EAPS MEETINGS & EVENTS

EAPS SPRING FACULTY MEETING SCHEDULE
Apr. 12, 2016
HAMP 3201
3:00-4:30 PM

EAPS AWARDS BANQUET
April 18, 2016
Buchanan Club of Ross-Ade Pavilion
Reception: 5:30 PM
Dinner at 6:00 PM

CoS SPRING FACULTY MEETING SCHEDULE
Apr. 19, 2016
LWSN 1142
3:30-4:30 PM

ALUMNI ADVISORY BOARD MEETING
April 19, 2016
HAMP 2201

DEAN’S VISIT TO DEPARTMENT
April 21, 2016
1:30 - 4:00 PM

EAPS FACULTY & STAFF FALL RETREAT
August 18, 2016
Beck Ag Center, Rm 111
8:30 AM – 4:00 PM

EAPS FALL WELCOME BACK PICNIC
August 18, 2016
Happy Hollow Park, Shelter 1
4:30 – 7:00 PM

EAPS COLLOQUIA

Jonathan Buzan
PhD Candidate
“Quantifying Heat Stress and their Relationship to Atmospheric Thermodynamics, Due to Global Climate Change”
Tuesday, March 29, 2016
4:00 PM
HAMP 2201

Mary M. Glackin
The Weather Company, An IBM Business
“Big data, Internet of things, Cognitive Computing...How has weather data come to be at the hub of it all?”
Thursday, March 31, 2016
1:30-2:30 PM
LWSN 1142

Daniella Rempe
PhD Candidate
University of California, Berkeley
“The Ecological Significance of Landscape-scale Weathering Patterns and Rock Moisture: Observations from the Eel River Critical Zone Observatory in Northern California”
Thursday, March 31, 2016
3:30 PM
HAMP 1252

UNDERGRADUATE AND GRADUATE STUDENT INFORMATION

18TH NATIONAL SCHOOL ON NEUTRON AND X-RAY SCATTERING

Graduate students at North American universities are invited to apply to attend the 18th National School on Neutron and X-ray Scattering, held at Argonne and Oak Ridge National Labs from July 30 - August 12, 2016. This school is designed to introduce students to the capabilities available at U.S. neutron and x-ray user facilities and pays for students’ travel, meals and lodging costs.
Lectures, presented by researchers from academia, industry, and national laboratories, include basic tutorials on the principles of neutron and x-ray scattering theory, the characteristics of neutron and synchrotron sources, as well as seminars on the application of scattering methods to a variety of scientific subjects. As part of the school, students also conduct a series of short experiments to provide some hands-on experience using instruments at neutron and synchrotron sources, both at Argonne's Advanced Photon Source (August 7-12), and Oak Ridge's Spallation Neutron Source and High Flux Isotope Reactor facilities (July 30-August 6). An informational flyer can be found at: https://www1.aps.anl.gov/sites/default/files/NXSflyer2016_0.pdf.

How to Apply: Applicants are encouraged to register electronically through the website at http://aps.anl.gov/nx. Applications must be submitted by April 4th. The application process is quite competitive and requires submission of evaluation letters from among the student’s advisor, department chair and other professors. Complete program and application details can be found at https://www1.aps.anl.gov/nx and at http://neutrons.ornl.gov/nxs/.

MICROSOFT WORD FOR THESIS WRITERS

These courses in March provide an overview of MS Word features that will help you quickly and easily format a thesis or dissertation meeting Purdue Graduate School requirements. Contact Ashlee Messersmith at amiley@purdue.edu with questions. See attached flyer dates and times. Registration is required at: https://goo.gl/X51tEQ

2016 CSU SACRAMENTO- GEOLOGY FIELD CAMP

Spring 2016 field course open to senior geology majors. Note that the entire class is conducted from: June 1-July 10, 2016.

Applications form is available at www.csus.edu/geology. Email application PDF and materials to geology@csus.edu (cc: hausback@csus.edu) or mail to:

Geology 188 Application
c/o Geology Department
California State University, Sacramento
6000 J Street
Sacramento, CA 95819-6043

See the attached flyer for more information, schedule, fees, and deadlines. Please contact Brian Hausck at hhausvuck@csus.edu if you have questions.

SHORT TERM STUDY ABROAD PROGRAMS

The GREEN Program offers accredited 8-10 day programs which take students to epicenters of clean tech, sustainability, and innovative industries. Programs available winter, summer, or spring break. See attached flyer.

• Engage in hands-on, experiential education with industry experts and professionals
• Gain behind-the-scenes access to innovative clean energy facilities and sustainability projects
• Supercharge resumes with a global perspective and unique cultural experience
• Network and develop relationships with powerhouse student leaders and professionals
• Bridge the gap between traditional textbook learning and real-time industry insight
• Participate on world-class bucket list adventure excursions
• Earn an academic transcript for transfer credit short term abroad programs for
future clean energy & sustainability leaders
Apply: www.thegreenprogram.com

SUMMER 3-CREDIT FIELD COURSE OPPORTUNITIES
WITH ECOSYSTEM FIELD STUDIES!

Caribbean Ecosystem Field Studies - Study, snorkel &
SCUBA dive along the Caribbean coast of Mexico
May 21- June 9

Colorado Ecosystem Field Studies – Study, camp, & hike
in the Colorado Rocky Mountains from
June 21 - July 10 or July 18 - August 6

An opportunity to apply classroom & textbook learning while
immersed in an incredible ecosystem setting! Gain valuable
career skills in hands-on ecosystem field research. Earn 3
undergraduate transfer credits. Also offering post-course,
extended credit options of Independent Research &
Conservation Internship

Open to students from all universities & majors. Accredited
by the University of Montana at Missoula's Environmental
Studies. Program: ENST 391- for 3 undergraduate semester
transfer credits.

For all course information visit the course website:
www.EcoFS.org or see the attached flyer.

Direct any further questions to Professor Steve Johnson,
Course Director at steve@EcoFS.org

MERIT-BASED SUPPORT TO GRADUATE STUDENTS

The EAPS Department provides the opportunity for merit-
based support to graduate students to present their
research at professional conferences. The maximum yearly
amount of department support is $400 per graduate student
(each fiscal year). Submit your form to Kathy Kincade
(Room 2169D/HAMP) no later than one month prior to the
start of the conference you plan to attend. Requests after
the fact or after that timeframe will not be accepted.

UNIVERSITY NEWS

DIVERSITY AND INCLUSION RESEARCH PROJECT'S
SYMPOSIUM
Monday, April 4, 2016
Dauch Alumni Center

The guests for the symposium include Erica Simmons,
Gustavo Garcia-López, Denise Sekaquaptewa, Susan
Seizer, and Andrew Rojecki. Their evening keynote will be
delivered by Scott Page.

"SKILLS PERFORMANCE" TRAINING OPPORTUNITIES
AVAILABLE FOR STAFF

Purdue University - Training offers a wide selection of
extension courses for both personal and professional
growth. Taught by experts in their fields, the courses provide
practical, hands-on experience. And, best of all, anyone can
afford them. Take a look through their online catalog for
courses that interest you. Then, register for the courses you
want right now using the web site below!

Please click here to sign up for upcoming classes:
https://www.eventreg.purdue.edu/training/Home.aspx

ENVIRONMENTAL EDUCATION WORKING GROUP, C4E
CALLOUT

The Environmental Education Working Group, C4E, is an
interdisciplinary group of Purdue faculty and staff interested
in informal and k-12 environmental education. If you have a
desire to collaborate in promoting and supporting
environmental education in Indiana, please come to the
meet and greet session. See the flyer for additional
information or contact Dan Shepardson at
dshep@purdue.edu

Thursday, April 7, 2016
3:00 p.m. - 4:30 p.m.
MANN 203

COEUSLITE IRB TRAINING FOR INVESTIGATORS AT
WL CAMPUS

CoeusLite training sessions for Purdue research faculty and
staff are scheduled the end of March. Human Research
Protection Program (HRPP) and Coeus staff will
demonstrate how to submit a new Institutional Research
Board (IRB) protocol application through CoeusLite,
followed by a question-and-answer session and one-to-one
assistance on submissions.

The training workshops are scheduled as follows:

March 24 (TH): 8:30-11 a.m., Hall for Discovery and
Learning Research, Room 143AB.
March 28 (M): 1-3:30 p.m., Lawson Computer Science
Building, Room B151.

Registration is needed: https://goo.gl/YdkaLu to register for
CoeusLite IRB trainings.
INTERDISCIPLINARY COMPUTATIONAL SCIENCE AND ENGINEERING CONFERENCE (CSESC 2016)

This conference highlights the breadth of computational science and engineering research that is being done across the different departments. It allows students to see how the modeling and numerical techniques are being applied to other disciplines. Keynote speaker is Prof. Michael J. Miksis, Northwestern University. His talk is titled "Dynamics of Complex Interfaces". Find additional information and register at: https://goo.gl/xDxywQ

Friday, April 8, 2016
9:00 a.m. – 5:00 p.m.
MANN & MRGN

OTHER NEWS

14TH ANNUAL GREAT LAKES METEOROLOGY CONFERNECE

The conference will be at Valparaiso University on April 2, 2016. The Keynote speaker is Dr. Bill Lapenta, Director of NOAA’s National Center for Environmental Prediction. Topics for the event include: lake effect snow research, meteorology in the energy sector, communications during severe weather, GOES-R, and much more. Registration cost is $75. For more information, please see the attached flyer or contact valpo.ams.nwa@valpo.edu

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SUMMER WORKSHOP IN MATHEMATICAL MODELING OF EARTH'S DYNAMIC SYSTEMS

This workshop will be an intense, hands-on introduction to the creation and use of numerical models as a method for investigating the dynamics of Earth systems. Participants will learn how to translate their understanding of Earth processes into systems of differential equations, and solve them to test hypotheses concerning both modern and ancient systems. In addition, participants will learn how to apply and evaluate selected existing Earth system models. The short course is open to graduate students and faculty. The event is from July 31-Aug 5, 2016 in University Park, PA. See the attached flyer for additional details and registration information.

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MMCC SUMMER INTERN POSITIONS

Intern positions available for the Midwestern Regional Climate Center. They are looking to fill positions for a Climatologist and Climatologist/Computer Programmer. This hourly position is from May 31-August 19, 2016.

Interested applicants should email cover letter and resume no later than Monday, March 28, 2016 to Beth Hall, Director MRCC Illinois State Water Survey at bethhall@illinois.edu. See attached flyer for additional information.

RESEARCH GEOLOGIST (SURFICIAL GEOLOGIST) AT INDIANA GEOLOGICAL SURVEY

The Indiana Geological Survey, a research institute of Indiana University, seeks applications for a research geologist (surficial geologist) to perform geologic mapping and basic and applied research related to the sedimentology, stratigraphy, and depositional processes of the unconsolidated deposits of the State of Indiana. Applications due by April 28, 2016.

Apply at: http://jobs.iu.edu Posting number 00817P

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POST-DOCTORAL POSITIONS AT UNIV OF OK

The Cooperative Institute for Mesoscale Meteorological Studies (CIMMS) seeks to fill 2 Post-Doctoral Research Associate positions for its collaborative research as a Cooperative Institute with the National Oceanic and Atmospheric Administration (NOAA) Office of Oceanic and Atmospheric Research (OAR) National Severe Storms Laboratory (NSSL) in Norman, Oklahoma. See attached flyers for additional information.

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DIVERSITY AND STEM UNDERGRADUATE EDUCATION

On behalf of Dr. Carolyn Johnson and the Diversity Resource Office we invite you to attend a Transformations Special Event on Wednesday, March 30th at 9:30 am in Stewart Center, room 279. Dr. Sylvia Hurtado, professor at the University of California, Los Angeles will speak on "Diversity and STEM Undergraduate Education." Additional information can be found in the flyer below.

This event is free and open to all. Please feel free to distribute the flyer.

FUN FACT OF THE WEEK

Did you know?-The Earth was once believed to be the center of the universe:

Due to the apparent movements of the Sun and planets in relation to their viewpoint, ancient scientists insisted that the Earth remained static, whilst other celestial bodies travelled in circular orbits around it. Eventually, the view that the Sun was at the centre of the universe was postulated by Copernicus, though this is also not the case.
IMPORTANT NOTICE ABOUT THIS NEWSLETTER
This newsletter is used as the primary information source for current and upcoming events, announcements, awards, grant opportunities, and other happenings in our department and around campus. Active links to additional information will be provided as needed. Individual email announcements will no longer be sent unless the content is time-sensitive. We will continue to include our publications, presentations and other recent news items as well. Those using paper copies of the newsletter should go to our newsletter archive on the EAPS website at http://www.eaps.purdue.edu/news/newsletters.html and Click on News to access active links as needed. Material for inclusion in the newsletter should be submitted to Fallon McQuern (fmcquern@purdue.edu) by 5:00pm on Thursday of each week for inclusion in the Monday issue.

If it is in the newsletter, we assume you know about it and no other reminders are needed. For answers to common technology questions and the latest updates from the EAPS Technology Support staff, please visit http://www.eaps.purdue.edu/resources/information_technology/index.html.

Also, as an additional resource for information about departmental events, seminars, etc., see our departmental calendar at http://www.EAPS.purdue.edu/events-calendar.html.
Quantifying Heat Stress and their Relationship to Atmospheric Thermodynamics, Due to Global Climate Change

Jonathan Buzan
PhD Candidate

Human and animal maintain homeostasis through a balance of the combination of external environment (temperature, humidity, and radiation) and internal environment (metabolic heat production, internal temperature, and skin temperature). Heat stress occurs when the body is overwhelmed by internal heat production, and the internal temperature increases rapidly, leading to hyperthermia. The primary method of dissipation of heat for humans is through the evaporation of sweat.

Due to limits to evaporation, I show that heat stress events are tied to atmospheric boundary layer moist thermodynamics. Using the CMIP5 archive, I show that the global circulation models are robust in their projections of maximum moist thermodynamics. I define robust as, 1) multi-model mean spatial patterns are stationary between decadal changes, 2) heat stress events are intrinsically linked to the thermodynamics of climate, and scale with global mean surface temperature changes, and 3) normalized heat stress metrics to global mean surface temperature change are highly correlated to each other. Thus, I find that the uncertainty of heat stress events is largely subsumed within the uncertainties encompassed in transient climate sensitivity. My results are consistent with the hypothesis that widespread human and animal health impacts will be felt at the upper end of projected climate change, and outdoor worker productivity will significantly decline.
Big Data, Internet of Things, Cognitive Computing... How has weather data come to be at the hub of it all?

Mary M. Glackin

Senior VP, Public Private Partnerships
Director, Science and Forecast Operations
The Weather Company, An IBM Business

Thursday, March 31, 2016
1:30-2:30PM, LWSN 1142

ABSTRACT: Building on decades of research in atmospheric and related sciences, today’s accurate weather forecasts are being used to meet demands of consumers and business globally. The value of an accurate forecast is only unlocked when combined with other data sets to provide the insight needed for effective action. This talk will provide a high level overview of The Weather Company’s approach to meeting consumer and business demands for actionable information. It will highlight the technologies employed and talk about the skills needed to drive this business and identify future trends.

BIO: Mary Glackin manages The Weather Company’s relationships with members of the US and global weather enterprise and oversees TWC’s science and forecast operations. Glackin has had a long and distinguished career in public service, including a five-year tenure as deputy undersecretary of Commerce for NOAA operations.

EVENT CONTACT: EAPS Professor Wen-wen Tung (wwtung@purdue.edu)
The Ecological Significance of Landscape-scale Weathering Patterns and Rock Moisture: Observations from the Eel River Critical Zone Observatory in Northern California

Daniella Rempe
PhD Candidate, University of California, Berkeley

As landscapes evolve through uplift and erosion, a host of physical, chemical and biological processes convert fresh, nearly impermeable bedrock into porous and permeable weathered bedrock. The resulting mantle of fractured, weathered bedrock influences runoff, slope stability, and moisture availability to vegetation and aquatic ecosystems. Due to challenges associated with accessing hillslope interiors, little is known about how the topography of fresh bedrock varies across a landscape and few direct observations of storage, transport, and chemical evolution of water in weathered bedrock exist. Observations from the Eel River Critical Zone Observatory reveal the structure and moisture dynamics of the weathered bedrock zone that has developed within the steep hillslopes of the Northern California Coastal Belt. The 4000 m² hillslope study site is mantled with thin soils that overlie a thick (4-25 m) zone of weathered, fractured argillite that thickens upslope. Drilling and geophysical observations suggest a systematic structure to the weathering profile at the landscape scale and are consistent with a theory for the evolution of a weathering front controlled by the deep, slow drainage of fresh bedrock. Repeat downhole neutron probe surveying reveals a dynamic reservoir of rock moisture. In this seasonally dry environment, the rock moisture sustains vegetation and slowly recharges the groundwater, which in turn, sustains baseflow and buffers the landscape from climatic variability. Collectively, our observations demonstrate that the weathered bedrock, beyond the soil, serves as a hydrologically dynamic and ecologically significant reservoir. Directly probing hillslope interiors will improve our understanding of the mechanisms by which water is stored and transported in hilly and mountainous landscapes and thus, the feedbacks between water, rock, and life.

Thursday, March 31, 2016
3:30 p.m.
Room 1252 HAMP

Refreshments at 3:00 pm
Room 2201/HAMP
University of Oklahoma Post-Doctoral Research Associate

The Cooperative Institute for Mesoscale Meteorological Studies (CIMMS) seeks to fill a Post-Doctoral Research Associate position for its collaborative research as a Cooperative Institute with the National Oceanic and Atmospheric Administration (NOAA) Office of Oceanic and Atmospheric Research (OAR) National Severe Storms Laboratory (NSSL) in Norman, Oklahoma. The Post-Doc will contribute to NSSL’s Warn-on-Forecast (WoF) program.

Background:
NSSL is actively working on applications for Multi-function Phased Array Radar (MPAR) technology, a replacement candidate for the current operational Weather Surveillance Radar-1988 Doppler (WSR-88D) network across the United States. One unique feature of MPAR is its rapid scanning capability, which is at least 4-5 times faster than the scanning rate of the WSR-88D. It is important to evaluate the impact of high-temporal-resolution MPAR observations on WoF, which seeks to develop a probabilistic storm-scale ensemble-based forecast system with the goal of increase warning lead times for threats related to severe and hazardous convective weather, e.g., tornadoes, large hail, damaging winds and flash floods.

Responsibilities:
The incumbent will help develop and test improved methods for the assimilation of emerging MPAR observations into storm-scale models using ensemble-based data assimilation techniques in order to increase the accuracy of severe weather forecasts. The incumbent will publish the results in peer-reviewed literature and present at conferences.

Required Qualifications:
1. A Ph.D. Degree (or be in the final stages of dissertation completion before applying) in meteorology, atmospheric science or related area.
2. Research experience with storm-scale numerical weather prediction models and data assimilation methods.
3. Experience with Linux (or Unix) operating systems, programming (e.g., Fortran, C, C++) and scripting (e.g. Python, NCL) skills.
4. Excellent oral and written communication skills (including papers published in or submitted to refereed journals) and an ability to work both independently and cooperatively with others.

The beginning salary range will be $50,000-$55,000 per year (depending on qualifications) with University of Oklahoma benefits. Information on benefits may be found at http://hr.ou.edu/Employee/New-Employees-at-OU/OU-Benefits-Overview. Start date for the position will be as soon as the candidate can begin work. The position will remain open until filled.

This position is a full-time, one-year appointment and is funded by a partnership between NOAA and the University of Oklahoma through CIMMS. The appointee will serve a customary probationary period during the first year, after which the appointment would be extended for up to two additional years subject to satisfactory performance and the continued funding availability.

To apply for the position, please forward your resume, cover letter and list of three references to:

Tracy Reinke, Executive Director, Finance and Operations
University of Oklahoma CIMMS
120 David L. Boren Blvd., Suite 2100
Norman, OK  73072-7304

treinke@ou.edu
ATTN: MPAR 03-16
University of Oklahoma Post-Doctoral Research Associate

The Cooperative Institute for Mesoscale Meteorological Studies (CIMMS) seeks to fill a Post-Doctoral Research Associate position for its collaborative research as a Cooperative Institute with the National Oceanic and Atmospheric Administration (NOAA) Office of Oceanic and Atmospheric Research (OAR) National Severe Storms Laboratory (NSSL) in Norman, Oklahoma. The Post-Doc will contribute to NSSL’s Warn-on-Forecast (WoF) program.

Background:
The vision for the WoF program is to develop a probabilistic storm-scale, ensemble-based forecast system with the goal of increase warning lead times for threats related to severe and hazardous convective weather, e.g., tornadoes, large hail, damaging winds, and flash floods. Severe weather is particularly dangerous when there are multiple threats, with perhaps the most deadly combination involving both tornadoes and flash floods. The incumbent in this position will focus on studies of severe storms in which both of these threats occurred.

Responsibilities:
The incumbent will help develop and test storm-scale ensemble-based data assimilation and forecast techniques (e.g. GSI-EnKF/Hybrid, DART) for probabilistic short-range forecasts of multi-hazard events. The incumbent will publish the results in peer-reviewed literature and present at conferences.

Required Qualifications:
1. A Ph.D. Degree (or be in the final stages of dissertation completion before applying) in meteorology, atmospheric science or related area.
2. Research experience with storm-scale numerical weather prediction models and ensemble data assimilation techniques.
3. Experience with Linux (or Unix) operating systems, programming (e.g., Fortran, C, C++) and scripting (e.g. Python, NCL) skills.
4. Excellent oral and written communication skills (including papers published in or submitted to refereed journals) and an ability to work both independently and cooperatively with others.

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Tracy Reinke, Executive Director, Finance and Operations
University of Oklahoma CIMMS
120 David L. Boren Blvd., Suite 2100
Norman, OK  73072-7304
[treinke@ou.edu](mailto:treinke@ou.edu)
ATTN: WoF Short Range Forecast 03-16
Join us at the Diversity and Inclusion Research Project Symposium!

Monday, April 4, 2016 | Dauch Alumni Center | 12:30-5:00 PM

Our guests include:

Gustavo García-López,
University of Puerto Rico, Río Piedras Campus
Assistant Professor at the Graduate Planning School

Andrew Rojecki, University of Illinois at Chicago
Associate Professor and Director of Graduate Studies

Susan Seizer, Indiana University Bloomington
Associate Professor, Department of Communication and Culture

Denise Sekaquaptewa, University of Michigan, Ann Arbor
Professor of Psychology, Associate Chair, and Faculty Associate at the
Research Center for Group Dynamics in the Institute for Social Research

Erica Simmons, University of Wisconsin-Madison
Lyons Family Faculty Scholar and Assistant Professor of Political
Science and International Studies

Special Keynote by Scott Page at 6 PM, Krannert Auditorium

Sponsored by the Diversity and Inclusion Research Project,
the Department of Political Science, the Diversity Resource
Office, and the Center for Research on Diversity and Inclusion
Diversity and Inclusion Research Project Symposium
Dauch Alumni Center, Rudolph and Prusiecki Rooms
Monday, April 4, 2016

12:30-12:40 Welcome and Introduction - Laurel Weldon

12:40-1:00 **Panel 1: Meanings of Diversity and Inclusion**
*Chair: Venetria Patton*
*Presenters:*
Maren Linett, TJ Boisseau, and Pat Boling

1:00-1:15 Break

1:15-2:45 **Panel 2: Social Movements**
*Presenters:*
Fernando Tormos and Laurel Weldon
Rachel Einwohner and Jared Wright
Kim Marion Suiseeya
*Discussants:*
Erica Simmons and Gustavo García-López

2:45-3:00 Break

3:00-3:45 **Panel 3: Women in STEM**
*Presenters:*
Margo Monteith and Laura Parker
*Discussant: Denise Sekaquaptewa*

3:45-4:00 Break

4:00-5:00 **Panel 4: Humor and the Politics of Race and Ethnicity**
*Presenters:*
Aaron Hoffman
Dwaine Jengelley and Anish Vanaik
*Discussants:*
Susan Seizer and Andrew Rojecki

5:00-5:45 Closing Remarks and Wine Reception

6:00-7:15 Scott Page Keynote, *Krannert Auditorium*
The Diversity and Inclusion Research Project Keynote Lecture

THE MECHANISMS OF DIFFERENCE:
THE VALUES OF IDENTITY AND
COGNITIVE DIVERSITY

MONDAY, APRIL 4, 2016 AT 6:00PM
KRANNERT AUDITORIUM

PROFESSOR SCOTT E. PAGE
UNIVERSITY OF MICHIGAN, ANN ARBOR

Professor Page is the Leonid Hurwicz Collegiate Professor of Complex Systems, Political Science, and Economics, the Director of the Center for the Study of Complex Systems, and also External Faculty at the Santa Fe Institute. He has written three books, The Difference, Complex Adaptive Social Systems (with John Miller), and Diversity and Complexity. His research focuses on the many ways in which diversity is important to changes within complex systems.

Abstract: Empirical evidence suggests that cognitive and identity diversity are capable of exceptional performance. The best performing teams, most cited papers, and most important patents disproportionately include diverse members. Yet, many studies show little benefit from diverse group composition. In short: diversity can improve outcomes, yet does not always do so. An analytic dive into the question of when and how diversity produces benefits reveals several insights. First, diversity matters most on hard problems (hence, the evidence on patents and papers). Second, realizing the benefits of diversity depends on inclusive practices (hence, the lack of inclusion partly explains poor performing diverse groups). Third, no “magic diversity bonus” exists. Instead, differences in perspectives, heuristics, models, and categories combine in ways that we can understand and leverage.