



# Earth Science WOMEN'S NETWORK

## ESWN SUMMER 2018 Newsletter

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## ESWN Wins Prestigious Presidential Award



The Earth Science Women's Network has received a prestigious national honor for our work in creating a supportive community for thousands of earth scientists. The Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM) represent the highest honors bestowed upon mentors who work to expand science, technology, engineering and mathematics (STEM) talent.

On June 26, the White House Office of Science and Technology Policy (OSTP) and the National Science Foundation (NSF) announced ESWN as one of 41 individuals or organizations honored with [presidential awards for mentoring](#) in the sciences.

Established in 1995, more than 240 individuals and organizations have been recognized for their exemplary service. Awardees serve as leaders in the national effort to develop fully the nation's human resources in STEM.

During a visit to the nation's capital, award recipients each received a presidential citation at an awards ceremony and participate in discussions on STEM and STEM education priorities led by OSTP and NSF. Recipients also receive \$10,000 from NSF, which manages PAESMEM programs on behalf of the White House.

**Congratulations** also to ESWN member **Diana Dalbotten** and the National Center for Earth-Surface Dynamics (NCED) at the University of Minnesota whose excellent contributions to improving representation of Native Americans in the earth sciences were also recognized by a Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring.

## News From the Board

- Stay tuned for a membership registration process - what does it mean to be an ESWN member? How do we define membership? We want to best serve our members and as such need to have good ways to connect with our members and hear from you. Later this summer we will launch a membership registration to help better define what it means to be an ESWN member and learn more about how to best serve you! In the interim, if you have any feedback we would love to hear from you: <https://www.surveymonkey.com/r/ESWN>
- Do you love science swag as much as we we do? Check out our new ESWN Summer Shop — featuring new tees, hats, water bottles and more! [shop.spreadshirt.com/eswn-summer](http://shop.spreadshirt.com/eswn-summer)
- Looking for a job in Earth Sciences? Seeking to advertise a position? Join the Earth Science Jobs Listserv, which is the largest network of Earth Science related positions: [http://mailman.ucar.edu/mailman/listinfo/es\\_jobs\\_net](http://mailman.ucar.edu/mailman/listinfo/es_jobs_net)
- Later in this issue you will read about Science-A-Thon 2018. This is a fantastic and highly visible opportunity to share YOUR science with the public and support ESWN at the same time. Join us today at <https://www.scienceathon.org>

## Why should I visit the ESWN website?!?

The Earth Science Women's Network is ever-evolving our online presence to best serve our members, including launching a new [Facebook page](#), engaging members in our [Facebook discussion group](#), and navigating the [Twitterverse](#). But the best place to really see what is going on with ESWN is our website. This is the place to stay current on ESWN initiatives, access our many resources, and learn about upcoming in-person and online events. Here are some of the highlights you'll find there.

- [Member Spotlights](#) - Highlights the awesome things are members are doing.
- [ESWN Currents](#) - Round-up of what is generating the most buzz in our online community.
- [Resource Center](#) - Clearinghouse of professional and personal development resources.

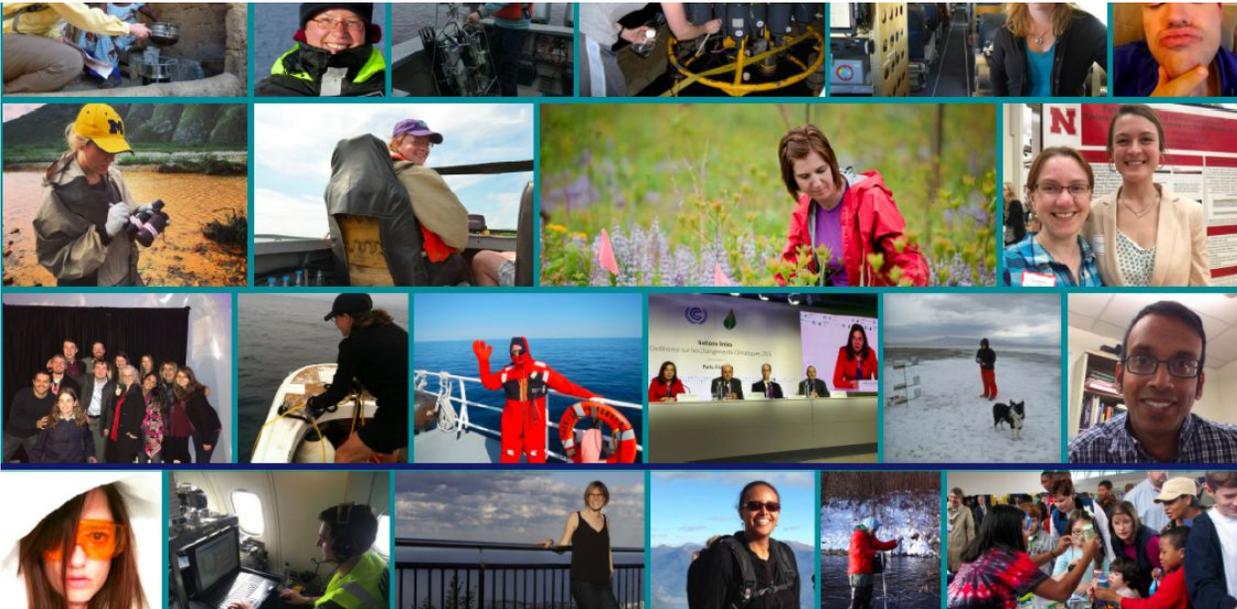
Stay tuned later in the summer for a redesign of our website, which will make it more user-friendly and streamlined.



The Board of the Earth Science Women's Network is dedicated to building a more inclusive society and scientific enterprise. We strive to educate ourselves and our communities about structural inequalities and biases that affect the potential of every person to fulfill their careers. We affirm our commitment to labor to reduce those inequalities and biases. We support our members and colleagues who experience prejudicial harassment and violence that occurs based on gender, race, religion, sexuality, and other axes of identity.

Photo credit: the-geek-goddess.deviantart.com/art/Love-You-Like-a-Rock-309473888

# Share YOUR Science



## Science-A-Thon 2018 - ESWN's largest outreach and fundraising event

Join Science-A-Thon to help raise money for ESWN, promote your great science, and help showcase science around the world - just go to [scienceathon.org/how](http://scienceathon.org/how) to register. Science-A-Thon will run from October 15-19 – participants can join in for one or more days!

According to a 2013 Research!America poll, 70% of Americans cannot name a living scientist - a statistic that may resonate in other countries that our members live in as well. Many of us have friends and family members who do not always understand what we do in our jobs as a scientist. Yet, public support for and understanding of science is critical for not only science itself, but for the ability of science to help solve the challenges society faces and for grounding decision making in evidence. In addition, efforts to make the scientific enterprise more inclusive, diverse, and equitable remain critical and at the core of ESWN's mission.

In an effort to help change the face of science so that a diverse array of people see a place for themselves in the STEM sector, and to increase public understanding of and enthusiasm for science, ESWN launched Science-A-Thon in 2017. This online outreach event provided a forum for scientists from all disciplines to post pictures of their daily routine, or their #dayofscience - from morning coffees, to field work excursions, to meetings, research experiments, and after work fun! More than 200 STEM professionals participated from a variety of disciplines and sectors. The event generated a large following on Twitter, with more than 1552 tweets sent to approximately 173,600 followers. On Instagram, more than 140 posts were shared with about 21,000 followers. It was a huge amount of fun and ended up being 2017's largest fundraiser for ESWN. Many scientists chose to fundraise for ESWN similar to how a bike-a-thon participant would - by setting a fundraising goal and web page, and encouraging colleagues, friends, and family to support their #dayofscience. Science-A-Thon helped raise more than \$50,000 for ESWN, making us even closer to establishing a permanent endowment with the Madison Community Foundation - a gap that we are looking to close so that our organization has guaranteed funding for years to come.

So naturally, we are doing it again this year! While much of the logistics of participating in Science-a-Thon 2018 will be similar to last year (participants will share pictures of their #dayofscience on social media and will have the opportunity to fundraise), we are learning and experimenting with some new and exciting components. In response to the large turnout last year, Science-A-Thon 2018 will run over five days - from October 15-19, 2018. We shifted the event to the fall in response to a large community demand to hold the event at a time in which K-12 and university students could participate.



We are also adding “keynote talks”; that will be shared online during Science-A-Thon from luminaries like ESWN member Katharine Hayhoe – one of Fortune’s 50 World’s Greatest Leaders, Time’s 100 Most Influential People, Foreign Policy’s 100 Leading Global Thinkers, recipient of the Sierra Club’s Distinguished Service Award, etc. In response to last year’s success, we have also been able to secure growing levels of corporate sponsorship from Alliant Energy, the Madison Community Foundation, Johnson Controls, the National Center for Faculty Development & Diversity, Roche, TransnetYX, and 500 Women Scientists. As a result, we will again be able to provide participants with Science-A-Thon’s signature “I ♥ science” t-shirts and have a few more surprises in the works. We are still welcoming corporate sponsorship - interested companies can visit our website to learn more: <https://www.scienceathon.org/our-sponsors>

This year, each day will have a different theme, ranging from “Science Communication” on Monday to “Earth” on Thursday in an effort to diversify the participation of all STEM professionals. Science-A-Thon 2018 is being coordinated by a four-woman leadership team, led by ESWN Board Member and Treasurer, Tracey Holloway of the University of Wisconsin-Madison. Board Member Rachel Licker of the Union of Concerned Scientists, Kytopen’s cancer immunology researcher Jessica Sido, and Alliant Energy lawyer Michelle Yun are also on the Science-A-Thon leadership team. Science-A-Thon is supported by ESWN’s staff member, Colleen Schmit, and several amazing volunteers.

If you are interested in participating, please visit [www.scienceathon.org](http://www.scienceathon.org) to learn more and register. Your participation will help increase the visibility of science and scientists, and will support ESWN’s important work. Even if you don’t participate, you can still support ESWN! Please consider making a donation at: <https://www.crowdrise.com/o/en/campaign/science-a-thon-2018>

You can also follow along this exciting event on [Twitter](#), [Instagram](#), and [Facebook](#). If you have any questions, please contact [scienceathon@gmail.com](mailto:scienceathon@gmail.com). We look forward to seeing you online in October!

# Strides Against Sexual Harassment

ADVANCEGeo launches new online resource center to address harassment in the geosciences

By Sunita Nandihalli

The Earth Science Women's Network has partnered with the Association for Women Geoscientists and the American Geophysical Union to empower geoscientists to transform workplace climate through a U.S. National Science Foundation four-year ADVANCE Partnership award. Since its start in August 2017, the ADVANCEGeo Project has made progressive steps towards workplace climate reform. The project has hired four students who have participated in the development and dissemination of project materials and facilitation of workshops.

ADVANCEGeo recently launched a new [online resource center](https://serc.carleton.edu/advancegeo/resources/index.html) for the community on relevant research and strategies to: define and understand harassment, bullying, and discrimination; design codes of conduct, including for field research projects and courses; and identify best strategies for creating inclusive and equitable workplace climates: <https://serc.carleton.edu/advancegeo/resources/index.html>

In addition, the ADVANCEGeo team has led a number of focus groups at the annual meetings of AGU, the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), and the American Association for the Advancement of Science (AAAS) to collect qualitative data on people's experiences in the geosciences and related fields. Preliminary data suggest that an individual's identities, especially minority identities, contribute significantly to the level of harassment they experience throughout their career. Individuals who experience harassment are more likely to cut their education short or leave the field altogether, which likely contributes to the lack of diversity we see in the geosciences. The focus groups also revealed that sexual harassment does not occur in a vacuum, instead it is a problem in a culture where bias, racial harassment, bullying, and other forms of hostile behaviors are prevalent.



Part of the ADVANCEGeo team at the SACNAS annual meeting in October 2017 with other ESWN Board members who helped facilitate a bystander intervention workshop. Pictured from L to R: Haley Burkhardt, Erika Marin-Spiotta, Asmeret Asefaw Berhe, Aisha Morris, Melissa Burt, Maura Hahnenberger, and Sunita Nandihalli.

These findings are informing the development of bystander intervention training to address sexual and other types of harassment. In our first year, the team has tested a number of workshops with a wide variety of audiences, from the geosciences to social sciences. We have developed scenarios that are tailored to the audience's discipline; for example, using examples of harassment that may happen in a field setting for a geology department. This is key as many of the mandatory online trainings stick to office settings, which do not always apply to the nuances of field work settings. While someone experiencing harassment in an office setting may be able to leave a situation or seek immediate support from colleagues, managers, or an HR department, someone in a field setting may not have these options available in the present moment. Evaluations of the trainings and audience feedback have been overwhelmingly positive and formative evaluation from these trainings is being used to refine the workshops and assess learning outcomes. Next steps include rolling out a survey (stay tuned!) to collect quantitative data on how workplace climates affect people's careers in the geosciences as well as continuing to run workshops and focus groups to collect more qualitative data.

Unprofessional behaviors that contribute to hostile work climates not only cause physical and mental health problems, they spread fear and distrust of scientists as a whole throughout our society. The results we see are a decrease in productivity and the exclusion from science of people with diverse perspectives. This is why it is crucial for us as scientists to promote a culture of awareness and inclusivity through responsible behavior and mindful bystander intervention.

Sunita is a Counseling Psychology graduate student at UW-Madison and a research assistant on the ADVANCEGeo team.

## What's New With Our Members...

**Rebecca Asch, Ph.D.**, who is an assistant professor at East Carolina University, received a Sloan Research Fellowship in Ocean Sciences: <https://sloan.org/fellowships/2018-Fellows>.



**Asmeret Asefaw Berhe, Ph.D.**, was selected to serve as an inaugural member of the '[New Voices in Sciences, Engineering and Medicine](#)' initiative at the US National Academies of Science, Engineering, and Medicine. The New Voices initiative at the National Academies seeks to build a "national network of exceptional young leaders who have demonstrated a commitment to leadership and serving the SEM community through science policy, communication, education, outreach, international or interdisciplinary engagement, leadership development and other activities."

**Phoebe Cohen, Ph.D.**, recently received tenure in the Geosciences department at Williams College. She will be co-leading the college's new faculty orientation and mentoring program starting this summer. Phoebe is also organizing a short course and edited volume on "Pedagogy and Technology in the Modern Paleontology Classroom" for this November's GSA annual meeting.

**Alicia Cruz-Uribe, Ph.D.**, was recently awarded the 2018 Young Scientist Award by the International Association of Geoanalysts. The award is made annually to early career scientists for excellence in analytical geochemistry. The award promotes the careers of young scientists who have either developed innovative

analytical methods or provided new strategies to improve data quality as applied to the chemical analysis of geological or environmental samples. Alicia will be presenting her work at the 2018 Goldschmidt conference in Boston and will be receiving her award on Thursday 16 August. For more details, see <https://goldschmidt.info/2018/medalsView>. The full award citation can be found at: <http://www.geoanalyst.org/awards/>

**Casey Davenport, Ph.D.** was recently honored with the Integration of Undergraduate Teaching and Research Award by the College of Liberal Arts and Sciences at the University of North Carolina at Charlotte. Dr. Davenport is described by Geography and Earth Sciences Department Chair Craig Allan as a talented educator and a rising scholar in the fields of severe weather meteorology and science pedagogy. She uses innovative teaching approaches in a series of intensive and highly quantitative undergraduate courses that center on what is called a flipped classroom approach, where students work together to explore solutions to problems rooted in real meteorological data. The award committee particularly was impressed that her success in integrating teaching and research was achieved within her first four years at UNC Charlotte.

**Barbara Ervens** just started a new scientist position for four years at the Universite Clermont-Auvergne. Her project MOBIDIC (Modeling Biologically-Driven processes In Clouds) was selected within the 'Make our Planet Great Again' initiative by the French President Emmanuel Macron.

**Dianna Francisco**, Ph.D. candidate, received her Teaching and Communication Certificate from The Graduate School at NC State University. The Graduate School also awarded her a competitive Doctoral Dissertation Completion Grant starting this summer. <https://www.diannafrancisco.com/>

**Karen Gran** is the lead author on a paper that was just awarded the 2018 Kirk Bryan Award for Research Excellence from the [Geological Society of America](#). This award is given "for a publication (within past 5 years) of distinction advancing the science of geomorphology or Quaternary geology" through GSA's Quaternary Geology & Geomorphology Division. Co-authors include Noah Finnegan, Andrea Johnson, Patrick Belmont, Chad Wittkop, and Tammy Rittenour. In the 60-year history of the Kirk Bryan Award, this is only the 3rd paper with a female lead author to receive the award. Citation: Gran, K.B., Finnegan, N., Johnson, A.L., Belmont, P., Wittkop, C. and Rittenour, T., 2013. Landscape evolution, valley excavation, and terrace development following abrupt postglacial base-level fall. *GSA Bulletin*, 125(11-12), pp.1851-1864.

**Beth A. Johnson** is working with the Geological Society of America, the GSA Memoir 214 "Women and Geology: Who Are We, Where Have We Come From, and Where Are We Going?" is being published this summer. This memoir, edited by Beth A. Johnson of the University of Wisconsin-Fox Valley, contains articles detailing the struggles women have made while participating in the geosciences both in the past and into the present, perceptions of women in geology in print, film, and social media, and retention and support strategies to encourage more women to participate in the geoscience in the future. Included in this memoir is a chapter on the work the Earth Science Women's Network does to build a community for support and advancement.

**Amy Keese, Ph.D.** has accepted a position as Associate Professor in the Department of Physics and Space Science Center at the University of New Hampshire.

**Pam Knox**, University of Georgia agricultural climatologist, was recently named as the Interim Director of the Georgia Weather Network. This network of 86 weather stations across Georgia has provided research-quality weather and climate information for the past two decades to stakeholders including utilities, educators, scientists, private citizens, the federal government, and the media. Information about the network can be found at <http://www.georgiaweather.net>. Ms. Knox is a former President of the American Association of State

Climatologists and is a Certified Consulting Meteorologist specializing in applied climate and forensic meteorology.



**Charuta Kulkarni, Ph.D.** received a European Union's prestigious Marie Skłodowska-Curie Actions (MSCA) Individual Fellowship (2018-2020) to advance her interdisciplinary research in the European setting. Charuta is a broadly trained earth scientist with undergraduate and graduate degrees in Geology and Archaeology from India. She joined the Graduate Center of City University of New York (CUNY) in 2010 to pursue doctoral research through integrating knowledge and techniques from these natural and social science disciplines. Working with an international group of researchers from CUNY, Lamont Doherty Earth Observatory of Columbia University, Serbian universities and archaeological institutes, her doctoral dissertation reveals the environmental history of the Balkan landscapes and discussed it in the context of the Little Ice Age climatic variability and societal impacts of the time. Under the MSCA

flagship, Charuta is now teaming up with palaeoecologists, ecosystem modellers, and policy experts from The Open University and University of Oxford, UK and Le Centre national de la recherche scientifique (CNRS), France to investigate long-term transformations of the human-dominated forested landscapes of Western Ghats, India. Her research will test and comment on their resilience against monsoonal variations and human impacts, especially anthropogenic fires in the light of India's new land management policy and its wider relevance to other tropical countries.

**Allison Leidner, Ph.D.**, as of April 30, is the Program Scientist for Education and Communication in the NASA Earth Science Division. Her responsibilities include oversight of the Earth science component of the NASA Earth and Space Science Fellowship (NESSF; a graduate fellowship program), the New Investigator Program (NIP, an early career research program in the Earth Science Division), the NASA component of the Global Learning and Observations to Benefit the Environment Program ([GLOBE](#), an international education program), and a variety of communications activities.

**Sonya Legg**, senior research oceanographer in atmospheric and oceanic sciences, was appointed Associate Director of NOAA's new Cooperative Institute for Modeling the Earth System (CIMES) at NOAA/GFDL.

**Lauren Magliozzi** started a Ph.D. program as a research assistant in the Environmental Engineering Department at the University of Colorado Boulder with a focus on environmental geochemistry.

**Carly Narotsky** was recently awarded an Undergraduate Research Grant from the University of North Carolina Asheville for her work on seasonal precipitation in the tropical Andes.



**Nina Oakley** graduated with her Ph.D. in atmospheric science from the University of Nevada, Reno, this past May. She studied extreme precipitation and its relation to post-fire debris flows, shallow landslides, and water resources in California. Following graduation, Nina will continue to work as Regional Climatologist for the Western Regional Climate Center at the Desert Research Institute in Reno, NV.

**Lauren Sallan, Ph.D.**, the Martin Meyerson Assistant Professor in Interdisciplinary Studies at the University of Pennsylvania, was honored with the Distinguished Service Award for Early Achievement by her alma mater, the University of Chicago Division of the Biological

Sciences.

<https://penntoday.upenn.edu/index.php/news/lauren-sallan-honored-alma-mater-university-chicago-achievements-paleobiology>

**A. Peyton Smith** ended her postdoctoral position at Pacific Northwest National Lab and is a new Assistant Professor of Soil Carbon Dynamics in the Department of Soil and Crop Sciences at Texas A&M University.

**Laura Szymanski**, a Ph.D. student at UW-Madison, has accepted a year-long position in Washington, D.C. as the Geological Society of America's (GSA) Science Policy Fellow. In this role, Laura will contribute to GSA's mission by attending congressional hearings and hill briefings, tracking geoscience-related legislation, leading science policy events, and writing and disseminating updates and findings to the geoscience community. As a Ph.D. student, Laura studies the potential of carbon in buried soils to contribute to atmospheric carbon dioxide with land disturbance and changes in climate. Combining her expertise in geography and earth system processes and skills honed and acquired through this fellowship, Laura hopes to work as a science policy analyst or science policy advisor for the federal government or scientific organizations.

**Congratulations to all!**



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