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• You're Invited! **ESWN@AGU 2013** •

ESWN and AGU have a long history of partnering together to provide career development services to our members and we are excited about the opportunity to collaborate with them on multiple events again this year.

Schedule and Events Summary

Tuesday, 10 December

Networking Reception for Early Career Female Scientists and Students
San Francisco Marriott Marquis – Salons 4-6
(1800 – 1900h)

Wednesday, 11 December

Navigating the National Science Foundation System Workshop
San Francisco Marriott Marquis – Golden Gate A
(0900 – 1200h)

Getting on the Tenure Track and Succeeding Workshop
San Francisco Marriott Marquis – Golden Gate A
(1300 – 1500h)

Getting out in the Field as a Skill
San Francisco Marriott Marquis – Golden Gate A
(1500 – 1700h)

Friday, 13 December

The Earth Science Women's Network (ESWN): A member-driven network approach to supporting women in the Geosciences

Meredith G. Hastings; Rose Kontak; Amanda S. Adams; Rebecca T. Barnes; Emily V. Fischer; Mirjam S. Glessmer; Tracey Holloway; Erika Marin-Spiotta; Carmen Rodriguez; Allison L. Steiner; Christine Wiedimyer; Sandra L. Laursen; Tim Archie

Poster in session ED51C in Moscone South Hall A-C
(0800 – 1200h)



2013 Update from the ESWN Leadership Board

2013 marked the tenth year anniversary of ESWN! This major milestone offers an opportunity to reflect on the history of ESWN and to develop a roadmap for the future. The organization has undergone many changes this year and every single member has contributed to the success of ESWN. ESWN is community-driven to our core; please continue to share your thoughts and inspirations with the network. Here is a summary of some of the major activities from the past year.

Elections: Thanks to all who participated in the ESWN elections in December 2012. There was an amazing slate of candidates and it was truly inspirational to see how many women stepped forward to serve on the leadership board. Three new members of our community – Becca Barnes (postdoc at Rutgers University), Emily Fischer (faculty at Colorado State University), and Carmen Rodriguez (grad student at University of Miami) joined Manda Adams, Mirjam Glessmer, Meredith Hastings, Tracey Holloway, Erika Marin-Spiotta, Allison Steiner, Agatha de Boer and Christine Wiedinmyer on the leadership board. In June, Agatha de Boer stepped down to focus on other commitments. Thanks to Agatha for her many years of service! Fresh perspectives and enthusiastic volunteers are the lifeblood of ESWN. Please keep an eye out for news on upcoming elections in the future and other ways to get more involved with ESWN.

New Web Center: In 2013, ESWN launched a new web-center (<http://eswnonline.org>) to improve the social networking amongst our members. New features include both public resources and private profiles, and a new discussion board to allow members to securely participate in online discussions. This web-center replaces the list-serve and was developed in partnership with the American Geophysical Union and our NSF ADVANCE award funds. The new website allows members to self-select their participation in discussions; you can choose the level of contact that best works for you. In this way, members can tailor resources to meet their own needs. Please see a summary of a wide breath of recent discussion threads on page nine of this newsletter. We are continuing work to provide a diverse set of career and professional resources for our members as well as the public. These include links to funding sources appropriate for various academic stages, information on effective science communication, finding employment, negotiation strategies, and maximizing productivity. The web-center also provides links to other networks that may represent the needs of women in the geosciences. Finally, there is a public member spotlight that is designed to share success stories of our members and show what the ‘face’ of an ESWN scientist looks like. Nominate a friend (or yourself) to be spotlighted in this feature!

Workshops: We held five professional development workshops for ESWN members in 2013! In April, ESWN convened its first workshop at the European Geoscience Union in Vienna on *Networking*. In May, ESWN and the University of Bergen hosted the *Op-Ed* workshop in Norway. In June, we ran a *Building Leadership and Management Skills for Success* workshop in Rhode Island. You can read summaries from these workshops on pages four through seven of this newsletter. Look for a number of events at the upcoming American Geophysical Union Fall Meeting in San Francisco, including a *networking reception* on Tuesday evening and three mini-workshops on Wednesday. These in-person events are wonderful opportunities for making new connections and building your skills for success. If you haven’t had the opportunity to attend one, please check the new website for more information on workshops and other professional development resources (see list of events in this newsletter or on the website <http://eswnonline.org/events>).

The Next Chapter of ESWN: The NSF ADVANCE PAID grant awarded to ESWN in 2009 to support women in academic science was completed in August. This grant funded three multiple-day U.S.-based professional development workshops, supported the development of our new webcenter, and funded a staff position held by Rose Kontak. With the culmination of the grant, the website will remain the central hub for ESWN activities and the Leadership Board is pursuing other funding opportunities. The Leadership board met twice in 2013 to consider various visions for a dynamic and sustainable future ESWN. One outcome of these meetings is to establish ESWN as a formal non-profit organization in order to continue to serve the mentoring needs of the geoscience community. This designation will open new funding avenues to support the ESWN web-center, our very successful workshops and networking events, and allow us to launch new initiatives to support early-career women in science. We are very excited about this new chapter and we are all looking forward to working with you to make the transition a success. Stay tuned!

We hope you enjoy the 2013 newsletter. Thanks to everyone who contributed material! We want to extend special thanks to Rachel Licker for doing an amazing job with the formatting, and to Mona Behl for coordinating our member perspectives piece. It is great to see such a vibrant community.

The ESWN Leadership Board





@AGU 2013 in Detail

Tuesday

Networking Reception for Early Career Female Scientists and Students

San Francisco Marriott Marquis – Salons 4-6
1800-1900h

Please join us for a free networking reception!

This year we are partnering with AGU for their second annual Early Career Female Scientists and Students event. AGU's president Carol Finn, CEO Christine McEntee, and President-Elect Margaret Leinen will be convening the reception, so this is a great opportunity to share your enthusiasm about AGU's support for women scientists and mingle with other ESWN members. When registering for AGU you may notice that this event appears as a "sold out" ticketed event. We have been reassured that **you will not need a ticket to attend**, this was just to get a head count for reserving a room. ESWN Board members Emily Fischer, Erika Marin-Spiotta, Becca Barnes and Meredith Hastings will be on hand to welcome you. If you are interested in helping out at the registration table, please let Erika know (marinspiotta@wisc.edu). All women at all career stages (yes, even you who don't consider yourself early career anymore) are definitely welcome so we look forward to seeing you there!

Wednesday

Navigating the National Science Foundation System Workshop

0900 – 1200h

San Francisco Marriott Marquis – Golden Gate A

How do you make your proposal as NSF-savvy as possible? How do you best describe your broader impacts? What is cutting edge in data management? How do you identify the best program for application? How do you access available education and outreach funds? There are always new initiatives starting at NSF, beyond core programs. How do you identify and apply for these opportunities? How are initiatives different than core programs? How can you design effective integrated research? Answer these questions and meet in small groups with Program Officers, get to know what they are looking for, and learn how to ask the right questions, give

the right answers, and get funded. This workshop is open to all AGU Fall Meeting attendees and will be particularly helpful to early-career to midcareer participants, especially graduate students, post-docs, researchers, and tenure-track faculty thinking about applying for NSF funding for the first time. Co-sponsored by ESWN and AGU Education.



Getting on the Tenure Track and Succeeding Workshop

1300 – 1500h

San Francisco Marriott Marquis – Golden Gate A

The tenure track can seem mysterious: a few crucial years where new professors build a research program, develop a teaching portfolio, and hope to be promoted. In this workshop, we aim to de-mystify the process, and share secrets to success. This workshop is geared towards assistant professors on the tenure-track now, as well as grad students and post-docs considering an academic career; all are invited. This workshop is possible through a partnership of the Earth Science Women's Network and AGU Education.



Getting out in the Field as a Skill

1500 – 1700h

San Francisco Marriott Marquis – Golden Gate A

Fieldwork is an essential component for many in the geosciences, and it provides opportunity for gaining skills in everything from temporal and spatial reasoning to organization, planning and preparation. There are many challenges associated with fieldwork, including physical, economical, managerial, and legal. This workshop will provide a panel discussion on the challenges, benefits, and strategies to being successful at planning, leading, and completing fieldwork in a variety of settings. The workshop is co-sponsored by ESWN, the Association for Polar Early Career Scientists (APECS), and AGU Education.

Friday

The Earth Science Women's Network (ESWN): A member-driven network approach to supporting women in the Geosciences

Meredith G. Hastings; Rose Kontak; Amanda S. Adams; Rebecca T. Barnes; Emily V. Fischer; Mirjam S. Glessmer; Tracey Holloway; Erika Marin-Spiotta; Carmen Rodriguez; Allison L. Steiner; Christine Wiedinmyer; Sandra L. Laursen; Tim Archie

0800 – 1200h

Poster in session ED51C in Moscone South Hall A-C

ESWN Workshop Summaries

Building Leadership and Management Skills for Success



Meredith Hastings, Ph.D.
Assistant Professor
Brown University



Manda Adams, Ph.D.
Assistant Professor
University of North Carolina at Charlotte

In 2009 the Earth Science Women's Network (ESWN) received an ADVANCE PAID grant from the US National Science Foundation to foster connections and support the professional development of early-career women in geosciences. Part of that funding supported a series of three professional development workshops (eswnonline.org/in-person/workshop/). The third in the series, "Building Leadership and Management Skills for Success," was held Brown University in Providence, RI June 10-12, 2013. Over 70 women from academia, government and the private sector participated in the workshop. Women ranged in rank from masters students to tenured professors, and everything in between, leading to a rich diversity of experience and needs related to leadership and management.

Prior to the workshop, participants completed an online DISC (Dominance, Influence, Steadiness, Conscientious) assessment - a personality analysis intended to inform participants of their personality type and how it influences their needs and motivations. Each participant received an individualized breakdown of her characteristics related to DISC as part of the workshop activities.

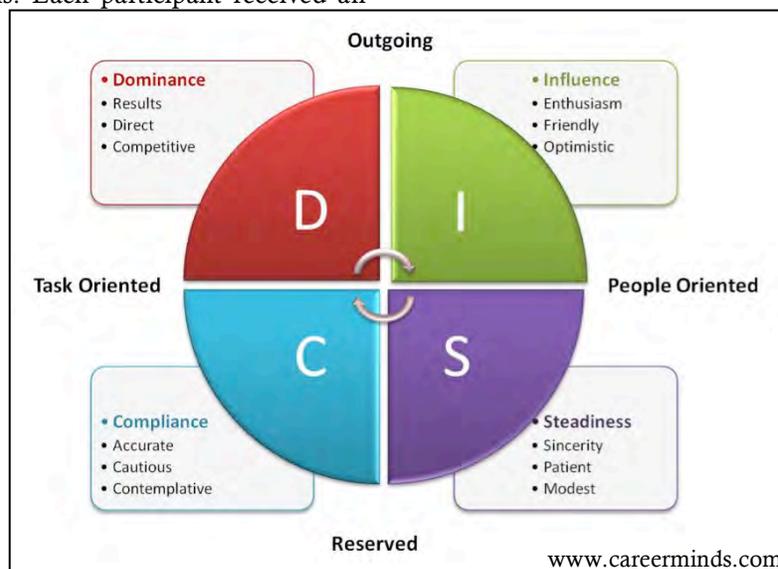
Day one of the workshop was facilitated by Chris Olex, who has partnered with ESWN (and with the DISCCRS program) for a number of workshops. The first day focused on helping participants understand what their leadership style is within the context of the DISC profile. Are they task-oriented or people-oriented? Are they extroverted or introverted? What frustrates them when working with other people? Why do they respond the way they do to frustrations in the workplace and how can they modify that response for more effective communication? Focus was placed on each participant understanding her

style, her impact, her motivation, and her story. Participants also worked collaboratively to produce a comprehensive list of what makes a good leader. Over dinner, participants engaged in discussion and a question and answer session with five established female Earth scientists that have been successful in a variety of leadership and management positions: Amanda Lynch (Brown University), Melinda Marquis (NOAA ESRL), Robyn Hannigan (Boston University), Daphne LaDue (University of Oklahoma Center for Analysis and Prediction of Storms), and Pat Manley (Middlebury College).

Day two of the workshop was led by facilitator Katie Hughes, a chemistry Ph.D. who is currently the CEO of her own company (Slip-On Dancers). Participants focused on practical tools that could be used for effective communication within the framework of DISC personalities. Practical, hands-on techniques for having one-on-one meetings, giving constructive and effective feedback, coaching, and delegating were presented and later practiced by participants. Participants also practiced identifying DISC characteristics in others, to aid with communication. Day two concluded with a networking reception for the participants and ESWN members in the Providence/Boston area.

The final half-day of the workshop was led by ESWN Board Members (Manda Adams, Meredith Hastings) and allowed participants to reassess where they are in terms of leadership and management, and where they hope to go. Participants used their DISC profiles to create concrete advice for other participants on how best to manage and be managed by others based on personality types. Based on pre- and post-workshop surveys conducted by Sandra Laursen and Tim Archie

(Ethnography & Evaluation Research, UC-Boulder), participants were very satisfied with the workshop as a whole. Participants reported impressive gains in management and leadership skills and abilities, as well as confidence in their ability to be an effective leader and manager. Workshop strengths included facilitation by Chris Olex, the DISC session, networking opportunities, and the sense of community



and supportive atmosphere.

And the conversation continues on ESWN's website – for members, checkout and join the Leadership and Management discussion group!

ESWN@EGU Networking Workshop in Vienna, Austria

Agatha de Boer, Ph.D.
Associate Professor
Stockholm University



On Sunday 7 April 2013 ESWN convened its first networking workshop at the European Geoscience Union assembly, organized by the European Board. Over 30 women attended from 14 different countries. After initial welcoming words from Agatha de Boer, the meeting was started by an introduction of ESWN by European Board member Jaana Bäck. She detailed the history of the network, gave statistics of its members, and introduced all that ESWN has to offer for its members.

To begin the networking workshop itself, Mirjam Glessmer lead a practical activity about how people in networks are linked to each other and to central figures. The activity helped attendees visualize the importance and breadth of their network and its broader impacts in a community. The workshop continued with inspirational female scientists openly speaking about their careers and success. Mira Bar-Matthews from the Geological Survey of Israel, an EGU medal winner of 2013, gave advice on work life balance and her message was “don’t expect things to be easy – it will be hard but it is worth the fight.” The second speaker was Barbara Wohlfarth from Stockholm University and a member of the Swedish Academy of Sciences who entertained us with beautiful pictures of all her field experiences. She was inspired by the meeting to write an open letter to the president of EGU about the negligible fraction of women who have received EGU medals over the last 10 years. She was further motivated to (successfully) nominate two women for 2014 EGU medals. This shows the powerful indirect impacts that ESWN activities can have!



After a tea break in which EGU kindly provided delicious fruits and sandwiches, Camilla Hansen from the National Geographic Society shared opportunities for funding for field trips through the society. Next up, a panel was moderated by Jennifer Holden, to which the attendees could ask general questions such as how to deal with presentation anxieties. The meeting closed with short breakout groups that discussed the positive sides of the workshop and what would be desirable in the future.

There was general consensus that it was great to have a Sunday workshop and that, while it was important to engage men in the dialogue, it was also important to have a women-only safe space meeting. The workshop was deemed an overwhelming success in terms of interest and usefulness.



OpEd Workshop Bergen, Norway

Mirjam S. Glessmer, Ph.D.
Post-Doctoral Research Associate
University of Bergen



In May, the University of Bergen, Norway, sponsored a 2-day workshop run by ESWN on writing opinion editorials. Twenty women participated in this innovative program of thought leadership in the global community of public discourse. By training women scientists to contribute in greater numbers to public discussions on issues related to their scientific expertise or their experiences as women in science, this workshop aimed to 1) increase the diversity and quality of ideas we hear, 2) to increase the visibility of women thought leaders of public opinion, and 3) to increase the participant’s personal influence and impact.

In most countries, the media plays a huge role in forming public opinion on important policy issues, but less than 20% of editorial bylines are written by women (Op-Ed 2012). It turns out that that is not because women are being discriminated against by the editor; in relation to

OpEd Workshop Bergen, Norway, continued

their submissions, women get published equally often as men. Women are not putting their ideas forward in the first place. If women are not contributing to the public opinion as much as men, they are alienating themselves from the public discussion and limiting thought leadership. Bergen-based ESWN members, as a network of scientists, have the ability to inform the public on the science of such important policy issues as climate change, energy resources, air and water quality, water availability, meteorological phenomena such as droughts and hurricanes, etc. By not contributing to these debates, society is missing out on their experience, knowledge, and brainpower. The solution is very simple - empower women to take part in the public discourse!

Participants' comments after the workshop:

- *This is a very solution-oriented workshop, time is used extremely efficiently to help participants on a personal level as well as giving them tools to contribute to and change public opinion. This is an opportunity of large scale!*
- *I am empowered to engage in discussions where I had previously remained an observer with personal opinions.*
- *I think this workshop is very important to get women scientists to participate in the public debate.*
- *This workshop empowered me.*
- *This was a good reminder that I might not only have a right, but an obligation to voice my opinions when I have something specific to say that could matter to a lot of people.*
- *This OpEd workshop organized by ESWN is awesome.*
- *This workshop can make a difference to a lot of women scientists.*
- *Thank you so much Mirjam and Rose, I think this was a fantastic workshop and I'm so glad and feel privileged that I had the chance to join!*



ESWN@ICYESS 2013, 22-25 September Hamburg, Germany

Amélie Kirchgaessner, Ph.D.
Atmospheric Scientist
British Antarctic Survey



YESS, the YOUNG EARTH SYSTEM SCIENTISTS community, invited ESWN to their annual interdisciplinary conference ICYESS, held in Hamburg, Germany from 22 - 25 September 2013. ICYESS is an international and interdisciplinary conference organized by and for young scientists (Master's and PhD students as well as young PostDocs). The conference brought together scientists from various disciplines contributing to the understanding of processes and interactions in the Earth system. The conference addressed natural, social and political sciences, economics and sustainability research.

The conference continued the Young Scientists Conference series initiated by the three German Marine and Climate Science Clusters of Excellence in Bremen, Hamburg and Kiel.

YESS is a communication platform among young researchers from Earth system research institutes across Germany. It is a self-maintained superstructure that aims to enhance communication between different graduate schools and between the multitudes of diverse research institutes that define the German Earth system science landscape. YESS was founded in Hamburg in October 2010 by PhD students from Earth system research centres across Germany.

As well as presenting ESWN on a poster during the entire conference, I also introduced ESWN itself, its motivations and aims during a session on "Networking." This provided an excellent opportunity to discuss the benefits of networking and mentoring, present the breadth of topics addressed within ESWN, and advertise the new online platform and upcoming events. In the course of many interesting conversations, the female participants expressed an interest in joining ESWN. Furthermore, contacts forged during the conference have opened opportunities for potential financial and personal support for the upcoming Networking Workshop in Kiel next year, and the request to use part of the presentation to introduce ESWN to the International Graduate School at GLOMAR in Bremen.

This conference and the opportunity to (re-)present ESWN at ICYESS have been truly inspiring, and I hope that this mutually beneficial inter-network networking will not end with this one occasion.

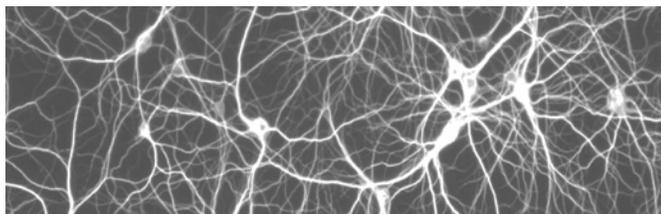
ESWN Networking Workshop
UNIMAS International Festival of
Science, Technology, Engineering
and Mathematics
(STEMfest) 2013

Aazani Mujahid, Ph.D.
Senior Lecturer
Universiti Malaysia Sarawak



The first ESWN workshop in Malaysia was organized with Mirjam Glessmer and Rose Kontak in October 2013 during the UNIMAS STEMfest 2013. This workshop was customized to fit the local context, taking into account local cultural differences when building working relationships. The workshop provided an introduction to 1) ESWN, and 2) understanding networks and the importance of networking for academics in the early stages of their careers.

We were fortunate to have excellent invited facilitators. Prof Dr Kasing Apun, Head of International Affairs Division (IAD) together with AP Dr Zainab Ngaini, Head of IP Management & Commercialization Unit, Centre of Technology Transfer & Consultancy (CTTC) were on hand to share their personal insights on the importance of networking, how a mature effective network functions, mentoring, and being mentored. The feedback from participants was generally positive, and many were surprised by the ease and fun of establishing new working relationships with strangers. After reviewing mature networks of mentors and a guided exercise in mapping their own networks, the attendees had further opportunity to enhance their new networking skills. Both the mentors and I found the session to be enlightening. We will seek to continue running effective networking courses for academics and researchers. Thank you again to ESWN for the opportunity and support!



Perspectives from
Members



Mona Behl, Ph.D.
Research Coordinator and
Climate Change Specialist
Texas Sea Grant College
Program and Texas A&M
University

Three ESWN members were asked to respond to the question: "What did your education or career give you that you find useful in your current job?"

Amanda Staudt, Ph.D.
Director, Board on Atmospheric
Sciences and Climate and the
Polar Research Board,
National Research Council



I am the director of two teams at the National Research Council: the Board on Atmospheric Sciences and Climate (BASC) and the Polar Research Board (PRB). My job is to work with the research community to bring their knowledge to bear on government decision making and to make science accessible to non-expert audiences.

My education and career choices have largely been driven by a few guiding criteria, which I feel have served me well, particularly in navigating a career at the science-policy interface. First, I emphasized gaining a broad perspective and keeping as many doors open for the future as possible. Second, I pursued credentials that would allow me to be successful and influential. And, finally, I sought the most challenging path that I could manage at each stage, with a goal of staying intellectually excited and continually developing new skills.

As an undergraduate, I majored in environmental science and engineering, which gave me a rigorous exposure to the breadth of environmental issues. I then pursued a PhD in atmospheric science in part because many of the most critical environmental problems at the time—air pollution, stratospheric ozone depletion, climate change—had an important atmospheric dimension. I figured that a degree in atmospheric science would open a number of science-policy career pathways and that a PhD would be an important qualification for such careers.

Perspectives from Members, continued

In fact, having a PhD has been quite important for my career development. It gave me firsthand experience of what it means to do science day-to-day and forced me to think like a scientist for those five years. This perspective is essential for my ability to interpret scientific findings and put them in the correct context. Just as important, having a PhD has opened doors and effectively allowed me a seat at the table. It means that people take me more seriously, regardless of whether the actual subject of my graduate research is relevant. Although certainly not the only career pathway, having that credential has smoothed the way for me and allowed for more rapid career advancement.

Immediately after graduate school, I accepted a job at the National Research Council (NRC) because I had long been interested in working at the science-policy interface. The job at the NRC was a good a first step outside of active research because I could remain closely engaged with the scientific community. If it didn't turn out to be as great as I hoped, I figured it wouldn't be hard to return to research. I ended up staying for more than 5 years!

During the last 6 years, I stepped even further from academia and took a position with the National Wildlife Federation (NWF), where my role was to provide scientific expertise for NWF's research, policy, outreach, and educational activities on climate change. Working with teams of lobbyists, policy analysts, grass roots organizers, and communication experts gave me a very different perspective on how scientific information plugs into conservation and environmental advocacy. As part of the NWF team working to advance climate adaptation within the conservation community, I also had a window into the challenges in bringing scientific information into on-the-ground decision making.

Having recently returned to the NRC, I expect that my firsthand experiences in advocacy, communication, and advancing the practice of adaptation will help me to better convey and contextualize scientific information. Indeed, as someone working at this science-policy interface, I have found it quite valuable, not to mention fascinating, to invest in understanding the mindsets, aspirations, and challenges of those working primarily on either side of the interface.

Leslie Brandt, Ph.D.
Climate Change Specialist
Forest Service Eastern Region,
U.S. Department of Agriculture



My current job requires me to be an excellent writer, communicator, and networker. These are all skills I developed as a PhD

student in ecology by writing papers and grant proposals, identifying collaborators for research projects, and presenting at local and national meetings. I also must quickly synthesize scientific papers from a wide variety of disciplines. Choosing a PhD project that spanned ecology, biogeochemistry, and environmental chemistry enabled me to think across disciplines and think outside my comfort zone. Although my current job does not include educating undergraduates, I use the skills I developed in my preparing future faculty class and TA experiences to develop continuing education programs for professional land managers and in facilitating meetings. As a graduate student, I also took advantage of opportunities in policy at The Nature Conservancy and the National Academies. These experiences helped me understand different career opportunities outside an academic setting where I could apply my technical expertise, and also helped me develop more of the "soft skills" required in many professional careers such as meeting planning and facilitation, writing for non-scientific audiences, and managing multiple projects with diverse teams.



Pamela Plotkin, Ph.D.
Director, Texas Sea Grant
Associate Professor
Texas A&M University

There are two things that come to mind when I think about what my education/career gave me that is useful in my current job. The first is opportunity. I learned as a graduate student that there was a world of opportunity and I had only to seek and imagine. Grant funding opportunities abound and I was fortunate to write a proposal and receive my first grant as a master's student. I became addicted to finding and applying for grant funds at an early career stage. I imagined all sorts of projects I never would have dreamed of had there not been a call for proposals, developed many rewarding collaborations and worked with scientists and natural resource managers all over the world. This early experience in and passion for seeking funding is an important piece of my current job. The thrill of the hunt and the rewards it brings are still so incredibly pleasurable.

Second, I became much more resilient during my education and career. I think one has to be resilient to navigate the world of science, academia, government and politics. After training to become a scientist at Texas A&M University, I went on a career journey - one I never

imagined nor planned. It began with a one-year fellowship as a Knauss Sea Grant Fellow working for NOAA. I then moved onto a post-doc and a tenure track job at a major university, and then onto an NGO in DC for a one-year career shift. This was then followed by 10 years in academic administration at three different universities working in various aspects of research administration. I have come full circle now - back to my alma mater, leading the Texas Sea Grant College Program, a program that supported me as a budding scientist. My schooling in opportunity and resiliency began at Texas A&M. I feel honored and grateful to be back here, and to play a role in giving others the same opportunities I had so many years ago.



Discussion Forum Highlights, 2013

Lisa Rausch, Ph.D.
Post-Doctoral Research Associate
University of Wisconsin-Madison



As mentioned earlier, this year ESWN shifted from an email listserv to a webcenter that hosts discussion forums for general and specific groups. As a way to highlight the idea- and opinion-exchanging activity of ESWN, we have summarized the most active conversation topics from some of these groups over the past year. Enjoy – perhaps you'll be inspired to participate in a new group in 2014!

General ESWN Discussion Group

The most commented upon post in the general forum came from a member who is planning to get married, and wondering about the professional implications of changing her name with a publication already out under her birth name. Many members responded with advice based on personal experience. They discussed options for incorporating different names in personal and professional settings, practical issues related to changing names, and how to link publications that are under your different names.

Members actively discussed Sheryl Sandburg's concept of "Leaning In" to increase the presence of women in the workplace. Links to various articles supporting and criticizing Sandburg's arguments and recommendations were shared. In this Newsletter, we've compiled a short list of articles that touch on the difficulties women face in obtaining leadership positions in companies, and in academia. Look for this further on!

One member wrote in to ask for advice for starting her first

tenure-track faculty job. Others who had gone through this responded with great advice about balancing research, grant-writing, and teaching obligations, creating reasonable classroom policies, and making connections in your new department. A related post came from an anonymous member looking for advice about "having it all" (TT job, supportive spouse, kids) and feeling like it is taking a huge toll on her health to manage. Lots of members wrote in to offer both empathy and short-term practical advice, such as scheduling more sleep for yourself and finding a therapist to talk to, as well as longer-term advice about how to decide if staying in academia or considering a career change is the right move. Both discussion threads offer great personal resources for women scientists in various careers!

A popular post came from a member imploring scientists, especially young and up-and-coming ones, to create a presence for themselves on the internet. The advantage being that award committees, prospective employers, and other interested parties can easily identify them. At her suggestion, several members chimed in with advice about building and maintaining a website and shared links to their own websites as examples. Check out this discussion and improve your visibility online!

A popular discussion started by a member who wrote in requesting advice about learning R (a statistics software package). Several people responded with suggestions and resource recommendations that are worth checking out if you have been thinking about polishing up your own R skills. Other interesting discussion topics included: considerations on how to redefine "life" in "work-life-balance" discussions to be more inclusive and less aligned only with a family life that involves children; new research that supports waiting longer to have a baby (saying both that the conventional wisdom that fertility declines rapidly after age 35-40 is unfounded and that postponing having a child has measurable effects on a woman's career earnings); whether or not women should endeavor to change the pitch of their voice when giving presentations; whether men are abusing paternity leave by using the time to publish instead of dedicating their time to childcare; and advice on how to start a sustainability speaker series at a school with no environmental studies program.

Careers Outside Academia Group

The Careers Outside Academia group created a forum dedicated to articles discussing this subject, which is certainly worth a read. This group has also created a separate career resources page on www.ESWNOnline.org. More information can be found in the forums of this group.

One member wrote in to this group asking for advice on how to position oneself for a career outside of academia while pursuing a PhD. She received lots of great advice, including burnishing one's credentials related to

Discussion Forum Highlights, 2013, continued

communicating science to lay populations, and getting involved in relevant volunteer work. In a separate thread, a member who has had a lot of success taking her Earth Science degrees to the policy world, through various fellowships in DC and now at an environmental non-profit, wrote in to offer her support and advice for anyone considering leaving research and moving into a more advocacy- and policy- focused career. Another discussion was brought up regarding how to figure one's "work experience" in non-academic job applications, when clearly, some or even much of one's relevant experience comes from graduate work. Respondents generally agreed that graduate work does count toward experience, especially when dealing with government positions and contracts, but for more information and nuance, read this thread before you fill out your next application.

Teaching Earth Science Group

In this group, members have actively traded resources for effectively teaching Earth Science classes at all levels. Recent activity has touched on model simulations for a climate change lab, movies appropriate for a high school girls-only physics club, Earth Science books appropriate for kids at the K-6 level, and a couple of websites with lots of resources for classroom activities.

ESWN Moms Group

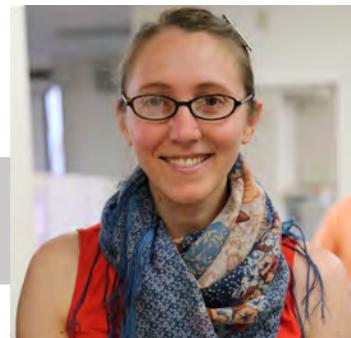
The ESWN Moms group has hosted conversations about how and when you know you've had enough children; ideas for how to help a member's teenage daughter who is going through some struggles; a book that found that having children negatively affects women's academic careers but is a career advantage for men; the notion that work-life balance is frequently cast as a women's-only issue; and how to take advantage of new NSF policies that allow for no-cost extensions/deferment of grant monies.

Besides the groups summarized above, other groups have formed to center around a variety of personal and professional topics, ranging from subject areas like Energy, Weather and Climate, and Atmosphere and Ocean Dynamics, to topics of interest that likely appeal to members across a wide variety of subject specialties, like What to Wear in particular professional circumstances, a group called Transitions: Leaving Grad School, and ESWN Runners, among others. Join a new group today -- exchange ideas and share your experiences with your fellow ESWN women!



Challenges Women Face in Academia and Leadership Roles

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This year saw a healthy discussion in the ESWN forums surrounding the challenges women face in academic and leadership positions.

Spurred by the article in the summer of 2012 titled "[*Why Women Still Can't Have It All*](#)" by Anne-Marie Slaughter as well as the publication of Facebook COO Sheryl Sandberg's book "[*Lean In*](#)" in March of 2013, the topic of why women are still not represented in top leadership roles at companies and in governments was brought into the national discourse. Here at ESWN the topic was widely discussed along with a number of additional articles, some of which focused more closely on women in science and academia in particular. While Slaughter discussed challenges and possible solutions to help women in leadership positions manage both work and life at home, Sandberg focused in particular on how women can make sure they put themselves in the best position possible to be successful and intellectually engaged. Below is a list of additional notable reading on the subject from the past year.

- An [obituary](#) of rocket scientist Yvonne Brill in the New York Times focused the first two paragraphs on the [apparent contradiction](#) that Dr. Brill was able to cook, care for children, and make scientific discoveries. This obituary spurred strong reactions both at ESWN and across the internet including a discussion on the [Scientific American blog](#) about the dangers and harm of benevolent sexism.
- Following the obituary on Brill, a science journalist proposed the "[Finkbeiner test](#)" for journalists writing biographical descriptions of female scientists. These should avoid focusing too much on adherence to expected gender norms and not enough on scientific accomplishment.
- Nature covered the issue of women in the sciences for international women's week with a [special issue](#). The issue included "[Inequality Quantified: Mind the Gender Gap](#)" by Helen Shen, which outlines inequalities between men and women in number of

Challenges Women Face, continued

inequalities between men and women in number of scientists, number of research grants, size of research grants, and salary. Shen also attempts to attribute the existing inequalities to various factors.

- Rounding out the year was Eileen Pollack's piece in The New York Times Magazine titled "Why Are There Still So Few Women in Science". Pollack explores why she herself did not pursue a career in science. Pollack presents the thesis that it is a cultural issue, and we must change the culture by providing feedback and encouragement to invite girls to get involved.



Active Members Reap Benefits: Results of Member Surveys

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You hear it all the time: you get out what you put in. ESWN is no exception. Findings from the ESWN member surveys from 2010 and 2013 showed that the more ESWN members participated in network activities, the more they gained from their network membership. In these surveys, we asked members to provide details about their level of involvement and use of the online network, including activities such as posting to the listserv or web site, reading and sharing posts, and taking action as a result of what they read. Using these data, we classified members into three levels of online participation—low, medium, and high. Across the board, high-participating respondents reported significantly higher gains than did low- and medium-participating respondents. Additionally, medium-participating respondents reported significantly higher gains than low-participating respondents on all but two gains items.

What do members gain from participating in ESWN?

- The highest reported gains were in knowledge and understanding; members shared information, ideas, resources and perspectives, and learned from each other. Sharing one's own ideas and learning about

other women's experiences, concerns or challenges provide emotional support and a sense that one is not alone.

- Moderate gains were reported in career confidence and career preparedness. While network-based information, resources and emotional support can help to bolster feelings of confidence and preparedness, they are influenced by many other sources and are more slowly developed.
- While more transformative gains were not common, some members did share personal stories of significant successes in their job searches and career advancements that they attributed to ideas, resources and advice gained from the network.

What types of participation are important?

Members who participated in at least one face-to-face activity reported significantly higher gains than members whose participation was limited to the electronic network. Face-to-face activities included intensive or short workshops, receptions at conferences, informal meetings and get-togethers.

We also found that the longer someone had been a member of ESWN, the higher her reported gains. This makes sense given that many of the gains we measured may take years to develop, and longtime members have had more opportunity and encouragement to participate in the full range of ESWN activities.

How can you get the most out of ESWN?

- **Contribute online:** Join a new discussion group, or start or respond to an existing discussion forum.
- **Participate face-to-face:** Look for chances to take part in ESWN career workshops, get-togethers at meetings, or local happy hours. If these activities don't work for you, then create something that does. Take the initiative to start your own local group or event.
- **Stick around:** While many gains from the network develop quickly, others take time to develop. Some may become relevant only later in your career or after a change in your circumstances.
- **Seek out new perspectives:** Even if the issues raised in the discussion forums do not concern you personally, you can be a better advocate for all women in the geosciences if you are well informed. Dip into a variety of forums for broad exposure to the range of issues that women geoscientists face across disciplines and career stages.

Want to learn more? Previous reports from the ESWN PAID grant evaluation are available at <http://www.colorado.edu/eer/research/womenpartner.html#networks>. The complete report on the 2010-2013 member surveys will be available in January 2014.

