EQUITY, DIVERSITY, AND INCLUSION

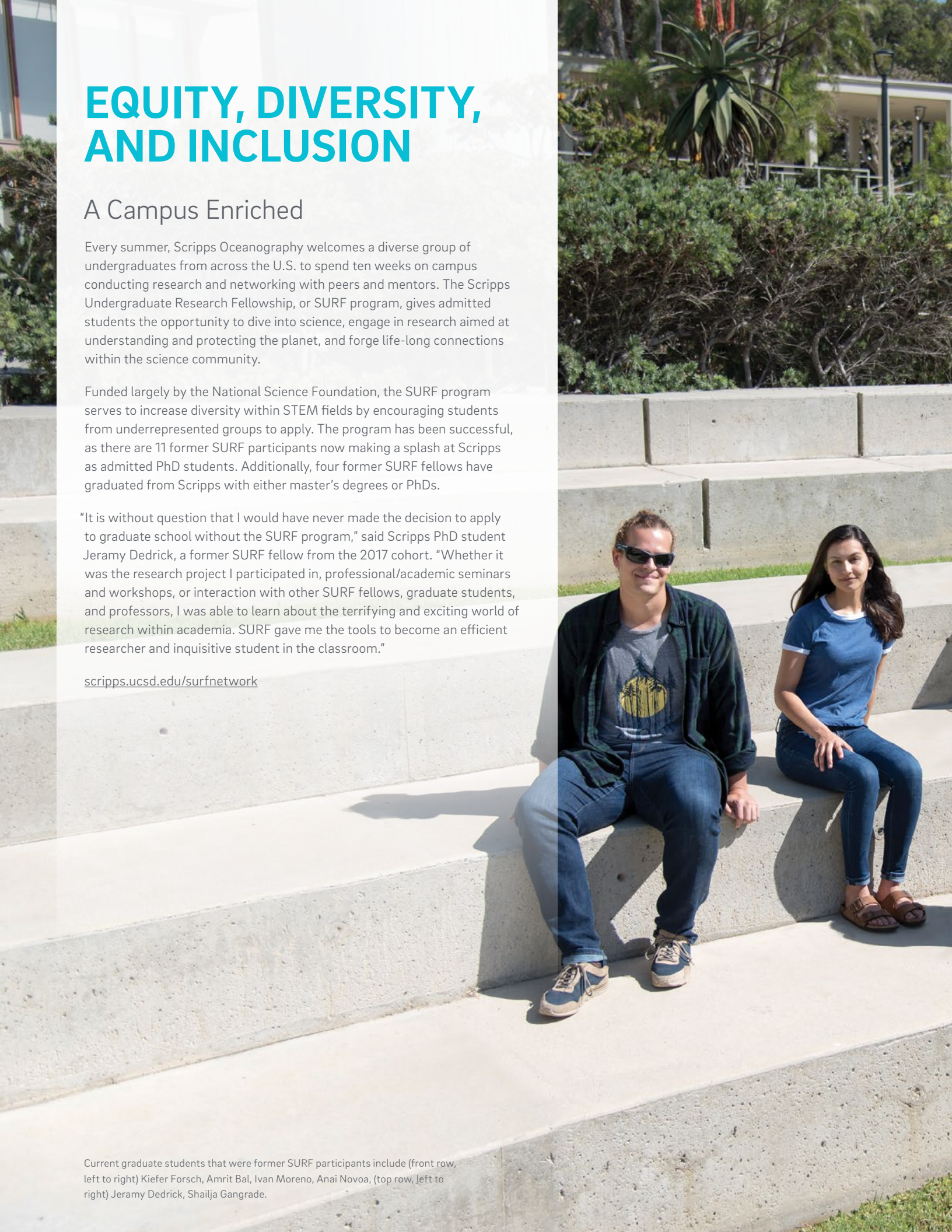
A Campus Enriched

Every summer, Scripps Oceanography welcomes a diverse group of undergraduates from across the U.S. to spend ten weeks on campus conducting research and networking with peers and mentors. The Scripps Undergraduate Research Fellowship, or SURF program, gives admitted students the opportunity to dive into science, engage in research aimed at understanding and protecting the planet, and forge life-long connections within the science community.

Funded largely by the National Science Foundation, the SURF program serves to increase diversity within STEM fields by encouraging students from underrepresented groups to apply. The program has been successful, as there are 11 former SURF participants now making a splash at Scripps as admitted PhD students. Additionally, four former SURF fellows have graduated from Scripps with either master's degrees or PhDs.

"It is without question that I would have never made the decision to apply to graduate school without the SURF program," said Scripps PhD student Jeramy Dedrick, a former SURF fellow from the 2017 cohort. "Whether it was the research project I participated in, professional/academic seminars and workshops, or interaction with other SURF fellows, graduate students, and professors, I was able to learn about the terrifying and exciting world of research within academia. SURF gave me the tools to become an efficient researcher and inquisitive student in the classroom."

scripps.ucsd.edu/surfnetwork



Current graduate students that were former SURF participants include (front row, left to right) Kiefer Forsch, Amrit Bal, Ivan Moreno, Anai Novoa, (top row, left to right) Jeramy Dedrick, Shailja Gangrade.

New Associate Dean for Faculty Equity

In February 2019, professor and physical oceanographer Jennifer MacKinnon was appointed Associate Dean for Faculty Equity at Scripps. This newly created role is part of the institution's commitment to instill equitable practices for recruitment, retention, and evaluation of professors and researchers, leading to a diverse and inclusive community of faculty.

In this role, MacKinnon will work collaboratively on recruitment to ensure that Scripps maintains the ability to attract and retain excellent faculty from diverse backgrounds, and to evaluate them in a fair and equitable way. This includes providing implicit bias training for search committees and guidance on inclusive practices, reviewing candidates contributions to diversity statements, and more. The position will also work closely with Scripps' Director of Diversity Initiatives Keiara Auzenne to coordinate on institutional initiatives that involve faculty diversity and climate.

"Jennifer MacKinnon has worked informally toward improving and enhancing our practices for faculty diversity for some time," said Scripps Director Margaret Leinen. "This appointment recognizes the importance of this work for Scripps."

MacKinnon was the recipient of a UC San Diego Inclusive Excellence Award in 2018, which recognized her extraordinary mentorship to underrepresented scientists through her participation in the program Mentoring Physical Oceanography Women to Increase Retention, a community-based mentoring program that supports female scientists from late graduate school through their early careers.

EDUCATION

From Microbes to the Mantle, New Faculty Members Explore a Changing World

Seven new faculty members joined Scripps Oceanography during the last two academic years. Their diverse research interests range from marine ecology to biogeochemistry to geophysics, but all are united through Scripps's mission to understand and protect the planet.

Sarah Aarons | Assistant Professor
Geosciences Research Division

Aarons is an isotope geochemist whose research is primarily focused on understanding the evolution of Earth's surface through time as a function of a changing climate. Her research involves measurement of isotope compositions of natural materials such as mineral dust, weathering profiles, river sediment, and ancient rocks.

Anela Choy | Assistant Professor
Integrative Oceanography Division

Choy is a sea going biological oceanographer and marine ecologist who studies the structure and function of open-ocean and deep-sea food webs, which fill Earth's largest habitat and play critical roles in climate regulation and global seafood commerce. Her lab combines a number of research tools and perspectives, including using ROVs to observe feeding events in situ, analyzing stomach contents or diet, and measuring biochemical trophic tracers.

Julia Diaz | Assistant Professor
Geosciences Research Division

Diaz is a biogeochemist whose research explores how the ocean's smallest inhabitants, such as phytoplankton, interact with their chemical environment to shape the natural world in big ways, including impacts on ecosystem health, natural resources, and global climate. The Diaz Lab conducts this work using lab-based experiments with model organisms and field work in diverse ocean settings, from coastal to open-ocean environments.

Jack Gilbert | Professor
Marine Biology Research Division

Gilbert is a microbial ecologist who holds a joint appointment between Scripps Oceanography and the Department of Pediatrics at UC San Diego. His lab is working to answer fundamental questions about the human microbiome and our microbial interaction with built environments. His research also focuses on microbial ecosystems from natural environments including oceans, rivers, soils, air, plants, and animals.

Amina Schartup | Assistant Professor
Geosciences Research Division

Schartup is a multidisciplinary researcher whose work lies at the intersection of marine biogeochemistry and human health. Schartup uses modeling and experimental tools to understand how mercury cycles in aquatic environments where it converts into its toxic form, methylmercury, which accumulates in fish people like to eat.

Ross Parnell-Turner | Assistant Professor
Institute of Geophysics and Planetary Physics

Parnell-Turner is a geophysicist whose research concerns how the lithosphere is created and deformed, using geophysical and geological observations made in the oceans. His primary focus is on the mechanical structure of mid-ocean ridges, using the distribution of micro-earthquakes that occur as the tectonic plates spread apart.

Dovi Kacev | Assistant Teaching Professor
Marine Biology Research Division

Kacev is a marine biologist with a special focus on understanding the ecology of migratory shark species. Kacev uses molecular techniques to analyze mako and thresher shark populations and migration patterns in the Southern California Bight. Most of his time at Scripps will be dedicated to teaching marine biology and ecology labs and courses, and he will also continue doing active research and field work.