

ESWN News



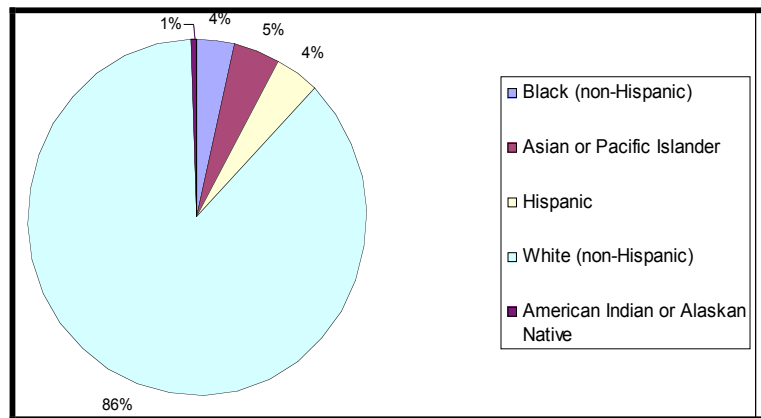
ESWN Spring Survey Results!

In the spring of 2007, we conducted our first ESWN survey. We would like to thank everyone for their participation. The results not only give us a good idea about who we all are, but also where we might go next. Here is a summary of the results.

Out of 350 ESWN members at the time, we had 201 responses (57% - that's great!).

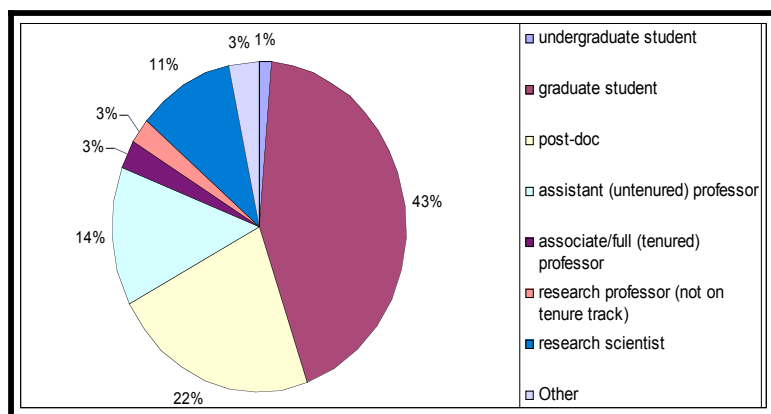
Overall, the group is from **29 different countries**, working in **10 different countries**, and 84% of members work in the United States. Since ESWN was started by Americans, this disproportionate representation is not unexpected. A number of respondents expressed a desire for the group to increase international membership. In a similar vein, we are disproportionately "white, non-hispanic": 86%, as shown in the figure below. For comparison, the NSF reported that 82% of female graduate students (U.S. citizens or residents) in Earth, Atmospheric and Oceanic Sciences in 2005 were white, non-hispanic (in designing the survey, we adopted the NSF race categories for consistency).

From these results, we have a clear mission: build diversity. This is a goal for all of us, since to date membership has spread through word of mouth. Please continue to invite colleagues to join the group, with a particular effort to invite women working in countries outside the U.S., and women from under-represented groups.



Of the respondents, 86% hold Ph.D.s, and the majority could be considered early career (77% received their Ph.D. degrees between 2000 and 2006). The majority of the respondents (>75%) are working in academia, with the next largest group working in the public sector (>12%).

In the academic sector, the majority of women who responded are graduate students (43%) and post-docs (22%). The next figure shows the distribution of the academic positions.



Of the women working in the public sector, most work at a federal research laboratory (36%), a non-federal national laboratory (>28%), or a federal agency (24%). The majority of all of those women are research scientists (72%), although there is representation from a variety of positions including a program manager and a policy analyst. In the private sector, we are represented by consultants, broadcasting specialists, and a policy analyst.

We want to thank everyone for their candid responses to the open-ended questions that were included in the survey. Overall, the general consensus was that the list should remain women-only and that we should retain the email list discussions for now. Please note that there is a current archive of all emails sent through this list (see <http://mailman.acd.ucar.edu/mailman/listinfo/eswn> and click on "ESWN Archives"), which is now password protected for members only.

One issue that several members raised was that there are **a few aspects of the list serve that would benefit all early career earth scientists and should not be restricted to women**: (1) the job postings, and (2) career and professional development resources. Regarding the first point, we have created a new list for job postings only. This job posting listserv (ES_JOBS_NET) is sponsored by ESWN, but is open to anyone interested in receiving these announcements. Information about subscribing to the list can be found at http://mailman.acd.ucar.edu/mailman/listinfo/es_jobs_net. Regarding point (2) above, we propose that ESWN sponsor a career and professional development web site. We imagine that this site will contain sample proposals, resumes/CVs, and other tools that may be useful for early career scientists. While this site would require users to register, it would be open to all who are interested. We will be looking for funding and input on this soon – stay tuned!

Based on member responses to the survey, there are several other potential ideas we hope to develop in the future. For example, creating an ESWN-only web site with a searchable contact list of members, bios, personal interests, research interests, and willingness to be contacted as a mentor. This will enable more personal connections to be made, both for professional development and for personal conversations. Another potential endeavor will be to create an ESWN password-protected blog, where members who are interested can discuss specific topics of interest. Based on the survey, there was some interest in seeing follow up to some of the topics that are debated in depth on the listserv, perhaps by publishing more formal articles. Rather than having “ESWN” sponsor such articles, we propose to have interested authors take the lead, alert members to their activities, and acknowledge discussions on ESWN.

Overall, the comments were very positive about the current ESWN. Several comments suggested that the group was dominated by Americans (which it is), and also heavy on the atmospheric chemists. Since this group was started by 7 American atmospheric chemists and the group participation is spread through word of mouth, this result is not surprising. **We make a special request to ESWN colleagues working outside the U.S., in non-atmospheric science fields, or with other contacts to help us build disciplinary, racial, and national diversity: Please invite more members!** A few members questioned how ESWN distinguishes itself from other women-in-science groups, but others responded that they find ESWN unique. Out

of 104 responses on the question focused on the “utility of a women-only group and if men should be invited to join the group”, about 40 respondents alluded to the open, frank discussions, using phrases such as “safe”, “open”, “secure”, “comfortable” or commented that women would be “more hesitant”, “intimidated” and that ESWN might “lose its openness” if men were included. Many members pointed out that there are several issues that do specifically affect women and that ESWN provides a venue for discussing these issues without concern of “being judged” by male colleagues. Nevertheless, many of us feel conflicted about recreating the “old boys network”.

The question on barriers, whether real or perceived, faced by women in earth sciences received 74 responses, which tended to center on four themes: **work-family balance** (e.g., raising children (and when), child care, balancing two careers), **lack of confidence** and female role models, **exclusion from networking** and collaborations, and unfortunately a few members reported experiencing **sexism or harassment** firsthand. One person expressed a barrier that might be easily overcome with workshops for women to develop skills for handling field and experimental equipment, which men often learn when growing up.

ESWN
Earth Sciences Women's Network

Leadership Board Members:
Arlene Fiore, NOAA GFDL
Meredith Hastings, U. Wash./Brown Univ.
Tracey Holloway, University of Wisconsin
Galen McKinley, University of Wisconsin
Amanda Staudt, National Wildlife Federation
Allison Steiner, University of Michigan
Christine Wiedinmyer, NCAR

Web address:
<http://www.sage.wisc.edu/eswn/>

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

ESWN Gets It Together!

Informal professional and social networking is what ESWN is all about – and what better place than at an international scientific conference! ESWN get-togethers provide a casual way to make new friends, broaden your scientific horizons, develop new scientific collaborations, and even network for new jobs.

Our largest get-together of the year is always at the Fall American Geophysical Union in San Francisco. The 2006 event was organized by Christine Wiedinmyer of NCAR and Meredith Hastings of UW and had about 120 attendees! NCAR generously sponsored this event by providing funding for the meeting space and an array of appetizers for all. Word of mouth got around at AGU and we found 33 new members who were interested in ESWN! As always, please feel free to invite any new Earth scientists into the group that you happen to meet!

Several other events were planned informally at other meetings, including a **small dinner at the Spring 2007 EGU meeting in Vienna** organized by Gayle Hagler (formerly at Georgia Tech and now at EPA in NC), with another three ESWN members in attendance. Manda Adams of the University of Calgary had a great turnout at the **2007 CMOS-CGU-AMS meeting in St. John's, Newfoundland**. About 12-15 members attended, and one member brought her baby – perhaps a future ESWN member? Remember, ESWN get-togethers are always family-friendly!

If you are planning on attending a regional or national conference in the next year, we encourage you to organize an event! They are often informal, easy to set up, and a great way to meet new scientists.

A few pictures from the “ESWN Reception” held during the 2006 Fall AGU Meeting in San Francisco, CA:



ESWN Leadership Board at the 2006 Fall AGU Meeting (from L to R): Christine Wiedinmyer, Amanda Staudt, Arlene Fiore, Tracey Holloway, Allison Steiner, and Meredith Hastings (not pictured: Galen McKinley)



Future of the ESWN

Leadership:

In 2006, we formed the ESWN Leadership Board (see our 2006 Newsletter at <http://www.sage.wisc.edu/eswn>). Recently, we solicited applications for three new board positions: an in-person networking coordinator, an online networking coordinator, and a publication coordinator. We will announce our new board members soon and look forward to continuing to organize and promote activities for ESWN! To email the board send email to eswn_board@web2.acd.ucar.edu.

Future activities and funding:

We currently have ~430 members of ESWN. Based on the results of the survey (see article on page 1) and continued discussions among our membership we look forward to establishing new resources for ESWN. For example, an enhanced ESWN website that includes a searchable, password-protected database of our members and their biographies; a career and professional development site that includes examples of successful job applications, grant proposals and other tools that would be useful to early career scientists; bulletin boards and/or blogs to allow for topical discussions such as "balancing career and family", "advice on interviewing", "dealing with the 2-body problem", etc. Other potential goals include facilitating mentor connections among our membership, establishing a mentoring program for high school and college students, providing small grants for our members, hosting workshops to build peer-cohorts and promote research collaborations and continuing ESWN get-togethers.

Many, if not all, of the above will require some funding to establish and run effectively. **If you know of potential organizations or private foundations that would be interested in donating to ESWN please direct them to <http://www.sage.wisc.edu/eswn/donate.html>.** The ESWN Leadership Board may also apply for grants through the National Science Foundation's ADVANCE program in the near future.

Spread the Word

Please continue to personally invite friends and colleagues to join our group! We encourage you to use the email list to establish both personal and professional connections. To join the mailing list, send your friends/colleagues to:

<http://mailman.acd.ucar.edu/mailman/listinfo/eswn>

We love the person-to-person feel of the group, so try and avoid anonymous mass mailings. To publicize the group to wide audiences, use our new official web site: <http://www.sage.wisc.edu/eswn>



And remember...

To mail the whole group: email eswn@web2.acd.ucar.edu

To mail the Leadership Board only: email eswn_board@web2.acd.ucar.edu

News from the Group

Agatha De Boer has recently begun a permanent position on a RCUK academic fellowship in climate dynamics at the University of East Anglia, Norwich, UK.

Alice Doughty finished her field work in New Zealand in April and is worked in the Geochemistry lab at the Lamont-Doherty Earth Observatory this summer. Alice is trying to organize more "Women in Science" activities and talks at the University of Maine for the fall and is looking for ideas and suggestions about how to branch outside of earth science to other female graduate students.

Susanna Ehlers has just recently received her B.S. from the University of Wisconsin-Madison in Geography, and then started a PhD program at Carnegie Mellon University working with Dr. Peter Adams in the Civil and Environmental Engineering department. Susanna was also awarded the National Defense Science and Engineering Fellowship Program in Geosciences.

Emily Fischer has received a DOE Graduate Research Education Fellowship to measure aerosol optical properties at Mt. Bachelor in Central Oregon.

Leslie Hartten (CIRES and NOAA/ESRL) became Chair of the AMS Board on Women and Minorities at the 2007 Annual Meeting. She's working with the Committee on Probability and Statistics to put together a special session at the 2008 Annual Meeting, "Assessing Diversity among Geoscientists". Leslie spent a week in April on Isla San Cristóbal in the Galápagos, dismantling a wind profiler deployed by NOAA in 1994, and will be hosting her 7th SOARS protégé this summer.



Leslie Hartten in the Galapagos doing fieldwork

Colette Heald will be moving to Colorado in January 2008 to start a faculty position in the Department of Atmospheric Sciences at Colorado State University.

Tracey Holloway was married in late August, 2007 to Paul Schilling, a software developer from Madison, WI (where they both live and met in 2005). Tracey recently received NASA funding, in collaboration with Louisa Emmons and Peter Hess (NCAR) to investigate the impact of regional atmospheric processes on global air pollution transport. Louisa and Tracey met through ESWN!

Rynda Hudman finished her dissertation in April 2007 at Harvard University where she worked with Daniel Jacob. She is staying at Harvard to work with Jennifer Logan on the effects of climate change on North American forest fires and their subsequent impact on air quality.

Nancy Kiang, at the NASA Goddard Institute for Space Studies at Columbia University, made popular science news and a slew of sci-fi blogs in April, for work predicting "Non-Green Plants on Other Planets." See a write-up by a Reuters reporter at: <http://www.reuters.com/article/scienceNews/idUSN1121102320070411>. Also, listen to a 13-minute podcast interview on Earthy & Sky at: <http://www.earthsky.org/radioshows/51294>.

Nikki Lovenduski defended and filed her dissertation in May 2007, and will be receiving a Ph.D. from UCLA in June. This fall, she will be moving to Fort Collins, Colorado to start a NOAA Climate and Global Change Postdoctoral Fellowship at Colorado State University's Department of Atmospheric Science.

Galen McKinley had a little girl, Ana Elizabeth Botella, on November 14, 2006. She's healthy and happy – what more could a Mom want? Galen also recently received NSF funding to start a new project studying the carbon cycle of Lake Superior, and and has just hired Nazan Atilla as a postdoc on this project.



Galen McKinley with daughter, Ana Elizabeth Botella

V. Faye McNeill started a tenure-track Assistant Professor position in the Department of Chemical Engineering at Columbia University in July 2007. Her research is focused on the atmospheric chemistry of environmental interfaces. She was married on June 16, 2007 to Sid Sen. Sid is a software developer at Microsoft who will join the PhD program in Computer Science at Princeton this Fall. They met as members of a Latin Dance performing group at MIT.

Sonia Seneviratne has been appointed as assistant professor (tenure-track) for land-climate interactions at ETH Zurich. She is seeking to hire a postdoc with scientific background in micrometeorology, hydrology and possibly plant physiology.

Alex Thompson recently left her job as an atmospheric chemist with the British Antarctic Survey to become Associate Editor at the new Nature journal Geoscience (launching in January 2008). Part of Alex's job is making sure that the most exciting and relevant science gets published in Nature Geoscience, so don't be shy about saying hi and sharing your research with her.

Eleanor Williams is a graduate student at University of Washington currently preparing for her general exam. She's been learning to pilot Seaglidors, a long-range profiling AUV. She recently received a UW Huckabay Teaching Fellowship to create and teach a course next year on Scientific Figure Design. In September 2006, she gave birth naturally to a healthy baby girl, Emese, and survived re-entry to research and sleepless nights--more difficult than labor!

Paquita Zuidema recently received word that a NOAA proposal will be funded. She is looking for a graduate student for this one, should a newsletter reader be interested. Its title is: "Evaporation and Microphysical Structure within the North American Monsoon and the Eastern Pacific".

Publications – We've been very productive!

(These are just the smattering of papers that we know about – keep us posted with your latest publications and successful proposals. We'd love to share your good news! Please pardon the mismatched citation styles...)

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