

ESWNews

Issue No. 6 Fall 2011

www.ESWNonline.org

*An informal publication of the Earth
Science Women's Network (ESWN)*



You're Invited!

ESWN@AGU 2011 Schedule and Event Descriptions

<http://events.ESWNonline.org>

The 7th Annual ESWN AGU Reception

Monday, 5 December 2011, 6-8:30PM

Jillian's at the Metreon (101 4th St., north corner of 4th & Howard, across from Moscone West) Want to meet other ESWN members face-to-face, make new friends at the largest scientific meeting for geoscientists, and maybe even establish potential research collaborators? Please join us on Monday night at Jillian's for an opportunity to expand your network – and enjoy free pool and appetizers! By meeting fellow women geoscientists at the beginning of the week of AGU, you can create research and personal connections to build upon throughout the week of the meeting (and beyond). Many thanks to the National Center for Atmospheric Research (NCAR) for its continued support of this wonderful event.

Audience: Open to all female AGU registrants and guests

Cost: Free Pool and Appetizers

ESWN AGU Presentations

TUESDAY, December 6: **ED21E-05: 9:20AM** (Room 301): Meredith Hastings on "Facilitating career advancement for women in the Geosciences through the Earth Science Women's Network (ESWN)" as part of the session Increasing Diversity in the Geosciences Workforce I

Poster ED23B-0617 by Marina Kogan (NSF Evaluator) on "Obstacles in Advancement of Young Female Geoscientists: Research Results from the Earth Science Women's Network (ESWN)"

THURSDAY, December 8: **Poster ED43A-0538** by Rose Kontak (ESWN Coordinator) on "Lessons from the Earth Science Women's Network (ESWN) Workshop Defining Your Research Identity"

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AGU 2011 WORKSHOPS: Wednesday, December 7

Marriott Hotel Golden Gate A: 55 4th Street (across the street from Moscone West)

ESWN will host two workshops this year, co-sponsored by the AGU Education and Career Services. Visit <http://events.eswnonline.org> for more information and detailed agendas.

1. Navigating the NSF System

Wednesday 7 December, 9:00 AM-noon

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 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 mid-career participants, especially graduate students, post-docs, researchers, and tenure-track faculty thinking about applying for NSF funding for the first time. This workshop is being sponsored by ESWN and AGU Education.

Audience: Open to all AGU registrants and guests

Location: San Francisco Marriott Marquis, Golden Gate A

Cost: Free



2. How to Network for Professional Growth

Wednesday 7 December, 2:00-5:00PM

Networking may be the most important scientific skill that we do not learn in grad school. Effective networking helps connect you with jobs, collaborators, funding, mentors, and recognition for your work. Person-to-person connections also lead to a more rewarding professional experience, reducing feelings of isolation and helping to build support systems and friendships. Our expert panel of networkers can advise on how to cultivate formal and informal mentors, including your peers and colleagues; to use social media and online tools to boost your image and perceived expertise; and to communicate effectively on personal and professional levels to a variety of audiences. This workshop is targeted to early career to midcareer scientists, especially graduate students, post-docs, researchers, and tenure-track faculty. This workshop is sponsored by ESWN and AGU Education.

Audience: Open to all AGU registrants and guests

Location: San Francisco Marriott Marquis, Golden Gate A

Cost: Free



ESWN 2011 Professional Development Workshop

ESWN hosted the 2011 professional development workshop “Defining Your Research Identity” June 6-8 at the National Center for Atmospheric Research (NCAR). Fifty-one women from 21 different universities and 5 national laboratories participated. Participants included various career stages, from graduate students (15) and post-doctoral researchers (13), to tenure track faculty (5) and research positions (10). The goals of the workshop included the identification of personal strengths, defining a personal and professional mission statement, networking with other ESWN members, and putting our mission into action.

The first day, participants used [Strengthsfinder 2.0](#) to identify and better understand personal strengths and develop their mission statement. All participated in activities allowing informal networking, creating a supportive community



environment that allowed for deeper sharing of values among the group. On the second day, workshop participants learned mechanisms for successfully carrying out their values and missions professionally. Participants learned strategies for planning, writing, and creating accountability. The slides and some of the resources were made available to all ESWN members.

The second night of the workshop, a panel of senior women scientists provided some extremely interesting insight about careers, research, and work-life balance. Maura Hagan (Senior Scientist and Deputy Director of NCAR), Meghan Miller (President, UNAVCO), and Jana Milford (Professor, Mechanical Engineering, University of Colorado at Boulder) told their personal and professional stories to the ESWN participants and invited SOARS protégés. With additional support from the NCAR Diversity Program, the event was followed by a more formal dinner that provided an opportunity for more intimate Q&A and networking with the established scientists and among the workshop participants.

The final day of the workshop provided time to put the tools and knowledge learned over the previous two days into action. At an optional poster session, some participants presented their research with new tools to credit themselves and effectively sharing their accomplishments, while the audience implemented new styles of questioning and listening. To finish the workshop, participants worked with one another to develop research statements, web site summaries, job applications, etc. As a follow up, accountability groups and partnerships were organized for the participants, with additional less formal connections continued.

The success of the workshop was assessed by Marina Kogan and Sandra Laursen (CU-Boulder). An initial survey was given to the participants before the workshop and follow-up assessments will be given in the future to determine the impact of the workshop on the participants as they move forward in their careers. Some of their data and lessons learned in the planning of the workshop will be presented in a poster (ED43A-0539) *Lessons from the Earth Science Women's Network (ESWN) Workshop "Defining Your Research Identity"* at the 2011 AGU Fall Meeting. Special

thanks to our organizers Christine Wiedinmyer and Rose Kontak and logistical assistance from Joanne Martin (NCAR).



NSF Grant and Board Update

Meredith Hastings and Rose Kontak, Brown University

2011 has been a big year for ESWN. Marking the 50% point of the NSF ADVANCE PAID grant, ESWN hosted its first professional development workshop in Boulder this past June on "Defining Your Research Identity". The grant not only made the workshop possible but also afforded ESWN the ability to offer travel support to a number of attendees. Be on the lookout for announcements for 2012 ESWN workshop on "Skills for Networking and Communication," in Madison, WI tentatively scheduled for June 4-6, 2012.

This year was also our first time organizing an event at the Geological Society of America meeting with a workshop on "Navigating the NSF". Over 50 attendees of the conference attended our workshop and interacted with over a dozen NSF GEO program officers. Many thanks to Lisa Park-Boush for committing so many NSF program officers! We will be offering a similar workshop again this year, check the ESWN@AGU schedule for all our activities.

Another great place to learn about ESWN-sponsored activities is the events section of our website: <http://events.ESWNonline.org>. The blog-based page has upcoming events and some online resources like a list of the books recommended over a popular thread from July and leadership board recommended reading for professional development. Our new web center will feature searchable archives and a member database and is currently in beta testing.

Finally, this year Amanda Staudt retired her position on the ESWN leadership board. The current members of the board include: Manda Adams, Agatha DeBoer, Meredith Hastings, Tracey Holloway, Erika Marin-Spiotta, Allison Steiner and Christine Wiedinmyer. If you have wanted to get more involved in the broader planning of ESWN events and planning, be on the lookout for upcoming board election notices. And of course, continue to plan and participate in regional and conference-based get-togethers and listserv discussions.

ESWN-Europe Update

Agatha de Boer, Stockholm University

ESWN-Europe is a committee that is focused on broadening ESWN activities in Europe. We currently consist of 8 members: Agatha de Boer (Stockholm U., Sweden), Amelie Kirchgaessner (British Antarctic Survey, UK), Delphine Deryng (U. of East Anglia, UK), Elke Hodson (Fed. Res. Inst., Switzerland), Jaana Bäck (U. of Helsinki, Finland), Mirjam Glessmer (U. of Bergen, Norway), Parv Suntharalingam (U. of East Anglia, UK), and Sam Burgess (Earthwatch, UK). If you have suggestions for us, please contact me at Agatha.deboer@geo.su.se.



2011 Activities:

- As every year, ESWN-Europe hosted an ESWN reception at the European Geophysical Union meeting in Vienna. Many thanks to ESWN volunteers, Holy Dail, Sarah Derouin, and Jennifer Marlon, for organizing and leading the reception. After the reception about six ESWNers went out for dinner at the delightful Viennese restaurant Palatschinkenpfandl which is now fast becoming a traditional hangout for us. ESWN also participated in the EGU



townhall meeting on Women in Geoscience where Holy Dail gave a presentation about ESWN.

- In September, ESWN-Europe submitted a proposal, led by Amelie Kirchgaessner, to the Elsevier's foundation to expand ESWN activities in Europe. We hope, among other things, to host a workshop at EGU for the upcoming 3 years. Results are announced in December. Keep your fingers crossed!
- Other activities in the region this year has been an informal ESWN dinner in Bergen (Norway), organized by members Annette Samuelsen and Nadine Goris. The women attending represented the Bjerknes Centre, the Geophysical Institute, and the Nansen centre and there were also two international guests. The gathering was a lot of fun and a repeat is on the agenda.



ASCENT Update, Year 3

Gannet Hallar, Storm Peak Laboratory



Atmospheric Science Collaborations and Enriching NeTworks (ASCENT) is a program focusing on women in atmospheric science/meteorology and is designed to initiate positive professional relationships among female faculty of different ranks and postdoctoral researchers. The National Science Foundation's ADVANCE program funds ASCENT. To date, ASCENT consists of three annual three-day summer workshops in Steamboat Springs, Colorado with follow-up reunion events at major national meetings. These workshops include a tour of Storm Peak Laboratory, a high elevation atmospheric science research facility operated by the Desert Research Institute. From July 12-15, 2011, a wonderfully talented group of female scientists attended the ASCENT workshop, with Dr. Sonia Esperanca from the National Science Foundation as the keynote speaker. In addition to Dr. Esperanca, 12 senior scientists, 19 junior scientists, and four graduate students participated in the ASCENT

workshop (participants shown in Figure 1). These scientists represented 27 different institutions across the United States. In addition to the summer workshop, ASCENT also sponsored a networking event for women at the American Association for Aerosol Research (AAAR) Annual Conference in Orlando, Florida on October 4, 2011. Over 60 women attended the event at AAAR, as shown in Figure 2. The women of ASCENT will gather at the American Geophysical Union Fall Meeting for lunch on December 6, 2011. A full-length documentary on women in atmospheric science, based on ASCENT, is under production by Adhoc Productions L.L.C., led by Ilo Orleans. This film will be released in 2012, and initial clips from this film are available now on the ASCENT website: www.ascent.dri.edu.



The Work/Life _____.

Perspectives from ESWN Members

If you were playing Mad-Libs, how would you fill in the above blank? For many, there comes a time (or several times!) in life that will have you thinking long and hard about what your own choices about how much time you want to spend at work and for yourself. Maybe you are thinking about your career path and how best to choose one to achieve balance. Or perhaps you are in a phase where you have sidelined one for the other, and are thinking about how to get things back on track. Whether you are single or married, in the family way or childfree, all of us struggle to fit in the things in life that will help keep us balanced and sane. In this column, I ask four ESWN members at various career stages how they would fill in this blank. Here's what they had to say...

Kate
Huntington,
University of
Washington
The Work/Life
Flexplan



Academics enjoy enormous freedom, but as a new mom-professor it can feel like the only freedom one “enjoys” is the freedom to work all the time. Instead, focusing on the freedom to be flexible has helped me find a satisfying balance at home and on the job. Although few institutional policies are in place to support this balance, administrators and colleagues strived to be flexible when I asked for help. They covered my classes when I went on bed rest and the baby arrived early, let me use my startup for summer salary when the university did not provide paid maternity leave and I could not work on grant-funded projects, and lightened the teaching load my first quarter back. I had the freedom to work flexible hours, to work from home, and to continue nursing long after my friends in other professions had to stop. Formal networks like ESWN provided a flexible forum for discussion and community support. But most importantly, an informal network (mine is loosely based on the peer mentoring model in the book *Every other Thursday*, by Ellen Daniell) of women from different departments across my own university helped me figure out what I wanted and needed so I could ask for it. It may be a while before institutional policies are changed or even communicated effectively. In the meantime, learning what, when and how to ask for support will help women take advantage of the flexibility

academia offers so they can enjoy the other freedoms of the job.

I wish there were more hours in a day. And I wish I didn't have to decide between checking my professional ambitions and checking out of quality time with my family. But I do make that decision in small and big ways on an hourly basis. The life that results is not, um, easy. But who wants easy when I can choose fun, engaging, satisfying, surprising, and full of new challenges each day? Even in the throes of pre-AGU panic, I am still grateful those choices are mine to make.

Stephanie
Shaw, EPRI



Work/Life.

I've never liked the typical completion of that phrase. “Balance” immediately establishes a false dichotomy between work and “real life”. Isn't the career that has inspired me for almost two decades part of my real life? “Balance” also implies if we work hard enough we can have it all, and simultaneously. One imagines a precariously perched labyrinth, which we're constantly running through to keep things level. That sounds like a miserable life to me; one that doesn't allow the time or mental focus to enjoy unexpected treasures - that 'a-ha!' research moment, catching my husband's eye over a joke, or sharing my toddler's amazement at the world. Work-life balance is not a time-management issue, but a state-of-mind.

My personal situation is an engaged Immediate family of 4 - two girls under 5, and a husband with a full-time profession including frequent travel, as does mine. My husband and I are always busy, constantly shifting negotiations of who does school pick-up or drop-off, always trying to figure out how to spend more time together than just weekend afternoons when the kids happen to be jointly napping, and barely managing to keep up with our close friends. But we do it together, and I love it. For every later-than-expected entrance to the office or rescheduled meeting due to the Thanksgiving tea party I almost forgot about, is paid back with the reemergence of the joie-de-vivre that children do so well, and the realization that I am helping raise a new generation of strong women that will be brave enough to aim for everything they want and yet still understand that all choices require trade-offs... that anything important demands our full attention for a time, perhaps temporarily to the detriment of other choices.

We cope with logistics by always having a contingency plan, a backup to the backup childcare plans, the ability to continually be flexible with what happens today... and then to still expect that something will soon throw everything to hell. But what's helped me have a fulfilling life (with work, family, personal, community, and all other aspects included) are those times when I'm able to revel in the chaos and appreciate whatever life brings. The same randomness that brings the violent stomach flu to your 2 year old the day your most-crucial NSF proposal is due is the same one that brings that angelic grubby little face running at top speed to yours with outstretched arms to show her adoration for no reason

whatsoever. So in short, I do my best to cut myself some slack. The work-life-everything experience isn't measured by the result of any single day, week, or year, but by the long haul. Look back over your last 5 years and ask if you were doing your best to have the life you wanted, even if sometimes that meant focusing too much on work and others playing hooky for important family time. Then look forward and do it again - one day, and one school bake sale (for which you donated store-bought brownies), at a time.

Marilyn L. Fogel,
Carnegie
Institution of
Washington



The Work/Life
Challenge

Is it possible to be a 1st class scientist, mother and wife at the same time? Lynn Margulis (who died last week) once said this is impossible. I am not sure what 1st class really means in either context, but I think it's possible for women to achieve success as scientists, wives, and mothers at the same time. Learning to live with small imperfections is key. Finishing what you start is critical. Laughing at yourself is necessary. Taking a stand and doing what is "right" can help you sleep at night when unfinished business, housework, and relationships internally nag at 3:00 in the morning. Keep an eye on the long run, not short term setbacks.

I believe I could have been better at all three, but in retrospect, what I've done has been good enough, and maybe will be

judged by others to be 1st class. That's not as important, however, as how I judge myself. To be comfortable in your own skin, to know what makes you happy, and to allow yourself to be what you want to be is as important to me as "1st class". Rewards come at odd times. I have no great formal academic honors. But, my children talk about cool adventures, my husband and I continue to enjoy life, and I've had a whale of a good time with colleagues young and old.

Erika Marin-Spiotta, University of Wisconsin

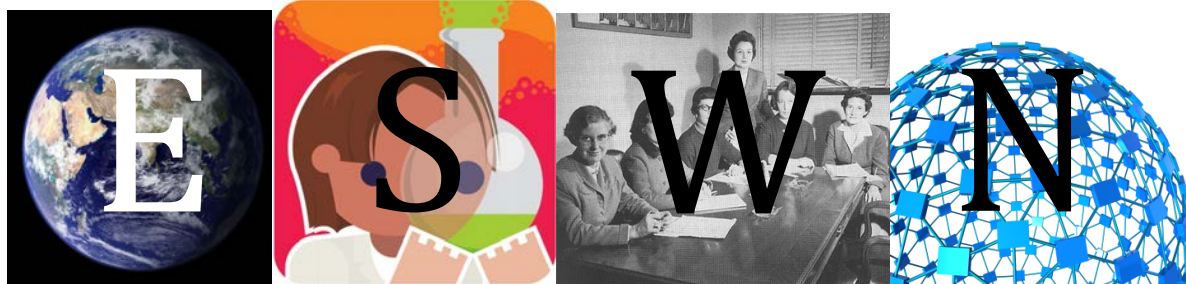
Work/Life Acrobatics



Often I feel like it's a more than less awkward juggling act where the goal is to try to keep as many balls up in the air as possible, fully recognizing and accepting that there are going to be balls hitting the ground (and that's ok. Hopefully it's not the same ball on the ground all the time). I admire my friends and colleagues who have one, two, three (ack!) children, especially those with no help at home.

It's easy to forget that it is no less easy for people without children, or without a partner, or with a long-distance relationship and no partner at home, or a dog waiting to be walked, to find the right balance between time spent on work and time spent on life, which means: You! Me! Ourselves! (What?) Yes, it's sometimes harder to make time for your own life and own personal needs than it is to make time for others. If nobody is waiting for you at home, it's very easy to stay at work later and later. But it's just as important for your own health and sanity to take time for yourself. Because we have less external demands on our time, we need to be extra careful to be efficient at work so that we can dedicate time to a hobby, to a sport, to sleep, or to your friends.

It helps to institute Thursday night dinners or Friday lunches with a group of friends and colleagues or to find yourself a gym buddy. Build yourself a support network. Because we're less likely to continuously flake out on our friends than ourselves, right? If you have a friend like me, eventually I will lovingly nag you into having a social life, and I expect no less in return. And you will remind me to heed my own words of advice.



A special thank you AGAIN to the ESWN Welcoming Committee, including Becca Barnes, Sarah Derouin and Asmeret Berhe. The Welcoming Committee is the first point of contact to new members and introduces them to ESWN's growing resources. Thank you!

2011 ESWN Listserv Highlights

Allison Steiner, University of Michigan

Here is a quick summary and review of some of the topics covered in the listserv in 2011. Go back to check the archive if you are interested!

January 2011: This month had quite a few links to articles and discussions on women in science, including one of the first posts about the TED Sheryl Sandberg talk, one that I thought brought some new ideas to women and the career pipeline. Browse through the archive if you're looking for some new and old reading. (And if you haven't seen the Sandberg talk, go watch it NOW!)

February 2011: An article in Science titled "How not to success in academia" raised an interesting discussion about workplace productivity, how many hours it takes to survive on the tenure-track, and what that means for the elusive work/life issue.

March 2011: Considering a position overseas and wondering how to manage personal aspects like health insurance? Read the thread this month offering many suggestions on how to manage these practical personal details such that you can focus on the real professional work!

May 2011: Shaima Nasiri from Texas A&M asks for recommendations on a general-interest book on science writing - resulting in a great list of suggestions from our members.

July 2011: One member asked about maternity leave and summer salaries – in many academic positions, your "summary salary" is based on grant money and the poster was in the position of being short-

changed part of her salary based on the timing of her pregnancy.

July 2011: Elizabeth Dahl at Loyola requested suggestions from ESWN members on climate-change books appropriate for non-science majors. Check out the archive for a lot of good suggestions for holiday gifts or suggested reading lists!

August 2011: An anonymous question from a member about advice on handling job interviews while pregnant. Tell them before the interview? Wait? Read the thread to hear the various opinions and perspectives on this topic.

September 2011: Two very popular threads this month coming from anonymous posts: (1) a member considering "opting-out" of science for several years to have children, and (2) negotiating a dual-career job offer. While the first topic brought a range of responses that depend on your personal perspective, the topic on dual-career hires brought a lot of (hopefully!) very practical advice to young job-seekers. My personal favorite quote is from Tami Bond: "Tenure track is like running a marathon. You may end with blisters, but you do not want to start with them." Get the offer in writing!

October 2011: Searching for websites and resources for our younger, K-12 set? Look no further: a thread this month lists available web resources to encourage our future colleagues.

November 2011: Practical advice for those oceanography students heading out to sea for the first time.

That's the round-up for 2011: here's to more great discussions in 2012!

ESWN Resources

Here is a summary of ways to connect with ESWN. We are hoping to integrate and streamline these resources over the next few years with the funding of the ESWN ADVANCE grant. Please keep your comments coming, and stay posted for more changes to come!

The ESWN website: www.ESWNOnline.org

ESWN mailman listserv:

This email list is to communicate information between members, including member introductions, upcoming conferences and ESWN get-togethers, and other topics of interest to the group at large. To email this list, please send mail to: eswn@web2.acd.ucar.edu. You can change your list settings (including switching digest format off or on!) by logging on at: <http://mailman.acd.ucar.edu/mailman/options/eswn/>

If friends or colleagues would like to join, direct them to: <http://mailman.acd.ucar.edu/mailman/listinfo/eswn>

ES Jobs list:

Due to the large number of job postings on the original ESWN list, we have created a separate Earth Science Jobs List open to the public. You can join, change your settings, or unsubscribe at: http://mailman.acd.ucar.edu/mailman/listinfo/es_jobs_net
To email this list, please send mail to: Es_jobs_net@mailman.acd.ucar.edu

Social media:

Search for ESWN on Facebook, and ESWNOnline on twitter and join!

Please continue to personally invite friends and colleagues to join the group!

ESWN
Earth Sciences Women's Network

Leadership Board Members:
Manda Adams, University of North Carolina Charlotte
Agatha De Boer, Stockholm University
Meredith Hastings, Brown University
Tracey Holloway, University of Wisconsin
Erika Marin-Spiotta, University of Wisconsin
Allison Steiner, University of Michigan
Christine Wiedinmyer, NCAR
Coordinator: Rose Kontak, Brown

Web address:
<http://www.ESWNOnline.org>

Mission:
To promote career development, build community, provide informal mentoring and support, and facilitate professional collaborations.