Dr. DeBonne Wishart is an Assistant Professor of Geosciences and Near-surface Geophysicist in the International Center of Water Resources Management at Central State University (CSU). She came to CSU in 2010 from a position in Chemistry and Environmental Studies at Illinois Wesleyan University. She currently teaches undergraduate courses in her area of expertise including Environmental Geology and Oceanography.

Dr. Wishart is a two-time recipient of LEADER ADVANCE funding for her current research on the assessment of geothermal potential on the island of Jamaica using hydrogeochemical modeling and geo-thermometric analyses. Her previous research on the hydraulic anisotropy characterization of bedrock fractures and pneumatically-fractured contaminated sediments is published in international and highly-ranked journals in Geophysics and Hydrology. She has presented her work at both national and international conferences.

Dr. Wishart is actively involved in professional societies, including the International Geothermal Society (IGS) and Environmental and Engineering Geophysical Scientists (EEGS).

Dr. Wishart received her MS in Hydrogeology from Virginia Polytechnic Institute and her Ph.D. in Environmental Science from Rutgers University & New Jersey Institute of Technology.

**What are your current professional interests?**

“My current research interests are geothermal and hydro-geophysical assessment of thermal springs. My specific areas of expertise are hydrogeophysics, hydrogeology, geo-electric characterization of fracture anisotropy and fluid flow, geothermometry, hydro-geochemical modeling, site remediation and numerical modeling of groundwater flow contaminant fate, and transport.”

**What do you like most about being a scientist?**

“I am absolutely enthusiastic about women’s ability to explore and solve challenging problems in hydro-geoscience at the micro-scale to mega-scale. I get to use cutting-edge technology while embarking on new frontiers in scientific research. I have enjoyed working in different modeling software environments through exploring groundwater modeling, fluid evolution and mixing, and petroleum reservoir modeling. I enjoy encouraging my students to appreciate geoscience and its significance to their existence.”

Each month, we spotlight a leading female faculty member in the STEM disciplines from across our consortium. To nominate a female faculty member who is leading the way in your STEM department, send the nominee’s name along with a brief explanation to: leader@wright.edu.
The LEADER Consortium hosted *The Keys to Academics’ Success: Faculty Development* mini-conference on April 12th at Central State University. The third in this year’s series of one-day events, the day was dedicated to bringing faculty development resources to members of our Consortium. National and regional speakers addressed topics on writing, mentoring, and work-life satisfaction to an audience of faculty and administrators from all four of our partner institutions.

The morning began with parallel sessions on academic writing. Dr. Paul Silvia, Assoc. Professor of Psychology at University of North Carolina-Greensboro and author of *How to Write a Lot*, offered practical solutions for *Writing More (Often): Some Thoughts on Writing it Up and Getting it Done*. His approach to writing success emphasizes the importance of short but consistent writing sessions and keeping track of writing progress. Participants in the session received copies of his book and later had an opportunity to meet with him one-on-one in follow-up to the session.

Participants in a second morning session learned about technical grant-writing from a local expert, Ms. Meghan Rehberg, Grant Administrator from the University of Dayton. Ms. Rehberg’s presentation addressed the “dos and don’ts” of successful grant proposals, including guidance on preparing budget justifications and writing strong summary statements.

Our Annual STEM luncheon and keynote presentation was given by Dr. Christine Grant, Assoc. Dean of Faculty Development and Special Initiatives, North Carolina State University. Dr. Grant spoke on *Navigating Mentoring Relationships: An “Impressional” Approach*. Addressing the challenges of mentoring in STEM and issues of diversity, attendees received a mentoring “pocket guide”.

Ms. Cindy Simpson, Director of Programs and External Relations from the Association for Women in Science (AWIS) rounded out the day with a comprehensive workshop on *Effective Work-Life Satisfaction Strategies for STEM Faculty*. Ms. Simpson’s presentation, a collaborative product of AWIS and the Elsevier Foundation, drew from research on common concerns of faculty when it comes to balancing work with other life roles, including family and personal interests. The workshop offered practical strategies to improve work-life satisfaction and opportunities to network with peers across the Consortium who face similar challenges.

Attendees at the event engaged in lively discussion, sharing personal experiences and getting answers to questions about these important areas of faculty success. An archive of the event, including PDF copies of handouts and many of the presentations is available on the LEADER website under the News and Events tab. Members of the Consortium can request access to video-recordings of the sessions by e-mailing the LEADER Office.

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“The Daily Grind is a great way to find out what's available, who can help, and how to make it happen.” — Dr. Lynn Hartzler, WSU.

**The Daily Grind** is a monthly program sponsored by the LEADER Consortium and aimed at promoting discussion of faculty development issues that really matter. Last fall, participants across the Consortium weighed in on topics including mentoring, grant funding, and how to manage the multiple roles that are inherent to academic life. Join us this winter/spring for another series on issues including: student incivility, managing a grant, and much more!
Work-Life Satisfaction in Science
Data & Solutions

Data from an international study conducted by the Association for Women in Science (AWIS) point to the challenges of work-life balance for all scientists—women and men. With support from the Elsevier Foundation, they surveyed 4,225 men and women scientists from around the globe, the majority of whom worked full time in academic settings.

Among the key findings, both men and women in science experience conflict when it comes to their work and family roles. Although a slight majority of respondents (58%) reported satisfaction with their current levels of work-life balance, 52% of men and 56% of women reported that work demands conflicted with life demands at least 2-3 times per week. Although both men and women with dependent children were more likely to report work-family conflicts, women (37%) were more likely than men (30%) to report that ensuring balance had been costly to their careers. Of the 10% of respondents who reported plans to leave their current positions, 9% cited work-life conflicts as the reason for their intentions to leave.

Additional data point the importance of workplace flexibility in predicting satisfaction and intentions to stay in one’s current position. Responding to these results, AWIS Executive Director and CEO Janet Bandows Koster concluded “...the academic workplace is still modeled on an ideal that no longer exists nor complements the realities of today’s global workforce.”

While these data point to the need for broad institutional change, faculty in STEM who are searching for more immediate solutions to the challenges of juggling work and life demands can benefit from AWIS’s program on work-life satisfaction. The AWIS workshop, presented at the LEADER Consortium’s Keys to Academics’ Success: Faculty Development event last April, offers 7 keys to achieving work-life satisfaction, including: cultivating a strong support system, exercising your “no!”, shifting your mindset, establishing guilt-free boundaries, asking for what you want and need, planning & prioritizing, and taking time to recharge your batteries. Achieving work-life satisfaction starts with awareness of your work-life situation, resources, your strengths and weaknesses, your values and priorities, and your current work-life satisfaction/challenges.


A PDF copy of the complete Executive Summary summarizing results from the AWIS study can be found at the AWIS website: www.awis.org.
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Keys to Academics’ Success:
Mentoring - September 2012
The next Keys to Academics’ Success will be held in September and will focus on mentoring. Presentations will include “how to” sessions for mentors and mentees, information on implementing successful mentoring programs, and panel discussions with experts. More information coming soon.

Wouldn’t You Like to be a LEADER Too?
The LEADER Consortium is developing a number of policy initiatives, programs and activities. Participation and inclusivity are key to our values and mission, and to that end, we welcome participation and suggestions from across the academy.

Lend your talents and be a leader for equity in the academy by joining a committee, suggesting programs/events, or just voicing your concerns. We’re here to help you make a difference. For more information, contact the LEADER Office at: leader@wright.edu.

The Daily Grind on Summer Break June thru August—Fall Programming Suggestions Welcome!
I’ve truly enjoyed bringing the LEADER Consortium’s The Daily Grind to faculty this year. It has been wonderful meeting you all and brainstorming about strategies for faculty success. The Daily Grind will be taking a coffee break over the summer, but I look forward to seeing familiar faces and meeting new ones in the fall. In the meantime, I will be brewing up a new menu of topics to bring to you next year. I welcome your input in developing the next blend of professional development programming. If you have suggestions for new topics or want to have another taste of something brewed up this year, be sure to let me know. Send your input to me at leader@wright.edu. And thanks again to all of you who attended these meetings — coffee breaks are always better with good company and great colleagues! — Stephanie Goodwin, Program Director