

# WORMS

Women in Operations Research and Management Science

## ANNUAL NEWSLETTER

BRINGING WORMS NEWS TO YOU

February 2020

### IN THIS ISSUE

A word from WORMS presidents Pgs. 2&4



WORMS at INFORMS 2018, Pg. 6



WORMS Awards for the Advancement of Women in OR/MS, Pg. 6



# One year ago, today.....

Dear WORMS members,

Looking back fondly at 2019, I would like to thank you for yet another great year! The WORMS team had lots of new and exciting events that we piloted last year and we are so grateful for all of your support.

At the start of my Presidency, I had stated that Career Development and Member Engagement would be our two focus areas. A year later, I am happy to say that our commitment paid off. We were able to deliver two solid workshops: Pay negotiation by Jessica Dowches-Wheeler at the INFORMS Business Analytics conference in Austin and Stress & Time Management by Kit Welchin at the INFORMS Annual Meeting in Seattle. Our networking receptions are growing extremely popular too. We had a Q&A with Lora Cecere of Supply chain Insights (and a book giveaway!) at the Analytics conference and our reception at the Carlisle Room in Seattle had people lining up on the street like it was Black Friday!!!!

In addition, our international liaison, Aineth Ruiz, attended the INFORMS International Conference in Cancun and interviewed Dr. Alice Smith, who was the keynote speaker at the conference, to gain perspectives on her experience being a successful woman in OR/MS. We also increased our frequency of communications with our membership by growing our presence on social media, sharing timely articles and helping build a sense of community. I urge you, if you haven't already, to join our discussions and conversations on Connect and Twitter.

For the first time in 2019, we recognized two individuals with our prestigious WORMS Award for Advancement of Women in OR/MS. Dr. Laura Albert (University of Madison-Wisconsin) and

Sharon Arroyo (Boeing) won the academia and industry categories respectively. Congratulations to these deserving women. On your behalf, we would like to thank them for their service to our forum and the larger field of OR/MS and we wish them the very best on their future endeavors.

Also new for this year, was offering institutions/individuals an opportunity to become a “Premium Sponsor” of our Annual Luncheon. We were blown away by the response. One of our officers, Sasha Dong, was invited to share our sponsorship benefits at the ACORD (Association of Chairs of OR Departments) meeting! It is through such generous contributions that we are able to offer all of our activities, including some of our other awards (colloquium participation and family care for conference attendees) and programming events (conference sessions and mentorship network).

As the saying goes, “team work is the dream work.” None of this could have been possible without my amazing team or your active participation. It has been a great pleasure and privilege serving as your President in 2019. I sincerely thank you for providing me with that opportunity. As I look ahead, I am confident that the 2020 WORMS Team under Maga’s leadership will take our forum to new heights. I urge each of you to continue to stay engaged and support the team on their initiatives.

Wishing everyone the best this new year,

Sudharshana Apte

Past-President, WORMS



# WORD FORM THE INCOMING PRESIDENT

It is my great pleasure to address all WORMS members, and others at INFORMS and beyond, at the beginning of my presidency year. First of all, I want to thank everyone for your votes and your confidence in electing me to serve the Women in ORMS Forum. I am honored for the opportunity to be involved for three years as 2019 president-elect, 2020 president, and 2021 past president. I am sure together we can accomplish wonderful things as we explore, learn, gain valuable insights, inform, inspire and of course make new connections.

I am counting on every member of WORMS to make sure we accomplish our goals that are aligned with our mission; your support is critical to ensure success. One of the goals for 2020 is to encourage networking between members to increase connections and professional relationship. I am asking long time members to get involved again, keep the community active, post relevant information on Connect, encourage a student for an activity, mentor an emerging professional, or simply show up and socialize with old friends and make some new ones. This will give us an opportunity to brainstorm throughout entire year rather than only during WORMS business meeting at the Annual Conference. For the beginning we will create an on-boarding process to get to know everyone. I am also planning to send out a survey to hear from you and get ideas on how we can make Forum better.

We want to hear about your success. Use the platform to give shout outs to people doing great stuff, we want to recognize WORMS members. If you or your colleague received an award, grant, promotion boost your brand by shameless post in the WORMS Connect, we want to cheer you and celebrate you.

For the past years we have had a wonderful growth in membership we want to continue that upward trend for 2020. Help us grow our community more by recruiting members, especially from industry.

WORMS mentorship program is an excellent avenue to strengthen our community by pairing WORMS members based upon mentor's skill set and mentee's career aspirations. We are particularly seeking mentors from industry to join. You can sign up to the program by visiting Mentoring link within Resources menu of the WORMS website.

As usual we have a full calendar of events coming for 2020 INFORMS Conferences. Please, follow us on Connect and social network for all updates on what's to come.

If you have a great topic to present during WORMS sessions let me know, I will share it with other board members for consideration.

We are here to serve you. If you have any questions, concerns, suggestions or recommendations, please feel free to contact me any time at [maga.khachatryan@maganalytics.com](mailto:maga.khachatryan@maganalytics.com)

Thank you and we look forward to seeing you at INFORMS Conferences.

Sincerely,

**Maga Khachatryan**

2020 WORMS President





## WORMS at INFORMS 2019

### Annual Meeting Awards

#### Family Care Award

Sara Saberi, WPI  
Zohar Strinka, Self employed  
Muge Capan, Drexel Univ.  
Gizem Nemutli, Harvard Univ.

#### Doctoral Colloquium Award

Fatemeh Karami, University of Louisville,

#### WORMS Award for the Advancement of Women in OR/MS

Laura Albert, University of Madison-Wisconsin  
Sharon Arroyo, The Boeing Company

#### A Note regarding our award winners!

First, we would like to wish the best to Laura Albert on her sabbatical. We are also very excited to have Sharron Arroyo to contribute to our next newsletter! So, stay tuned!

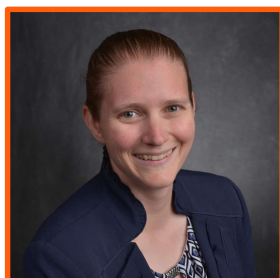
### Analytics Meeting Awards

#### ECPN Colloquium Award

Jiadong Wang, Sabre



### Interesting podcasts from WORM's officers:



Heather's podcast:

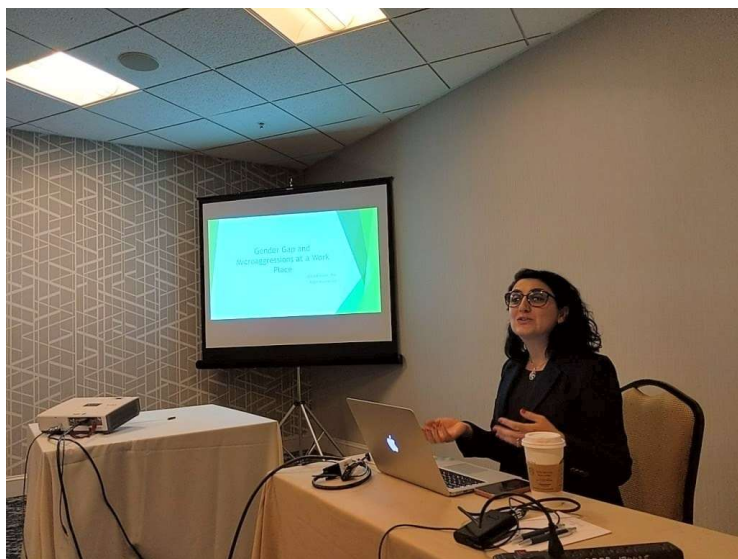
<http://supplychaininsights.com/podcast/straight-talk-heather-moe-product-engineer-for-esri-262/>



Aineth's podcast:

[https://www.dropbox.com/s/by4utmzcy7ccxh/AliceSmith\\_edited%20Recording%20INFORMS final withbackgroundmusic.mp3?dl=0](https://www.dropbox.com/s/by4utmzcy7ccxh/AliceSmith_edited%20Recording%20INFORMS%20final%20withbackgroundmusic.mp3?dl=0)

# Gender gap and microaggressions at a workplace



One of the panelists during INFORMS 2019 annual conference, Dr. L. Babayan presented on the topic of Microaggressions against underrepresented groups at a work place. Her presentation demonstrated how subtle sexism and microaggressions continue to have significant negative impact on women and other minorities, resulting in anger and frustration, lack of productivity; and often

keeping them from potential promotions and professional advancement. Dr. Babayan explained how this topic is even more relevant in the era of **#metoo** movement, where sexual harassment is getting more and more coverage, the microaggressions taking place in professional settings need to be taken just as seriously, since they not only have the potential to perpetuate the gender bias, hence the gender gap but also are symptoms of potential sexual harassment or coercion. She presented different types of microaggressions that commonly take place in various professional settings, including academia; and emphasized how imperative the understanding and preventing of those instances are in order to guarantee a more economically and emotionally equitable workplace. A discussion and a Q/A at the end of the presentation shed light on how to better engage in the continued and productive fight for a faire workplace that doesn't exclude or undermine minorities.

## Thank You, 2018 Sponsors!!!

### Premium Sponsors

Cornell SC Johnson College of Business  
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University of Texas at Austin, McCombs - IROM Department  
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University of California, Los Angeles, Anderson School of Management  
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Rotman School of Management, University of Toronto  
University of Arkansas  
University of Illinois at Urbana-Champaign, Industrial & Enterprise Systems Engineering  
WPI Foisie Business School

### WORMS Mission

- \* Encourage all forms of support for women's careers in OR/MS, and to publicize women's successes
- \* Facilitate communication among women in the field of OR/MS about career opportunities and challenges
- \* Encourage discussion and interaction among individuals having interest in the issues facing women in relation to the profession of OR/MS
- \* Encourage interest among women in the field of OR/MS, and advise the INFORMS Board on issues facing women in the profession of OR/MS and to keep the Board apprised

## Connect us and follow WORMS social channels



@INFORMS\_WORMS



<http://bit.ly/2HyegfG>



Connect

<https://connect.informs.org/worms>

## WORMS 2019 Officers

**President**, Sudharshana Apte, Altria Client Services  
**President-elect**, Margarit Khachatryan, MagAnalytics  
**Past President**, Dorothee Honhon UT Dallas  
**Senior VP of Meetings** – Guang Li, Queen's University  
**Junior VP of Meetings** – Banafsheh Behzad, California State University-Long Beach  
**Senior VP of Communications** – Hiba Baroud, Vanderbilt University  
**Junior VP of Communications** - Atieh Madani, University at Buffalo  
**Senior Treasurer** – Zhijie Sasha Dong, Texas State University  
**Junior Treasurer** - Sara Saberi, Worcester Polytechnic Institute  
**Secretary** – Sammi Tang, University of Miami  
**Industry Liaison** – Heather Moe, ESRI & Emmy Smith  
**Student Liaison** - Julie Hammett, Texas A&M & Seyma Guven-Kocak  
**International Liaison** – Aineth Torres, Accenture Analytics Group, Mexico

## WORMS 2020 Officers

**President**, Margarit Khachatryan, MagAnalytics  
**President-elect**, Olga Perdikaki, University of South Carolina  
**Past President**, Sudharshana Apte, Altria Client Services  
**Senior VP of Meetings** – Banafsheh Behzad, California State University-Long Beach  
**Junior VP of Meetings** – Angelika Leskovskaya, Southern Methodist University  
**Senior VP of Communications** – Atieh Madani, Massachusetts Institute of Technology  
**Junior VP of Communications** - Ruomeng Cui, Emory University  
**Senior Treasurer** – Sara Saberi, Worcester Polytechnic Institute  
**Junior Treasurer** - Lavanya Marla, University of Illinois at Urbana-Champaign  
**Secretary** – Saumya Sinha,  
**Industry Liaison** – Heather Moe, Emmy Smith  
**Student Liaison** - Deepti Singh  
**International Liaison** – Aineth Torres, Accenture Analytics Group, Mexico, Yuqian Xu

### MEMBERSHIP BENEFITS

- ✓ *Mentorship network – meet other WORMS members and learn from their experiences*
- ✓ *Family care travel fund – help cover family care costs when attending the Annual Meeting*
- ✓ *Student travel award – offset costs for graduate students traveling to conferences*
- ✓ *Job opportunities – discover new job postings or advertise for open positions*
- ✓ *Resources and support – access articles and tools for women in OR/MS, STEM fields*
- ✓ *WORMS Award – celebrate significant contributions towards the advancement of women*

### Are you a member yet?

Become a member by renewing your INFORMS membership:

Renew by phone 800-446-3676

Renew online at <http://bit.ly/2tXIYNi>