



UNIVERSITY of LIMERICK
O L L S C O I L L U I M N I G H

DELLEMC



Changing Mind-sets

Getting the Balance Right



International Women's Day 2017

DellEMC Campus, DellEMC Limerick,
Raheen Business Park, Raheen, Limerick.

Wednesday 8th March 2017



Johnson & Johnson





Helen Shaw

Conference Chairperson

Helen Shaw is the founder and Managing Director of the digital content and consultancy agency, Athena Media. She is a multi-award winning radio producer and was awarded the overall Grand prize at the New York Radio Festival in 2016. She is a former Director of RTÉ Radio and Head of RTÉ Radio 1 and she was the first woman to be appointed to the RTÉ executive board in 1997. Helen presents the annual Women Mean Business Conference and Awards and is a founder member and former President of the International Women's Forum, Ireland. She was appointed to the board of the Arts Council in December 2016.



Sam Blanckensee

National Development Officer - TENI

National Development Officer for Transgender Equality Network Ireland (TENI) who were on the Forbes 30 under 30 Europe Lists 2017 in the category of Law and Policy, Sam's role is to build capacity within the trans community and to work in the area of suicide prevention. Sam recently led the project which produced "Heads Up: Guide to Trans Mental Health and Wellbeing". He previously sat on the TENI board and regularly represented TENI in the media. Sam also founded Trans Greystones a local support group, he is an administrator for both the Irish Trans Student Alliance and Trans Guys Ireland. He has four year's experience in grassroots community organising both inside and outside of the LGBT community. In 2014 they were awarded the UCD Presidents' Award for Excellence in Student Activities for their work in trans rights on and off campus.



Niamh Coleman

Manufacturing Engineer, Johnson & Johnson

Graduated from Cork Institute of Technology with a first class honours in the level 8 biomedical engineering program. Recipient of the "Inaugural CIT-DePuy Scholarship" in 2012. She initiated and organized a USA internship work placement programme in conjunction with DePuy Synthes Johnson & Johnson which is now paving the pathway for future CIT-DePuy Scholarship students. Experienced in both Research & Development and manufacturing completed various work placements through college in the USA and Ireland. Presented at the International Manufacturing conference in UL on her final year project, "The dynamic analysis of a CNC machine tool". She is now enrolled in the University Hire Graduate Program in DePuy Synthes Cork where she will gain experience in cross-functional areas.



Dr Regina Kelly

*Project Officer and Postdoctoral Researcher at EPI*STEM*

Dr Regina Kelly is a Project Officer and Postdoctoral Researcher at EPI*STEM, the National Centre for STEM Education at the University of Limerick. She works as a researcher on the WiSTEM2D programme under the supervision and direction of Dr Oliver McGarr (Principal Investigator). The main aim of the research was to investigate the barriers female science undergraduates face when pursuing science-related careers.

The findings from the research conducted during the project formed the basis of the WiSTEM2D Team Projects. Four student groups conducted studies on "Mentor Support", "Peer Isolation", "Female Stereotyping", and "Female Self Perception".



Jim Breen

PE, LEED AP

Presently Vice President, Lead Biologic Expansion, at Janssen Pharmaceutical, previously Jim has held roles within J&J such as VP Worldwide Engineering & Technical Operations (WWETO), VP Network Management, VP Project Management WWETO, and VP Engineering, Global Biologics Supply Chain. Jim joined J&J in 1997 in Shanghai, China and has progressed through a variety of roles in project management and engineering in the biologics and pharmaceutical groups. Prior to J&J, Jim was employed by General Electric and Hercules Inc. in both domestic and international assignments in manufacturing, project management and engineering. Jim earned his Bachelor of Engineering from Stevens Institute of Technology, MBA from Drexel University and Masters of Engineering in Technology Management from University of Pennsylvania. He is a registered Professional Engineer and LEED AP. Jim is an adjunct professor at Drexel University in the Engineering Department teaching graduate courses in Engineering and Construction Management in the areas of sustainability, risk management, LEED, and project management.



Marie Connolly

HR Manager, University of Limerick

Marie Connolly is a senior HR professional with over 25 years' experience in leading, driving and implementing key change initiatives within the Higher Education and Semi-State sectors in Ireland. Marie currently holds the position of HR Manager, Organisation Change where she has responsibility for leading on the implementation of key change projects both within the institution and across the sector. Her role includes responsibility for the Athena SWAN process in UL. Marie successfully managed UL's bid in achieving the prestigious Athena SWAN Bronze Institution Award in 2015, the first of only two institutions with Trinity College in the South of Ireland to successfully achieve the award in the first application round, showing UL's commitment to supporting and advancing careers for women in STEM. Marie is currently chairperson of the Athena SWAN National Steering Committee.



Fiona McCarthy

Vice President Human Resources, DellEMC

Fiona is responsible for the people strategy and agenda for Europe, Middle East and African region as it relates to HR Services and support. The geographical footprint for which she is responsible involves the support of approx. 27,000 employees across 50+ countries. Key responsibilities involve legal guardianship and compliance to all local standards, policies, laws and regulations as they pertain to HR. Her guardianship role deals with many complex issues including mergers, acquisitions, integrations, as well as Dell managed service deals. She is responsible for defining and shaping the culture within the region – while balancing and leading the appropriate level of change management programs in support of the business and in partnership with Dell's employee representative teams, works councils and unions throughout the region. Fiona leads a diverse team of over 60 HR professionals across her relevant countries – she thoroughly enjoys the diversity and complexity of the many cultures she engages with every day.

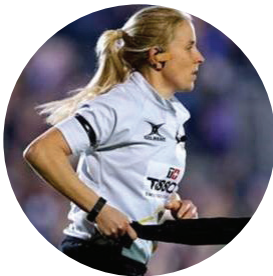


Professor Paul McCutcheon

BCL, LLM, LLD

Professor Paul McCutcheon is Vice President Academic and Registrar at the University of Limerick. Member of University of Limerick Governing Authority; Academic Council; Executive Committee; Management Council.

Professor of Law (since 2005). Previously, Head of the School of Law, (2002-2007). Research interests are criminal law, jurisprudence and legal theory, legal systems, and sports law. Author of *The Larceny Act 1916* (Round Hall Press, 1988); co-author of *Byrne and McCutcheon on The Irish Legal System* (5th ed., Bloomsbury Professional, 2009) and *Criminal Liability* (Round Hall Sweet & Maxwell, 2000); co-editor of *The Confiscation of Criminal Assets: Law and Procedure* (Round Hall Ltd, 1999). He has published extensively in journals in Ireland, the United Kingdom, the Netherlands, France, Australia and North America. Currently co-editor (short articles and comments) of *The Irish Jurist*. Consultant to Irish Law Reform Commission project on Provocation (2003). Consultant to the Inspector of Prisons and Places of Detention. Member, Expert Group on the Codification of the Criminal Law (2003-2004).



Joy Neville

Former Ireland Rugby Captain

Limerick woman Joy Neville is an International Rugby referee and a woman of many firsts. She has become the first woman to officiate in several competitions, including the British and Irish Cup, and the first to referee an All-Ireland League Division One game. She holds 2 International referee caps and made European history to become the first woman to officiate in the European challenge cup. She is the first Irish lady to referee in the 7's rugby World Series and she is the only woman on the pro 12 development panel of referees.

A former Irish rugby International, she holds 70 international caps for 15's and 15 caps for 7's. The highlight came at the latter end of that career - being part of the Six Nations Grand Slam winning side in 2013 - the first Irish team to achieve the feat.



Dan Robertson

Diversity & Inclusion Director, Employers Network for Equality & Inclusion (ENEI)

Dan is responsible for working with the CEO to develop the organisation's membership engagement strategy, supporting our member's diversity agenda through our training and consultancy services and working with the business community to promote and share good practice.

Dan has a solid 12 year track record of working across public and private sector organisations in the field of Diversity and Inclusion Management. Before joining ENEI, Dan worked as a Senior Consultant for a national diversity specialist consultancy firm, where he supported a range of national organisations on their diversity and inclusion programmes. Dan also led on the design of ILM accreditation programmes and a Diversity in Business Accreditation standard.



Dr Mary Shire

Vice President Research, University of Limerick

Dr Mary Shire holds the position of Vice President for Research at the University of Limerick (UL) since 2011 and is responsible for the leadership, development and delivery of the University's research policy, strategy, support services, industry engagement and commercialisation activities. Prior to this she held the role of Director of Research Support Services at UL responsible for research funding and research metrics. Prior to joining UL Dr Shire spent 11 years in the Pharmaceutical Industry where she held senior management roles in a number of multinational pharmaceutical companies. While working with leading US-based pharmaceutical company, Celgene Corporation, Dr Shire developed inventions covered by 20 US patents for drug discovery. A number of these compounds are on the market in the US and Europe. Dr Shire holds a PhD in Chemistry and an MBA. Dr Shire is a Fellow of the National Academy of Inventors and holds Director positions of a number of companies and not for profit organisations.



Caroline Spillane

Director General, Engineers Ireland

Caroline Spillane is Director General of Engineers Ireland. Prior to undertaking this role Caroline was the chief executive officer at the Medical Council of Ireland. Caroline has held senior roles in organisations including Assistant National Director with the HSE and chief executive officer of the CPA. Caroline is an economics graduate of University College Cork, and also holds an MA from the Dublin Institute of Technology.



Aidan Trindle

VP of Manufacturing, DelleMC

Aidan Trindle is Vice-President of Global Manufacturing Operations with responsibility for supporting the International markets. In addition, Aidan is a principal leader in the EMC Centre of Excellence in Cork. Aidan leads the Cork Manufacturing facility which is the largest site outside the US, spanning over 250,000 sqft, employs in excess of 650 people, ships to over 140 countries (EMEA, APJ, LA) and produces almost the entire EMC hardware portfolio, including Converged Infrastructure Solutions.

Aidan leads a diverse and talented team within Cork Operations, spanning the spectrum of manufacturing, from engineering, software development, manufacturing operations, quality management, customer operations and materials. Aidan is also involved with multiple external boards: Industry Advisory Board for the Cork Education & Training Board, The Irish Manufacturers Association (IBEC) and the Industry Steering Group for the Discrete Manufacturing Centre submission (Enterprise Ireland & IDA).

SCHEDULE IWDC Wednesday 8th March 2017

Time	Speakers
08h30	Registration
09h00–09h15	Welcome Professor Paul McCutcheon VPA&R University of Limerick Fiona McCarthy VP for Human Resources, DellEMC
09h15–09h20	Welcome Helen Shaw – Conference Chair
09h20–09h35	WiSTEM2D – Johnson & Johnson UL Partnership Dr. Mary Shire Vice President Research – University of Limerick
09h35–10h05	WiSTEM – WiSTEM2D Student Projects Dr. Regina Kelly Project Officer – Postdoctoral Researcher EPI*STEM and Dr. Oliver McGarr Head of the School of Education, University of Limerick
10h05–10h20	Mr Jim Breen Vice President Engineering - Johnson & Johnson
10h20–10h30	Presentation of Student Prizes
10h30–10h50	Tea/Coffee – WiSTEM2D Project Poster Display
10h50–11h00	Aidan Trindle VP Manufacturing, DellEMC
11h00–11h10	Niamh Coleman Manufacturing Engineer, Johnson & Johnson
11h10–11h30	Caroline Spillane Director General Engineers Ireland
11h30–11h50	“Understanding unconscious gender bias at work and what we can do about it” Dan Robertson Diversity and Inclusion Director Employers Network for Equality & Inclusion (ENEI)
11h50–12h05	Sam Blanckensee National Development Officer – TENI (Transgender Equality Network Ireland)
12h05–12h25	Joy Neville Former Ireland Rugby Captain, Grand Slam winner and the first woman to officiate at a European Rugby match
12h25–12h45	Panel Discussion with Joy Neville, Aidan Trindle, Dan Robertson and Marie Connolly
12h45–13h00	Conference Close



#Midwest IWD 2017

WiSTEM2D Project Team members



Team Project Members at a meeting with guest speaker Prof. Ita Richardson

Project: Mentor Support

Jenna Bromell	Bachelor of Engineering Chemical & Biochemical Engineering
Jessica Silva	Bachelor of Engineering in Biomedical Engineering
Kristine Surat	Bachelor of Engineering Chemical & Biochemical Engineering
Muireann Aherne	Bachelor of Engineering Chemical & Biochemical Engineering

Project: Peer Isolation

Caitriona McKey	Bachelor of Science in Financial Mathematics
Eve Cassidy	Bachelor of Engineering in Civil Engineering
Niamh Sheahan	Bachelor of Engineering in Aeronautical Engineering
Roisin Twohill	Bachelor of Science in Economics and Mathematical Sciences

Project: Female Stereotyping

Easa Man	Bachelor of Engineering in Electronic and Computer Engineering
Erin O Gradey	Bachelor of Engineering Chemical & Biochemical Engineering
Aoife Keating	Bachelor of Science in Industrial Biochemistry
Sophie Mullane	Bachelor of Engineering Chemical & Biochemical Engineering

Project: Female Self Perception

Siobhan Phelan	Bachelor of Engineering in Biomedical Engineering
Hannah O'Connell	Bachelor of Science in Industrial Biochemistry
Sarah Sheehy	Bachelor of Science in Food Science and Health
Nora Farrell	Bachelor of Engineering in Aeronautical Engineering