

# YOUR ORGANIZATION HAS A Woman Worth Watching® in STEM ... MAYBE MORE THAN ONE

PROFILES IN  
**DIVERSITY JOURNAL**  
INTERNATIONAL

\* Nomination fee will be returned if your candidate is not selected.



Profiles in Diversity Journal® invites you to participate in our 5th Annual Women Worth Watching® in STEM issue, in which we will recognize high-achieving women in STEM who are blazing trails for other women in your organization and across the globe—and for girls everywhere who want to build successful and satisfying careers in science, technology, engineering, or math.

Your nomination of one or more Women Worth Watching® in STEM affords you an important opportunity to recognize and showcase the talent, ambition, and leadership of these pioneers in your organization.

## Why Recognize Women in STEM?

STEM careers offer women endless opportunities to excel, achieve, and become leaders in some of the most exciting areas of technological discovery and innovation. Opportunities for women in STEM help to ensure that women across the globe will realize greater economic success and workplace equality.

By recognizing women who are succeeding in STEM careers, we can inspire other women, and girls, to pursue their own STEM dreams and ambitions. Nothing makes a goal seem more reachable than seeing that others like you have already done it—and that they want to help you to succeed as well.

## Who Are these Outstanding Women?

Women Worth Watching® in STEM link talent and leadership. Nominated by employers or colleagues, they are confident, authentic, forward thinkers. And they are high-performing, purpose-driven leaders who create value for other women and for the organizations where they contribute their talents.

Throughout its history, Profiles in Diversity Journal® has recognized thousands of women from around the world who are making a difference in their organizations. The profiles that will appear in this important STEM edition will recognize and celebrate STEM leaders, and enhance the reputations of the organizations that encourage, empower, and support these trailblazing women.



**EXTENDED  
NOMINATION  
DEADLINE:**

**April 5, 2024**

Our nomination process allows us to honor leaders in STEM fields, and recognize the organizations behind them, in this edition of 2024 Women Worth Watching® in STEM.

Our crystal award provides the recipient with a lasting reminder of this prestigious honor. It will be shipped directly to your designee for internal celebrations in organizations around the globe.

**Questions?** Contact James Rector, Publisher

**Email:** JamesRector@diversityjournal.com **Office:** 440-892-0444 **Direct:** 440-899-9223 **Mobile:** 440-662-9770

Profiles in Diversity Journal

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## Complete Your Nomination in 3 Simple Steps

1. Provide important nomination information, using the attached Nomination Form (pages 3 & 4 of this document).

Nominations will be reviewed and judged based on the brief bio you provide, which should include contributions and achievements in at least 3 of the following 5 areas:

- Leadership
- Executive Responsibility
- Professional Achievement
- Innovation
- Mentorship

Note: No self-nominations will be accepted.

2. Complete the Nomination Processing Fee Form on Page 4

There is a \$495 processing fee per nomination which must be received by the nomination deadline. If your nominee is not selected your nomination fee will be refunded.

3. Upload\* Your Completed Nomination Form by April 5, 2024 at <https://diversityjournal.com/www-stem-nomination-upload/>.

\* Nomination forms must be submitted/uploaded via PDJ's secure online portal. Email submissions will not be accepted!



## It's that Easy

If she is selected as a 2024 Woman Worth Watching® in STEM, we will notify your successful nominee, and the individual who nominated her. We'll also send your nominee a Question & Answer Form. She will be asked to answer a few questions, write a brief essay on a topic of her choosing, and provide two high-resolution photographs, as well as a digital version of your organization's logo. Her photograph, essay, and professional information will appear on a dedicated full page in our Q2 issue. Just complete the Nomination form on pages 3 and 4. Then upload this completed pdf and submit your entry fee. Links for upload and payment are on page 4.

**DEADLINE for Nominations:**  
**April 5, 2024**

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(Please fill in all form fields and be sure to save this file when completed)

## 2024 Women Worth Watching® in STEM Awards NOMINATION FORM

### A. Nominee Information

Nominee's Name: ☐ Ms., ☐ Mrs., ☐ Dr. \_\_\_\_\_  
(as it should appear in print and please check prefix that applies)

Job Title: \_\_\_\_\_

Organization Name: \_\_\_\_\_

Full Corporate Mailing Address: \_\_\_\_\_

Email Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Contact info for Nominee's Administrative Assistant:

### B. Nominated by:

*Note: The nominator must be the primary point of contact for all editorial communications. Using a company executive as the nominator will not increase a nominee's chances of selection. She will be evaluated on her merit alone. Please ensure that the person whose information is entered below is available to manage all communications related to the nomination and award process.*

Nominator's Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Organization Name: \_\_\_\_\_

Corporate Mailing Address: \_\_\_\_\_

Office Phone Number: \_\_\_\_\_

Mobile Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

### Secondary Contact

Name & Email: \_\_\_\_\_

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*(Please fill in all form fields and be sure to save this file when completed)*

## C. Tell Us Why You Chose this Nominee

Briefly explain why your nominee should be recognized as a 2024 Woman Worth Watching® in STEM: (100 words max.)

Provide a brief bio that highlights your nominee's professional accomplishments, including examples of at least 3 of the following 5: Executive Responsibility; Leadership; Professional Achievement; Innovation; Mentorship (200 words max.)

## D. Nomination Processing Fee

**NOMINATION FEE: \$495:**

After uploading your Nomination form, please be sure to go to our secure payment portal where you can submit your entry fee payment.



Please upload this document **(do not email)**  
at: <https://diversityjournal.com/www-stem-nomination-upload/>



Submit \$495 application fee payment at:  
<https://buy.stripe.com/bIY4j60OLggjeys14e>

**If you need an invoice for payment please email  
James Gorman: [jamesgorman@diversityjournal.com](mailto:jamesgorman@diversityjournal.com)**

**Submitted nomination and fee must be received by April 5, 2024.**

***Emailed submissions will not be accepted!***

# YOUR ORGANIZATION HAS A Woman Worth Watching® in STEM ... MAYBE MORE THAN ONE

## FREQUENTLY ASKED QUESTIONS

### 1. Will the nomination fee be refunded if our candidate is not selected?

**Yes.** Your nomination fee will be returned in full if your candidate is not selected.

### 1. Is my organization allowed to nominate a candidate who has been named a Woman Worth Watching® in STEM in the past?

**Yes.** Your nominees may include a candidate or candidates who have previously been named Women Worth Watching® in STEM.

### 2. How will my organization be notified of our nominee's acceptance?

Confirmation that your organization's nominee has been accepted will be sent to the nominator and the award winner. We will also be sending him or her a Question & Answer Form to fill out and upload to us, along with a high resolution photo and corporate logo.

### 3. Will my organization have an opportunity to review each nominee's profile as it will appear in the Second Quarter 2024 issue of the magazine?

**Yes,** if you have any edits or changes that you would like to make to your page(s) after the magazine is posted online please email [stevetoth@diversityjournal.com](mailto:stevetoth@diversityjournal.com).

### 3. Is purchasing an advertisement in the Second Quarter 2024 issue of PDJ required if our nominee is accepted?

Purchasing space for a congratulatory or branding ad is optional and not required.

### 5. Will we be able to order printable pdfs of our nominee's profile layout?

**Yes.** Please email [stevetoth@diversityjournal.com](mailto:stevetoth@diversityjournal.com) after the magazine issue comes out, and he will send you the pdf files that you would like to receive **free of charge**.





# Each Winner will receive a full page in the Q2 issue

## Here are samples of some past winners' profile pages.



**Company Name:** Eli Lilly and Company  
**Industry:** Pharmaceutical Industry  
**Company CEO:** Dave Ricks  
**Company HQ Location:** Indianapolis, IN  
**Number of Employees:** 39,000



### Marjoke F. Debets, Eli Lilly and Company

**Education:** PhD in Chemistry, Radboud University Nijmegen, The Netherlands; MSc in Chemistry, Radboud University Nijmegen, The Netherlands; BSc in Chemistry, Radboud University Nijmegen, The Netherlands

**Your Location:** Indianapolis

**Words you live by:** Live to Learn - keep expanding your horizons, be curious, and show empathy to others.

**Personal Philosophy:** Focus on yourself, not on others. The only thing you can control is what you do and how you respond to opportunities and challenges.

**What book are you reading?** *The Infinite Game* by Simon Sinek

**What was your first job?** Coach of competitive swimming team at age 15

**Interests:** Outdoor sports and activities (running, hiking, skiing) and spending time with my family

**Family:** Husband (married for 10+ years) and two kids, a boy (4) and a girl (3)



#### What can be done to increase diversity in STEM fields?

I believe the key to increasing diversity in STEM fields is to strive for a diverse representation at all levels and in all areas and ensure recognition and visibility of this diversity. This spotlight on diversity will result in people being able to identify role models at different stages of their career and find those that match their career aspirations. It is also important for established STEM professionals from all walks of life to serve as mentors for the current and next generation of STEM professionals, to ensure we bring everyone up. Last, I think it's important that we continue to improve a culture of flexible schedules, whether it's working from home, working outside of traditional working hours, etc., particularly to allow working parents to meet the needs of their family as well as their work expectations.

#### What barriers do you see to closing the gender gap in STEM?

At a high level, I see two main barriers to closing the gender gap in STEM. First, a perception still exists, among many, that science is hard and that men are better suited to work in STEM fields. I see this particularly in math, physics, and engineering. This perception creates an additional psychological barrier for women to pursue a career in the STEM fields. More importantly though, I think it feeds into the imposter syndrome, which is the second barrier I see, as a lack of confidence can lead women to drop out of the field or result in slower career progression. Women are more prone to suffering from this syndrome because they may feel like they don't belong because "their STEM field is better suited for men" or because they are not surrounded by peers of the same gender.

#### Where do you see women in STEM in five years?

Large strides have already been made at increasing female participation in STEM, and I am hopeful that over the next five years, this growth will continue towards equal participation in all STEM fields and at all levels. With this continued growth will come an increased number of female mentors and sponsors, which will then further improve the visibility and perception of women in science.

Eventually, though probably not in five years from now, I hope that as a society we can get to a place where this question does not need to be asked anymore, where diversity is a given and everyone is recognized as an individual. I would want the question and dialogue to focus on how we, as a diverse scientific workforce, further advance science.



**Company Name:** New York Life  
**Industry:** Insurance  
**Company CEO:** Craig DeSanto  
**Company HQ Location:** New York, NY  
**Number of Employees:** 11,718



## Reshma Budhwani, Chief Technology Security Officer

**Education:** Master of Science in Information Technology, South Gujarat University, India

**Words you live by:** Courage, hard work, compassion, love, gratitude and kindness

**Personal Philosophy:** Don't let others define you. You define yourself; It's not WHAT you say, it's HOW you say it!

**What book are you reading?** *Lessons in Chemistry* by Bonnie Garmus and *Open* by Andre Agassi

**What was your first job?** Cyber security consulting

**Favorite charity:** Save the Children, St. Jude Children's Research Hospital

**Interests:** Tennis, running and cooking

**Family:** My husband, Vallabh, my two children, Sohum and Janvi



### What can be done to increase diversity in STEM fields?

Increasing diversity in STEM requires conscious efforts in schools, workplaces, and within communities. In my view, mentorship programs, both in school and the workplace, can be an asset as they help build confidence through sharing of experiences and promoting an inclusive environment. Investing in providing exposure and access to STEM education when a child is young is another way to increase diversity. STEM access through early education can contribute to generating interest, providing experience, and building confidence in students. Lastly, dedicated efforts to make people aware of workplace bias (conscious and unconscious) and building an inclusive culture that provides growth opportunities is also a great way to increase diversity.

### How is the world changing with respect to STEM?

In today's world, STEM is an integral part of our fabric of life. We can recognize the presence of STEM in our everyday lives more than ever before. There are very few professions that haven't been impacted by the advancements in STEM. This has provided men and women with STEM skills newer opportunities for growth and career advancement. While there are opportunities, it is also important to recognize that the challenges of tomorrow require a different mindset and thinking. Therefore, the importance of investing in STEM education is critical.

### What can be done to move women forward in STEM?

Conscious efforts must be made to retain women and to create career pathways for them while fostering inclusive workplace cultures. Mentorship programs, along with partnerships with various communities, go a long way for building confidence, providing access to visible role models and skill development. Organizations could also benefit from establishing internal programs for creating paths to leadership and building a women's network to help female employees encourage one another.

### Where do you see women in STEM in five years?

If we take conscious measures to invest in women in STEM, I truly believe we will see more successful women in STEM roles. This increase can in turn help address bias and discrimination. Women bring unique perspectives and experiences to STEM fields, and I believe that their increased representation will lead to greater innovation and creativity in these fields.





**Company Name:** Texas Tech University Health Sciences Center, El Paso - Paul L. Foster School of Medicine  
**Industry:** Medical Education  
**Company CEO:** Richard Lange, MD  
**Company Headquarters Location:** El Paso, TX  
**Number of Employees:** 3000



## Cynthia N. Perry, Associate Academic Dean for Admissions

**Education:** PhD, Molecular Pathology, University of California, San Diego

**Your Location:** Las Cruces, NM

**Words you live by:** Inclusivity, equity and faith

**Personal Philosophy:** Everyone does not have access to the same doors. Sharing my time, resources and increasing opportunities for others is a personal responsibility.

**What book are you reading?** *No Apparent Distress* by Rachel Pearson

**What was your first job?** Photographer assistant

**Favorite charity?** All Seated in a Barn, an animal rescue charity, and the YWCA

**Interests:** Wine, travel, horses

**Family:** Husband is in law enforcement, three kids: Daughter (2), son (7) and another son (31)



### What can be done to increase diversity in STEM fields?

Early exposure to the vast array of possible careers in STEM is essential. Many students in my community do not even believe that careers like engineers, scientists and doctors are an option for them. They don't know what those jobs look like and have never seen someone that looks like them in those roles so having relatable role models is so important.

### How is the world changing with respect to STEM?

I think the biggest change I have seen is the growth and overall shift towards system-based understanding of scientific processes such as the fields of genomics (the study of an organism's DNA), proteomics (the study of proteins in a cell) and bioinformatics (the science of using computers to store and analyze biological data). This really impacts the type of skills and analytic approaches that students across STEM fields have to learn. Moving towards holistic-informed knowledge is an exciting current trend across STEM.

### Where do you see women in STEM in five years?

In five years, women in STEM will be running the world! My hope is that women will have achieved equity in academic faculty representation, in leadership positions across all STEM fields and in entrepreneurial opportunities that will allow the next generation to have the role models they need.

### Describe your experiences as a woman in a STEM career. What else would you like our readers to know about being a woman in a STEM career in 2023?

As a woman in STEM, I am a product of life-changing mentorship by female professors who were breaking ground in their respective fields. I benefited from watching personal role models overcome barriers in gender discrimination, both overt and subversive, and go on to chair departments, get tenured at top research institutions and earn million-dollar awards for their innovative research ideas. They impacted my career trajectory and inspired me to take on hurdles knowing that others before me have paved the way. Due to their influence, I am passionate about mentoring and deeply committed to pathway programs that make STEM careers achievable for all.