Training and Retaining Leaders in STEM-Geospatial Sciences

Presented by:
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What

Professional development for women in the academic sectors of geospatial sciences

• GIScience, remote sensing, spatial analysis, and mapping sciences

Development of

• Leadership skills
• Career retention strategies
• Mentoring training
• Work-life balance
• Network!
Why

Women in geospatial are under-represented in industry and academia

There are limited opportunities for disciplinary focused professional development

Build a pipeline of women to lead and mentor future generations of geospatial professionals in academia and industry
TRELIS metaphor of human capital trellis or scaffold of support

- Reality of nonlinear career trajectories that move sideways, take leaps, and do not follow a single upward ladder

- UCGIS Initiative funded by NSF (annual workshops 2018-2020)

- Expand UCGIS original emphasis on academic geospatial science, embrace maturity of the broader discipline, catalyze new generations of geospatial scientists
What / when?

May 2018 – TRELIS workshop before the UCGIS meeting
Who

16 women in academia (47 applicants)

Focus on mid-career

US + international

7 organizers

1 evaluator
The workshop

2.5 days
Emphasis on 5 themes

- Career Trajectories
- Communication
- Conflicts, Obstacles, Solutions
- Mentoring and Coaching
- Work – Life Integration
Workshop Activities

• Full-group and breakout discussions
• Panel Sessions and Vignettes
• Scenarios and Role-Playing
• Focus Groups and Evaluation
• “Parking Lot”, “Concept Mapping”

Keynote Address:
Erika Marin-Spiotta, U. Wisconsin “Embracing Peer Networks to Bolster Careers and Transform Workplace Cultures”

Guest Career Panelist: Kari Craun (USGS)
Maintaining momentum

Carolyn Merry Mini-Grants

- 2 selected (4 proposals)
  - Where are the women Geospatial Science leaders of tomorrow? Building the TRELIS to help retain and develop women leaders.
    - Jane Read (Syracuse) and Justine Blanford (Penn State)
  
- Developing Georgia's Women Leaders in GIS
  - Alison Bailey (North Georgia), Angela Yao (Georgia), and Jia Lu (Valdosta State)
Maintaining momentum & Evaluation

Momentum
• Facebook group
• Private discussion ‘circles’ on UCGIS web site
• Led by Monica Haddad (Iowa State)

Evaluation
• Stacy Doore, PhD – Bowdoin College
• Enhance future workshops
• Conduct longitudinal studies to evaluate effectiveness
Next steps

Second workshop – June 2019 – Washington DC

Likely focus:
Early-career academic (junior faculty + soon-to-be junior faculty)