

## Gender Equity Program Advisory Committee: Activities Activities



[Enlarge Image](#)

Dr. Mary Anne Holmes will present a talk on "Dual Career Academic Couples" on November 20, 2014, at noon in Redfield Auditorium. (K. Joyce, WHOI Graphics)

### Related Files

» [Talk by Dr. Kathleen Flint Ehm](#)

Slides for presentation delivered at Redfield Auditorium on July 19, 2011



### GEPAC Calendar of Events

Link to [GEPAC's Google Calendar](#)

### Visiting Scholar Program, 2014

Dr. Mary Anne Holmes

National Science Foundation, ADVANCE Program Director, and University of Nebraska-Lincoln, Dept. of Earth & Atmospheric Sciences

Thurs. November 20, 2014

10-11AM, Discussion about NSF ADVANCE Program, Clark 2-01 (Fuglister Room)

12-1PM, Presentation on Dual Career Academic Couples, Redfield Auditorium

1-2:30PM, RSVP lunch with students/postdocs, Smith Conf. Room (please RSVP to Christine Charette, ccharette@whoi.edu)

Co-sponsored by the Women's Committee, Academic Programs Office, and Human Resources

GEPAC is excited to host Dr. Mary Anne Holmes as our 2014 Visiting Scholar. Holmes has extensive experience in research in gender equity in the geosciences, in addition to her research and teaching in marine geology and oceanography. She will be presenting a talk on the topic of Dual Career Academic Couples and will also lead a discussion of the NSF ADVANCE Program.

Holmes led the Dual Career Assistance initiative at University of Nebraska-Lincoln, a successful program developed to aid recruitment, hiring, and retention for dual career academic couples (for more, see <http://www.nature.com/naturejobs/science/articles/10.1038/nj7415-327a>).

Holmes recently took the helm for the NSF ADVANCE Program (<http://news.unl.edu/newsrooms/unltoday/article/holmes-takes-work-to->

[nsf/](#)). Goals of the NSF ADVANCE program include developing innovative and sustainable ways to promote gender equity in the STEM academic workforce (<http://www.nsf.gov/crssprgm/advance/index.jsp>).

Holmes is also co-author for the chapter "The New STEM Faculty Profile: Balancing Family and Dual Careers" in the new book "Gender Transformation in the Academy." She previously served as president of the Association for Women Geoscientists. Holmes received a Ph.D. in Marine Geology from Florida State University.

### Visiting Scholar Program, 2013

Convinced that negotiation requires bluffing, steamrolling, and playing hardball, many people avoid negotiating whenever they can. Find out how to improve your skills at "Personal Fulfillment, Professional Success, and the Power of Negotiation: What Women—and Men—Need to Know" presented by Sara Laschever. The seminar will be at 2pm on October 17, 2013 in Clark 507. A question and answer session will follow at 3pm with light fare and drinks. Co-sponsored by the Women's Committee (<http://www.who.edu/page.do?pid=36355>), Academic Programs Office, and Human Resources.

Laschever is co-author of the the book "Women Don't Ask: The high cost of avoiding Negotiation--and positive strategies for change," and she also worked as a research associate for Project Access, a Harvard University study funded by NSF, ONR, and the Bunting Institute. Two books published from Project Access included "Gender Differences in Science Careers: The Project Access Study" and "Who Succeeds in Science? The Gender Dimension."

(<http://saralascchever.com/womendontask/Home.html>)

### Co-sponsored speaker, 2012

On 12 March 2012, GEPAC co-sponsored a seminar on "Why smart people suffer from the Imposter Syndrome," by Valerie Young (<http://www.impostorsyndrome.com/valerie-young/>).

Link to [announcement on Women's Committee website](#)

### Visiting Scholar Program, 2011

Dr. Kathleen Flint Ehm

National Postdoctoral Association's ADVANCE: From Postdoc to Faculty: Transition Issues for Women Scientists

[Website](#)

Presentation in Redfield Auditorium on July 19, 2011 (please click on file in upper right of this page)

[Other presentations by Flint Ehm](#)

### Visiting Scholar Program, 2009

Gender bias and a dozen other cognitive errors — How can we rise above them?

This workshop focused on unintended biases and other cognitive shortcuts that many of us unwittingly rely on during evaluation and peer review processes.

- How we can learn to self-correct and rise above these errors?
- What institutional practices would prompt and nudge us to perform this self-correction?

Workshop Leader

Dr. JoAnn Moody, PhD, JD, a national specialist in faculty development and diversity who works with a wide variety of campuses and professional schools. (Website: [diversityoncampus.com](http://diversityoncampus.com))

The workshop was held on May 12, 2009 at 4:15 p.m. Clark 507, followed by an informal reception.

[» Link to summary of recommendations that came out of this workshop](#)

### Visiting Scholar Program, 2008

Dr. Joyce Yen, Program/Research Manager of The [University of Washington's ADVANCE Center for Institutional Change](#), conducted a workshop that included the Implicit Association Test (IAT) to a group of 15 people.

### Visiting Scholar Program, 2007

It's a Jungle Up There - Juggling Family and Career as a Tropical Biologist

by Margaret Lowman, Director of Environmental Initiatives, Professor of Biology and Environmental Studies, New College of Florida

Sponsors

Director of Research, Gender Equity Program Advisory Committee, Women's Committee, Committee on Work & Family Life.

Time, Date and Place

Monday, January 8, 2007, 3:30 p.m., Clark 507

Reception to follow

Speaker Bio

Meg Lowman (aka Canopymeg) is the Director of Environmental Initiatives at NewCollege, the premier honors college for the State of Florida, with professorships in biology and environmental studies. Meg received a B.A. with honors in biology and environmental studies

from Williams College (1976), M.Sc. in ecology from Aberdeen University (1978), and Ph.D. in botany from the University of Sydney (1983). Her expertise involves forest canopy ecology, particularly plant-insect relationships, and spans over 25 years in Australia, Peru, Africa, the Americas, and the South Pacific. She has authored over 95 peer-reviewed publications and three books. Previously, Lowman served first as Director of Research and Conservation and then Chief Executive Officer of Selby Botanical Gardens, and before that was a professor in Biology and Environmental Studies at Williams College, Massachusetts where she pioneered temperate forest canopy research. Working in Australia on forest ecology, she was instrumental in determining the causes of the eucalypt dieback syndrome that destroyed millions of trees in rural Australia, assisted with conservation programs for tree regeneration, and ran a successful ecotourism business in the outback.

Meg has a passion for science education and frequently speaks about her jungle adventures and about rain forest conservation to educational groups, ranging from elementary classes to corporate executives to international conferences. She received the Margaret Douglas Medal for Achievement in Conservation Education from the Garden Club of America (1999), The Eugene Odum Prize for Excellence in Ecology Education from the Ecological Society of America (2002), election to Leadership Florida (1997), serves on Board of Directors for the Explorers Club, and is part of the senior management team of NEON for the National Science Foundation. Carolyn Shoemaker of the US Dept of the Interior named an asteroid after her (2003). She co-chaired the First and Second International Conferences on Forest Canopies (1994, 1998), and was chief scientist for the Jason Project in Education (1995, 1999, 2004). Two of her books, *Life in the Treetops*, and *It's a Jungle Up There* document the challenges of juggling parenthood and career involving intensive field-oriented scientific research. For more information about Meg please see her website ([www.canopymeg.com](http://www.canopymeg.com)).

### WHOI Gender Equity Update, June 2005

The following Powerpoint presentation was given at Institution-wide meetings held on June 20 and 23, 2005. The presentation includes the results of a survey that was conducted in conjunction with the recent "Chilly Climate" workshops, and a summary of progress at the Institution since the 2000 Report of the Gender Equity Committee.

» [View WHOI Gender Equity Update, June 2005 \[PowerPoint presentation\]](#)

### Visiting Scholar Program, 2004

MIT's response to A Study on the Status of Women Faculty in Science at MIT  
by Nancy Hopkins, Amgen Professor of Molecular Biology at MIT

#### Sponsors

Director of Research, Gender Equity Program Advisory Committee, Tenured Scientists Executive Committee, Staff Committee, and Women's Committee.

#### Time, Date and Place

Tuesday, December 21, 2004 3:30 p.m. Special Presentation Reception to follow Clark 507

#### Speaker Bio

Nancy Hopkins is the Amgen Professor of molecular biology at MIT. She obtained a B.A. from Radcliffe College in 1964, a Ph.D. from Harvard University in 1971, and was a postdoctoral fellow of James D. Watson and Robert Pollack at the Cold Spring Harbor Laboratory. She has been a professor at MIT since 1973. Her research focus has been on retroviruses that cause leukemia in mice and more recently on the genetics of zebrafish development. She co-developed and taught the first freshman biology course required of all MIT undergraduates for which she was named a Class of 1960 Fellow. In 1995 Prof. Hopkins was appointed Chair of the first Committee on Women Faculty in the School of Science at MIT and in 2000 she was appointed Co-Chair with Provost Robert Brown of the First Council on Faculty Diversity at MIT. She is a member of the National Academy of Sciences, a fellow of the American Academy of Arts and Sciences, and a member of the Institute of Medicine of the National Academy of Sciences. She was recently presented with the Maria Mitchell Association 2004 Women in Science Award for her efforts to raise awareness about gender equity issues for women in academia.

### An Introduction to the Chilly Climate, 2004

by Dr. Bernice Sandler

The committee is organizing an Institution-wide series of workshops entitled "An Introduction to the Chilly Climate" and run by Dr. Bernice Sandler (<http://www.bernicessandler.com>) that will take place during 2004. These workshops are designed to promote awareness of gender equity issues and provide strategies for rectifying them.

» [Related Links](#)

## 2006 Space Survey

### 2006 Space Survey

AOPE

	M	F
Assistant Scientists	253 (4)	440 (2)
Assoc. Sci. w/o tenure	268 (1)	273 (1)

Assoc. w. tenure 210 (5) \_\_\_\_  
 Senior Scientists 251 (8) \_\_\_\_  
 Standard Deviation (all)...274

Biology

	M	F
Assistant Scientists	831 (2)	1266 (1)
Assoc. Sci. w/o tenure	1282 (1) ____	
Assoc. w. tenure	1284 (6)	907 (3)
Senior Scientists	1459 (10)	1728 (2)
Standard Deviation (all)...	677	

Marine Geology and Geophysics

	M	F
Assistant Scientists	339 (6)	481 (2)
Assoc. Sci. w/o tenure	334 (8)	484 (1)
Assoc. w. tenure	638 (5)	811 (2)
Senior Scientists	701 (12)	555 (3)
Standard Deviation (all)...	347	

Marine Chemistry and Geochemistry

	M	F
Assistant Scientists	754 (5)	974 (4)
Assoc. Sci. w/o tenure	978 (2) ____	
Assoc. w. tenure	1049 (4)	1311 (1)
Senior Scientists	1219 (7)	____
Standard Deviation (all)...	292	

Physical Oceanography

	M	F
Assistant Scientists	140 (4)	130 (2)
Assoc. Sci. w/o tenure	158 (3)	178 (3)
Assoc. w. tenure	195 (3) ____	
Senior Scientists	325 (20)	326 (1)
Standard Deviation (all)...	150	

**Key:** A number like 253 (4) means that 4 scientists in the indicated gender and rank group have an average of 253 square feet of lab plus office space.

**Status of Action Items as of 2005**

ACTION ITEMS	STATUS	ACTION TAKEN
1. Review Salaries of Women Scientists:		
a. Salary Analysis of Scientific Staff	Complete (pdf)	July 16, 2001
b. Review of Merit Increase Processes	Complete (pdf)	July 24 , 2001
2. Review of Space Allocations	Part of campus planning	
3. Attract and Retain Women on the Scientific Staff	On-going	
4. Mentoring Activities:		
a. Scientific Staff Handbook	Published (pdf)	December 21, 2001
b. Mentoring Committee	Complete	July 24, 2001
c. Pilot mentoring Program	Complete	2003-2004
d. Mentoring Program	Complete	January 2005
5. Systems to Identify Why Candidates Decline Offers and Why Employees Leave WHOI:		
a. Candidate Inquiry System	In Process	
b. Exit Interview Program	In Process	
6. Develop and Maintain Records on Internal Reward/Award		

Programs	Ongoing	
7. Guidelines on Bridge Support	Complete	April 6, 2001
8. Examine Distribution of all Hard Money Support	In process	
9. Description and Definition of Discretionary Funds	Complete	April 6, 2001
10. Examination of Committee Participation Ratios	In process	
11. Development Activities Report and Guidelines for Allocation of Support for these Activities	Complete	December 21, 2001
12. Increase the Number of Women in the Postdoc Applicant Pool - Report and Action Plan	Complete (pdf)	August 6, 2001
Progress Report on Postdoctoral Scholar Fellowship Action Plan	Complete	June 13, 2003
13. Initiation of Study Affecting Gender Climate in the Workplace		
a. Climate Assessment Advisory Committee--Membership Charge	Complete	July 24, 2001
Climate Assessment Advisory Committee--Report and Recommendation (A Retrospective)	Complete (pdf)	January 8, 2002
b. Web Publication of Summary of 1988 Equity Climate Assessment Study	Complete (pdf)	April 6, 2001
c. Gender Equity Program Advisory Committee	Complete	January 2004
14. Series of Talks Addressing Gender Equity Issues	In process	
1. "Why So Slow? The Advancement of Women" by Dr. Virginia Valian	Complete	March 28, 2003
2. Kathleen Crane, Author of " <i>Sea Legs, Tales of a Woman Oceanographer</i> "	Complete	June 27, 2003
3. Nancy Hopkins, "MIT's Response to a Study of Women Faculty in Science at MIT"	Complete	December 21, 2004

Last updated: October 20, 2014

Copyright ©2007 Woods Hole Oceanographic Institution, All Rights Reserved.

Mail: Woods Hole Oceanographic Institution, 266 Woods Hole Road, Woods Hole, MA 02543, USA.

E-Contact: [info@whoi.edu](mailto:info@whoi.edu); press relations: [media@whoi.edu](mailto:media@whoi.edu), tel. (508) 457-2000

Problems or questions about the site, please contact [webdev@whoi.edu](mailto:webdev@whoi.edu)