

AWIS

ASSOCIATION FOR WOMEN IN SCIENCE

Washington Wire

Edited by Rachel Britt

Issue II October 2016



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Dear Lauren,

BOO!

Don't let bias sneak up on you in the workplace. Instead of confronting difficult conversations with no preparation (scary!), join AWIS as we talk about recognizing and supporting one another's identities, backgrounds, and experiences. Cultural norms are dramatically changing, and we, as a society, still haven't mastered the basic tenets of creating equitable workplaces for women who are disabled, people of color, and LGBTQ+. To improve allyship in our community, we invite you to join us for the remainder of our webcast series "[Start With Me: How to create inclusive pockets of greatness](#)." No tricks, just treats - and open dialogue on how we as individuals can create more inclusive environments!

AWIS also needs your help in

Member Profile

Lauren Dembeck

Member Type:
Junior

Member Expiration:
8/26/17 0:00

Featured Jobs

Assistant/Associate/Professor

T/TE - Optical Physics

University of Arizona
Tucson, Arizona

Assistant/Associate/Full Professor

Michigan State University
East Lansing, Michigan

Editor, Digital Science Magazine

understanding the diversity of our community. We invite and encourage you to participate in our research by:

1) [Tell us your story](#) on your allyship or how you've been supported by an ally

2) Participating in [our membership demographic survey](#) with opportunities to share your narrative (anonymous if you prefer).

Happy Halloween, AWIS!

Sheri

Sheri Potter
Director of Community and Stakeholder
Engagement
Association for Women in Science

Editor's Choice

Contributed by Rachel Britt

Increasing the Visibility of Female Leaders in Healthcare

Women make up the majority of healthcare workers, and hold a variety of leadership positions in hospitals, medical schools, and healthcare organizations. Even so, they are visibly missing from communications regarding the medical profession and are rarely given a platform for their voices. This article examines why female medical professionals are seemingly hiding in plain sight.

[Invisible women](#)

Careers

Contributed by Mrinalini Muralidharan

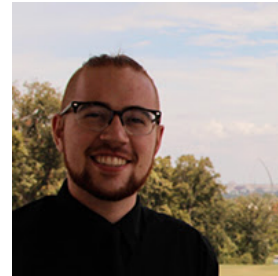
How Much Are You Worth?

If discussing your pay rate at work is taboo, it may contribute to a feeling of being underpaid. Glassdoor recently introduced a feature called "Know Your Worth," which gives an understanding of your market value. This information could be valuable when negotiating your next pay raise.

Annual Reviews
Palo Alto, California

[Click here to visit the AWIS Career Center!](#)

AWIS Member Spotlight



Aspen Russell

AWIS Communications Intern, undergraduate student (B.S. Computer Science & B.A. Women, Gender, and Sexuality Studies) at American University

"Through my experience in engineering courses and the workplace I saw firsthand how negatively women and people of color were treated, but struggled to make tangible change as an ally. AWIS connected me to a network and community of brilliant scientists and progressive people who have helped my development as an ally." - Aspen Russell

Learn more about the benefits of [joining AWIS](#).

[Pay transparency](#)

Networking Outside Your Industry

Is your LinkedIn network filled with mainly your co-workers? Maybe a few exceptions from other fields? A narrow network can limit your options during a career change or a downturn in your workplace or industry. Networking with individuals from diverse fields provides opportunities for personal development, to gain new perspectives, and to create career opportunities.

[Hello from the outside](#)

Getting the Inside Scoop

Are you contemplating changing jobs, or exploring a new career path? An informational interview is a great way to gain insider information about a career, a company, or a new field you are considering for a transition. This article lays out what an informational interview is and suggests some important questions to ask during the interview.

[Informational interview](#)

Education



Contributed by Michelle Gomes

Challenges Facing Minority Graduate Students

Many universities have been working to increase diversity in graduate programs to create a more inclusive academic culture. Reports from studies led by student groups at Yale University and the University of Michigan suggest students from underrepresented minorities experience personal biases, prejudices, and feelings of isolation that could have negative implications for their academic engagement and retention. This research raises the important issue that when graduate programs increase the number of minority students, they should also increase their support for those students once recruited.

[Recruit to retain](#)

Medical Schools Using Technology in Training Programs



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Join the Conversation!



Along with technological advances in medicine, some medical schools have employed technology in their medical training programs. The hope is to enhance medical students' training experience and ease their transition from classroom learning to the clinic. Before deciding which school to attend, here are 4 ways prospective medical students can evaluate if a school uses technology in training.

[Tech-savvy training](#)

How Faculty Can Engage Learning About the Elections

With the elections around the corner, and many young voters disillusioned by the presidential candidates, it is important for faculty to facilitate classroom conversations that encourage electoral participation. Irrespective of political perspective or discipline of study, this article provides some suggestions on how to start an engaging conversation on the upcoming elections.

[Educate to elect](#)

The Importance of Co-Curricular Activities

Apart from the standard academic curriculum, extra-curricular activities long have been a big part of the college experience. More recently, students have been interested in co-curricular activities, which are structured activities outside the classroom that complement the traditional academic curriculum. One challenge facing academic administrators is how to intersect the co-curriculum with the requisite academic curriculum.

[Beyond classroom learning](#)

Science, Technology, & Health

Contributed by Lauren M. Dembeck

Changes in a Genetic Regulatory Region Led to the Loss of Limbs in Snakes

In the past, snakes had legs; however, seemingly small genetic changes can have large effects on species form and function. Two research teams recently identified

changes in a genetic element that determines if a key gene directing limb formation is turned on or off. The findings were uncovered by genome sequence and gene expression analyses and elegantly verified with a new DNA editing technology. The study has implications for understanding how different snake lineages independently lost their limbs and how others may have re-evolved them.

[Less is more](#)

Nikola Tesla's Old Idea Giving Longer Life to New Technology

Demonstrated by Tesla over 100 years ago, inductive coupling allows electrical energy to be transmitted wirelessly between two magnetically coupled coils. It is regularly used in devices such as transformers and metal detectors. Now the technology has been developed to wirelessly power flying objects, in this case, a quadcopter drone. The current drone must remain within ten centimeters of its charging source. However, with further development, this technology could enable the transfer of energy from drones to hard-to-access sensors on bridges, or from an exterior source to medical devices inside the human body.

[Power to be free](#)

Work-Life Integration

Contributed by Sophia Jeon

The Secret to Patagonia's Success: Helping Employees Enrich Their Lives

Did you know that according to a recent OECD report, the U.S. is the only country out of 41 that does not mandate any paid parental leave? Patagonia, a company that focuses on environmental protection and makes outdoor gear and clothing, started having on-site childcare and paid parental leave 33 years ago. The company says they started on-site childcare not because they wanted to retain working moms or recruit more talent, but because they cared about their employees and their families. The result? Retention among moms is 100%, and their employees' lives are happier and richer.

[On-site childcare](#)

Study Finds Poor Management of Work-Life Balance May Have Health Consequences

How important is work-life balance to your health? A new study by Indiana University researchers found several long-term health complications that may result from working in a stressful environment, being micromanaged, or not having control in work schedules. For instance, the researchers found people in high-stress positions were more likely to be overweight.

[Lifestyle balance](#)

Working Full-time at Home May Not Be Exactly What You Imagine

Many people think working full-time from home allows flexibility and better work-life balance. But, is it true? Kevin Currie, who has had a year of "working from home" shares 6 things he wishes he had known when he took the job. It turns out that it required less self-discipline and was easier to stay motivated than he had thought. No, working from home does not mean you can hang out on a friend's boat all day, or pick up someone from the airport in the middle of the day.

[Remote working](#)

Opportunities

UC Berkeley announces first Entrepreneurial Fellows Program

Designed to catalyze the translation and commercialization of innovative research discoveries for practical benefit, this new program builds strong support networks in which accomplished, entrepreneurial-minded researchers are enabled to make substantial contributions to the biotech economy, and ultimately introduce breakthrough discoveries to the market.

In support of innovative research that holds commercial promise, the [IGI Entrepreneurial Fellows](#) Program will provide research support (up to \$250K/year for a maximum of two years) to a promising entrepreneurial researcher to pursue an exciting new project in the field of genomic engineering, and to help translate their

discoveries into practical solutions that contribute directly to the biotechnology investment space.

The deadline for submitting applications is October 31, 2016.

[Applications are now being accepted online](#)

The Virginia Academy of Science, Engineering and Medicine's Fourth Annual Summit

Smart and Connected Health: Precision Meets Possibility, VASEM's Annual Summit, will explore the interface of engineering and medicine. The one-day event features leaders in the health sciences in discussions of fast-moving and emerging areas. Connected with other researchers, innovators, national academy members, medical research groups, and business professionals. The Thursday evening poster session provides additional networking opportunities for new research and professional connections.

[Click here for the full speaker and agenda list](#)

National Academy of Sciences, November 17-18, 2016

The U.S. Small Business Administration (SBA) Seeking Nominations for its Annual Tibbetts Awards

The [Tibbetts Awards](#) are presented to those small businesses, organizations, and individuals judged to exemplify the best in the SBIR or STTR programs. The award is named for Roland Tibbetts, acknowledged as the father of the Small Business Innovation Research (SBIR) program, and is presented to companies, supporting organizations, and individuals which have leveraged the SBIR/STTR investment, or helped others do so, in a way that has generated measurable impacts.

Nomination Information:

- Please submit formal nominations to: bit.ly/2016Tibbetts.
- Nominations (in PowerPoint format) are due November 14, 2016 at 11:59 PM EDT
- Self-Nominations are permissible.

Award notifications will be sent to the winners via e-mail the week of December 2nd, 2016



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