Women Scientists and Engineers Council

Women Scientists & Engineers Council Charter

Leaders in Science and Engineering

To address issues that affect the careers of women scientists, engineers, and researchers around the world, Berkeley Lab created the Women Scientists & Engineers Council (WSEC). The WSEC and Berkeley Lab’s Human Resources Department management work in partnership to review strategies and priorities for recruitment, retention, work life balance, and development of women scientists and engineers. Subgroups have been formed to focus on these areas and to address specific challenges.

Ideas are exchanged at quarterly seminars that celebrate the work of women engineers, scientists, and postdoctoral fellows. These seminars provide important networking opportunities, bringing women together and providing a comfortable forum for introductions and awareness of one another’s work.

Key Activities:

- Conduct periodic needs analyses to identify key strategies and priorities for the Subgroups
- Engage division leaders in recruitment, retention, and development
- Develop women scientist- and engineer-focused recruiting plan
- Conduct training and networking forums
Some of our featured speakers, left to right: Melissa Lunden, Marca Doeff, Dawn Munson, Susan Hubbard, Mina Bissell, and Persis Drell. Not shown: Inez Fung, Cecilia Aragon, Eva Nogales, Odelle Hadley, Merna Hurd, and Jeannette Brown.

For more information, please contact the Diversity & Inclusion Office at dio@lbl.gov or call x 4232.

Roles & Responsibilities

Lab-Wide Level

- Sponsor quarterly luncheon forums and development workshops for early- and late-career scientists, postdocs, and graduate student research assistants
- Expand membership to ensure adequate representation from all Berkeley Lab scientific disciplines (with a targeted focus on Earth Sciences, Physics, Chemistry, Biosciences, Computing Sciences, and Engineering)
- Assist Berkeley Lab with diversifying its workforce in the area of women / minority scientists by networking with professionals and colleagues in the areas of: Earth Sciences, Computing Sciences, BioSciences, Physics, Chemistry, and Engineering

Division Level

- Focus on Subgroup initiative(s) to assist Berkeley Lab in areas of recruitment and retention, work life balance, and the professional development of women scientists and engineers
- Actively participate in outreach efforts to increase the number of women / minority scientists at Berkeley Lab
- Assist with identifying women scientists and engineers willing to commit to mentoring a woman postdoc or graduate student within their disciplines:
  - Develop relationship(s) with women- and minority-focused scientific associations
  - Identify specific university departments from which to recruit recent doctorate graduates to Berkeley Lab
- Continuously support the Women Scientists & Engineers luncheon forums

Subgroup Roles

Subgroup Roles & Responsibilities

WSEC Subgroups focus on particular initiatives identified by the Council. Members need to be willing to participate and contribute toward the success of a Subgroup’s identified goals.

1. Recruitment, Retention, and Career Advancement: Chair -- TBD
   Develops and implements strategies to enhance the recruitment and retention of qualified women scientists and engineers

2. Professional Development: Chair -- Dawn Munson, Mechanical Engineer, Engineering Division
   Identifies and addresses the critical professional needs of women scientists, engineers, and researchers at Berkeley Lab

3. Work/Life Balance: Chair -- Jill Fuss, Biophysicist Scientist Engineer, Life Sciences Division
   Seeks to discover innovative ways to balance one’s professional and personal quality of life

4. Outreach and Professional Networking: Chair -- Taghrid Samak, Computer Scientist, Computational Research Division
   Participates in activities to support and interact with other women scientists and engineers in academic institutions, private industry, and government agencies

Current Initiatives

Professional Development

The Professional Development Subgroup identifies and addresses the critical professional needs of women scientists, engineers, and researchers at Berkeley Lab. This subgroup:
Recruitment & Retention

The Recruitment & Retention Subgroup works to develop and implement strategies to enhance the recruitment and retention of qualified women scientists and engineers. To date, this Subgroup has reviewed data on women scientists, including: a head count over the past three years, hiring rates for women scientists, compensation comparables, and turnover and retention rates. This Subgroup works to:

- **Measure Workforce / Underutilization-Performance for Each Division**
  - Develop / implement metric system
  - Perform workforce demographic reviews
  - Establish accountability
    - Grade Division efforts
    - Hold Divisions accountable
- **Improve Recruitment & Retention**
  - Determine percentage of females graduating with Ph.D.s in top U.S. universities
  - Determine availability
- **Monitor Diversity Web sites**
  - Track outreach efforts
  - Advertising – options
- **Establish search guidelines**
  - Follow guidelines recently updated by the Lab Staff Committee
  - Add one female or minority candidate to shortlist for interviews

Work/Life Balance

The Work/Life Balance Subgroup strives to help make work life more manageable for employees with family commitments and to enable them to build their research careers and reputations. Since its inception, the Work/Life Balance Subgroup has:

- Received approval for third-party vendor to provide backup child care (allows any employee up to 15 visits for child and seniors) and a child care facility at the future second campus
- Established a list of lactation facilities for nursing mothers
- Is currently updating polices for:
  - Sick Leave
  - Bereavement Leave
  - Pregnancy Disability Leave and Lactation Accommodation
  - Parental Bonding Leave
- Is currently reviewing:
  - Alternate/Flex-time leave policy
  - Parking for pregnant employees
  - Work/Life Balance survey responses

Outreach & Professional Networking

The Professional Networking Subgroup participates in activities to support and interact with other women scientists and engineers in academic institutions, private industry, and government agencies, such as:

- Networking with professional associations
- Supporting student chapters of professional organizations
- Partnering with established mentorship and outreach programs

Council Representatives

**Women Scientists & Engineers Council Representatives**

<table>
<thead>
<tr>
<th>Division</th>
<th>WSEC Council Members</th>
<th>Job Title</th>
<th>Member Since</th>
<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>Accelerator Technology and Applied Physics Division</td>
<td>Ina Reichel</td>
<td>Senior Scientific Engineer Associate</td>
<td>2009</td>
<td>Ext. 4341</td>
</tr>
<tr>
<td>Advanced Light Source Division</td>
<td>Elizabeth Moxon</td>
<td>Writer/Editor</td>
<td>2011</td>
<td>Ext. 5760</td>
</tr>
<tr>
<td>Division</td>
<td>Name</td>
<td>Role</td>
<td>Year</td>
<td>Extension</td>
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<tr>
<td>Advanced Light Source Division</td>
<td>Elaine Chan</td>
<td>Software Developer 3</td>
<td>2009</td>
<td>Ext. 2879</td>
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<tr>
<td>Chemical Sciences Division</td>
<td>Desire Whitmore</td>
<td>Affiliate Postdoc</td>
<td></td>
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<td>Computational Research Division</td>
<td>I-Min Chen</td>
<td>Computer Systems Group Lead</td>
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<tr>
<td>Council of UC Staff Assemblies (CUCSA) and Joint BioEnergy Institute (JBEI)</td>
<td>Ellen Ford</td>
<td>Operations Deputy Director</td>
<td>2013</td>
<td>Ext. 4905</td>
</tr>
<tr>
<td>Council of UC Staff Assemblies (CUCSA) and National Energy Research Scientific Computing Center (NERSC)</td>
<td>Elizabeth Bautista</td>
<td>Computer Systems Group Lead</td>
<td>2013</td>
<td>Ext. 7454</td>
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<tr>
<td>Earth Sciences Division</td>
<td>Corinne Bachmann</td>
<td>Geological Postdoc</td>
<td>2014</td>
<td>Ext. 6743</td>
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<tr>
<td>Earth Sciences Division</td>
<td>Lirong Cheng</td>
<td>Affiliate Scientist</td>
<td>2014</td>
<td>Ext. 6525</td>
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<tr>
<td>Earth Sciences Division</td>
<td>Yingqi Zhang</td>
<td>Geological Scientist</td>
<td>2009</td>
<td>Ext. 2983</td>
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<tr>
<td>Engineering Division</td>
<td>Dawn Munson</td>
<td>Mechanical Engineer</td>
<td>2009</td>
<td>Ext. 2940</td>
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<tr>
<td>Environment, Health, &amp; Safety (EHS)</td>
<td>Maram Kassis</td>
<td>Waste Management Professional</td>
<td></td>
<td>Ext. 6823</td>
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<tr>
<td>Energy Analysis &amp; Environmental Impacts Division</td>
<td>Corinne Scown</td>
<td>Project Scientific Engr Assoc</td>
<td></td>
<td>Ext. 4507</td>
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<tr>
<td>Energy Analysis &amp; Environmental Impacts Division</td>
<td>Nancy Brown</td>
<td>Chemist Senior Staff Scientist</td>
<td>2007</td>
<td>Ext. 4241 / 4764</td>
</tr>
<tr>
<td>Energy Storage &amp; Distributed Resources Division</td>
<td>Guoying Chen</td>
<td>Chemist Research Scientist/Engineer</td>
<td>2010</td>
<td>Ext. 5843</td>
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<tr>
<td>Energy Storage &amp; Distributed Resources Division</td>
<td>Marca Doeff</td>
<td>Chemical Staff Engineer</td>
<td>2009</td>
<td>Ext. 5821 / 7409</td>
</tr>
<tr>
<td>Genomics Division</td>
<td>Susannah Tringe</td>
<td>Biologist Research Scientist</td>
<td>2011</td>
<td>(925) 296-5813</td>
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<tr>
<td>Life Sciences Division</td>
<td>Kelly S. Trego</td>
<td>Biochemist Project Scientist/Engineer</td>
<td>2010</td>
<td>Ext. 6113</td>
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<tr>
<td>Life Sciences Division</td>
<td>Helen Budworth</td>
<td>Biochemist Project Scientist/Engineer</td>
<td>2010</td>
<td>Ext. 2601</td>
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<tr>
<td>Life Sciences Division</td>
<td>Jill Fuss</td>
<td>Biophysicist Scientist Engineer</td>
<td>2009</td>
<td>Ext. 6436 / 2864</td>
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<tr>
<td>Life Sciences Division</td>
<td>Susan Tsutakawa</td>
<td>Biochemist Research Scientist/Engineer</td>
<td>2010</td>
<td>Ext. 2664</td>
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<tr>
<td>Material Sciences Division</td>
<td>Edith Bourret-Courchesne</td>
<td>Senior Scientist</td>
<td>2012</td>
<td>Ext. 6537</td>
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<tr>
<td>Nuclear Science</td>
<td>Janilee Benitez</td>
<td>Sr. Scientific Engr. Assoc.</td>
<td></td>
<td>Ext. 7843</td>
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<tr>
<td>Physical Biosciences Division</td>
<td>Junko Yano</td>
<td>Chemist Research Scientist/Engineer</td>
<td>2009</td>
<td>Ext. 4366</td>
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<tr>
<td>Physical Biosciences Division</td>
<td>Lida Gifford</td>
<td>Science Writer/Editor</td>
<td>2014</td>
<td>Ext. 2563</td>
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<tr>
<td>Physics Division</td>
<td>Natalie Roe</td>
<td>Physics Division Director</td>
<td>2007</td>
<td>Ext. 6380</td>
</tr>
<tr>
<td>Public Affairs</td>
<td>Susan Brady</td>
<td>Center for Science Education &amp; Engineering (CSEE) Manager</td>
<td>2013</td>
<td>Ext. 5325</td>
</tr>
<tr>
<td>Human Resources (HR)</td>
<td>Vera Potapenko</td>
<td>Chief Human Resources and Diversity Officer</td>
<td>2007</td>
<td>Ext. 6681</td>
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<tr>
<td>Human Resources (HR)</td>
<td>Tina Clarke</td>
<td>Sr. HR Division Partner</td>
<td>2010</td>
<td>Ext. 6593</td>
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<tr>
<td>Staff</td>
<td>Christel Cantlin</td>
<td>Diversity &amp; Inclusion Manager</td>
<td>2012</td>
<td>Ext. 7635</td>
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<tr>
<td>Staff</td>
<td>Lady Idos</td>
<td>Sr. Diversity &amp; Inclusion Analyst</td>
<td>2012</td>
<td>Ext. 4232</td>
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</tbody>
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Calendar

Women Scientists & Engineers Council

Calendar of Events
On October 18, 2013, 15 Lab women working in STEM (Science, Technology, Engineering and Mathematics) fields were honored at a special event, hosted by the Diversity & Inclusion Office and the Women Scientists and Engineers Council. By promoting their achievements, we hope to encourage a new generation of women to enter the STEM workforce, Lab Director Paul Alivisatos told the gathering. Honorees include (l-r) Susan Celniker, Jill Fuss, Rachel Segalman, Deborah Agarwal, Aindrila Mukhopadhyay, Natalie Roe, Vera Potapenko (HR), Alivisatos, Mina Bissell, Horst Simon (Deputy Director), Rosio Alvarez, Susan Hubbard, and Rebecca Abergel. Honorees not pictured are Nancy Jean Brown, Beate Heinemann, Dawn Munson, Susannah Green Tringe, and Kathy Yelick. Click here for more information.

Upcoming Events:
- January 28, 2015 - Women and Investing Workshop (B50 Auditorium from 12:00 - 1:00 pm)

Past Events:
- December 10, 2014 - December Networking Forum
- September 8, 2014 - Stress Management Workshop
- December 16, 2013 - "Leave of Absence" presentation by Disability Management Team in HR. Watch the video here.
- December 2, 2013 - December Networking Forum
- October 18, 2013 - Women @ The Lab event honoring 15 outstanding women in STEM. www.lbl.gov/womenatthelab
- May 13, 2013 - Merna Hurd, LLNL Associate Deputy Director - Discussing her career in the public and private sectors, how she has overcome obstacles to thrive in a male-dominated field, how her career has evolved over the years, and how she manages work/life balance. Merna Hurd - Event Flyer 5/13/13
- December 18, 2012 - December Networking Forum
- December 6, 2011 – Holiday Networking Session
- October 12, 2011 – Luncheon Seminar featuring guest speaker
- August 16, 2011 – Division Directors Networking Forum
- May 19, 2011. Patricia Rankin, Associate Vice Chancellor for research and professor of Physics at University of Colorado, Boulder, “Building Better Teams”
- April 21, 2011. Persis Drell, Director, SLAC National Accelerator Laboratory, “An Unexpected Path to Physics as a Career”
- February 24, 2011. Dr. Mina Bissell, Distinguished Scientist, Life Sciences Division, “Balancing Your Career and Research Development”
- September 14, 2010. Dr. Susan Hubbard, Geological Staff Scientist, Earth Sciences Division, on “Toward X-Ray Vision: Geophysical Signatures of the Shallow Subsurface”
- May 21, 2010. Odelle Hadley, Postdoc, Environmental Energy Technology Division, on “Quantifying BC Emissions from Cook Stoves and the Effect of Their Subsequent Deposition to Ice and Snow”
- February 16, 2010. Dawn Munson, Mechanical Engineer, Engineering Division, on “Engineering as a Tool for Discovery”
- October 23, 2010. Dr. Marca Doeff, Staff Scientist for the Materials Science Division, on her research interests focused on “Materials for Battery and Fuel Cell Applications”
- August 17, 2009. Dr. Melissa Lunden, Chemical Staff Engineer, Environmental Energy Technologies Division, on “Physical and Chemical Behavior of Aerosols in the Atmosphere”
• May 15, 2009. Dr. Eva Nogales, Senior Biophysicist, Life Sciences Division, on “Structural Insights into Protein Self-assembly Processes Essential in Cell Division”
• October 30, 2008. Dr. Cecilia Aragon, Staff Scientist for the Computational Research Division, on “Facilitating Scientific Insight with Sunfall”
• July 28, 2008. Professor Inez Fung on “The Physics of the Climate System”