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**Early Career Researcher Workshop:  
*Building Leadership and Team Skills for Professional Success***

Welcome to Seattle, WA and the Center for Urban Horticulture!

Attached are important locations, a meeting Code of Conduct, the planned agenda, and biographies of your facilitators and panelists. We will be doing a lot of work together over a short amount of time and aim for everyone to feel safe, comfortable and healthy. Regular (but unscheduled) breaks will be provided throughout the blocks of time on the agenda. All caterers have been made aware of dietary restrictions you provided in the registration information.

We will discuss the agenda and logistics when we meet on Monday, August 11th at 9am. We look forward to seeing you soon!

**Important locations**

Hotel:

[Silver Cloud Hotel - University District](#)

5063 25th Ave NE, Seattle, WA 98105

(401) 272-5577

Primary Meeting Location:

[Center for Urban Horticulture](#)

NHS Hall

3501 NE 41st Street, Seattle, 98195



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**Early Career Researcher Workshop:**  
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**Meeting Code of Conduct**

COLDEX welcomes individuals from any background and strives to provide a place for scientific exchange that is safe, non-discriminating and without harassment. We expect professional courtesy in communications between COLDEX meeting participants. Participants violating these rules may be sanctioned or expelled at the discretion of the organizers.

By participating in this meeting, all registrants agree to adhere to the Meeting Code of Conduct.

**HARASSMENT**

We take seriously any allegations or evidence of harassment from participants. Examples of harassment include but are not limited to:

- Verbal comments that reinforce social structures of domination: e.g. related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, or religion.
- Sexual images in public spaces
- Racial or racist stereotypes
- Deliberate intimidation, stalking, or following, including virtual
- Harassing photography or recording
- Sustained disruption of talks or other event
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

If you feel unsafe or harassed at the COLDEX Annual Meeting, even if your concern does not fit into one of the bullet points above, please raise your concerns.

Please note that marginalized individuals speaking up about issues and actions that affect them and contribute to marginalization are NOT harassment.

**PROFESSIONAL COURTESY**

Disagreements about science are normal and healthy parts of meetings. Civil and constructive criticism of someone's work for a perceived methodological flaw or a misinterpretation of results is appropriate. Demeaning a scientist by using words such as "sloppy" or "stupid" and other ad hominem attacks are inappropriate.

We expect participants to extend professional courtesy to one another. Examples of unacceptable and unprofessional behavior include:



- Denigrating the researcher or presenter, or denigrating their work (scientific critique is allowed and encouraged; questioning the value of their work is not)
- Name-calling and patronizing language
- Interrupting presenters or those asking questions
- Note that expectations of professional behavior do NOT mean that participants must regulate their language or tone to conform to common academic standards, so long as they are extending appropriate professional courtesy. COLDEX recognizes that academic tone-policing upholds racist and sexist structures in academic settings. We encourage people to voice their science and their concerns authentically.
- Participants should also be aware of the power dynamics between each other and recognize that unequal power dynamics often increase the effect of words and behaviors. For example, a senior scientist should be especially aware of how criticism of the work of an early career researcher may affect that researcher's experience at the meeting. COLDEX rejects the idea that it is necessary to have a 'thick skin' to be a scientist.

## **ENFORCEMENT**

Participants asked to stop any harassing behavior are expected to comply immediately, regardless of who asks them to stop. If someone asks you to stop a behavior because it is making another participant feel unsafe or unwelcome, please recognize that while that may not have been your intent, it was the result. It is your responsibility to reflect on that behavior.

If a participant engages in harassing behavior or unprofessional conduct, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the COLDEX Annual Meeting.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and event-related social activities. We think people should follow these rules outside event activities too!

## **REPORTING**

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible. See below for avenues for reporting.

Harassment and other code of conduct violations reduce the value of our event for everyone. We want you to be happy at our event. People like you make our event a better place.

If you do not feel comfortable immediately reporting harassment or other code of conduct violations, we will continue to accept reports after the end of the meeting.

You can make a report either personally or anonymously:



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**Anonymous Reporting:**

You can make an anonymous report here: <https://forms.gle/GeiyaGEsBHEXmtm67>

**Meeting Code of Conduct continued...**

We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary to prevent a recurrence.

**Personal reporting:**

You can make a personal report to any of the COLDEX Leadership.

Meredith\_Hastings@brown.edu (will be onsite for this meeting)

Ed Brook, Edward.Brook@oregonstate.edu

Danielle Whittaker, Danielle.Whittaker@oregonstate.edu

Keely Corder, keely.corder@oregonstate.edu

Erin Pettit, pettiter@oregonstate.edu

Peter Neff, pneff@umn.edu

Heidi Roop, hroop@umn.edu

When taking a personal report, you won't be asked to confront anyone and we won't tell anyone who you are.

Our team will be happy to help you contact local support services or otherwise assist you to feel safe for the duration of the event. We value your attendance.



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**Early Career Researcher Workshop:**  
***Building Leadership and Team Skills for Professional Success***

**Agenda**

The foundation of great leaders and teams is rooted in a variety of skill sets that all of us can focus on to have greater impact as we work. Some differentiating factors of great leadership include critical self-knowledge, sustained proactive inquiry, and a willingness to both share and listen as a means to building relationships and trust. The goal of this workshop is to help raise each individual's self-awareness around how they show up and how they impact the people around them. The agenda has been designed to help you gain knowledge, practice new understanding, grow your network, and ultimately fulfill your goals for leadership!

**Monday, August 11th and Tuesday, August 12th, 2025**

***Understanding Your Style, Your Impact, Your Network, Your Personal Leadership***

**Monday, August 11th**

***Location:*** Center for Urban Horticulture, NHS Hall

***Meals:*** Breakfast at hotel, Working Lunch + Snacks Provided, Dinner on your own

**9:00am – 12:00pm      Welcome, Introductions, Overview of Agenda**

- Uncover your personality style using the DISC Personality Assessment
- Learn how to work with others who have similar AND different styles

**12:00pm – 1:00pm      Break and Working Lunch**

- Take a break, take a stroll, or chat with others about what you've learned so far!

**1:00pm – 4:00pm      Emotional Intelligence**

- What is self-awareness?
- How do you start to understand your impact?
- What good are emotions and can we really express them at work?
  - What does our brain have to do with it?
  - What are our triggers and our reactions to them?
  - What drives our behaviors?
- What is connection and how do we know if we have it?
- What is the cost of not being connected?



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**Early Career Researcher Workshop Agenda:  
Building Leadership and Team Skills for Professional Success  
Agenda**

**Tuesday, August 12th**

***Location:*** Center for Urban Horticulture, NHS Hall

***Meals:*** Breakfast at hotel, Working Lunch + Snacks Provided, Dinner on your own

**9:00am – 12:30pm      Getting and Receiving Feedback** (break included)

- o How do we get better at giving and receiving feedback?
- o Why is giving feedback so hard?
- o What gets in our way of hearing some feedback?

**12:30pm – 1:45pm      Lunchtime networking exercise**

- o Break, lunch and networking exercise related to feedback

**1:45pm – 3:15pm      Mentoring**

- o What are key skills needed to be a great mentor?
- o Who are you mentoring? Who is mentoring you?
- o Who is on your mentoring map? Who is missing? How do you find mentors?
- o What are some things you can do to be better connected?

**3:15pm – 4:00pm      Closing exercise**

- o Overall summary of your learning
- o Checking in with yourself
- o Setting goals, accountability mechanisms



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### **Workshop Facilitators**



***Christina (Chris) Olex, The Point***

Chris Olex is a Corporate and Academic Trainer specializing in personal and team development, relationship building and communication, and self-awareness work.

Chris utilizes a variety of teaching methodologies, including assessment, experiential learning, and group discovery, as a means to help participants fully connect training content to direct application in the workplace and in their personal lives. Chris has extensive experience in the academic arenas speaking at the following conferences: DIACES 2002, DIALOG 2004, 2005, IPY 2007, APECS 2009, NGPR 2015, and DISCCRS 2003-2013. Chris has also been a presenter of leadership development work at ESWN conferences in 2008, 2012, 2013, and 2014. Other client relationships include delivering content for The National Center for Faculty Development under Dr. Kerry Ann Rockqu Shore, speaking to IGERT cohorts at WSU, Rutgers Women of Color Scholars Initiative, the Bard Center for Environmental Policy, and the Bard MBA in Sustainability. Finally, along with authors C.S. Weiler and J. Keller, Chris published a paper in 2011 titled "Personality Type Differences between Ph.D. climate researchers and the general public: implications for effective communication".

Chris believes in the power of assessments for self-discovery, and is a certified trainer for the Myers-Briggs Type Indicator™ through the Association for Psychological Type; DiSC™ through Inscape Publishing; Emotional Intelligence through the Institute for Health and Human Potential; and is a certified coach through IPEC and the International Coaching Federation.

***Clients often ask "So, what is the point?"***

***My reply, "Exactly".***



***Meredith Hastings, Brown University***

Meredith Hastings is Chair & Professor of the Department of Earth, Environmental, and Planetary Sciences at Brown University and recently served as Deputy Director of the Institute at Brown for Environment and Society, an interdisciplinary research center focused on understanding interactions between natural, human and social systems. Prior to joining the faculty at Brown in 2008, Meredith was a postdoctoral fellow at the University of Washington's Joint Institute for Study of the Atmosphere and Ocean (JISAO). She completed her Ph.D. at Princeton University, working in the Department of Geosciences and at the National Oceanic and Atmospheric Administration's Geophysical Fluid Dynamics Laboratory. She is an NSF CAREER awardee, a recipient of the American Geophysical Union's Atmospheric Sciences Ascent Award and was named one of Insight into Diversity's 100 Most Inspiring Women in STEM. She is currently a co-PI of ADVANCEGeo ([serc.carleton.edu/advancegeo](http://serc.carleton.edu/advancegeo)), a national program funded by NSF to transform workplace climate in the geosciences and other scientific fields through the development of bystander intervention and research ethics training. She also serves as



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Past President of the non-profit Earth Science Women's Network (ESWN, [www.eswnonline.org](http://www.eswnonline.org)), and is a proud mom of two beautiful daughters, Anne (13) and Lyla (12).