



# CONNECTIONS

Linking EEO, Diversity and Science

Volume 1, Issue 8

EEO/Diversity Newsletter for NOAA Research

March 2010

## OAD Women Scientists: The Rewards and Benefits of Mentoring Programs

March is Women's History Month and the theme is Writing Women Back into History. Three OAR women scientists share how mentoring and support groups have played an important part in their careers in the science field.

**Dr. Arlene Fiore, Research Physical Scientist, GFDL**

At an American Geophysical Union (AGU) meeting in spring of 2002, Dr. Fiore was one of six women who met informally and recognized the benefits of a peer network group. Eight years later, Earth Science Women's Network (ESWN), now includes 900 members spanning large research universities, small liberal-arts colleges, government agencies, and research organizations in the U.S. and abroad.

"Women scientists often express a sense of isolation at their institutions – while this is certainly improving, there are far fewer women senior scientists to serve as role models. I'd like to emphasize the value of peer mentoring, the niche that ESWN seeks to fill," said Dr. Fiore. The mission of ESWN is to promote career development, build community, provide opportunities for informal mentoring and support, and facilitate professional collaborations. Dr. Fiore said she considers herself fortunate to have benefited from peer mentors willing to share their experiences and who learn from her experience as well. When asked what she finds most rewarding, she answered, "The sense



From left to right: ESWN Board members at OAR sponsored workshop: Kim Popendorf, Tracey Holloway, Christine Wiedinmyer, Allison Steiner, Arlene Fiore, Meredith Hastings, Galen McKinley, MPOWIR representative, Victoria Coles, and NOAA OAR representatives, Cassandra Barnes and Sandra Knight.

of connectedness to other women scientists at similar points in their careers and the enthusiasm that new members often express for the existence of ESWN."

Annual networking events are held at the fall AGU and spring European Geophysical Union meetings, and members organize informal gatherings at most major national and international meetings and workshops.

In December of 2008, ESWN organized a workshop on *Building Leadership Skills for Success in Scientific Organizations* that was supported by NOAA OAR. They are currently planning future workshops to target

additional areas for building skills among members, which will be supported by an NSF grant.

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## March is Women's History Month - Mentoring

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### **Dr. Silvia Garzoli, Physical Oceanographer, AOML**

Dr. Garzoli has been a member of Mentoring Physical Oceanography Women to Increase Retention (MPOWIR) since its beginning in 2005. She participated in many of its planning meetings and wrote a proposal to NOAA to support a NOAA MPOWIR internship program which will start this summer 2010.

MPOWIR is a community-based program that provides mentoring to physical oceanographers from late graduate school through their early careers.

Dr. Garzoli said that MPOWIR was started because even though the number of women obtaining a Ph.D. in Physical Oceanography was increasing, the retention rate was very low. "Very few women continued and even fewer reached the status of principal investigators. We asked ourselves 'Why is this happening?' MPOWIR was our idea to solve the problem."

She views mentoring and support groups as an efficient way to provide support and encouragement to women going into the science field. "I wish that I had a woman mentor when I started. At that time I was one of the rare species, a female in a male dominated field and believe me, it was not easy. Now things have changed but we still have problems."

Serving as a mentor is a very rewarding experience to Dr. Garzoli. "When one of your junior women comes back with a success story, small or big, we are all proud and we all feel that we participated in the achievement." She meets once a month with her mentor group of six. They discuss many issues ranging from writing an efficient paper, how to deal with problem colleagues and how to manage a career and a family.

The centerpiece of the MPOWIR program is the Pattullo Conference, which will be held May 23-26, 2010, at Middleton Place in Charleston, SC. The conference is named for June Pattullo, the first woman to receive a Ph.D. in physical oceanography. Dr. Garzoli is a conference organizer and will participate in round table discussions.

### **Lisa Darby, Meteorologist, ESRL/PSD**

Atmospheric Science Collaborations and Enriching Networks (ASCENT) is a program funded by the National Science Foundation to promote scientific collaboration among female atmospheric scientists and establish mentoring relationships between senior and junior scientists.

Lisa attended the ASCENT workshop in July 2009 in Steamboat Springs, CO where the mentoring program began. The workshop provided many opportunities for all of the scientists to mingle and learn about each other's work, as well as provide formal presentations. Mentors and mentees were paired according to research interests and mentee requests.

Lisa mentors three successful and accomplished women with thriving academic and research careers. She said that although they are all very different, they face many of the same challenges in their professional lives. "We have monthly conference calls where the first order of business is for everyone to share a recent accomplishment. Following that we discuss issues people are currently dealing with, for example, practical things such as, 'What is involved in being a session chair at an AMS conference?' These calls are a source of support for all of us." Lisa said that the benefits of mentoring flow both ways between the mentor and mentee.

"I have really enjoyed the mentoring experience and have often thought this is something all NOAA scientists should consider taking on as part of their work, either formally or informally. We all have something to share that could help another person move their career along, and all of us could use some fresh ideas, regardless of how long we have been in the business, to improve our work experiences."

#### **For More Information on Mentoring Programs:**

ESWN: [www.eswnonline.org](http://www.eswnonline.org)

MPOWIR: [www.mpowir.org](http://www.mpowir.org)

ASCENT: <http://ascent.dri.edu/index.html>

RESOURCE for further reading on the state of women in the meteorology and atmospheric sciences: Leslie M. Hartten, ESRL/PSD/CIRES and Margaret A. LeMone, NCAR Mesoscale and Microscale Meteorology Division have written a paper entitled, *The Evolution and Current State of the Atmospheric Sciences "Pipeline."* The paper has been submitted to the Bulletin of the American Meteorological Society and takes a look at gender and race information from surveys of meteorologists and atmospheric scientists in 1980, 1993 and 2005. If you would like a copy of the paper, please call our office at 303-497-6732 or email Leslie at [leslie.m.hartten@noaa.gov](mailto:leslie.m.hartten@noaa.gov).

### ARL – ATDD scientists engage students in balloon studies at Howard University

By Chris Vogel

From September 14-20, 2009, NOAA researchers from the Air Resources Laboratory's Atmospheric Turbulence and Diffusion Division were in the District of Columbia conducting balloon studies to investigate the structure of the lower atmosphere in the area. Predicting the height of

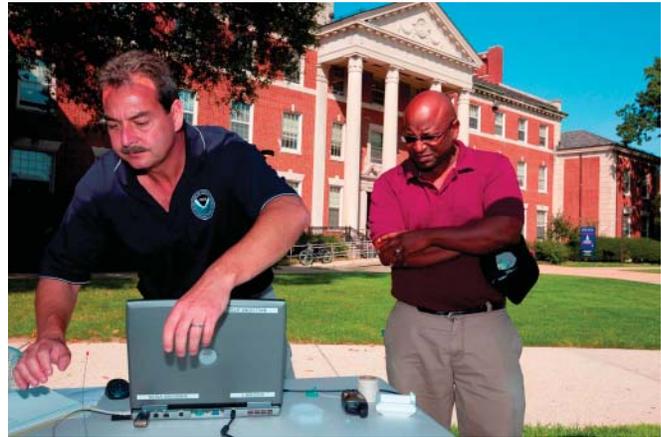


Randy White, ARL/ATDD and student launch balloons at Howard University. Photo credit: Derek Parks, NOAA.

the planetary boundary layer (PBL) over urbanized regions such as Washington, DC is important for forecasting climate and air quality, and is used for emergency response and homeland security missions for the area. The studies were conducted in close collaboration with NOAA's National Center for Environmental Prediction (NCEP), and also involved investigators from Howard University, University of Maryland-Baltimore County (UMBC), NASA, and Pennsylvania State University.

Howard University, a Historically Black College and University (HBCU), was chosen as one of two launch sites for the weather balloons. Balloons, carrying a radiosonde

package, were released every two hours during the day over four days at the central quadrangle of the campus. Howard University Physics Department Chair, Dr. Greg Jenkins, was



Chris Vogel and Dr. Greg Jenkins, Physics Dept. Chair. Photo Credit: Derek Parks.

a tremendous help in securing the permissions and sites for the launches, as well as providing students to help with the studies. Many curious students came by to speak with NOAA researchers. Some under the close supervision of investigators were even chosen to help with the studies. The Dean of the College of Arts and Science, Dr. James A. Donaldson, also became directly involved when he released a balloon.

### ESRL/CSD - Dr. Susan Solomon inducted into National Women's Hall of Fame

Dr. Susan Solomon was inducted into the National Women's Hall of Fame for her achievements in climate and ozone layer research and her leadership in Working Group 1 of the Intergovernmental Panel on Climate Change. She was inducted during ceremonies in Seneca Falls, NY in October. The mission of the National Women's Hall of Fame is: *"To honor in perpetuity these women, citizens of the United States of America whose contributions to the arts, athletics, business, education, government, the humanities, philanthropy and science, have been the greatest value for the development of their country."*<sup>©</sup>

Dr. Susan Solomon gives her acceptance speech. Photo credit: National Women's Hall of Fame, Seneca Falls, NY.



### NOAA Celebrates Black History Month, “The History of Black Economic Empowerment”

By: Dennis Hansford, NOAA Big Chapter President

On February 24, 2010, NOAA Blacks in Government (BIG) Chapter held its annual Black History Month and Awards Program, in conjunction with the NOAA line offices.



Black History Month Program. Photo Credit: Anthony Robinson.

Tony Chatman, international expert in human relationships, motivational speaker, creator and host of *The BluePrint Show*, was the keynote speaker and delivered an inspirational and informational presentation to the program’s theme, “The History of Black Economic Empowerment.” He shared the economic contributions and competencies of African Americans who amassed substantial economic stability during a time when few could, e.g., Jean Baptiste Pointe DuSable, a self-employed trapper, farmer, mechanics, and trading post owner. He served as a middleman for African Americans, the British military, French settlers, and American Indians. In addition, he was the first to settle the land that later became known as Chicago. He also told the 1893 story of successful real estate broker and business man, Thomy Lafon, who accumulated nearly half a million dollars during his lifetime. In addition to other interesting facts, he indicated how African Americans are crucial to the U.S. consumer economy, with a population of 39 million and buying power that exceeds \$892 billion. A figure expected to exceed \$1.1 trillion in 2012, according to a “Packaged Facts” study.

For the third year, NOAA BIG Chapter recognized members with at least twenty years of service to the organization and the agency and who demonstrated excellence in the workplace. This year’s recipients were Luis Gyles, National

Weather Service, and Chantell Haskins, Office of Education. The afternoon portion of the program featured three professional development seminars: *The Magic of Conflict: A Tool for Those who want a Better Life and Job Environment* by Joyce Ann Mitchell, Esq., Mediator and Arbitrator; *Tips For Improving Your Resume* by Charly Wells, and *Interview Techniques* by Salim Abddeen.

For more information about the NOAA BIG Chapter, please visit our facebook fan page and website at [www.noabig.org](http://www.noabig.org).

### Hiring Flexibilities for Veterans and People with Disabilities

On January 19, 2010, the Department approved NOAA’s request for a blanket waiver to HR Bulletin #020, FY06, “Area of Consideration for Vacancy Announcements and Consideration of Eligible Candidates” for the following non-competitive appointments:

- Veterans with a compensable service-connected disability of 30 percent or more;
- Veterans eligible for Veterans’ Recruitment Appointments; and
- Individuals with severe physical disabilities, mental retardation or psychiatric disability who meet the eligibility requirements for appointment of persons with disabilities under Schedule A.

This waiver presents hiring officials with the flexibility to non-competitively appoint an individual who meets one of the above categories without advertising the position. Additionally, since these are excepted service appointments, hiring actions under these authorities do not require clearing the Career Transition Assistance Plan/Interagency Career Transition Assistance Plan process.

Hiring officials are strongly encouraged to utilize these appointing authorities, to underscore and strengthen NOAA’s commitment to hiring our Nation’s veterans and individuals with disabilities.

For more information regarding the usage of these authorities, please contact your servicing Workforce Management Office representative: ([http://www.wfm.noaa.gov/contact\\_lists.html](http://www.wfm.noaa.gov/contact_lists.html)).

For more information on hiring our Nation’s veterans, please visit: [http://www.wfm.noaa.gov/veterans\\_recruitment.html](http://www.wfm.noaa.gov/veterans_recruitment.html).

For more information regarding hiring people with disabilities, please visit: <http://www.opm.gov/disability/index.asp>.

**CALENDAR OF EVENTS –2010**

*National EEO/Diversity Outreach/Recruitment Conferences and Training Opportunities.  
If you have questions on any of these events, please call the EEO Office at 303-497-6732*

<b>Date</b>	<b>Event/Conference</b>	<b>Location</b>	<b>For More Information:</b>
<b>March 19</b>	FEW (Federally Employed Women) - Rocky Mountain Region - Regional Training Program	Aurora, CO	<a href="http://www.rmfew.org /2010rtp">www.rmfew.org /2010rtp</a>
<b>March 21-23</b>	AIHEC (American Indian Higher Education Consortium) Spring Student Conference	Chandler, AZ	<a href="http://www.aihec.org">www.aihec.org</a>
<b>March 24-28</b>	MAES (Society of Mexican American Engineers & Scientists) Leadership Conference	San Antonio, TX	<a href="http://www.maes-natl.org">www.maes-natl.org</a>
<b>March 31 - April 4</b>	NSBE( National Society of Black Engineers)“Engineering a Global Impact”	Toronto, Canada	<a href="http://www.national.nsbe.org">www.national.nsbe.org</a>
<b>March 31 - April 1</b>	Nuestro Futuro - 2010 Latino Education Conference on STEM - Presented by Latino Magazine	Washington, DC	<a href="mailto:ajestrada@aol.com">ajestrada@aol.com</a>
<b>April 1-3</b>	Blacks in Government (BIG) Region VIII Conference	Aurora, CO	Johnny Barideaux 303-261-5632
<b>April 5-9</b>	National Image, Inc – 38 <sup>th</sup> Annual Training Conference and Exposition	San Diego, CA	<a href="http://www.nationalimageinc.org">www.nationalimageinc.org</a>
<b>April 12-14</b>	4 <sup>th</sup> Annual HR & EEO in the Federal Workplace Conference	New York, NY	<a href="http://www.fedHRconferences.com">www.fedHRconferences.com</a>
<b>April 20</b>	Colorado Federal Executive Board - Bridging the Disability Employment Gap - 1:00 to 3:00 p.m.	Denver, CO	<a href="http://www.denver.feb.gov">www.denver.feb.gov</a> Sandy Romero 303-236-6468
<b>May 4 - 5</b>	Northwest Indian College Career Fair and Training Symposium <b>A NOAA FISHERIES SPONSORED EVENT</b>	Bellingham, WA	<a href="mailto:magemdemmons@nwic.edu">Mage Demmons - mdemmons@nwic.edu</a> or <a href="mailto:georgia.madrid@noaa.gov">Georgia Madrid - georgia.madrid@noaa.gov</a>
<b>May 3-7</b>	FAPAC (Federal Asian Pacific American Council) 25 <sup>th</sup> Annual Leadership Training	National Harbor, MD	<a href="http://www.fapac.org">www.fapac.org</a>
<b>May 23-27</b>	<b>Latino Leadership Development Program</b> Designed to assist Latino managers to advance in their organization and maximize their leadership potential. Facilitator - Juana Bordas, Mestiza Leadership International	Estes Park, CO	<a href="http://www.mestizaLeadership.com">www.mestizaLeadership.com</a>
<b>June 2-4</b>	Student Orientation for New Scholars/Interns <b>NOAA Sponsored Event - Office of Education</b>	Silver Spring, MD	<a href="tel:301-734-1279">Nicole Mason at 301-734-1279</a>
<b>June 14-18</b>	SAIGE (Society of American Indian Government Employees) National Training Conference	Uncasville, CT	<a href="http://www.saige.org">www.saige.org</a>

## NOAA Research EEO/Diversity Program Office

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### WEBSITE

[www.eeo.oar.noaa.gov](http://www.eeo.oar.noaa.gov)

### ABOUT US

The EEO Office provides services to NOAA Research employees and to applicants for employment. We are the local point of contact for EEO and Diversity issues. We coordinate EEO program activities and provide EEO training.

The EEO office functions are as follows:

**EMPOWERMENT:** Consultation services to employees, managers and applicants for employment.

**EXPOSURE:** Recruitment and outreach activities for short and long-term recruitment.

**EDUCATION:** Federal EEO Mandated training.

**EVALUATION:** Monitor employment statistics to prepare reports for NOAA, DOC, EEOC and OPM.

### NEWSLETTER

**Connections** is published quarterly by the OAR EEO Office. The purpose is to share accomplishments and to link Diversity, EEO and Science within all of OAR laboratories and programs. If you have any newsletter ideas, suggestions and stories, please send to:

**Georgia Madrid**  
[georgia.madrid@noaa.gov](mailto:georgia.madrid@noaa.gov)

### KNOW YOUR RIGHTS

#### WHERE TO GO FOR HELP:

If you believe you have been subject to discrimination on the basis of your race, color, religion, sex, age (over 40), disability, sexual orientation or retaliation for participating in activities protected by the civil rights statutes, you must contact an EEO Counselor within 45 calendar days of the alleged discrimination to preserve your rights under the law.

Please contact the NOAA Civil Rights Office to initiate EEO counseling:

Voice: 301-713-0500  
Toll Free: 1-800-452-6728  
TDD: 301-713-0982  
FAX: 301-713-0983  
Website: [www.eeo.noaa.gov](http://www.eeo.noaa.gov)

### Mediation

NOAA Alternative Dispute Resolution (ADR)  
The NOAA ADR Office provides mediation and other services and seeks early resolution.

Voice: 206-526-6171  
Fax: 206-527-6928  
Website: [www.adr.noaa.gov](http://www.adr.noaa.gov)

