This edition of E-News was edited by Jessica Bean.
About E-News

AWG E-News is a monthly publication distributed the last week of each month.

How do I get my update included in the E-News?
Updates for E-News must be submitted to Enews@Awg.org by the 3rd Friday of the month.

How do I advertise in the E-News?
For information on advertising with AWG, please visit AWG.org/Advertise or email Ads@AWG.org.

How do I unsubscribe from the E-News?
Please email Office@AWG.org.

About AWG

The Association for Women Geoscientists (AWG) is devoted to enhancing the quality and level of participation of women in geosciences and introducing girls and young women to geoscience careers.

Our diverse interests and expertise cover the entire spectrum of geoscience disciplines and career paths, providing unexcelled networking and mentoring opportunities. AWG members are brought together by a common love of earth science and the desire to ensure rewarding opportunities for women in the geosciences.

Visit AWG.org to join!

Donate to AWG’s Chrysalis Endowment

The Chrysalis Endowment provides scholarships to women geoscientists who’ve had an interruption in their graduate studies. These women are goal-oriented problem solvers, and the Chrysalis Scholarship helps them finish their degrees and bring their skills to the workplace.

Click here to donate to the AWG Chrysalis Endowment.
Your donation is greatly appreciated!

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Recommended Reads
Suggested books, blogs, podcasts, and more from the AWG editorial team.

- **Rosalind Franklin and the damage of gender harassment.** Franklin, one of the very few women doing world-class research in the 1950s, is among history’s most prominent subjects of what historian of science Margaret Rossiter terms the “Matilda Effect”: the practice of ascribing women’s accomplishments to men. An expert in x-ray crystallography, Franklin led the team that created what has been called “arguably the most important photo ever taken,” the celebrated Photo 51, which revealed the helical structure of DNA.

- **Is Leadership A Luxury?** As of August 2018, the Center for Disease Control (CDC) reports that a quarter of the population has a disability. According to the Bureau of Labor Statistics, the employment rate of people with disabilities in the United States, was 17.8% in 2017 compared to 65.7% for the general population, of which, 34.1% of those employed with disabilities were in management positions compared to 39.9% for everyone else. While the difference in percentage for those in management may not seem that large, the relative difference in workforce size means that there are many fewer people with disabilities in management.

- **Science’s Bullying Problem.** Over the past few weeks, the stories of three high-profile scientists accused of bullying have emerged... Each of these researchers are (or were) at the top of their fields, recipients of huge amounts of funding. They are accused of abuses of power, bullying and abuse of their subordinates and creating a climate of fear in their institutions. It would be easy to look to the personal characteristics of these three scientists to understand what’s going on... to understand how cases such as these come about, we might need to look to the nature of academic science as a whole.

- **Melinda Gates’ New Research Reveals Alarming Diversity Numbers.** Executives at tech companies say gender diversity matters. They opine that there aren’t enough women in tech, and express outrage and frustration that just 11 percent of senior tech leaders are women. But in reality they spend very little of their philanthropic dollars attempting to close this gender and race gap, according to new research released today by Melinda Gates in partnership with McKinsey & Company.

- **When It Comes to Sexual Harassment, Academia Is Fundamentally Broken.** The National Academies of Science, Engineering, and Medicine (NASEM) recently published a report titled “Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine.” Many news outlets, scientists and other experts have written about the report, highlighting the prevalence of sexual harassment and need for institutional action.

- **9 Stem-Focused Picture Books for Young Children.** And as an advocate for young people learning about STEM and becoming interested in STEM fields, I want to make sure that he is exposed to these ideas at a young age. The last time I went to visit, I researched STEM-focused picture books I could read with him. These books would make great gifts for the children in your life or are perfect to read with your own children.

You can send suggestions for “Recommended Reads” to Enews@AWG.org.
Workshop Opportunities

Understanding the Impact of Unconscious Bias and Active Bystander Intervention Training to Reducing Hostile Work Climates
(Event - GSA 2018 Annual Meeting)

Nov 03, 2018 8:00 am - 12:00 pm

Leaders: Blair Schneider, PhD, TRESTLE Program Manager, KU Center for Teaching Excellence; Lauren Zeeck, Colorado School of Mines; Rania Eldam Pommer, Colorado School of Mines

You can register for this conference when you register for the GSA Annual Meeting. Students are also encouraged to join! The cost is $10 per person and includes food and drinks.

Description:
Bullying, harassment, sexual harassment, microaggressions. If you've ever witnessed any of these behaviors among colleagues, you know the negative consequences. We'll discuss how these behaviors manifest and develop, how they impact under-represented groups in the workforce, and what it means to be an active bystander and ally to promote a positive and supportive workforce. At the end of this workshop, participants will be able to identify: (1) different ways in which sexual harassment, bullying, and microaggressions can manifest in workplace environments; (2) strategies for bystander intervention, and (3) resources to share with their institutions or companies for promoting cultural change.

If you have any questions, please email Blair Schneider at bensonbe@ku.edu.

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 (pdf form), 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.
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WWW.UPENN.EDU/MSAG
Applications are invited for a tenure-track, 10-month Assistant Professor of Geosciences position at Towson University in the Department of Physics, Astronomy and Geosciences starting August 2019. A PhD in a relevant area is required and postdoctoral experience is preferred. This position supports the Geology program and the interdisciplinary graduate and undergraduate programs in Environmental Science and Studies. Preference will be given to candidates with research and teaching interests in the areas of sedimentology and stratigraphy and/or paleobiology. Candidates with a background in hydrogeology, in environmental or low-temperature geochemistry, or in geophysics and whose interests overlap with the priorities already listed will also be considered.

Teaching responsibilities will include introductory and upper-level geology courses and will likely include a graduate-level environmental geology course. Research responsibilities include establishment of a productive research program that involves students and pursuit of external funding. Electronic applications should be submitted as a single PDF file that includes a cover letter, CV and 2-page teaching and research statements. Three letters of reference should also be submitted by email. All materials should be send to Dr. David Schaefer, GEOLsearch@towson.edu. Review of applications will begin on October 5, 2018 and will continue until the position is filled.

Additional information can be found at http://www.towson.edu/physics, FCSM-N-3212
Assistant Professor, Department of Geosciences
Smith College

The Department of Geosciences at Smith College invites applications for a tenure-track position at the rank of Assistant Professor, to begin July 1, 2019. For this position, we seek a “hard rock” geologist, and we are especially interested in applicants with expertise in and/or who can teach courses in mineral resources and sustainability. Faculty members at Smith teach four 4-credit courses per year and enjoy a generous sabbatical policy. This hire will be expected to teach courses in mineralogy and petrology, and other courses in support of our majors in the Geosciences. The successful candidate is also expected to establish an active research program and to engage undergraduate students in their scholarship. Candidates must have a Ph.D. in geosciences at the time of appointment, and members of groups underrepresented in STEM are strongly encouraged to apply.

Located in Northampton, MA, Smith College is the largest women’s college in the country and is dedicated to excellence in teaching and research across the liberal arts. A faculty of outstanding scholars interact with students in small classes, as advisors, and through student-faculty research projects. The College is a member of the Five College Consortium with Amherst, Hampshire and Mt. Holyoke Colleges, and the University of Massachusetts Amherst. Students cross-enroll and faculty have the opportunity to cross-teach across the Five Colleges. Details about the Department of Geosciences can be found here: https://www.smith.edu/academics/geosciences.

Submit application at https://apply.interfolio.com/53297 with a cover letter, curriculum vitae, a teaching statement, a research statement, and three confidential letters of recommendation. Review of applications will begin on November 1, 2018. We will accept applications until December 10, 2018.

Diversity and a culture of inclusion among students, faculty, administration, staff, and curriculum are crucial to the mission and values of Smith College. Smith welcomes applicants from a range of backgrounds including, but not limited to, those based on ability, age, ethnicity, gender, gender identity, national origin, race, religion, sexual orientation and veteran status.

Smith is committed to providing an accessible application process for individuals with disabilities and encourages applicants to request any needed accommodation(s).

Smith College is an Affirmative Action/Equal Opportunity employer and does not discriminate on the basis of race, gender, age, color, religion, national origin, disability, sexual orientation, gender identity and expression or veteran status in the recruitment and employment of faculty and staff, and the operation of any of its programs and activities, as specified by all applicable laws and regulations. Women, minorities, veterans and individuals with disabilities are encouraged to apply.
Job Opportunity

Bateman Postdoctoral Fellowship, Department of Geology & Geophysics
Yale University

The Department of Geology and Geophysics at Yale University (http://earth.yale.edu) announces an annual competition for a Bateman Postdoctoral Fellowship. We welcome applicants with research interests across the full range of disciplines within earth and planetary sciences, including studies of geophysics, planetary sciences, tectonics, oceans, atmosphere, climate dynamics, geochemistry, paleoclimatology, geobiology, and the evolution of life. The Postdoctoral Associate position is awarded for two years, providing a stipend ($60,000/yr) and base research funds ($5,000/yr), plus health care benefits and limited expenses for relocation. Applicants should contact a sponsor in the Department to discuss potential research projects, and then submit a short (2-3 page) statement of research interests and proposed research, a curriculum vitae with a full list of publications, an endorsement letter from the sponsoring faculty member, and three confidential letters of reference.

Applications should be submitted online at http://apply.interfolio.com/54659. The deadline for receipt of all application materials is December 15, 2018, and successful candidates are expected to begin their program at Yale between July 1 and December 31, 2019. Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity among its students, staff, and faculty and strongly welcomes applications from women, persons with disabilities, protected veterans, and underrepresented minorities.
Job Opportunity

Assistant Professor (Tenure Track), Mineralogy and Geochemistry
Dartmouth College

The Department of Earth Sciences at Dartmouth College invites applications for a tenure-track assistant professor of mineralogy and geochemistry. Particular attention will be given to candidates with research interests in applied mineralogy related to mineral-microbe or water-rock interactions. We are especially interested in candidates who focus on understanding fundamental processes through a state-of-the-art field and laboratory research program that provides synergy with existing research activities within the department and elsewhere at Dartmouth, including the Department’s core research areas: earth and planetary evolution, surface processes, and ice and climate systems. The successful candidate will continue Dartmouth's strong traditions in graduate and undergraduate research and teaching. Teaching responsibilities consist of three courses spread over four ten-week terms. One or more of these courses will have a core focus on the fundamentals of mineralogy.

The Department of Earth Sciences is home to 11 tenured and tenure-track faculty members in the School of Arts and Sciences and enjoys strong Ph.D. and M.S. programs and outstanding undergraduate majors. To create an atmosphere supportive of research, Dartmouth College offers new faculty members grants for research-related expenses, a quarter of sabbatical leave for each three academic years in residence, and flexible scheduling of teaching responsibilities. Dartmouth College has undergraduate and graduate student populations that are diverse by many measures. We seek applicants with a record of successful teaching and mentoring of students from all backgrounds (including first-generation college students, low-income students, racial and ethnic minorities, women, LGBTQ, etc.). Dartmouth provides opportunities to participate in undergraduate diversity initiatives in STEM research, such as our Women in Science Program, E. E. Just STEM Scholars Program, and Academic Summer Undergraduate Research Experience (ASURE).

To learn more about Dartmouth College and the Department of Earth Sciences, visit http://www.dartmouth.edu/~earthsci

To submit an application, upload a cover letter, curriculum vitae, statements of teaching and research interests and objectives, reprints or preprints of up to three (3) of your most significant publications, and the name, address (including street address), e-mail address and fax/phone numbers of at least three (3) references to: http://apply.interfolio.com/53423

Application review will begin November 1, 2018 and continue until the position is filled. Applicants must hold a PhD or be ABD with degree anticipated by July 1, 2019.

Dartmouth College is an equal opportunity/affirmative action employer with a strong commitment to diversity and inclusion. We prohibit discrimination on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, marital status, or any other legally protected status. Applications by members of all underrepresented groups are encouraged.
The Department of Geological Sciences at Ohio University in Athens, Ohio invites applications for a full-time, tenure-track Assistant Professor with expertise in solid Earth processes to begin August 2019. Areas of expertise may include, but are not limited to: petrology, structural geology, geophysics, tectonics, and/or volcanology.

**Job Description:** The successful candidate will develop a strong research program involving undergraduate and graduate students supported by external funding; teach and advise at both the undergraduate and graduate level, including teaching introductory geology courses and upper-division courses in Earth materials, and serve on department committees. We seek candidates with a strong commitment to excellence in research, teaching (including classroom, online teaching, curricular development, and/or development of short courses), and mentoring students.

**Minimum Qualifications:** Ph.D. in Geology or a related field, conferred by the start date of the appointment (foreign equivalent degrees acceptable).

The Department of Geological Sciences includes over 70 undergraduate majors and 20 graduate students. The department offers Bachelor of Science degrees in geology and environmental geology, a Bachelor of Arts degree in geology, and a Master of Science degree in geology. Ohio University is a research-extensive institution, enrolling over 23,000 students on the Athens campus and more than 8,000 students on five regional campuses. The College of Arts and Sciences includes 300 tenured and tenure-track faculty members within 19 departments. Further information about Ohio University may be found at the university’s web site: [http://www.ohio.edu](http://www.ohio.edu).

Athens, Ohio, home of Ohio University, provides a classic and vibrant residential learning environment for over 23,000 students, and is a family-friendly and culturally rich community located amidst scenic state parks and a national forest just 75 minutes southeast of Columbus, OH. Recently, Athens was rated the Best College Small Town by the readers of USA Today. For more information about Athens please visit: [http://www.ci.athens.oh.us/](http://www.ci.athens.oh.us/).

Ohio University is committed to creating a respectful and inclusive educational and workplace environment. Ohio University is an equal access/equal opportunity and affirmative action employer with a strong commitment to building and maintaining a diverse workforce. Members of traditionally-underrepresented groups including, but not limited to, women, persons of color, persons with disabilities, and veterans are encouraged to apply.

**To Apply:** Applicants must apply online via the Quicklinks site ([https://www.ohiouniversityjobs.com/ postings/28619](https://www.ohiouniversityjobs.com/postings/28619)) and attach a vita, two-page statement of teaching philosophy, two-page description of research interests, and the names and contact information of three professional references (including email and work addresses). Electronic copies of recent papers may be uploaded or hard copies sent to: Search Committee Chair, Ohio University, Department of Geological Sciences, 316 Clippinger Laboratories, Athens, OH 45701-2979. For full consideration, applications should be received before November 1, 2018, but applications will be considered until the position is filled. For further information concerning the department and its faculty visit [www.ohio.edu/cas/geology](http://www.ohio.edu/cas/geology). Inquiries may be sent to the Geological Sciences administrator, Cheri Sheets, [sheetsc@ohio.edu](mailto:sheetsc@ohio.edu).
The University of Nevada, Reno is seeking a dynamic, innovative and creative leader to serve as the Director of the Mackay School of Earth Sciences and Engineering. The Mackay School is one of the world’s leading educational institutions in the fields of natural resources, and earth sciences and engineering. The School includes the Departments of Geological Sciences and Engineering, Geography, and Mining and Metallurgical Engineering. Mackay also includes the Nevada Bureau of Mines and Geology, the Nevada Seismology Laboratory and the State Climate Office. The School awards undergraduate and graduate degrees across all disciplines in the earth sciences and engineering. In addition, the W.M. Keck Earth Science and Mineral Engineering Museum is housed in the Mackay School of Earth Sciences and Engineering. Faculty members in the Mackay School also participate in two interdisciplinary graduate programs: Hydrologic Sciences; and Ecology, Evolution and Conservation Biology.

The Director of the Mackay School reports to the Dean of the College of Science and is a member of the Dean’s senior staff. The Director is responsible for leading and coordinating efforts in student and faculty recruitment and retention, developing student leaders and industry professionals, managing relations with industries and governmental agencies, building interdisciplinary efforts inside Mackay and across the University, and managing personnel and financial resources at the director’s level. The Director will coordinate and lead fundraising efforts with the Development Directors in the College of Science.

The successful candidate will have an earned degree in the earth sciences or engineering, demonstrated leadership skills and administrative experience, experience in the natural resource industries, a commitment to diversity, and an understanding of the University of Nevada’s land grant mission.

Preference will be given to candidates with an advanced degree in the earth sciences or engineering, business or equivalent experience in the natural resource industries, a demonstrated understanding of natural resource industry related issues, demonstrated fundraising experience, and experience working with community members and university stakeholders.

Applications must include a resume, a statement of interest, and the names and addresses of five professional reference. The preferred starting date is January 1, 2019.

For more information and to apply, visit https://nshe.wd1.myworkdayjobs.com/UNR-external/job/University-of-Nevada-Reno---Main-Campus/Director--Mackay-School-of-Earth-Science-and-Engineering_R0112213-1

This posting closes at midnight October 27.
The Department of Earth Sciences in the Dana and David Dornsife College of Letters, Arts and Sciences at the University of Southern California (Los Angeles, California) invites applicants for a Tenure Track (Assistant Professor) position to start August 15, 2019. The candidate’s research should reside in the following areas: trace element geochemistry, trace metal stable isotopes, and modeling the global distribution of trace elements in the modern and ancient oceans. The ability to contribute to current areas of strength in the department (e.g., geobiology) and/or emerging areas of interest (geobiomedicine) will be considered, as will experience running modern analytical instrumentation including ICP-MS and MC-ICP-MS and capability to help build geochemical facilities, particularly those focused on metal isotope analysis.

Candidates should have a Ph.D. and have demonstrated the ability or potential to conduct independent research in the aforementioned areas and should have a record of success in attracting external research funding. Candidates should submit a cover letter, research and teaching statements and curriculum vitae electronically to kayoung@usc.edu. We request that the cover letter discusses how your research/teaching/mentoring/service addresses USC’s commitment to diversity and inclusion in the STEM fields (https://diversity.usc.edu/). Also provide the names and addresses of at least three individuals who will provide letters of recommendation upon request. In order to be considered for this position, applicants are required to submit an electronic USC application; follow this job link or paste in a browser: https://usccareers.usc.edu/job/los-angeles/assistant-professor-of-earth-sciences/1209/9377203 . The search committee will begin evaluation of files on October 20, 2018. Please address questions about this position to Search Committee Chair, Prof. W. Berelson (berelson@usc.edu).

USC is an equal opportunity, affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, or any other characteristic protected by law or USC policy. USC will consider for employment all qualified applicants with criminal histories in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring ordinance.
Job Opportunity

Tenure Track Faculty Position in Paleoclimate/Paleoenvironmental Reconstructions
Kent State University

The Department of Geology at Kent State University (http://www.kent.edu/geology) invites applications for an open-rank tenure-track position in sedimentary geology with an emphasis on reconstructing environments and climates across geologic time. The position starts August 2019. Applicants must possess a Ph.D., have a strong background in the geological sciences, and be able to interface well with faculty working at the nexus of environmental and earth system science research. The successful candidate will integrate field and laboratory investigations of depositional systems with applications to earth-life-environment interactions.

Responsibilities will include developing a strong, externally funded research program, advising M.S. and Ph.D. students; teaching undergraduate courses in sedimentology/stratigraphy and/or paleontology, graduate courses in their specialty, and an introductory course in Oceanography or Earth History.

The Department of Geology has 12 full-time faculty members, 85 undergraduates and 35 graduate students. Current faculty research includes the areas of paleoceanography, paleolimnology, and paleontology, critical zone science, watershed hydrology, remote sensing of water quality, water-mineral surface interactions, black shale geochemistry, flow and transport in porous media, and tectonics and landform development. The successful applicant will be able to contribute to and benefit from Kent State’s Environmental Science and Design Research Initiative (ESDRI), which includes recent hires in Geology, Geography, and Biological Sciences. ESDRI represents a university-wide investment in research and innovation within the geological, biological, human, and social systems that promote well-being, sustain diversity of life on Earth, and impact availability of environmental resources. ESDRI participants include faculty from nine colleges, providing excellent opportunities for interdisciplinary collaboration.

The department houses an array of analytical instruments including a Malvern Mastersizer 2000 and Horiba Camsizer, Hitachi environmental SEM with EDAX, bbe+ Fluoroprobe multichannel fluorometer, Energy Dispersive XRF spectrometer, ELAN DRC II ICP-Mass Spectrometer, CHNS analyzer, X-ray diffractometer, Picarro Water Isotope Analyzer, UV-Visible spectrophotometer and VNIR spectroradiometers, Shimadzu TOC-L analyzer, Dionex ICS-2100 chromatography system, Bartington MS2 susceptibility meters, and access to the Ohio Supercomputer Center.

Kent State University is ranked among the top 100 national public universities in the nation, and has a strong research mission, dedicated to faculty and student success. It has been named as a “Great College to Work For” by the Chronicle of Higher Education 8 times, and was one of only 7 schools nationwide to receive the 2018 Healthy Campus Award. Nestled in the Cuyahoga Valley in northeastern Ohio, Kent State is 40 miles from Cleveland, 12 miles from Akron, and 10 miles from the Cuyahoga Valley National Park.

Applicants should send their current CV, statements of research and teaching interests, and contact information for three references to geology@kent.edu. Review of applications will begin November 15, 2018 and continue until the position is filled. Kent State University is an AA/EOO Employer and encourages applications from candidates who would enhance the diversity of the University’s faculty.
The Department of Geology & Geophysics at Yale University invites applications for a tenure-track Assistant Professor appointment in the area of stratigraphic paleontology. Relevant fields include, but are not restricted to, organism-sediment interactions, controls on fossilization through time, macrostratigraphy, paleoecology and paleoenvironments, and evolution in a stratigraphic context.

We seek candidates with outstanding prospects for research, scholarly leadership, and teaching excellence who will complement the existing strengths of the Department. A successful applicant will develop and implement independent, externally-funded research programs including a strong field component, teach and advise students, and facilitate interdisciplinary research.

Applicants should submit a letter of application, a curriculum vitae including a full list of publications, a statement of research, a statement of teaching interests, and four confidential letters of reference. Applications should be submitted online at http://apply.interfolio.com/50510. This an extension of an existing search for which review of applications will commence after November 1, 2018. For information regarding Yale Geology and Geophysics, visit our web site at http://earth.yale.edu. Yale University is an Affirmative Action/Equal Opportunity employer. Yale values diversity among its students, staff, and faculty and strongly welcomes applications from women, persons with disabilities, protected veterans, and underrepresented minorities.