

TO BE
LEADERS IN
ATTRACTING,
DEVELOPING,
& PROMOTING
WOMEN
IN THE
CHEMICAL
SCIENCES
AND
RELATED
DISCIPLINES



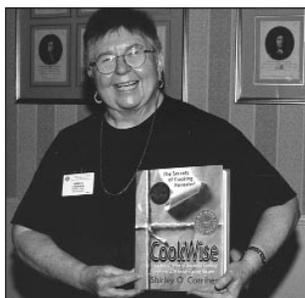
FALL/WINTER 1999
American Chemical Society
Women Chemists
Committee
1155 Sixteenth St., N.W.
Washington, DC 20036

WOMEN CHEMISTS

Shirley Corriher: Chemist/Chef Featured Speaker at Women Chemists Luncheon

Did you ever wonder how to keep green vegetables from turning brown while cooking them? Avoid acid. Want to keep red vegetables from turning blue? Add acid. These and other cooking hints were discussed at the Women Chemists Committee Luncheon by the featured speaker, Shirley Corriher, a chemist and technical expert to celebrity chefs around the world. Shirley is also the acclaimed author of the book *Cookwise: The Hows and Whys of Successful Cooking*. (See Book Review on page 6.)

Shirley started her interest in chemistry related to food when she had to cook three meals a day for a boarding school that she and her husband owned. She took cooking classes and would end up



Shirley Corriher

Courtesy of C&E News

telling the teachers what went wrong with the recipes that were demonstrated in class. Her cookbook provides a lesson in science and contains recipes to demonstrate her cooking hints. To date, she has sold about 130,000 copies of the cookbook, while sales of most cookbooks average about 20,000 copies in three years. Obviously, the general public can appreciate the benefits of understand-

ing chemistry as applied to daily living!

Shirley not only knows her chemistry related to food, but she is also an entertaining speaker. In addition to her luncheon address in New Orleans, Ms. Corriher gave a presentation at Industry Central, "Food Chemistry and Southern Chefs."

—Renée Niziurski-Mann



Frankie Wood-Black

From the Chair

Happy Holidays! Yes, I know the newsletter is a little later this year, and it should be reaching you during the busy holiday season. This year, busy has been an understatement for the Women Chemists Committee. This newsletter is packed with information on the activities of the Committee and members like yourself.

As you have probably read in the past several newsletters, Changing Images has been the watch phrase for the Committee. It has been our goal to maintain the momentum of the Committee through our activities and support of ACS national and local initiatives, while also raising awareness about the changing demographics of the Society and the workplace. Visibility has been key to this effort.

The WCC has seen record attendance at our interactive Women in Industry Breakfasts and our Luncheons at the ACS national meetings, in addition to an increase in requests for information about local WCCs. We are now consistently asked to sponsor or co-sponsor symposia on issues that you, our

readers, and breakfast and symposia attendees have told us are important to you.

What to expect for the year 2000? In addition to current activities, the WCC is announcing an Overcoming Challenges Award to be given to a woman student from a two-year or four-year institution who has overcome a number of challenges to pursue her education in chemistry.

Now for your Year 2000 Challenge: The WCC has been charged with helping to increase the recognition of women in their chosen fields of technical expertise, that is, to increase the number of nominations of women for ACS national awards. The WCC and the ACS cannot, by themselves, increase the number of women nominees—this must be done by the ACS membership. The WCC can facilitate the nomination process, but it takes someone who is knowledgeable in the area of expertise and who knows the potential nominee to put forth a nomination of a qualified candidate. The deadline for the Year 2001 Award Cycle is February 1, 2000. **Please consider nominating a qualified woman.** If you need assistance, contact any of the WCC members, and we will put you in touch with someone who can help.

Happy Holidays, and have an exciting turn of the century!

—Frankie Wood-Black

Successful Women in Chemistry

Women Chemists is proud to feature Dr. Marion Thurnauer, currently the Director of the Chemistry Division at Argonne National Laboratory (ANL), a Department of Energy facility operated by the University of Chicago.

Established in 1946 with an initial mission of harnessing atomic energy for peaceful uses, Argonne National Laboratory, whose main campus is located in Illinois, has evolved into one of the world's premier research institutions. The Chemistry Division, which Marion leads, is composed of more than 80 scientists conducting research in a variety of fields, ranging from radiation chemistry and photochemistry to organic superconductors, heavy-elements chemistry, and coal chemistry.

After receiving her Ph.D. in physical chemistry from the University of Chicago, Marion joined ANL as a postdoctoral appointee. She was hired as an assistant chemist in 1977 and gradually moved through the ranks and was appointed to her current position of Director in 1995. She is the first woman to hold the position of director of a scientific programmatic division at Argonne.



Marion Thurnauer

Marion's research focuses on photochemical energy conversion. She applies magnetic resonance methods, such as time-resolved electron paramagnetic resonance techniques, to study both natural and artificial photosynthetic systems. She is a recognized leader in this area, having authored over 80 publications. Among her outstanding accomplishments is showing that one of the early electron acceptors in green plant photosystem I is a phylloquinone.

Marion is an inspiration and role model for all women. A fellow of the American Association for the Advancement of Science and a member of various scientific organizations (including ACS), she is a recipient of several prestigious awards. She has contributed much to recruiting, developing, and recognizing women in the sciences. She created and developed the Science Careers in Search of Women Conference, an annual event that reaches more than 400 young women in the Chicago area and encourages them to consider pursuing scientific and technical careers. She is also a key player in ANL's Women in Science and Technology (WIST) Program.

Q. How did you get started in chemistry or your field of endeavor?

A. I was always fascinated by science. I first learned to appreciate the wonders of the universe from my family. My father had a big influence in fostering my interest. My aunt was an astronomer who showed me the rings of Saturn through a telescope, and I was hooked. When I was trying to decide on a major in college, I still had rather romantic notions about wearing a white coat and working in a laboratory, and I had vague ideas about wanting to work on biological problems. My future husband, who was a chemistry graduate student at that time, pointed out that if I studied chemistry, I would gain "expertise" in physical techniques and approaches to problems that could then be applied to study biological systems.

As I worked on my Ph.D., I pretty much forgot my earlier thoughts about biological systems, because I became so interested in the chemical problems that I was exposed to in graduate school. After graduate school, I was hired as a postdoctoral associate at Argonne, and I found myself doing pretty much what I initially set out to do—working with physical tech-

niques (magnetic resonance spectroscopy) and approaches to study a process (photosynthesis) that occurs in a biological system—even after "forgetting" my initial goals. I often meet students, particularly high school students, who are fearful of setting career goals because they think that they might get stuck on a wrong career path. I usually tell them not to set their goals so tightly that there is no room to see how many exciting possibilities are out there.

Q. What took you where you are today?

A. The short answer is that I followed the steps necessary to move through the system to become a senior scientist. I did not have a specific goal of taking on administrative responsibilities. This idea, or even being considered for a leadership position, probably came about because of my involvement in activities relating to women in science.

When I was hired as a staff member at Argonne, I was the only female Ph.D. staff member in the Chemistry Division. This was the case for another eight years. Because of my experience, I looked for ways to support and encourage young women inter-

ested in science. The mid-eighties were an opportune time for activities to promote science and technology careers for women and minorities, because many were asking, "Who will do science in the year 2000?" Thus, I worked with Argonne's Division of Educational Programs to organize a career conference, Science Careers in Search of Women, which was held in 1987 for college women. This is now an annual event for high school women.

The outreach activities were actually the trigger for establishing a Women in Science and Technology (WIST) Program at Argonne in 1990. The program is designed not only to develop outreach activities, but also to foster recruitment, retention, and promotion of women. In other words, in establishing the program, we (an ad hoc group of women) convinced laboratory management that outreach activities and career development are intimately linked. We could not bring young women to Argonne and encourage them to be scientists and engineers if they did not see women working in positions at all levels.

Two immediate and important outcomes resulted from the year we spent working directly with laboratory management to develop and implement the WIST program: We gained visibility with laboratory management, and we fostered a supportive network of women. That is the long answer, because I believe that both of these factors contributed to taking me where I am today.

Q. What did you have to sacrifice along the way, if anything?

A. One makes choices all the time, and depending on one's perspective, a choice that precludes a different path may or may not be considered a sacrifice. I like to think of what I gained from my choices, not what

I missed. It is sort of like, "Is the cup half empty or half full?" And sometimes it is only a matter of postponement, or you find yourself on a path not taken earlier, only you got there by a different route. These points are well stated by Cokie Roberts in her recent book, *We Are Our Mothers' Daughters*.

Q. How have you changed, and/or how has the "work climate" changed, since you started?

A. I think that the work climate has changed in a number of ways. Many of the changes are related to the fact that there are more women in the workforce. As I mentioned, I went from having no other women around to finding a network of women. Thus, I learned firsthand how important it is to have a "critical mass". Also, I think that there are more enlightened people, who hold positions in which they can effect change, who are seriously looking for ways to address issues that particularly affect women. [See the recently released report from MIT: "A Study on the Status of Women Faculty in Science at MIT" at <http://web.mit.edu/fnl/women/>.] In general, I think that if one were to plot the changes in the work climate for women, it is a sawtooth pattern with an upward slope.

Probably I changed most after becoming Division Director. Solving so-called people problems involves a different set of skills from those used to solve scientific questions. From this, I have learned about the importance of obtaining people's respect and trust. In turn, I have discovered the importance of examining my self-perception. In a broader view, I have come to believe that gaining respect is behind many of the issues that women face. In terms of a changing climate, I see that young women currently entering the workforce begin with a more positive

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WCC Recognizes Travel Award Recipients

The WCC has recognized the recipients of travel awards who will attend scientific meetings between July 1 and December 31, 1999. The awards are funded by Eli Lilly & Company and sponsored by the WCC. Travel award recipients who attended the New Orleans meeting are pictured here (front row, l-r): Erica Martin, University of Akron, and Karin Ezbiansky, University of Pennsylvania.

Travel award recipients who attended other scientific meetings from July through December 1999 are Christine M. Dieckhaus, University of Virginia; Karen Franks,



WCC travel award recipients at Women Chemists luncheon in New Orleans with committee members Dawn Brooks, standing far left; Frankie Wood-Black, chair, center; and Kathy Juneau, standing far right.

Courtesy of C&E News

Oregon State University; Jessica Hurt, Haverford College; and Maria Tsiouris, University of Pennsylvania. Applications for travel awards to scientific meetings between July 1 and December 30, 2000, are due March 15, 2000. For meetings between January 1 and June 30, 2000, applications were due October 15, 1999, and recipients will be announced in late December.

For more information and an application form, please contact Cheryl Brown at c_brown@acs.org or the WCC Web site: www.tamug.edu/acswcc.

Career Development Advice: A WCC Survey

Have you received any good advice lately? Can you pinpoint one valuable piece that has helped you move your career along? Is there something novel you do that assists in balancing work and life? Here's your chance to share your insights with other readers of the *Women Chemists* newsletter. We are looking for ideas or strategies that you have used as you progressed in your career. We would like to answer two questions: What has been effective in developing your career? And what didn't work and how did you overcome it? Here are a few examples of activities that have worked for some of our Women Chemists Committee members:

- Participating in a local ACS section to make more contacts.

- Volunteering for company-wide projects to increase visibility.
- Taking a time-management course.
- Discussing career moves with a mentor (see the WCC Web site, www.tamug.tamu.edu/acswcc, in spring 2000).
- Staying informed on current events by reading pertinent journals.

If you have ideas that you would like to share, please send them to Amber Hinkle at Amber.Hinkle.B@bayer.com. We will print some of them in future issues of the WCC newsletter.

—Amber Hinkle

New Orleans WCC Symposium

In New Orleans, the WCC co-sponsored a two-session symposium with the ACS Division of Industrial & Engineering Chemistry titled "Issues Facing Women Professionals". The Chairs, Deborah Carter of Pace International and Melanie Lesko of Texas A&M University, did a great job of assembling a very diverse group of speakers.

The Monday afternoon session started off with Janet Oysteryoung, National Science Foundation, discussing "The Chemical Workforce in 2020". Edmonia Josey, Bayer Corporation, followed with the topic "A Single Mother's Experiences in the Workplace from the 1970s to 1999". Next, Patricia Aikens, from Uniqema, spoke on "Issues Facing Women in Multinational Corporations". Sherri Matis, Zeneca Pharmaceuticals, described "What's the Most Important Thing To Know When Traveling Overseas". Patricia Ward, Spotfire Inc., spoke on "High-Technology Sales Opportunities for Women". To finish the afternoon session, Deborah McCarthy, of Saint Mary's College in Indiana, discussed "Factors Affecting the Recognition of Professional Women".

The second session for the "Issues Facing Women Professionals" symposium opened on Tuesday morning

with remarks by the session co-chair, Melanie Lesko, of Texas A&M University. The first speaker of the morning was author and consultant Sheila Tobias, who discussed the topic "Science-Trained Professionals: A New Breed for a New Workplace". Susan Knock, from Texas A&M University, followed with a talk on "Finding the Right Job". Laura Parmentier, Beloit College, discussed how to manage work and a family under the topic "Career and Family Balance in Academia". Teresa Colletti, Solutia, Inc., discussed a similar theme: "What I Really Need is Another Six or Seven Hours a Day! Can You Achieve Work-Family Balance in the Industrial World?" Along the same theme, Shannon Davis, of Solutia, Inc., discussed the topic "So You're Married; What To Do with Two Careers in Industry". The session was completed by Carol Simms, of Procter and Gamble, Inc., who addressed the topic "Critical Roles in Diversity Success".

Feedback from each of the sessions was extremely positive, with significant audience participation and anecdotal responses. For more details on these talks, see the WCC Web page at www.tamug.tamu.edu/acswcc.

—Amber Hinkle

Women Chemists Events Scheduled at Spring Regional Meetings in 2000

Middle Atlantic Regional Meeting, May 14–17 in Newark, DE. A Women Chemists luncheon and a session entitled "Empowering Women for a Career in Chemistry" is being organized. Contact Thais Sielecki at thais.sielecki@dupontpharma.com.

Central Regional Meeting, May 16–19 in Covington, KY. Elizabeth Picos may be contacted at picos.ea@pg.com regarding the two Women Chemists events: a technical session on colors and a panel discussion

featuring women speakers on "Achieving Success in Chemistry".

Great Lakes Regional Meeting, June 4–7 in Fargo, ND. A Women Chemists luncheon is being organized. Contact Greg McCarthy at gmccarth@prairie.nodak.edu.

Northwest & Rocky Mountain Regional Meeting, June 15–17 in Idaho Falls, ND. A Women Chemists luncheon is being organized. Contact Jill Scott at scotjr@inel.gov.

Successful Women in Chemistry Q&A
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self-perception than those in the past, because it is no longer unusual for them to choose careers in science.

Q. How do you define being successful?

A. Success is having a sense of satisfaction with your life. It is achieving both the easily defined goals (such as completing a task) and the broader ones such as I mentioned earlier, while maintaining your internal standards. Success is also accepting and learning from your mistakes and moving on.

Q. Does success require compromise?

A. A very real compromise for me is that of time. For example, it is important for me to remain involved in my own research, but I know that I cannot be intimately involved with every aspect. I think all of us have become overwhelmed these days, being bombarded with information that comes constantly via e-mail, fax, and the print media. Most requests can get to you right away; therefore, everyone wants an instant response.

Q. Did you have mentors, and how have they helped?

A. I have had and continue to have mentors who not

only have advised me, but have given me enormous support and encouragement. When I became Division Director, I realized that I had to learn quickly how to operate in a new situation. I have not hesitated to call upon those in similar positions as mine, or in levels above mine, for advice. Having said that, it is important to say that mentoring is not an easy process. I believe that the key is learning how to translate valuable advice to one's own frame of reference. It is only after this process (the "click", the "ah hah") that you can successfully apply it. I try to keep this in mind when I am the mentor.

Q. How do you balance work and life?

A. This is the difficult one. It is sometimes hard for me to turn off my mind when I leave the lab. I make a point of exercising every day, and that helps a lot. Another aspect about living in the information age is that one can almost always be reached. You have to make a point of sometimes being out of contact.

Q. What worked for you that would be good advice for someone else coming up in his or her career?

A. Follow your goals and dreams, but always remain open to opportunities that may arise.

—Elizabeth A. Picos

Local Section WCC Contacts

The following local sections have WCC contacts, and their representatives welcome inquiries about local WCC activities:

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Book Review***Cookwise: The Hows and Whys of Successful Cooking*
Shirley O. Corriher**

William Morrow and Co., New York, 1997, 524 pp., ISBN 0-688-10229-8

Cookbook chemistry. We often hear that term used to describe first-year chemistry labs, where students follow step-by-step directions without understanding what they are doing. Many books about cooking are like that—sometimes even the authors don't know why you add the ingredients in a particular order or why ratios are so important. And they never discuss the chemistry of food.

Cookwise: The Hows and Whys of Successful Cooking, by Shirley Corriher, explains the science behind cooking. This is a great text for those of us who want to know how scientific concepts apply to everyday life—and don't mind eating their successes. Learning the "whys" of cooking means that you can apply your knowledge to all recipes from all sources. Once you understand the basic concepts presented in this book, you can avoid disasters such as fallen cakes, seized chocolate, and rocklike biscuits.

Throughout the seven chapters, Corriher gives recipes ranging from appetizers to desserts. To help guide the reader, rules of thumb are sprinkled throughout the book, such as "1 teaspoon baking powder to 1 cup flour; 1/4 teaspoon baking soda to 1 cup flour." You'll find "formulas" for standard items, such as the ratio of flour to sugar to eggs to liquid in a cake. The "At a Glance" sections highlight techniques to use and why they work. Each recipe includes "What This Recipe Shows", which succinctly highlights the scien-

tific principles. And once you have learned these principles, you can apply them to other recipes—the same way we apply our chemical knowledge learned in the classroom to real-world applications.

Corriher discusses not only the ingredients but also how to use them. In the chapter on breads, for example, she reviews the different types of flour, the protein content of each, and when the cook can use them to advantage. For example, many flours used in the South contain 9 g of protein per cup of flour and produce light, fluffy biscuits and muffins. Northern flours, with 13 g of protein per cup, are better for yeast breads and pasta. Combining flour with water first creates a very different dough than that formed from combining flour with fat and then adding water. The first process produces a light, airy bread and the second a cakelike bread. Scientific topics include surface tension, emulsions, structures of glycerides, and proteins (denatured and coagulated). Corriher covers the secrets to sauces, including different kinds of starches and the characteristics of each. I have applied these concepts to my own cooking and have had wonderful success.

After reading this cookbook, you'll feel that you can try any recipe—and find the land mines before you start. However, I warn you: It is very hard to read this book without running into the kitchen to try a few experiments!

Reviewed by Carolyn Ribes

***Jump-Starting a Local Women Chemists Committee:
A Cincinnati Experience***

Looking to start a Local Section Women Chemists Committee? Let me share our experience of starting one in Cincinnati.

First, we formed a steering committee to plan and implement a kickoff meeting. A steering committee is ideal for these reasons:

- It spreads the work.
- Several heads are better than one.
- Why do you think geese fly in groups? One reason is so each one can take turns being a leader!
- There is always the assurance that somebody will take over somebody else's responsibility in the event that that person cannot do it, thus providing continuity.
- The committee is a support group—not to mention that it is also an excellent networking opportunity!

Once the committee was formed, plans were made and executed. We had our kickoff meeting last April,

and it was successful. The scientific community was well represented, with attendees from academe, industry, government, high school, and even a law firm! Two speakers shared their experiences, inspiring and challenging all of us at the gathering.

In addition to three more meetings this year, the local group plans to sponsor a technical session and reception at the Central Regional Meeting in 2000, and to link their Web site (www.che.uc.edu/acs/wccindex.htm) to the Cincinnati Local Section's site.

We still continue to learn, especially about how to become a successful part of our local section. But we have learned that, together, we can do it!

One additional note: Please contact Cheryl Brown, the ACS staff liaison to WCC, or Mary Singleton for a list of the women chemists in your area and a brochure on how to start a local WCC.

—Elizabeth A. Piocos

Women Chemists Events at Fall Regional Meetings

The ACS Western Regional Meeting that was held October 6–8, 1999, in Ontario, CA, featured a Women Chemists luncheon attended by 40 people with guest speaker Dr. Lura Powell, formerly with the National Institute of Standards & Technology (NIST) and currently a member of the ACS Board of Directors. Lunch was followed by a symposium organized by Dr. Barbara Burke of Cal Poly, Pomona, on “Women’s Contributions to Chemistry”. A panel discussion on “Women’s Challenges in the Future of Chemistry” concluded the women chemists program organized by

Valerie Barrett, Sunkist Growers, Inc.

Additional luncheons featured at regional meetings were the Southeast Regional in Knoxville, TN, which also hosted Dr. Powell and was attended by 35 people; and the Joint Southwest/Rocky Mt. Regional in El Paso, TX, at which Dr. Diana Natalicio, president of the University of Texas at El Paso, spoke to 47 attendees. The Midwest Regional, held in Quincy, IL, featured Dr. Helen Free, of Bayer Corp. and a current member of the ACS Board of Directors, as the guest speaker to a group of 45.

New Orleans Women in Industry Breakfast

Attendees at the Women in Industry breakfast were treated to a wealth of information and practical advice at the New Orleans meeting. The topic for the event was “Identification of Issues Facing Women in Today’s Business”. In an unusual twist, the crowd of more than 80 men and women were the featured speakers for the working breakfast, where roundtable discussions were held on balancing work and family, career choices for dual-career couples, career changes, permanent versus temporary positions, and mentoring. The attendees represented a broad spectrum of experience and ranged from new graduates to the newly retired, those with bachelor’s degrees to those with doctorates, and parents of babies to grandparents. There were bench chemists, people in marketing and sales, and people from industry, government, and academic backgrounds. Each table was assigned a topic, and participants chose a table based on their interest. The groups were given about 20 minutes to come up



Women in Industry breakfast

Courtesy of C&E News

with suggestions, if not definitive answers, on how to deal with the various issues. Each table outlined its results for the other groups and gave suggestions that had worked (and some that had not worked). The results indicated that there are no easy or straightforward answers in the areas of balancing family and careers and dual-career couples. The underlying answers centered on communication and support within the couple or family. In both of the previously mentioned areas, the teams suggested understanding corporate policies regarding the hiring of spouses, childcare availability, flex time, and travel requirements before joining a cor-

poration. Not surprisingly, the table discussion on permanent versus temporary employment indicated that potential long-term growth is better and focused on how to use temporary opportunities to gain experience and valuable contacts. The topic of mentoring indicated that just about everyone had something to offer as a mentor and

that almost everyone could benefit from the counsel of a mentor. As our lives are continually changing, mentoring is something that is not outgrown. This topic went hand-in-hand with the discussion of career changes, in which contacts, advice, and continuing education were deemed invaluable. As this lively meeting adjourned, discussions continued. Undoubtedly, the advice and networking gained at this breakfast will continue to serve the participants. A complete synopsis of the discussions that took place at this event can be found on the WCC Web site: www.tamug.tamu.edu/acswcc.

—Rita Majerle

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