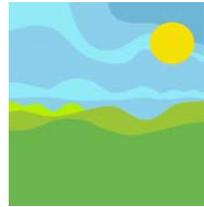




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**Advancing Toward Professorship
in Biology, Ecology, and
Earth Systems Sciences**

April 9-11, 2012
Oregon State University

February 1, 2012

To Whom It May Concern:

A member of your faculty has been accepted through a competitive process as one of 30 participants in the upcoming workshop “Advancing Toward Professorship in Biology, Ecology, and Earth Systems Sciences” (ATP in BEESS) (<http://atbinbeess.oregonstate.edu>), April 9-11, 2012, in Corvallis, Oregon. We hope you will support your faculty member’s professional development by facilitating participation.

The Assistant Professor stage is often difficult, and women in particular are at risk of leaving the profession before getting tenure. This NSF-sponsored workshop is designed to help early-professional faculty, especially women, reach the tenured stage. It focusses on skill development in

- communication (such as within the discipline and the university, and teaching and managing one’s lab, particularly in male-dominated groups)
- development of independent career trajectories (including balancing one’s own expectations and the expectations one perceives from the outside, networking and preventing isolation, being mentored and mentoring), and
- integration of our multiple roles in academia (field work challenges, maintaining personal relationships, recognizing situations in which sexism is institutionalized and surmounting it if appropriate).

Our workshop results from a subcontract of an NSF-ADVANCE Award to George Washington University and Gallaudet University. Two members of our organizing committee were trained by the GWU/GU group at a workshop last May, and planning has been underway since then. The speakers are very well qualified people from a variety of stages and roles at universities. For example, the keynote speaker is Laura Huenneke, who will participate in the whole workshop. She is the Vice President for Research at Northern Arizona University but has worn many hats—and been interested in advancing women and minorities for many years—since earning a PhD in Ecology & Evolutionary Biology at Cornell. She has also served as Dean (of two units at NAU), Department Chair (at New Mexico State University), and lead investigator for the Jornada Basin Long-Term Ecological Research (LTER) site.

You could facilitate your faculty member’s participation by

- *helping with costs.* Participants are responsible for covering transportation to Corvallis, Oregon, one dinner, about \$20/night of the lodging, and incidentals. The grant covers the rest.
- *encouraging participation.* It may be important to tell your faculty member that you support his/her professional development.

Congratulations to your faculty member for acceptance. Thank you for encouraging her/his participation.

Sincerely,

Barb Lachenbruch, Professor

Lisa Ganio, Associate Professor, Forest Ecosystems & Society