vice President, Office of the CEO, Juniper Networks
- Mary Ann Rankin, Dean of the College of Natural Sciences, University of Texas at Austin
- Susan Roberson, Senior Vice President and General Manager, Consumer Marketing and Sales, Time Inc.
- Stacy Robinson, Plant Manager, Archer Daniels Midland
- Anne Taylor, Vice Chairman and Regional Managing Partner, Mid-America, Deloitte
- Brenda Thornton, Human Resources Manager, Archer Daniels Midland

Capstone Event Student Feedback

Student Feedback (2011):

“The Capstone Event was definitely the best part of the program. It was incredibly inspiring and fun to be surrounded by such intelligent, driven, and passionate people. It was a once in a lifetime opportunity to be surrounded by a support group at this point in my career.”

“Being secluded from life for three days to really focus on this area of life has been revitalizing and inspirational.”

“My favorite part of the Capstone Event was the chance to talk with all of the amazing and inspiring women executives. Each came from a different field - academia, corporate America, and technological backgrounds. It was a real eye-opening experience to see all that is available for women in STEM fields.”

“The effect of taking a few days to zone in on the program was my favorite part of the Capstone Event. It made a huge difference to meet everyone in person and to have face-to-face conversations in groups for such a long duration.”



Program Element #5: Paying It Forward

The Young Leaders Program challenges participants to pay it forward by reaching out to younger students who may be interested in STEM. Students participants were given a list of possible ways to pay it forward and were asked to commit to one of the options provided, or produce their own ideas.

The students presented their plans to pay it forward during the closing session of the Capstone Event. They were enthusiastic about committing to giving back, and their ideas were impressive. Some of the students' plans included participating as mentors in mentoring programs through their schools or other organizations, establishing new mentoring programs through their school organizations, giving talks to students at their former high schools and/or middle schools about science careers, introducing young girls in 3rd world countries to STEM careers through various international organizations, and participating in "Introduce a Girl to Engineering Day," with ExxonMobil.

Student Feedback (2011):

"I would definitely be interested in being a mentor. I gained so much from the experience that I feel I should pay it back to the community."

"I never had a STEM mentor or knew a female in STEM when I was younger and think I would have explored the fields earlier. I want to show younger girls that STEM fields are an option."

Student Evaluation Highlights

“[The Young Leaders Program] was a great learning experience, has a valuable message, and allowed me to participate without a large time commitment or superfluous requirements. You meet a fabulous group of women and talk to executives at a very influential time in your life.”

“It is the best women’s program I have ever been part of. Great exposure to different viewpoints and opportunities.”

“This is the best program I have ever participated in. The people I got to meet are amazing. I hope I will stay in touch with them. I now have female engineering role models.”

“This program was amazing and I hope it continues on for many years and changes people’s lives like it did mine.”

“This program has opened my eyes to all of the great opportunities for young women in STEM fields. It really broadened my horizons.”

“This program has really motivated me to be a mentor to other girls. These mentors have been incredible, and I have learned so much about success, work/life balance, and how to be a woman in the workplace.”

“This program has made me more confident and helped solidify my career/school choice to go into industry. The mentors were very helpful in showing us the many different ways to be successful.”





Looking Ahead

The National Math and Science Initiative would like to thank all program partners and participants for their contributions to this important program. We look forward to strengthening the Young Leaders Program as we move ahead by building on the success of the previous cohorts.



Capstone Event 2011



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