



Training and **R**etaining Leaders in **S**TEM- Geospatial Sciences



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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

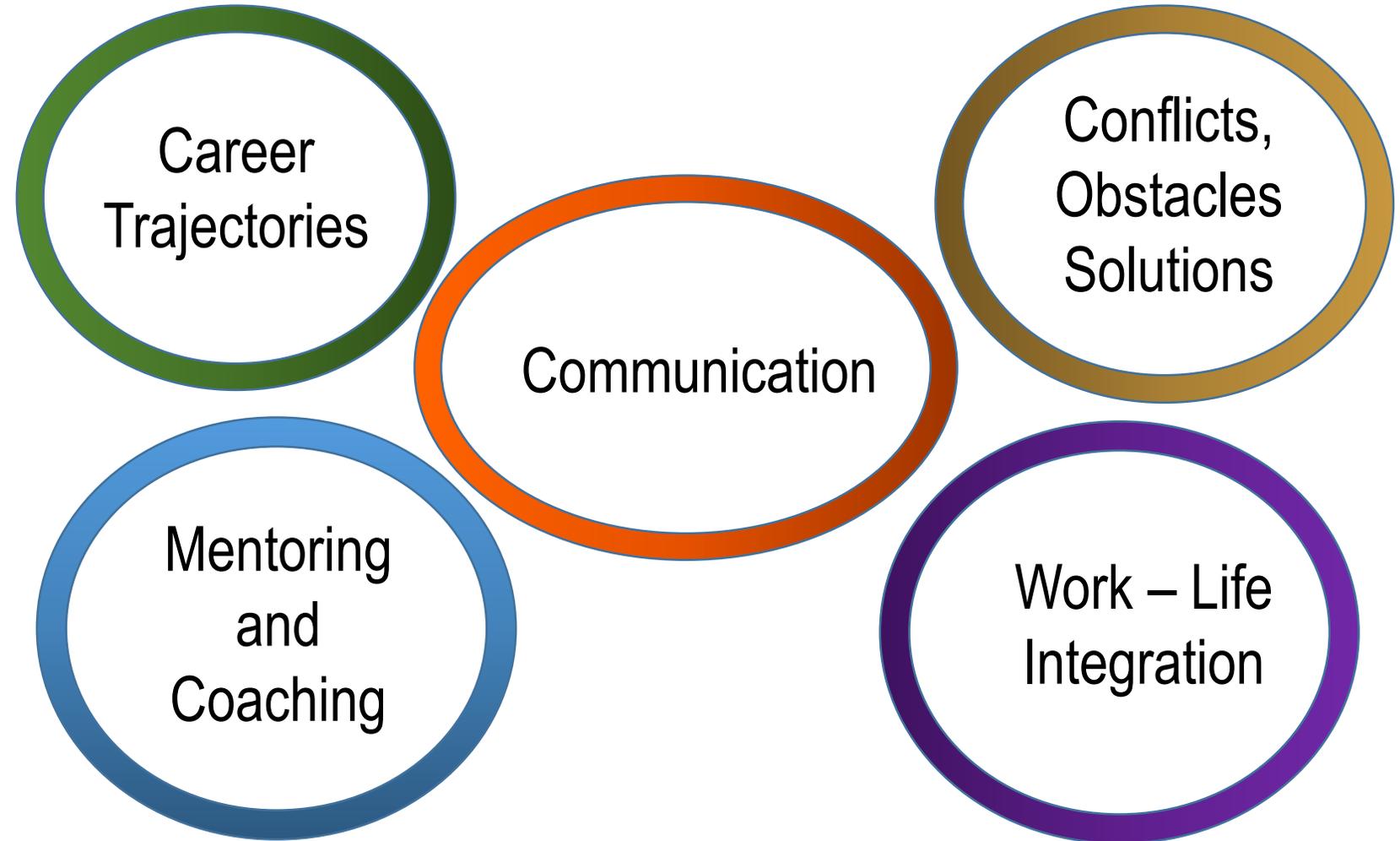
1 evaluator



The workshop

2.5 days

Emphasis on 5 themes



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)

