Brunton Awardees for 2018

By Linda Davis

As I write this note on Labor Day, 2018, I think that many of you are winding down from vigorous field seasons, family vacations, relaxing summers or overly active summers. I am stunned that Fall approaches, but my life has been a whirlwind this summer. I’m ready for the change. Many of you will either be attending universities and colleges or teaching there.

As we gear up for Fall, I hope you will join the AWG Brunton Award Committee in celebrating two outstanding students who we have awarded Brunton Compasses to this past summer. We had 21 excellent applicants this year and the choice was so tough we decided to award one Brunton to an undergraduate and one to a graduate student. Brunton Inc. generously donated two new Brunton compasses for our award winners. Brunton is looking for Brunton Ambassadors to blog about field work and using Bruntons, and I’d like to pass along that request here: https://www.brunton.com/blogs/blog/love-to-explore-become-a-brunton-ambassador

The AWG Brunton Award Committee is delighted to introduce our two winners here and hope you will enjoy their essays sharing their work and their lives with us. Ms. Sarah Francis is our graduate student winner and Ms. Naomi Rodgers is our undergraduate winner. I cannot wait to read of their success in the future and will follow their research with anticipation. Happy Fall everyone!

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Happy 2019, AWGers!

I can hardly believe how fast the year is going! With January, and most of February, behind us, our plans for 2019 are rolling forward unabated. In the next couple of months, we plan to distribute a new and improved Chapter Information Manual to go with our recently updated Bylaws! Our hope is to continue providing chapters with better tools, and as such, we value any feedback you may have about the new manual or otherwise!

We are also working to increase our visibility at conferences. In the upcoming year, AWG is working toward cosponsoring several sessions at the GSA Annual Meeting, including collaborative efforts with GSA’s Diversity Committee for “Practical Ways to Promote an Ethical, Diverse, Inclusive Culture Across the Geosciences” and with the American Geosciences Institute for “Taking Control of Your Geoscience Career Path.” There are also exciting things ahead for AAPG and AGU! In addition to these efforts on the national level, we also have pioneering efforts from chapters! For example, the Osage Chapter, based in Lawrence, Kansas, will be hosting a panel discussion featuring influential women geoscientists at the end of March. The event will be recorded, and streamed, for those of you who wish to tune in! More details will be forthcoming!

Our Spring Board of Directors meeting is fast approaching – it takes place in April at our headquarters in Westminster, Colorado. We will be holding a happy hour during the weekend of the meeting open to local AWG members (or any AWG members passing through Colorado at that time), so feel free to join us for that; again, details to come.

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Finally, as we are at the beginning of a new year – most importantly, remember that our theme this year is inclusivity. I have heard from several of you and received great feedback about how to make AWG more inclusive. We, that is the Executive Committee and the Board of Directors, are actively working to implement some of those ideas! However, we know that AWG can always be better. Therefore, any ideas or comments anyone has about how we can support and promote inclusivity in our group are welcome. We want to hear from you. Please contact me at president@awg.org with your suggestions on promoting our theme this year. Also, remember to pay your 2019 dues, if you haven’t yet. Have a great spring!

Mackenzie Cremeans
AWG International President 2018-2019
Dear Reader,

I’m stepping into our Foundation President Jenny Thompson’s regular space here to let you all know how enjoyable it was working with our Project Leads and Committee Members this Fiscal Year (FY) 2019 funding cycle. Our Board has hit its stride with our shift to reviewing proposals just once each year, in the autumn, and our Project Leads and Committee Members have really helped with this shift. Thank You.

The big item to share with you now is:

Our submission deadline for FY2019 Reports and FY2020 Proposals will be August 31, 2019.

We know this date is ahead of the end of our fiscal year, September 30, 2019, which is the last date for submitting disbursement and reimbursement requests. The AWGF Board of Directors is committed to meeting together with GSA’s Annual Meeting, which this year is September 22-25 in Phoenix. That means we’ll need to be ready to review your reports and proposals September 20-21. For those projects that complete after the submission deadline, we still do need a report updating us on the status of the project, and a proposal for the FY2020. If you have ANY questions about how to proceed, please be in touch,

We are very mindful that our deadline will be just at the end of summer holidays, and just three weeks ahead of the GSA meeting. Many may be busy with preparations for the fall term or the meeting. Don’t be afraid to submit your report or proposal ahead of the deadline to have it out of the way.

If you are thinking about proposing new projects, please do drop me an e-mail; we can schedule a call and I’ll be happy to chat about the process and help get you underway.

Happy Spring! Stacey Quarles, AWGF Secretary awgfsecretary@awg.org

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Enclosed is my contribution of $_____________.

Please use my contribution for:

___ AWGF General Fund (supports greatest need)
___ Other: ______________________

Name: ______________________________________________
Address: ____________________________________________
City/State/Zip: _______________________________________
Phone or e-mail: _______________________________________

Mail to: Kate Johnson, AWGF Treasurer, 652 Glimmerglen Road
Cooperstown, NY 13326
Or donate online at www.awg.org
Naomi Rodgers

When I was in sixth grade I decided that I wanted to become a geologist. My science teacher was a retired USGS geologist and focused a lot of our Earth Science class on a variety of topics having to do with rocks. Twelve-year-old me could not get enough, and that excitement has persisted through to the present. In May I graduated from Johns Hopkins University with a BA in Earth and Planetary Sciences. In August, I am beginning a PhD program at the University of Southern California. I will be working with John Platt, and will be primarily focusing on structural geology and tectonics.

At Johns Hopkins, I completed a senior honors thesis with Kevin Lewis as my advisor. My project used Laser Induced Breakdown Spectroscopy (LIBS), a relatively new geochemical analysis technique, to study a segment of a sediment core to look for evidence of cyclic climate change. This climate change is caused by cyclic variations in Earth’s orbital parameters (like the precession on its axis, for example) called Milankovitch cycles. The project was conducted using the Newark Basin Cores, a series of 6770 meters of sediment cores collected in the hopes of studying Milankovitch cycling. The paleo-lacustrine Newark Basin formed as a result of Mesozoic riftiing and was an active depositional basin for about 30 million years. It has one of the longest conformable records of sediment deposition, making it an excellent place in which to study these cycles. Previous studies used lithologic variations in the rocks to assign a “depth rank” which was the inferred relative lake depth at the time of deposition (a number 0-5 indicating deeper or shallower water). The study I conducted for my senior thesis was the first to use purely chemical data to study these cycles in the Newark Basin Cores. I found strong evidence for cycles at the intervals expected to correlate to the orbital parameter cycles. In particular, the relative abundance of calcium (inferred to be present as carbonate) showed the strongest cyclicity. While determining the exact reason for this was outside of the scope of the study, likely controls could be primary production, pH, or detrital input that might affect the amount of carbonate precipitation. This project, conducted over the course of two and a half years, gave me a strong research background. However, it also helped confirm that I wanted projects on which I work to involve a lot of field work rather than just lab work (as was the case with the thesis project).

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While Johns Hopkins has a historically very good earth science program, it happened that right before my freshman year several of the geologist faculty members retired. Because of this, I was not able to take as many geology classes as I would have liked, especially as an underclassman. As new professors were hired, more geology classes became available, but I still felt that I didn’t have as strong a background as I wanted to, especially given that I knew I wanted to pursue geology ultimately. That all changed when I attended the Indiana University Geologic Field Camp. I attended field camp the summer after my Junior year, and went in very nervous (especially because none of the classes I had taken previously had a particularly strong field component). I was worried I would fall behind my peers in the course. As it turned out, I felt right at home on an outcrop. I eagerly completed the independent mapping projects that we did each week and even enjoyed the 6-8-hour long field exams on Saturdays. Making cross sections was my favorite part of the experience. It was like no puzzle I had ever done before: this is what the surface looks like, now tell me what is underneath and how it ended up like that. The final project was a culmination of all the skills we had learned and involved mapping a much larger area with less guidance. We had to turn in a map, cross sections, stereonets, and a written report on the stratigraphy and tectonic history of the area. Hopkins did not have a structural geology class, but after a field camp so focused on structure work, I was hooked.

I left field camp confident that the career path I had chosen for myself was the right one. In the fall I applied to PhD programs, and was very excited to accept my offer at USC. This summer, I was able to kick off my studies a little early and spend two weeks in the field with my advisor, John Platt. We spent one week near the intersection of the Garlock and San Andreas faults in California to look for evidence of a “zippering up” of the two strike-slip faults that have opposite senses of shear. We spent the second week in the Raft River Range in northwestern Utah looking at the Albion-Raft River-Grouse Creek metamorphic core complex and specifically the Raft River Detachment. We were looking for evidence of multiple phases of extension in the older rocks above the detachment. Both of these trips were preliminary in order to familiarize ourselves with the rock units and see what the access and exposure was like. As I begin the PhD program in the fall, it is likely that one or both of these will be primary areas of study for my dissertation. Both have many exciting questions surrounding them. The Garlock fault area is very complicated, since there have been so many phases of deformation that have to be considered when trying to find evidence for just one phase. The Raft River seems to have a more complicated deformational history than other metamorphic core complexes. If I were to work more in these areas, I would work through the complications in order to piece together their histories.

While I don’t have a lot of experience under my belt yet, I look forward to a career that is hopefully field intensive. The outdoor component of geological studies is what excites me the most, and I’m excited to learn more about both field work and lab work as I move forward. I am very thankful to AWG for selecting me as the undergraduate Brunton Award recipient and for their support as I take the next steps to beginning my career as a geologist!
Hello! My name is Sarah Francis, and I am currently in the second year of my master’s degree in geology at Western Washington University. I am working on cutting-edge research on glacial erosion in the North Cascades, Washington. My field area is in the Twin Sisters mountains, a unique mountain range composed entirely of ultramafic dunite bedrock. This olivine-rich bedrock makes the Twin Sisters an ideal location to use cosmogenic 3He to explore magnitudes and processes of cirque-glacial erosion. This technique has allowed me to collect and analyze bedrock samples from glacially-eroded bedrock all around the cirque and calculate a unique glacial erosion rate for each sample site. There are currently very few studies that have addressed this problem at individual point locations rather than basin-wide estimates. In addition to telling a story about glacial erosional processes, this research is also providing unique insights into the behavior of cosmogenic 3He in dunite bedrock, and the behavior and distribution of 4He and 3He in the mantle.

Extensive field work has been a vital component of my research. During the summer of 2017, I spent 2-3 weeks traveling around the cirque directly in front of the Sisters Glacier, mapping glacial deposits, collecting bedrock samples, and taking detailed field notes. The terrain was extremely steep and rugged, providing an amazing and motivating challenge to me and my field team. It was absolutely incredible to see real-life examples of geological processes that I have been learning about for years. Balancing research goals with the stamina and safety of my field team, while being constantly aware of my surroundings and keeping careful notes, was a wonderful and fulfilling challenge. During the summer of 2018, I plan to return to the field area to refine my field notes and collect additional samples for future research.

My passion for studying geology in the field was sparked during my undergraduate education at Oberlin College, where I participated in numerous field studies for my coursework in addition to working as a research assistant for my professors. I was able to explore this passion further during the spring of 2013, when I spent six months in New Zealand at the University of Canterbury. There, I completed a five-week field-based Earth Systems course, and a semester-long course including field and literature-based projects on glacial geology in the Southern Alps. Upon finishing my undergraduate degree, I worked as an environmental educator for a few years in Washington and in Minnesota. At both Mount Rainier Institute (WA) and Wolf Ridge Environmental Learning Center (MN), I guided students through their own independent field-based research projects. These experiences sparked my curiosity further and inspired me to pursue my own research.

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I intentionally selected a master’s program that would incorporate field work as an integral part of my research. My experiences in the field this past summer have been inspiring and eye-opening, solidifying my desire to continue pursuing science research in the field. I have also had the privilege of working as a teaching assistant for the geology department at Western Washington University. This experience has expanded my love for teaching and sharing the wonders of the world with all kinds of students. Upon completing my master’s degree, I hope to work as a professional field geologist for a state or federal government agency. I also hope to be able to incorporate teaching and outreach into my work. I am incredibly grateful to the Association for Women Geoscientists for helping me to fulfill my research and career goals.

Chapter Report

Chapter Report—Lone Star Chapter
December Glass-blowing event that the AWG Lone Star Chapter held for our members. We had an awesome time making glass flowers, ornaments, and bowls at Three Dimensional Visions in Tomball, TX, despite the very cold and rainy day. There were 6 members that attended. Thanks, Michelle Pittenger

AWG Chapters 2018-2019
AWG has chapters throughout the world. To keep up to date with chapter activities, select the link for your chapter of interest:

U.S. CHAPTERS:
Pacific region—Pacific Northwest, Sierra, San Francisco Bay Area, LA /Orange County, CSU Northridge*, Lona Linda University*, University of Arizona*, San Diego State U*, UC Davis*
Rocky Mountain Region—Montana, Salt Lake, Laramide, North Dakota, Red Rock (SO Utah)*, Black Hills
North Central—Minnesota, NE Cornhuskers, Great Lakes, UW Madison*
South Central—Baylor*, Osage, Oklahoma City, Lone Star, Ozarks HAWGS, OSU Cowgirls*, Ragin’ Cajuns*, Sun City (El Paso)*
Northeastern—New England, Penn State University*, DMV, James Madison
Southeastern—Southeastern Bluegrass, Florida, William and Mary*, UT–Martin*, JMU*, Vanderbilt*

INTERNATIONAL CHAPTERS:
Calgary, Patagonia, Dalhousie*, Mongolia, Southeast Asia, Ireland *student chapters
Background:

In 2018 AWG reached a milestone - the 30th anniversary of our Chrysalis Scholarship. In the Winter 2018 Gaea we announced a two-year campaign with the goal of raising an endowment of $200,000 for this scholarship. Launching this endeavor in December 2017, with strong support and generous contributions, our first year's goal of $100,000 has been exceeded. The Chrysalis Scholarship targets women who have had an interruption in their college education and need money to finish their Masters or Ph.D. degrees. They can use the funds for anything from field work to babysitting, whatever they need. The special criterion of the scholarship is the selection of women who have already given to the greater world, either in the geosciences or their community and beyond.

Some background on AWG’s Scholarship: In 1988, the Chrysalis program started with a single $300 scholarship. (In AWG archives, the 1988 AWGF Annual Report has been accessed, announcing the Chrysalis Scholarship (left). Coincidentally, at this time both of us were serving on the AWGF Board.) Currently, the program makes total awards up to $6000 yearly, a maximum of $2000 per scholarship. Over the last three decades, annual donations have funded yearly scholarships. Some years, no scholarships were awarded, either due to lack of applications or funds. During difficult economic times when more scholarships will be requested, donations may lag. Therefore, we proposed to establish a substantial endowment for the Chrysalis Scholarship providing a stable funding base for the future. The yearly interest on this principal balance would then assure funding of annual scholarships, in perpetuity. More Chrysalis scholarships at higher levels presents a worthy goal.

Over the last year, past Chrysalis Scholarship recipients responded to the campaign, expressing their gratitude for receiving a Chrysalis Scholarship at a critical time in their lives. The first scholarship recipient, in 1989, M. Diane Bellis (Science/Environment Associates, Palestine, WV) contacted us saying, “I came across a copy of the 11/14/1989 edition of EOS in which there is a notice about my receiving the first Chrysalis Scholarship.... It’s hard to appreciate how important that $300 was - both the moral support and the financial support.” Also, from Wendy Barrow (Rutland, MA), (Picture on page 11) “I am very grateful for the Chrysalis Scholarship I received in 2004. It allowed me time to finish needed field and lab work on thermobarometry and spend time writing. I am not sure that I would have been able to finish my dissertation without the financial support of the Chrysalis Scholarship.” Denise Cox, 2000 Chrysalis Scholarship recipient, and Past AWG President now serving as AAPG President was featured in March 2018 enews.

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Fund-raising:
This ongoing campaign serves as an experiment in raising endowment funds for the Association for Women Geoscientists. We contacted 152 individuals: AWG members, colleagues, former students and other professional associates. Some individuals, beyond their donations, generously offered their expertise and help in our fund-raising: Wendy Barrow, locating past Chrysalis winners; Lois Brazda, financial analysis of fund-raising; Tom Brocher, working within his USGS network; Dave Chapman, advising on institutional fund-raising; Gwenn Jensen, crafting an article for Spring 2018 Gaea and archiving AWGF reports; Gill Klapper, notifying his paleontology colleagues; and Barbara Radovich, contacting industry executives. The campaign has profited from their suggestions and enthusiastic participation.

A $15,000 fund for matching donations put forward by an initially anonymous benefactor (now revealed as Jeanne Harris and her husband Robert Groth) has been crucial in launching the campaign. The attraction of matching donations proved invaluable in raising funds, with numerous donors specifically citing the appeal of doubling their contributions. By April, strong response exhausted this initial matching fund. Then, Janet Crampton, long-time supporter of AWGF and advocate for endowments, stepped forward, with her $15,000 challenge to match future 2018 donations. An announcement of the challenge in the Spring 2018 Gaea, highlighted Janet Crampton’s life, career and activities with AWG. This latest matching fund - sufficient to double all additional contributions - was fully depleted by the end of December 2018.

Outside funding was applied for: The TIAA Competition, "Difference Makers" offered the lure of $10,000 prizes. Our entry highlighting innovative AWG programs, such as the Speakers Bureau and Professional Excellence Award, as well as this ongoing Endowment Campaign, though posted on the TIAA website, did not make the finalists. Alas, we were not selected, so no financial bonanza will augment the fund. We remind ourselves not to be discouraged in pursuing possibilities or in taking long-shots.

Results:
By January 2019, the Endowment balance reached $112,661 with $74,545 added to the fund which started with a balance of $38,116 in November 2017. With her challenge met, Janet Crampton's stock transfer of $15,124 was credited by year end, then Jeanne and Robert's $15,000 commitment followed in January 2019. Statistics on donations: From the compilation of donations, quartiles are computed:

- Median = $200
- Top Quartile = $500
- Bottom Quartile = $50

with the average donation of $539. (A statistical aside: Large values dominate averages. The median of $200 better represents the distribution of donations for the Chrysalis Scholarship Endowment. The most common donation is $100, with numerous others of $20-$50).

(Continued page 13)
Save the dates for AWG’s 2019 field trip to the Western Great Lakes -- August 16-25!

Native copper! Iron ranges! Fossil reefs! Please join us for a full 10-day field trip to the western Great Lakes region. This will actually be two trips back-to-back, starting and ending in Milwaukee, Wisconsin.

The first four days will be led by Tom Fitz of Northland College and will take us to Michigan’s scenic Upper Peninsula to see Proterozoic Midcontinent Rift rocks, some of the most interesting rocks in North America and a classic iron and copper mining region. The remainder of the trip will bring us back south to the area around Door County (the peninsula extending northeast into Lake Michigan from Green Bay) and the Milwaukee area.

This second trip will focus mostly on lower Paleozoic sedimentary rocks, and will be led by paleontologist Don Mikulic. This portion of the trip honors the work of paleontologist Joanne Kluessendorf, who passed away last year and was Don’s wife. Joanne was very active in AWG, serving as Editor in the late 1990s and early 2000s and establishing AWG’s Winifred Goldring Award with the Paleontological Society. She was also founding Director of the Weis Earth Science Museum, which we will tour. The tentative price is now $1900 for double occupancy, which will cover van transportation, lodging, lunches, most breakfasts and a dinner or two. A discounted price will be available for up to two students. If you’re interested in participating, please contact Marcia Knadle (marciaawg@aol.com) and keep an eye on AWG E-News and the field trip page on the AWG website for more information as it becomes available. Registration will open in mid-February.

Member Highlights

The AWG Editorial Team would like to recognize the many accomplishments of our members by highlighting a different member each month in the Enews. To support our efforts, we are asking AWG members to complete a short questionnaire.

Please download and complete the members highlights questionnaire, and send your completed form with photos (and captions!) to enews@awg.org. We will be collecting questionnaires year round, so if you don’t have time now don’t worry — we’ll remind you again!

If you have questions, or a recommendation for a member we should highlight, please email enews@awg.org.
Chrysalis Continued from Page 11

Records show of the 152 contacts, 64 donations, with 6 of these individuals making their second donation at year-end. Thank you, repeaters for thinking of the endowment along with your other end-of-year contributions! Of these individuals, all but about a dozen had been contacted by us. That remainder, 13 or so, may have responded to the Winter 2018 Gaea article, March 2018 enews, or Spring 2018 Gaea announcement of Janet Crampton’s matching offer. Some individuals choose to remain anonymous, so an exact count cannot be determined. Historic AWGF donor records (FY2012-14) list one generous individual among the earliest contributors (exact amounts not shown on compilation). Queried on her motivation, she said that the existence of the Endowment fund prompted her donation.

AWG members constitute about 60% of the 2018 donors. Numerous academics represent a strong source of contributions: over 2 dozen professors contributed (4 are faculty couples, half have served as department chairs, and 2 as Deans of Graduate Schools at their universities). In Academia, endowed funds routinely provide operating resources.

Donors offered some feedback and encouragement, along with their financial contributions. Dennise Templeton (Research Scientist, Lawrence Livermore National Lab) said “I believe that one of the greatest gifts we can give is a commitment to the success and prosperity of future generations. An unexpected life event shouldn't become an insurmountable barrier to earning a graduate degree. The Chrysalis Scholarship helps cover direct and indirect costs that a degree candidate is expected to incur during the final critical days of her program. I personally feel that helping to create an endowment for the Chrysalis Scholarship to secure a reliable source of funding for this worthwhile cause would be an excellent way to invest in our future. Another also linked the Endowment with the future: David Chapman (Distinguished Professor and Dean Emeritus, University of Utah) wrote, “I regard a contribution to an expendable fund for an annual scholarship to be an investment in the present, but a contribution to an endowment to be an investment in the future. I choose to invest in the future.... Having supervised students who received Chrysalis Scholarships, I appreciate the good work that AWG does”. And we caught up with Prof. Luis Gonzalez (University of Kansas) on leave in Saudi Arabia. Along with his generous donation, he added, "I am pleased to see that finally there is an endowment". Thank you all for your encouragement and support.

Corporate matching of employee contributions unfortunately makes up little of the 2018 endowment funds. We asked numerous individuals whether their company matched. A number followed up and checked with their companies - without success. To date, only two companies, Chevron and CONOCO, have matched 3 donations for a total of $595, less than 1% of the funds raised in 2018.

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What we learned:
Personal contacts have been key in successful fund-raising for the Chrysalis Scholarship Endowment: conversation in person, a chat by phone, or connecting by email. Response from articles in Gaea and enews constitute less than 10% of the total funds raised, though a significant amount, these alone would not have been sufficient for an endowed fund. The response and generosity of these personal contacts has been both astounding and touching, exceeding even our most optimistic expectations. In addition to official acknowledgments by AWGF, one of us – and sometimes both! - write each contributor a personal thank you note. Often recipients respond to our notes, thanking us for our efforts. The 2018 fund-raising success, the first year of our effort, supports the appeal and timing of the campaign to endow AWG’s Chrysalis Scholarship.

Future:
For 2019, additional sources of matching funds must be located. We have a starter commitment of $5000, but anticipate needing more. Any ideas? This year, we'll continue our effort: we plan to concentrate on past AWG Presidents, significantly 5 of whom have already contributed. And we'll specifically target senior women in research, industry and academia. The search will continue for other past Chrysalis winners; the Chrysalis Scholarship Committee plans to interview them, so watch for featuring articles to follow. Some of these past winners may wish to contribute to the yearly scholarship or endowment; currently, 3 have already donated.

We're open to pursuing other funding opportunities. We anticipate wrapping up the campaign at the end of 2019. Long term, post-campaign, the Endowment fund remains open for additional contributions and will grow. We're encouraging others to follow our lead in naming the Chrysalis Endowment as a beneficiary in their 403B/401K/IRA funds. Some report already doing this. What more fitting legacy – enabling the next generation of women to become professionals.

We welcome leads or suggestions as well as offers of collaboration on the Campaign for the Chrysalis Endowment. Please consider making a donation yourself. A link has been added on the AWG website (http://www.awg.org) to conveniently make contributions directly to this Chrysalis Endowment. A number have responded when renewing memberships.

On top right find the link: http://awg.org/Awards
then on the left: Chrysalis Scholarship Endowment Fund

If you would simply rather write a check to avoid credit card charges, it will expedite deposit, providing immediate credit to the Endowment Fund. These credit card costs add up.

Write your check out to AWGF adding “Endowment for Chrysalis Scholarship” in the memo line.

Mail to: Kate Johnson, Treasurer
AWG Foundation
652 Glimmerglen Road
Cooperstown, NY 13326

Thank you again for your support
and assistance in our two-year
Campaign for the Chrysalis
Scholarship Endowment. We're on the way

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Jeanne Harris (303) 358-7544
Donna Jurdy (847) 491-7163
donna@earth.northwestern.edu

We gratefully acknowledge the 2018 contributors:

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International Corner

Athena SWAN: Towards gender equality in the UK and beyond

Shasta Marrero, University of Edinburgh, shasta.marrero@ed.ac.uk

When looking at university websites or job advertisements in the United Kingdom, it is common to see ‘Athena SWAN’ award levels (bronze, silver, or gold) prominently displayed. If you are asking yourself, ‘What is Athena SWAN?’ you are not alone – I had never heard of it until I moved outside the US. These awards are intended to indicate a commitment to a positive work environment for all genders. Understanding how other countries work towards gender equality can help broaden perspectives and provide inspiration for new ways to work towards this goal.

Athena SWAN was established in 2005 as one of ECU’s first equality charters. Broadly, the mission is to “encourage and recognise commitment to the careers of women” by adopting ten key principles. Although the initial charter was specifically for STEMM (science, technology, engineering, maths, and medicine), it was extended in 2015 to include other fields (e.g. arts, humanities, business) and promote gender equality more broadly by including trans staff/students and professional and support roles.

To receive an Athena SWAN award, a University or Department must undertake a self-assessment and propose an individual action plan to address identified issues. The different award levels represent various degrees of implementation of these plans: Bronze indicates the development of an action plan; Silver indicates that the plan has been implemented, impact has been observed, and the culture is shifting; and Gold indicates considerable sustained impact and that the awardee should serve as an example for others.

New initiatives centre around the three main areas of recruitment, promotion, and culture. If data from a self-assessment show that men, for example, dominate hiring committees then an action plan item may include a requirement for unconscious bias training alongside an effort to recruit women to serve on hiring committees. Other self-assessment components may include surveys; analysing the ‘leaky pipeline’ (i.e. demographics of employees leaving before each career progression stage); or tracking statistics like the applicant/interview ratios, seminar speakers, promotion applications, or committee representation.

In the 14 years since its initiation, there have been several reviews of the programme highlighting concrete evidence of success. An independent review comparing Athena SWAN award departments to those holding no awards showed that those with Athena SWAN awards had better career satisfaction, training and development opportunities, knowledge of promotion processes, and fairness in workload allocation. Some of the key actions taken by these successful award holders include mentoring systems, changes to maternity leave cover processes, development of women’s networking and leadership training events, ensuring postdoctoral representation, and encouragement for underrepresented academics to apply for promotions. Overall, universities interviewed about the programme for an internal review.

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reported positive results including an increase in the number of women applying for promotions, an in-
crease in women making the transition from postdoc to academic post, as well as increased visibility for
women in the departments. One thing that was clear throughout all the reviews was that Athena SWAN
brought the discussions of gender equality and potential actions to the forefront.

Criticisms of the programme come from different directions. In some cases, the action plans place addi-
tional burdens on women to contribute proportionally more of their time to administrative activities.
Serving on committees or giving seminars reduces their time to work towards their own professional
needs and ultimately works against the overarching goal. The administrative burden of implementing ac-
tion plans and applying for the award itself is also commonly “driven by women with the assistance of
some men.” Although women are crucial to these initiatives, gender equality needs to be supported by
everyone in order to be successful. The requirement of an Athena SWAN award by some funding schemes
in order to obtain a grant is generally seen as a positive step, but there are potential negative outcomes.
Some feel that Athena SWAN cannot, and indeed will never be able to, address these issues fully. In the
recent Athena SWAN review, the problems that remain at the top of the list resonate with academics of
all genders around the world: long-hours culture and opaque promotion processes. While the Athena
SWAN programme may be able to tackle issues at the surface, some underlying structural and cultural
issues (e.g. national policies on parental leave, cultural issues around women) remain beyond its scope.

Some of this criticism, like the administrative burden on institutions, may be addressed on the completion
of the full programme review late in 2019. However, other problems will take a larger cultural shift to ad-
dress. Beyond Athena SWAN, there are programmes representing other perspectives on how to work to-
wards gender equality (e.g. genSET in the European Union) and a number of organisations supporting
women and gender equality (e.g. Changing University Cultures, Portia: Gender in Science, Association for
Women Geoscientists, Association for Women in Science).

Before moving to the UK from the US, I don’t remember hearing many breakroom conversations about
gender equality. Recently, I have heard conversations about unexpected results from unconscious bias
training and how unfair the interview panel workload is for the only woman in a particular sub-field. I
doubt these conversations would have taken place without the Athena SWAN initiative. Athena SWAN is
one recognisable programme, but it should be one method of many to fight against gender inequality.
Despite some criticism, Athena SWAN has certainly brought these issues to the forefront of our minds and
provided a nationally-recognised focus for positive steps in the direction of gender equality.

Continued Page 18
References:
1 Athena SWAN Equality Charter. https://www.ecu.ac.uk/equality-charters/athena-swan/


4 Athena SWAN is an ugly duckling. https://www.timeshighereducation.com/opinion/athena-swan-ugly-duckling


The North and South Islands of New Zealand have everything you would expect for a fabulous GeoAdventure! The North Island has the active volcano at White Island; the geothermal areas and Maori culture around Rotorua; the second largest historic volcanic eruption and pyroclastic flow at Lake Taupo; hiking the volcanoes of Tongariro National Park, and viewing the Wellington fault scarp. The South Island has magnificent glacial scenery at Milford Sound in Fiordland National Park; the Alpine Fault; igneous, sedimentary, and metamorphic rocks dating back over 500 million years; gold mines and ghost towns from the 1860s; the charming small cities of Christchurch, Dunedin, and Queenstown; and the incredible scenery of the Southern Alps.

The AWG New Zealand Rocks! 2020 trip cost is $5,280 each ($5,180 for Williams GeoAdventures and a $100 AWG registration fee). This includes accommodations at holiday parks for 9 nights and at hotels for 6 nights, all land transportation, two flights in New Zealand from Wellington to Christchurch and from Dunedin to Auckland, expert guide services, all attractions, and three of the dinners, six of the breakfasts, and two of the lunches.

This does not include travel from the U.S. to Auckland, the remaining meals, and highly recommended trip insurance. Trip participants must be current AWG members and are required to register first with AWG and pay the $100 trip registration fee.

Trip registration will open on Monday, April 1, 2019 at 9 a.m. Pacific Time by contacting me by phone (707) 953-6979 and then submitting a $1,000 deposit within 10 ten days to Williams GeoAdventures. Trip availability is on a first come, first served basis. The maximum number of trip participants is 20. The balance payment of $4,180 is due to Williams GeoAdventures by December 1, 2019. The single supplement cost is $1,600. Williams GeoAdventures will provide an online application for the trip participants to fill out and sign in May 2019.

Shoot me an email or give me a call with any questions or more detailed information on this marvelous adventure!

Thomas R. Williams, Williams GeoAdventures

Contact Information:
Email: geoteachtw@earthlink.net  |  Cellphone: (707) 953-6979
Mail: Williams GeoAdventures, 101 Ross Street, #4, Cotati, CA 94931
Texas Geosciences Dean Stepping Down After a Decade of Excellence

After 10 years of leading The University of Texas at Austin Jackson School of Geosciences, Dean Sharon Mosher is stepping down and rejoining the faculty effective Aug. 31, 2019.

Mosher, who joined the university’s faculty as an assistant professor in 1978, took over the school’s leadership early in its history and helped it grow into one of the largest and most prestigious geosciences institutions in the world. Her leadership will be missed, said UT President Gregory L. Fenves.

“Since 2009, Dean Sharon Mosher has led the Jackson School of Geosciences with great dedication and wisdom,” he said. “She has had numerous accomplishments as dean — including UT’s geology graduate program earning a No. 1 ranking from U.S. News & World Report in 2018 — but it is the personal impact Sharon has had as a mentor and champion of her students that defines her leadership. Now, as she returns to the faculty, the Jackson School is truly in a class of its own, and that is due in large part to Sharon Mosher.”

She is leaving the position to focus fully on two National Science Foundation initiatives she is leading to revamp geosciences curricula across the country and ensure that geosciences graduate students have the skills they need, regardless of the career path they choose.

“I have accomplished all I set out to do when I agreed to take on the role of dean,” Mosher said. “It is now time for me to concentrate on new challenges and hand the mantle to someone who has the vision to lead the school as it takes on the challenges of the next century, and who can continue building the robust research and academic community of the Jackson School.”

Through her leadership, the Jackson School doubled in size by recruiting and retaining exceptional faculty members, research scientists and postdoctoral students and by increasing the enrollment of outstanding graduate and undergraduate students. This allowed the school to focus on interdisciplinary science and increase the depth, breadth and impact of its research.

This approach earned the school a world-class academic and research reputation, as demonstrated by a number of prestigious rankings. These include the 2017 Nature Index ranking of No. 3 for U.S. universities in Earth and Environmental Sciences and No. 4 for Geology globally. In the U.S. News & World Report’s 2019 edition of “Best Graduate Schools,” the Jackson School is ranked No. 1 in Geology, No. 7 in Geophysics/Seismology (No. 2 for public universities) and No. 7 in Earth Science Overall (No. 3 for public universities).

“Most importantly, Sharon cares deeply about UT and the Jackson School community,” said UT Executive Vice President and Provost Maurie McInnis. “From the first time I met her, it was clear to me that her leadership is driven by her desire to help others and how they work to broaden our knowledge and understanding of the world around us.”

Continued Page 21
Mosher received her bachelor’s degree from the University of Illinois at Urbana-Champaign in 1973 and her doctorate in 1978. She earned a master’s from Brown University in 1975. Her expertise is in structural geology, structural petrology and tectonics.

Mosher served as chair of the UT Department of Geological Sciences from 2007-2009 and led many national societies over her career. These include serving as president of the Geological Society of America from 2000-2001, president of the American Geoscience Institute from 2012-2013, and chair of the Council of Scientific Society Presidents in 2004. She was also the founder and chair of the board for GeoScience-World, an international journal aggregation for geoscientists. She is a fellow of the Geological Society of America, an honorary fellow of the Geological Society of London and recipient of the Association for Women Geoscientists Outstanding Educator Award in 1990. In 2016, she was awarded the Alumni Achievement Award from her alma mater, the College of Liberal Arts at the University of Illinois at Urbana-Champaign.

As an educator, she has supervised 19 Ph.D. and 35 M.S. students and was director of the Jackson School’s geology field camp for 15 years.

“It has been my honor and privilege to serve as dean of the Jackson School of Geosciences over the last 10 years,” Mosher said. Watching the work and growth of the faculty, researchers and students within these halls has been one of my greatest joys, and I will always carry with me the relationships and friendships I’ve forged here,” she said.

About the University of Texas Jackson School of Geosciences: The Jackson School of Geosciences at The University of Texas at Austin is among the most established and well-regarded geoscience programs in the world. The school includes the University’s Department of Geological Sciences, one of the country’s oldest geoscience departments, and two world-renowned research units, the Institute for Geophysics and the Bureau of Economic Geology. For more information, go to www.jsg.utexas.edu.

Submitted by a member from this link FEB 11, 2018: https://www.jsg.utexas.edu/news/2019/02/texas-geosciences-dean-stepping-down-after-a-decade-of-excellence/
Summer of Applied Geophysical Experience (SAGE) 2019

SAGE is an award-winning geophysics field camp and research program for undergraduate and graduate students as well as working professionals. SAGE participants spend four weeks near Santa Fe, New Mexico learning and applying field-based geophysical research techniques to investigate complex geologic problems. The SAGE faculty draw on decades of professional experience in government research, academia, and private industry to provide hands-on training in modern geophysical exploration techniques as well as a one-of-a-kind research experience.

Application Deadline:
March 31, 2019 at 8:00pm EDT

For more information and to apply, please visit the SAGE website:
https://summerofappliedgeophysicalexperience.org

Application Requirements:
• SAGE welcomes applications from qualified undergraduates, graduate students, postdocs, international students, early career scientists, industry professionals and academic faculty.
• Prerequisite coursework: minimum one year of physics (through electricity & magnetism) and three semesters of calculus. Structural geology and introductory geophysics recommended but not required.
• Application materials: letter of intent, two references, and transcripts (unofficial transcripts accepted)

What SAGE Offers

Modern Geophysical Exploration Techniques
Hands-on experience in seismic reflection and refraction, well logging, GPR, GPS, gravity, magnetotellurics, and more!

Multi-institutional Resources and Expertise
Classroom instruction and lecture on advanced topics in geophysics. Data processing and analysis using modern industry software.

Professional Networking
Meet and interact with fellow students, guest speakers, and faculty from industry, government, and academia. Present research at professional scientific meetings.

SAGE 2019 Program Dates:
Monday, June 17 – Friday, July 12
AWG Awards and Scholarships

**2019 AWG Awards for Professional Excellence**

AWG is calling for nominations for three annual Professional Excellence awards. The awards will go to women who, throughout their careers, have made distinguished contributions in one of the three following categories:

- Government/regulatory agencies
- Private industry/consulting
- Academia/research

**Nominations are solicited from the AWG membership at large**

Professional excellence is broadly defined and may include:

- Breadth and depth of professional accomplishments
- Mentoring of other geoscience professionals
- Outreach and service activities
- Leadership in professional societies

Nominees need not be members of AWG. Non-member awardees will receive an honorary one-year membership with their award. Award recognition will be made at the GSA Annual Meeting, as well as in GAEA and AWG E-News.

**2019 nomination deadline is August 15, 2019. To nominate, please submit the following items as electronic files (pdf preferred):**

- Send a one- or two-page letter summarizing the nominee’s most important accomplishments in professional areas that demonstrate multidisciplinary geologic accomplishments within her realm of expertise
- The nominee's CV
- Two letters of support, which can be from non-members of AWG, with a maximum of five letters
- Specify which of the three awards (see categories above) is being nominated

**The nomination files can be e-mailed to: office@awg.org or mailed to:**

ATTN: Professional Excellence Awards
Association for Women Geoscientists
12000 N. Washington St., Suite 285
Thornton, Colorado 80241
Outstanding Educator Award

Deadline for nominations is April 1

Established in 1988, the premier professional award of the Association of Women Geoscientists acknowledges the role of teachers and mentors in every woman geoscientist’s life story. The Outstanding Educator Award honors well-established women college or university teachers who have played a significant role in the education and support of geoscientists within and beyond the classroom, in advancing the persistence of females and underrepresented minorities in geoscience careers, and in raising the profile of the geosciences by teaching to and for the broadest audience of students.

Review Criteria

The Outstanding Educator Award is a career award, and the committee will consider nominations for women educators with 20 or more years of service to the geoscience community. Beginning in 2016, nominations will be evaluated on the basis of exemplary contributions in at least two of the following three areas:

1. Mentoring

Outstanding impacts in mentoring may include, but are not limited to,

- Going “above and beyond” to support junior colleagues and students in advancing their careers and degrees
- Mentoring student participation in research, including service on undergraduate, master’s, and Ph.D. committees and scientific abstracts and publications co-authored with students
- Initiating or contributing to programs devoted to helping women, underrepresented minorities, and first-generation students persist in the geosciences
- Leading courses, short courses, or workshops, and writing articles or publications (formal or informal) with the aim of encouraging career persistence and professional success in geoscience fields

2. Instruction and Curriculum

Outstanding impacts in instruction and curriculum may include, but are not limited to,

- Variety, innovation, or other value of the nominee’s portfolio of courses, short courses, or workshops
- Publications on instruction and curriculum ranging from peer-reviewed articles demonstrating effectiveness of teaching innovations to publicly-available assignments and assessments
- Professional service, both on the nominee’s campus and in professional societies, toward valuing and improving instruction and curriculum
3. Outreach

Outstanding impacts in outreach may include, but are not limited to,

- Significant service to or collaboration with institutions of informal science education (museums, nature and science centers, etc.)

- Presentations, short courses, or workshops; videos or other outreach materials; and articles or publications (formal or informal) explicitly aimed at communicating effectively about science concepts for a general audience (K-12 students or teachers, professionals in other fields, or the overall public)

Nomination Process

The **deadline for nominations is April 1**. Nomination packets must include a current vitae and at least six nomination letters from male or female current or former students and professional colleagues. Nominators are encouraged to address the review criteria within their letters. AWG is an international organization, and nominees and nominators may be residents of any nation (with the exception of sanctioned countries).

Compile all documents in one PDF file and email your nomination as an attachment to the Chair of the AWG Outstanding Educator Award selection committee, Dr. Kelsey Bitting, at kbitting.awg@gmail.com. Awards are distributed at the award ceremony at the annual Geological Society of America meeting.
AWG Chrysalis Scholarship

Deadline to apply is March 31st

What is the Chrysalis Scholarship?

The Chrysalis Scholarship provides degree-completion funding for women geoscience graduate students whose education has been significantly interrupted by life circumstances. Awarded funds are intended to cover costs associated with completion of her thesis/dissertation, beyond what is traditionally covered by primary research funding. Costs may include drafting expenses, child-care, defense travel, late-stage research and analyses, or anything necessary to assist a candidate during those critical, final days.

Award Amount

Up to $2,000 and a one-year student membership with AWG

Eligibility

A qualified applicant must be:

- A graduate student who has had an interruption in her academic progress due to life circumstances.
- Approaching the completion phase of her geoscience degree.
- Someone who has contributed to, and will continue to contribute to, both the geosciences and the larger world community through her academic and personal strengths.

Required Application Materials

1. A letter of application in which the applicant describes her background, career goals and objectives, how the scholarship will be used, and the nature and length of the interruption to her education.
2. Letters of reference from the applicant's thesis/dissertation advisor and another scientist of her choice. Both letters should specifically address the eligibility criteria and the topics in #1 above.

All application materials should be clearly labeled with the applicant's name, physical mailing address, and phone number. Application materials, or questions about the Chrysalis Scholarship, should be sent to chrysalis@awg.org, with "Chrysalis Scholarship" in the subject line.

The Chrysalis Scholarship is sponsored by the AWG Foundation, a 501(c)(3) organization, and the Chrysalis Scholarship Committee.
The Association for Women Geoscientists is pleased to announce the 2017 Winifred Goldring Award competition. The award, which consists of a $2000 cash prize and membership in the Paleontological Society and AWG for tenure of the awardee’s schooling, will be presented to two outstanding female students pursuing a career in paleontology. The award is named for Winifred Goldring, a pioneering woman paleontologist, who became State Paleontologist of New York State in 1939 and the first female president of the Paleontological Society in 1949. This award was made possible by the generous donations of Drs. David Watkins and Mary Anne Holmes and the Paleontological Society.

All application materials must be received by April 15th. The winner will be notified in May and the award will be distributed in early summer.

QUALIFICATIONS

- Applicants must be women pursuing education as a graduate student in the paleontological – and affiliated – sciences at a degree-granting institution.
- Applicant must be enrolled as a student during the period of the award.
- Proof of student status in the form of transcripts (official or unofficial) must be provided.
- Successful applicants will exhibit exceptional motivation, professional potential, outreach, and long-term commitment to goals.
- Students may receive the Winifred Goldring Award only once during the tenure of their graduate school careers.
- No prior AWG or PS membership is required.
- National or international students are allowed to apply, with the exception of sanctioned countries.

For more information about application requirements, visit the AWG Awards and Scholarships web page at [www.awg.org/awards](http://www.awg.org/awards) and click on the AWG Winifred Goldring Award.
Introducing the AWG Undergraduate Excellence in Paleontology Award

The Association for Women Geoscientists is pleased to announce the 2017 AWG Undergraduate Paleontology Award. The award, which consists of a $1000 cash prize and membership in the Paleontological Society and AWG for the tenure of the awardee's schooling, will be presented to two outstanding female undergraduate students pursuing a career in paleontology. This award was made possible by the generous donations of Drs. David Watkins and Mary Anne Holmes and the Paleontological Society.

All application materials must be received by April 15. The winner will be notified in May and the award will be distributed in early summer.

QUALIFICATIONS

- Applicants must be women pursuing education as an undergraduate student in the paleontological – and affiliated – sciences at a degree-granting institution.
- Applicant must be enrolled as a student during the period of the award.
- Proof of student status in the form of transcripts (official or unofficial) must be provided.
- Successful applicants will exhibit exceptional motivation, professional potential, outreach, and long-term commitment to goals.
- Students may receive the Undergraduate Paleontology Award only once during the tenure of their undergraduate careers.
- No prior AWG or PS membership is required.
- National or international students are allowed to apply, with the exception of sanctioned countries.

For more information about application requirements, visit the AWG Awards and Scholarships web page at [www.awg.org/awards](http://www.awg.org/awards) and click on the AWG Undergraduate Excellence in Paleontology Award.
Salt Lake Chapter Awards

The Salt Lake Chapter receives tremendous support from the geologic community in Utah, especially at its annual spring Silent Auction Benefit. As a result of the on-going support, the Chapter has developed and maintained several scholarship opportunities for women geoscience students. The Salt Lake Chapter offers the following five scholarships:

**Ekdale Field Camp Scholarship** - This will be our 28th year to offer the Ekdale scholarship. The amount of $9,000 for the annual scholarship is for a woman student attending geology field camp this summer. The deadline for application is March 16, 2019.

**Geoscience Research Scholarship** - The award criteria applies to both undergraduate and graduate women students. The Research Scholarship will reimburse $1,000 per individual for meeting and travel expenses to present a research paper at a regional or national professional meeting. The deadline for application is also March 16, 2019.

**Outstanding Geoscience Female Undergraduate Award** - This award is intended for a woman who is considered outstanding by a nominating geology professor. Thus, the faculty and instructors in your department play a key role to acknowledge top performance with a $750 check. The deadline for nominations is March 16, 2019. If we receive no letters from a nominating professor, the Board will consider information from applications for the Ekdale scholarship to select as an Outstanding student based on her scholarly achievements.

**Outstanding Geoscience Female Graduate Award** - This award is intended for a woman who is considered outstanding by a nominating geology professor, whether master or doctoral candidate. The faculty/grad advisors in your department play a key role to acknowledge top performance with a $750 check. The deadline for nominations is March 16, 2019.

**Dr. Lee Allison Professional Development Award** - One $800 cash award is intended to help defray the costs for a female professional geoscientist to participate in a specific professional development activity. The award is intended to encourage the applicant to pursue or enhance her career as a geoscientist. Qualified professional development activities include, but are not limited to: attending professional meetings, attending training courses, attending field trips in the applicant’s chosen field of work, and professional testing and licensing fees.

All of these announcements are (or will be) located on AWG’s website: [http://awg.org/Awards](http://awg.org/Awards) Application deadlines are prior to the Chapter’s annual spring auction. The date for this year’s auction is March 30 and will be held at Westminster College; all candidates who receive awards are invited and encouraged to attend this event. If you have questions email awg.slchapter@gmail.com
AWG Membership

ENCOURAGE participation of women in the geosciences
- Scholarships
- Girl Scout Activities
- Congressional Visit Days
- Student Awards for Geoscience Excellence (SAGE).
- Outstanding Educator Award
- Geoscientists in the Park,
- Women in the Geosciences Day

ENHANCE professional growth and advancement of women in the geosciences
- Free Resume Review Service
- Domestic & International Networking
- Exciting and Informative Field Trips
- Mentoring

EXCHANGE educational, technical, and professional Information
- GAEA and E-mail Newsletters
- Distinguished Lecturer Program
- Conventions
- Technical Programs
- JobWeb
- Networking with Affiliated Societies

__________________________  RENEW  ______________________

Online:
http://awg.org/membership/core/CreateAccount.aspx
or mail / fax the form below

MEMBERSHIP RENEWAL / APPLICATION

Name: __________________________________________

Mailing Address:
______________________________________________
______________________________________________
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Work Phone: ______________________________

E-mail: _______________________________________

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