

AWIS

ASSOCIATION FOR WOMEN IN SCIENCE

Washington Wire

Edited by Rachel Britt

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Dear Lauren,

Innovation and entrepreneurship are spawned by diversity. The business case for diversity is often considered through a short term business profitability lens, research proves that long term success emerges from deep innovation... the kind that comes with truly original ideas that emerge when many divergent viewpoints spot emerging solutions together.

- When we examine this in the face of workplace culture, we are interested in the same questions that Christie Smith [picked up on in her article](#): *How do I have a conversation rooted in our common business goals to a conversation of our different experiences; what matters, who am I and who are we as a team, culture, industry leader?*

Member Profile

Lauren Dembeck

Member Type: Junior

Expiration: 8/26/17 0:00

Featured Jobs

**Associate or Full
Professor - Chair,
Department of
Neurosciences**

University of California San
Diego
La Jolla, California

**Tenure Track/Tenured
Assistant/Associate/Full
Professor, Department of**

- Trying to improve diversity in hiring since 1970 General Electric is taking a [proactive step forward](#) in hiring 20,000 women. Top executive roles though continue to be noted for lackluster diversity.
- Attracting and facilitating diverse people to a consensus in a group is not the easy road. But the benefits extend well beyond short term gains. "... in my experience, it is only by pulling in the full range of opinions and perspectives that the [full range of business options and alternatives can be explored](#), cites successful corporation leader Sallie Krawcheck.

AWIS Past President and Sustaining member Elizabeth Ivey says "those that are in a leadership position at their workplace need to become more proactive in LEADING the strong individuals therein to positions that bring them to their full potential. Leaders may need training on setting up "structures" that can make this happen. Been there and done that -- and it works to everyone's advantage."

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

Careers

Contributed by Michelle Gomes

Creating a Personal Brand

Oftentimes when asked what we do, we blurt out our job title and employer. This answer doesn't describe our skills or what we're capable of doing and isn't memorable. If instead, you create a brand based on your interests, and what you like to be known for, it sticks with people the next time they hear your name. Here are three questions to help define your skills and interests and create a personal brand.

[Brand tune-up!](#)

Three Steps for Career Success After a Pivot

With growth in technology and robots replacing human jobs, job security is a thing of the past. It is estimated millennials will have 6 jobs before they are 30. We are in the age of the career pivot, and we must learn to pivot or risk becoming irrelevant. Here are three immediate steps women can take to optimize success after a pivot.

[Pivot smart](#)

Microbiology

University of Pennsylvania
 School of Dental Medicine
 Philadelphia, Pennsylvania

Tropical Forest Carbon Allocation Postdoctoral Fellow (Climate & Ecosystems)

Lawrence Berkeley National Lab
 Berkeley, California

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

AWIS Member Spotlight

Patrice O. Yarbough, Ph.D.
 (Sustaining member since 1993)
 Senior Scientist at KBRwyle Labs

Dr. Yarbough plans and implements multi-system human studies to support the NASA Human Research Program. She is the Principal Investigator for the research studies at Johnson Space Center in the Human Exploration Research Analog (HERA), an isolation habitat for simulated long-duration space missions.

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



How to Cope with an Insecure Boss

It is challenging to work for someone who undermines your work, micromanages, and whose ego is threatened by your strong performance. Attacks on self-esteem can cause stress and anxiety. How can you feed your boss's ego while maintaining your own self-esteem? Here are a few techniques to survive an insecure boss while holding your head high.

[Insecure boss survival](#)

Education

Contributed by Sophia Jeon

Gender Pay Gap in Higher Education Administrators

You've probably heard about the 77 cents on the dollar gender gap in salaries. New research by the College and University Professional Association for Human Resources shows the gap exists also in pay for administrators in higher education across different fields and various position types. Interestingly, in positions like Chief Facilities Officer, women make more than men. This may be due to efforts to recruit and retain female leaders in positions where women are extremely underrepresented.

[Close the gap](#)

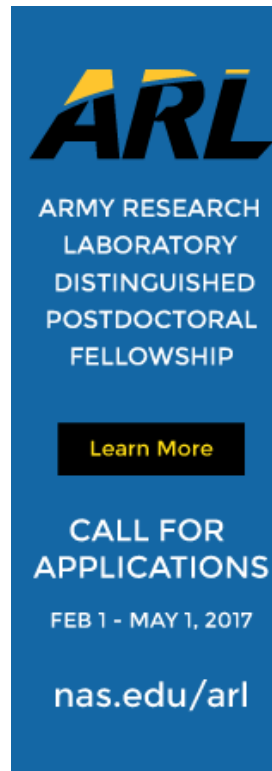
Teaching Kids to Tell Real News from Fake News

As "alternative facts" and fake news are becoming more common, educators are taking a stand, teaching kids media literacy and helping them differentiate what is true from what isn't true. The critical thinking skills necessary for media literacy have parallels to the scientific method. Here are 5 strategies teachers are using to increase critical thinking by students and to combat fake news.

[Media Literacy](#)

Online Tools Promote Learning for Refugees and People in Disadvantaged Communities

The United Nations just awarded JAAGO Foundation \$25,000 as an innovation in education award for their efforts to break the cycle of poverty by promoting learning through online courses and Skype in disadvantaged communities. Other non-profit, non-governmental organizations around the world are trying to provide people affected by poverty or war with more education



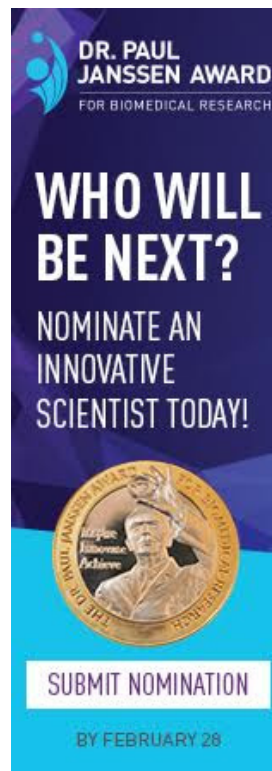
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BY FEBRUARY 28

opportunities. However, lack of internet access in certain countries remains a challenge.

[Innovative education access](#)

Science, Technology, & Health

Contributed by Mrinalini Muralidharan

Science Panel Support for Genetically-Modified Humans

Once an ethical minefield, human gene editing at the embryo level has finally received the support of a science panel from The National Academy of Sciences and the National Academy of Medicine. Their recommendation, though, limits the genetic changes to eliminating debilitating hereditary diseases that currently have no cure.

[Disease – yes, designer – no](#)

Zealandia: The Hidden Continent

Scientists recently concluded New Zealand and New Caledonia are actually part of a huge 1.89 million square-mile single slab of continental crust that is unhinged from Australia. Ninety-four percent of the landmass is submerged. This provides a unique opportunity to study the cohesion and breakup continental crust.

[8 continents?](#)

Average Life Expectancy Will Be Over 90 by 2030

A new study shows global life expectancy is expected to rise by 2030. South Korean women are projected to lead the way with life expectancy over 90 years. Better access to healthcare for children, mothers, and adults is driving this increase. Americans, though, will continue to have one of the lowest life expectancies of any developed country where the average ages of women and men are predicted to be 83 and 80, respectively.

[90 is the new 70](#)

Work-Life Integration

Contributed by Lauren M. Dembeck

Teleworking Blurs Professional and Personal Boundaries

A new joint study by the UN International Labour Organization (ILO) and Eurofund shows teleworking has positive effects such as better workday organization, higher productivity, and overall better work-life balance. However, the study also reveals the darker side of telework, reporting that teleworkers tend to experience stress due to overlap in their personal and professional lives. Some European countries are beginning to press for “right to disconnect” legislation to help workers maintain boundaries.

[Tele-ironic?](#)

Five Regrets of a Burnt-out Millennial

After thinking she had attained her dream job, Rachel Ritlop soon found she was working more than expected, withdrawing from friends, and enjoying life less. Ms. Ritlop is the founder of The Confused Millennial blog and now runs a lifestyle coaching business. In this article, she reflects on her experience and presents 5 things she wishes she had done differently.

[Boundaries & burn-out](#)

Opportunities

Gender in the Global Research Landscape Report & Symposium

March 31, 2017 at The National Press Club, Washington, DC

Elsevier is developing a comprehensive new report, [Gender in the Global Research Landscape](#), as an evidence-based examination of the outputs, quality, and impact of research worldwide through a gender lens and as a vehicle for understanding the role of gender within the structure of the global research enterprise.

Read more about the report [here](#).

The presentation and networking reception are open to the public at no charge, but is [registration](#) required.

The Annual C3E Awards

March—Women’s History Month—is right around the corner. The annual C3E Awards help ensure women in the clean energy field are not overlooked. The Awards honor mid-career leadership and achievement—and boost recipients’ careers. Nominate a woman for the 2017

C3E Awards today, and together we can raise women's visibility and expand gender diversity in clean energy.

Awards are given in [eight categories](#). Each winner will receive \$8,000 and national recognition at the annual [C3E Women in Clean Energy Symposium](#).

Submit nominations by **March 15, 2017**, at www.C3Eawards.org.

Association for Women in Science, 1667 K Street, NW, Suite 800, Washington, DC 20006

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