

Career progression opportunities and support for geochemist scholars

PALLAVI ANAND [SHE/HER]¹, PIETER BOTS², JESSICA GAGNON³, FRANCIS APPIAH¹, ERNEST CHI FRU⁴, AMY J. V. RICHES^{5,6}, SUSAN H. LITTLE⁷, SHONIL BHAGWAT¹, ELENA MATERS⁸, ANYA LAWRENCE⁹ AND BRYNE NGWENYA⁶

¹The Open University

²Concrete4Change

³University of Manchester

⁴Cardiff University

⁵SETI Institute

⁶University of Edinburgh

⁷University College London

⁸Yusuf Hamied Department of Chemistry

⁹University of Birmingham

Geochemistry provides tools to address research topics spanning Earth, environmental and planetary sciences. Affiliated to these disciplinary ‘homes’, geochemists in the UK work across higher education institutions (HEIs). ‘Evaluating Diversity and Inclusion within the (geochemistry) Academic Ladder (E-DIAL)’, a project funded by the UK’s Natural Environmental Research Council, found stark inequalities experienced by geochemists who belong to multiply disadvantaged groups [1].

We extend our data analysis to explore what level of support is available for geochemists in terms of career progression. Our results provide insights into whether the support and conditions experienced are uniform and whether this impacts their thriving career progression, and choice of career paths. Whilst providing an incomplete snapshot, these data are invaluable as the first of their kind for UK geochemists in HEIs, and probe the research environment within which the geochemistry workforce operated during the period when the data were collected (2021-2022). We will also present respondents' suggestions for change that is required in the UK. For example, reforms to research funding designs, laboratory infrastructure accessibility, and/or institutional career support. We are confident that some of these are applicable globally for geosciences/STEM research and innovation institutions.

[1] Anand, P., Bots, P., Gagnon, J., Appiah F., Maters, E., Bhagwat S., Little S., Riches A. Chi fru, E., Lawrence A. and Ngweny B. (2024) You can't climb a broken ladder: Examining underrepresentation of multiply-disadvantaged groups in secure and senior roles in UK geochemistry, *Earth Science Systems and Society*, doi: 10.3389/esss.2024.10098