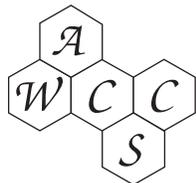


TO BE LEADERS IN ATTRACTING,
DEVELOPING,
& PROMOTING WOMEN
IN THE CHEMICAL
SCIENCES AND
RELATED DISCIPLINES



FALL/WINTER 2004

American Chemical Society
Women Chemists Committee
1155 Sixteenth St., N.W.
Washington, DC 20036
<http://membership.acs.org/W/WCC>

WCC Roadmap 2005 Spring ACS National Meeting San Diego, California

- WCC Local Section Networking Lunch
Sunday, March 13, 12:00–1:30 p.m.
San Diego Marriott, Yacht Club
- Women in Industry Breakfast
Monday, March 14, 7:30–9:00 a.m.
Grand Hyatt, Randle B
Ticketed Event
- WCC Reception/Eli Lilly Travel Grant
Poster Session
Tuesday, March 15, 11:30 a.m.–12:00 noon
Grand Hyatt, Douglas C
- WCC Luncheon
Tuesday, March 15, 12:00–1:30 p.m.
Grand Hyatt, Douglas B
Ticketed Event
- WCC Golf Classic,
Wednesday, March 16, 12:00 noon
(Shotgun Start!) – see p5 for details
Rancho Bernardo Inn
- “Closing the Gap for Underrepresented
Groups by 2015: Proactive Strategies are
the Key!” Sponsored by WCC;
co-sponsored by PROF, CMA, CWD
Sunday, March 13, 2:00–5:00 p.m.
San Diego Marriott, Columbia
- “Academic Hiring—How Do You Get the
Job?” Presidential event; co-sponsored
by WCC, NOBChE, and SACNAS
Sunday, March 13, 8:00–11:00 a.m.
San Diego Marriott, San Diego B

WOMEN CHEMISTS

Successful Women in Chemistry: Corporate America's Contribution to Science

ACS Symposium Series—Coming Summer 2005

Amber Hinkle

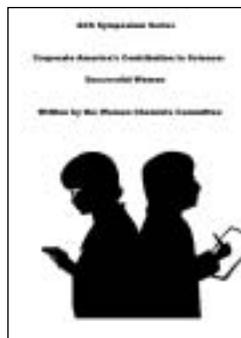


WCC Book Crew: (standing l-r) Anne Leslie, Ellen Keiter, Shannon Davis, Rita Majerle, Arlene Garrison, Jacqueline Erickson. (seated l-r) Jody Kocsis, Amber Hinkle.

Photo by Janet Bryant

The Women Chemists Committee (WCC) presents the inspirational book *Successful Women in Chemistry: Corporate America's Contribution to Science* to showcase more than 20 different women chemists and their successful life stories. These women, through interviews, tell of their careers in the chemical professions in a personal and refreshingly honest way. Although not the sole answer to many of the questions facing women chemists today, these stories represent the varied ways in which women succeed in the

chemical professions, express the challenges they face, reveal the innovative ways of overcoming those challenges, and share the joys of being a woman chemist. Special features of the book include introductory remarks by Madeleine Jacobs, Executive Director of ACS, and a history of the ACS Women Chemists Committee. The book will be available summer 2005. Be sure to check the WCC Web site and upcoming WCC newsletters, or contact hinkle@bayermaterialsscience.com for more details.



Message from the WCC Chair



Carolyn Ribes
2004 WCC Chair

Photo by Al Ribes

The year 2005 will be exciting for the WCC and women chemists. Our biggest event is the publication of the book *Successful Women in Chemistry: Corporate America's Contribution to Science*, written

and edited by Women Chemists Committee members. The book captures contemporary role models with diverse lives and careers in chemistry. Several of these stories have appeared (in abridged form) in this newsletter. The WCC Developing Careers Subcommittee has put forth tremendous effort with this book project. Kudos to the WCC Book Crew! I can't wait to get my personal copy, as well as copies for friends and colleagues.

At the spring 2005 ACS Awards Ceremony, we'll have the chance to recognize 10 women who are receiving ACS national awards (highlighted in the spring 2004 *Women Chemists*). This is a record number of women honorees in a single year, and WCC congratulates these women on their exemplary technical work and service. I encourage all of you to take advantage of recognition opportunities for women working within the chemical enterprise. Nominate women chemists for local and national awards, write letters of support, and celebrate great accomplishments of chemists in your area.

Also, in March 2005 at the San Diego meeting, we'll explore the future employment and educational trends for women chemists. A panel discussion, "Closing the Gap by 2015: Proactive Strategies are the Key!" will highlight needs and strategies for the advancement of women and other underrepresented groups in the chemical profession.

Of course, we'll continue to provide other educational, uplifting, and fun activities throughout the year. These include symposia at national and regional meetings, award programs, and our second annual WCC Golf Classic in San Diego at the beautiful Rancho Bernardo Inn Golf Course. Please check this newsletter and the WCC Web site for more information. I welcome your feedback on all of these programs.

2004 Overcoming Challenges Award

Judith M. Iriarte-Gross

What motivated Linda Hendrickson, the 2004 Overcoming Challenges Award winner, to return to college? Her son told her that he thought that moms had it easy because they got to stay at home, while dads went to work! She certainly did not want her three children to think that she had it easy while their father supported the family. This simple statement from her son was the impetus for Linda to go to college, and she is the first in her family to do so.

Linda graduated with an English degree from Volunteer State Community College and entered Middle Tennessee State University with a focus on nuclear medicine. She is an outstanding student in the Department of Chemistry with a 3.8+ GPA. She has been conducting undergraduate research in the area of chemical education and has written successful proposals for research funding. She has developed laboratory activities for non-science majors at Middle Tennessee State such as "That 60's Lab" which uses a tie-dye activity to focus on light and color. She recently presented a



L-r Judith Iriarte-Gross, Linda Hendrickson, Dick Hendrickson, and Carolyn Ribes

Photo by Janet Bryant

poster at the 2004 ACS meeting in Philadelphia on her current project, "Journey Through the Brain: The Design and Development of an NMR Application Laboratory for Honors Physical Science Students."

However, it is not only her excellent grades or her love of undergraduate research that makes her so deserving of the WCC Overcoming Challenges Award. Linda has the learning disability, dyslexia, and is a strong role model for women in science today who may have to overcome many obstacles, both good and bad, in order to succeed in their career. The Women Chemists Committee is delighted to recognize women undergraduates like Linda, who are overcoming various challenges as they move forward in their undergraduate careers in chemistry.

Call for 2005 OCA Nominations

The Overcoming Challenges Award (OCA) acknowledges the efforts of women undergraduates who have overcome economic, personal, and/or academic hardships in pursuit of an education in the chemical sciences. The award consists of a plaque, a \$250 honorarium, and \$1,000 for travel expenses to the fall ACS National Meeting where the award is presented.

Award candidates must be

women matriculating as an undergraduate chemical science major/minor in a two-year program or at a four-year school not granting a doctoral degree in chemical-related disciplines. Nominations are due May 1, 2005, and should be sent to: Women Chemists Committee, American Chemical Society, 1155 16th Street, N.W., Washington, DC 20036. For additional information, contact the WCC at wcc@acs.org or visit <http://membership.acs.org/W/WCC>.

Rebecca Seibert

A Successful Woman In Chemistry

Jody Kocsis

Rebecca Seibert, Technology Manager for Crompton Corporation, believes that our career goals are a significant part of our life goals. Success will come in the right form and will require making choices when life goals are in focus. Success requires compromises. Or perhaps it is better stated that success requires one to make choices. Rebecca has had to make choices, some easy and others not so easy.

Rebecca earned a B.S. degree in Chemistry, from Gannon University in Erie, Pennsylvania, and an M.B.A. with an emphasis on marketing from the University of New Haven in Connecticut. She attended the University of Pittsburgh from 1986 through 1987 as a Ph.D. student but left the program to work for Uniroyal Chemical Company (now Crompton Corporation). Rebecca worked at Crompton as a Product Development Chemist for three years, and as a Technical Sales Service (TSS) Research Chemist for four years before moving into specialty chemicals as a Project Manager. This position involved commercialization of new products, as well as developing and implementing a new product and process development framework. After three years as project manager, Rebecca became a Commercial Development Manager for Crompton's petroleum additives business. Her primary focus was design, implementation, and management of the technology portfolio of the business. Rebecca was promoted in 2000 to her current position, Technology Manager for Petroleum Additives. She never would have expected that she would hold the position she has today without a Ph.D. Fortunately, her track record and strong work ethic are highly valued.

Rebecca's family is most important. They are her top priority and keep her balanced. She has had opportunities along the way to take on sales positions (presumably the path to business management and more financial reward), as well as offers to join consulting firms because of her experience in project and portfolio management. Perhaps she will consider these options later in life. She currently chooses positions that limit traveling so she can spend more time to

raise and nurture her four children.

Success is a very individualized concept. For Rebecca, success means doing the best she can in a challenging career that she enjoys. Success for her means maintaining balance between her

career and other life activities. This doesn't mean not bringing work home, because she does. However, she strives to make sure her work commitments do not take over and steal from family time. The one piece of advice she would offer younger chemists is to keep long-term life goals in mind—not just career goals. If you keep those in focus, success will come in the right form. Rebecca firmly believes you will be successful and happy in your career if you do your best, even in the smallest of tasks; are persistent and inquisitive; always work hard and ethically; learn how to be a team player; never stop learning new things; develop the habit of approaching problems positively and creatively; and strive to help others. To quote Helen Hayes, "Always aim for achievement, and forget about success." Success is not one single event, but thousands of little victories and accomplishments along life's path. Does success require compromise? Yes, success requires compromise! Or perhaps it is better stated that success requires one to make choices.

Rebecca Seibert provides these final thoughts on career choices. Look for a field that excites you, will challenge you for many years and is something at which you can excel. Don't let other people tell you not to go into the field because it doesn't pay enough, the hours are too long, it's too competitive ... whatever the reason. Money isn't everything; it just pays the mortgage and buys the groceries. Choose a field that will make you want to get out of bed in the morning and tackle that next challenge ahead. Choose a field that will let you attain your life goals, whatever they may be.



Rebecca Seibert and children

Courtesy of Rebecca Seibert

Fall 2004 Ford Travel Grant Awardees

Todd Emrick

Congratulations to Leslie Passeno and Sian Fennessey, 2004 winners of the Ford Travel Grant, administered by the Division of Polymeric Materials: Science and Engineering (PMSE) of the American Chemical Society. Ms. Passeno's research entails the synthesis and characterization of linear-dendrimer diblock copolymers. Her project goal is to control the morphology of these diblock copolymers in solution or at interface by altering their chemical environment. Ms. Fennessey's research focuses on electrospinning for the preparation of continuous nanofiber reinforcements in composite materials. The goal of her research is to evaluate



(l-r) Leslie Passeno and Sian Fennessey

Courtesy of PMSE

mechanically the high-aspect ratio of carbon nanofibers and determine their reinforcement effect in thin films relative to commercially produced fibers.

The Ford Travel Grant is a biannual award sponsored by the Ford Motor Company and provides \$500 travel support to graduate student women and underrepresented minority men (Black, Hispanic, or Native American) to attend and present their research at national ACS meetings. Four awards are made yearly, two at each of the national ACS meetings. Awards are granted on a competitive basis among students who apply for the award and who concurrently submit papers to the PMSE program. For more information and application materials contact Professor Benny Freeman, University of Texas at Austin, at freeman@che.utexas.edu.

Preserving History of African-American Women Chemists



Photo by Janet Bryant

Jeannette E. Brown
2004 Societe de Chimie Industrielle Fellow

The African-American Women Chemists Project aims to preserve the history of African-American women chemists by capturing their largely unrecorded memoirs and experiences within the chemical community. This project's goal is to develop an archive highlighting pioneering sisters in the business and educational fields of chemical sciences and engineering. A multimedia program, a contemporary science-based Web site for 9–14 year olds, workshops, as well as mentoring opportunities via web and e-mail are just a glimpse of what's possible with the outcome of this project. This one-of-kind effort will portray the accomplishments of women in the scientific arena and feature role models for future young chemists, particularly African-Americans.

The 2004 Societe de Chimie Industrielle Fellow, Jeannette E. Brown, in cooperation with the Chemical Heritage Foundation, leads this project. You are encouraged to make a difference in some young person's life by sharing your story or stories of African-American women who work in the chemical profession. Ms. Brown can be reached at the Chemical Heritage Foundation, 315 Chestnut Street, Philadelphia, PA 19106 or at jbrown@chemheritage.org.

2004 WCC ChemLuminary Awards

Mary K. Carroll

The WCC sponsors three ChemLuminary awards to highlight local sections with successful activities in attracting, developing, and promoting women in the chemical sciences. The 2004 winners are Michigan State University, Pittsburgh, and Richland local sections.

The Michigan State University Section WCC takes the *Best Overall Local Section WCC* award for its ACS Women in Chemistry (ACSWiC) program, which includes year-round activities such as workshops on "Multi-National Perspectives on Education" and "How to Buy the Perfect Suit," as well as speaker events and many outreach programs.

The Pittsburgh Section WCC gets the *Best Single Event in a Local Section Promoting Women in Chemistry* award for the second year in a row! The Pittsburgh section held an



Photo by Janet Bryant

Carolyn Ribes (far left) and Cheryl Brozen (far right) with Michigan State and Richland WCC members.

evening dinner event with a panel discussion on "Non-traditional Careers and Transition Periods." This event attracted 63 participants evenly split between chemical professional and students.

The Richland Section WCC received the *Most Innovative Recognition of Women in the Chemical Sciences* award for its efforts and successes to acknowledge the world-class efforts of its membership at the local, regional, and national levels.

WCC and AACC Collaborate in California

Debbie Scott and Elaine Yamaguchi

The first joint meeting between the Women Chemists Committee (WCC) of the ACS California Section and the Northern California Chapter of the American Association of Clinical Chemists (AACC) was held in Berkeley on March 9, 2004, and was led by Cynthia Leeder, a member of both organizations. This collaboration was at least three years in the making and attracted more than 100 participants for increased collaboration and networking. The California Section WCC hosted the event as one of its four annual activities, and AACC members received continued education credits for their participation.

The keynote speaker was Professor Catherine Hammett-Stabler, Department of Pathology and Laboratory Medicine at the University of North Carolina, Chapel Hill. Professor Hammett-Stabler gave an extraordinary lecture titled, "The Dark Side of Complementary and Alternative Medicine: Analytical, Toxicological, and Regulatory Issues in Laboratory Medicine." She intro-

duced Complementary and Alternative Medicines, a new entity within the National Institute of Health, which came about with the passage of the 1994 Dietary and Supplement Health and Education Act. Professor Hammett-Stabler compared the use of herbs and their typically known effects with effects not yet clinically proven, such as ginseng for endurance and memory versus for treating cancer and sexual function. She discussed the issue of product purity and cited instances of misidentified herbs. She also noted that some herb preparations actually contain additives, such as aspirin and other over-the-counter drugs. In addition, some of the more popular alternative therapies can interfere with routine laboratory tests or require un-established laboratory tests that are costly and often not covered by insurance. Clearly, regulatory controls as well as research are needed to examine undocumented benefits of some alternative therapies. "Buyer beware" and "practice skepticism" were strong messages throughout the talk.

Self-Nominate for WCC ChemLuminary Awards

Mary K. Carroll, Chair
WCC Local/Regional Outreach Subcommittee

The only way your section can be considered for a WCC ChemLuminary award is to self-nominate when submitting its annual report to the national ACS office! Plenty of local sections engage in award-worthy activities, but if they don't "blow their own horns" WCC can't recognize them. Three award types are granted:

1. Outstanding Single Event in a Local Section Promoting Women in the Chemical Sciences
2. Outstanding Overall Local Section Women Chemists Committee (LSWCC)*
3. Outstanding Outreach to Girls or Young Women (for the 2005 award cycle)

This third award is a rotating award that provides yearly

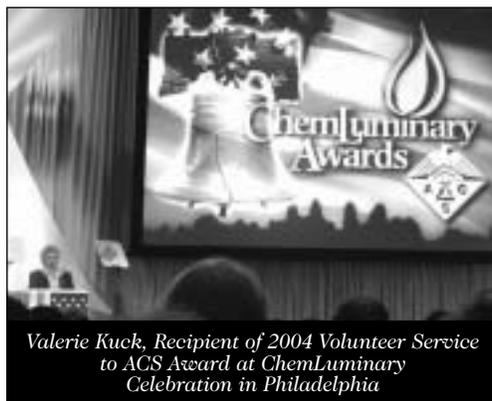


Photo by Janet Bryant

focus on different activities of interest to the WCC. The focus for 2005 is to recognize programming targeted at girls and young women (K-12 and undergraduates) in the chemical sciences.

Please note that only one of the awards* Outstanding Overall LSWCC, is designated specifically for a local section WCC. This means that your local section does not have to have a separate WCC group in order to self-nominate for two of the three awards.

What can you do to ensure your section has its best efforts recognized? Simply provide your local section officers with description(s) and contact person(s) for the event(s), and include in your section annual report.

Fall 2004 WCC Luncheon in Philadelphia

Rita S. K. Majerle

Dr. Uma Chowdhry, Vice President, Central Research and Development at E. I. du Pont de Nemours and Company, was the keynote for the Fall 2004 WCC Luncheon in Philadelphia. Dr. Chowdhry spoke of growing up in India, where her parents encouraged her to seek the best and most challenging opportunities. She shared how her rigorous educational background opened doors and set her up for many successful journeys in the workplace. Uma expressed her joy for helping young women build self-confidence. She believes anyone can pursue their dreams and achieve what seems impossible if well prepared.

Born in Mumbai, India, Dr. Chowdhry received a B.S. in Physics from the Indian Institute of Science, a M.S. in Engineering from California Institute of Technology, and a Ph.D. from Massachusetts Institute of Technology. As a trailing spouse, she joined DuPont in 1977 as a Research Chemist. Early in her career she worked on heterogeneous catalysts for DuPont's processes. In 1987, she led research in ceramic superconducting materials that resulted in 20 patents and 50 publications. In 1988, she became the first woman laboratory director for DuPont Electronics at the DuPont Experimental Station in Wilmington, Delaware. She's had various management positions in technology and business leading to her vice president position in 2002. Uma is a member of the National Academy of Engineering, a Fellow of the American Ceramic Society, and a Fellow of the American Academy of Arts and Sciences.

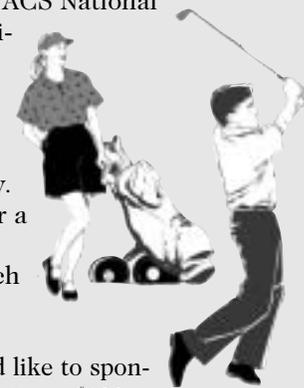


Uma Chowdhry
Vice President Central
Research-DuPont

Courtesy of Uma Chowdhry

WCC Golf Tournament in San Diego

Calling all male and female duffers and pros and everyone in between! The second annual WCC benefit golf tournament will be on Wednesday, March 16, 2005, in conjunction with the ACS National Meeting in San Diego at the beautiful Rancho Bernardo Inn Golf Course (www.jcgolf.com/rancho). Tournament events begin at 12:00 noon with a shotgun start at 1:00 p.m. Plan now to sign up and play. Fees are \$90 per golfer or \$360 for a foursome until February 18. Late entries will be accepted until March 1 at \$100 per player or \$400 for a foursome.



If you or your organization would like to sponsor this event, sponsorship levels begin at \$100 (the Nickel level) and go up to \$5,000 (the Titanium level), with many levels in between. Go to the WCC Web site for additional information. Various WCC programs, including travel awards and Overcoming Challenges Award for women students in the chemical sciences, will benefit from the proceeds of the tournament.

Register by February 18, 2005 and receive a free "mole-i-gan."
Registration deadline is March 1, 2005.

Registration forms and details are on the WCC Web site at <http://membership.acs.org/w/wcc>. Contact Janet Bryant at janetlbryant@pnl.gov or Felicia Dixon at wcc@acs.org with questions or comments.

Fall 2004 Women in Industry Breakfast

Co-sponsored by WCC, COACH, and PROGRESS

Eleanor M. Brown

Sara Laschever, co-author of *Women Don't Ask: Negotiation and the Gender Divide*, captured everyone at the WCC Women in Industry Breakfast in Philadelphia with the statement, "Five minutes spent negotiating at the start can translate into half a million extra dollars during a lifetime." Ms. Laschever was eluding to the tremendous gains possible from not accepting status quo and just asking for more than is originally offered when it comes to starting work salaries or life in general. She discussed the hitherto unrecognized phenomenon that women are far less likely than men to negotiate to improve their own circumstances, although women frequently make excellent negotiators on behalf of others. Ms. Laschever expressed the view that various cultural influences contribute to a feeling of anxiety for women and entitlement for men going into negotiations.



(l-r) Arlene Garrison, William Carroll, Jacqueline Erickson, Sara Laschever (seated)
2004 Fall Women in Industry Breakfast

Photo by Janet Bryant

She discussed the research behind her book, co-authored with Linda Babcock, in terms of examples where men and women typically have different negotiation styles with social approaches seeming to work better for women than men. It was also interesting to explore the view that in many situations women may not negotiate at all and how this may possibly contribute to the gender gap in salaries for many professions. Ms. Laschever's advice: 1) Don't accept the status quo. 2) Gather information; know what others in similar types of position command. 3) Set a target—the appropriate amount and higher. 4) Prepare by role-playing.

After a spirited question and answer period, Dr. Laschever autographed copies of her book for attendees. More information about the book and its authors can be found at www.womendontask.com.

WCC Travel Awards

WCC is pleased to announce that the Eli Lilly/WCC Travel Awards program will be offered in 2005. Awards will be given with preference to the following order: 1) any applicant who will be making her first presentation (regardless of format) at a major scientific meeting; 2) a graduate or postdoctoral applicant who has not presented at a national or major meeting since undergraduate school. Grants are for registration,



2004 Fall Travel Award Winners
(l-r) Dawn Brooks (Chair WCC Attracting Subcommittee), Kristy Gregg, Stacie Calad, Valerie O'Shea, Debi Patangia-Hudgens, Kristen Secor, Elcira Viallareal (Family, Eli Lilly & Co) Anita Mattson, Joy Cunningham

Photo by Janet Bryant

travel, and accommodations only and are restricted to meetings within the United States. The application deadline is February 15 for meetings between July 1 and December 31, 2005; and September 15 for meetings between January 1 and June 30, 2006. For more information, check the WCC Web site <http://membership.acs.org/W/WCC/> or send e-mail to wcc@acs.org.

Network with WCC

The WCC hosts a "Dutch treat" lunch at every national ACS meeting to encourage networking among local section women chemists committees (LSWCC). The conversation is lively, with opportunity for informal interaction between chemical professionals and students. Please join the WCC on Sunday, March 13, 2005, at the San Diego Marriott Yacht Club for "Dutch treat" lunch and to learn more about WCC local activities.



WCC Dutch Treat Lunch at 2004 Fall ACS Meeting in Philadelphia

Photo by Janet Bryant

Women in Organic Synthesis II

Co-sponsored by ORG and WCC

Rita S. K. Majerle

The Women in Organic Synthesis Symposium (WIOSS) at the 2004 fall ACS meeting in Philadelphia drew a large audience with a slate of dynamic and diverse scientists from the organic synthesis arena. Speakers included such notables as Gunda Georg from Kansas University, Emma Parmee from Merck, Janine Cosy from Laboratoire de Synthese Organique in Paris, Melanie Sanford from the University of Michigan, and Cynthia Shafer of Chiron. The full-day symposium was organized by Rita

Majerle and Cynthia McClure to showcase women involved in total organic synthesis, organometallic research, and medicinal chemistry projects. This was the second ACS symposium to focus on organic synthesis projects led by women. The first such symposium was held in 2001 at the ACS national meeting in San Diego in response to a series of articles and letters in the publication *Science*, which highlighted that women were not in leadership ranks at some of the top synthetic organic labs in the United States.

Leadership Pathways for Women in Science

Co-sponsored by CINF, WCC, and International Affairs Committee

Ellen Keiter

The take-home message from this symposium was that the roads to leadership are multiple and diverse. Grace Baysinger, Swain Library of Chemistry and Chemical Engineering at Stanford University, emphasized the challenges and opportunities presented by academic research libraries. Ms. Baysinger offered recommendations for ensuring that science information specialists can successfully deal with the complexities and rapid changes unique to that arena. Suzan Brown, Vice President of Marketing and Sales at Chemical Abstract Service and formerly at Mead Data Central, presented her perspective on opportunities and obstacles that currently exist for women in the areas of information marketing and electronic publishing. Lori Kumar started as a scientist and rose to her present position of vice president in charge of global research and development in oral care at Pfizer Inc. Tracy Williamson, who manages the Office of Pollution Prevention and Toxics in the U.S. Environmental Protection Agency, urged those planning a career to leave room for serendipity. Her recommendation for setting goals is to “think about what you want from a career, not where you want to end up.” Janice Fleming of Cadmus Professional Communications has experienced a number of career transitions between her first position as a bench chemist and her present role as technology manager for a scientific publishing company. She made a convincing case that chemists possess an array of core competencies that are applicable in a number of alternative careers.

WCC Co-sponsored Symposia 2005 Spring ACS National Meeting San Diego, California

- “ACS Award for Encouraging Women into Careers in the Chemical Sciences Symposium” honoring Geraldine L. Richmond—Sponsored by CHED; co-sponsored by WCC
- “Earle B. Barnes Award for Leadership in Chemical Research Management” honoring Cynthia Maryanoff—Sponsored by ORGN; co-sponsored by WCC
- “ACS Award Symposium for Research at an Undergraduate Institution” honoring Phoebe K. Dea—Sponsored by CHED; co-sponsored by WCC
- “James Bryant Conant Award in High School Chemistry Teaching” honoring Annis Hapkiewicz—Sponsored by CHED; co-sponsored by WCC
- “Undergraduate Research as a Way to Recruit and Retain Students in Chemistry”—Sponsored by CHED; co-sponsored by WCC
- “Starting a Successful Research Program at a Predominantly Undergraduate Institution (PUT)”—Sponsored by YCC; co-sponsored by WCC
- “Adjunct Faculty Careers and Concerns”—Sponsored by PROF; co-sponsored by WCC
- “Issues for Retirees: Healthcare”—Sponsored by PROF; co-sponsored by WCC
- “Mid-career Job Hunting: Tactics for Success”—Sponsored by PROF; co-sponsored by WCC
- “ACS Nobel Laureate Signature Award Symposium”—Sponsored by ANYL; co-sponsored by WCC
- “The Next Generation of Analytical Chemistry Professionals”—Sponsored by ANYL; co-sponsored by WCC
- “Take Two: New Careers for Ph.D. Chemists”—Sponsored by YCC; co-sponsored by WCC
- “Chemical Safety in the Radiation Lab”—Sponsored by CHAS; co-sponsored by WCC
- “Chemical Safety Issues for Work with Biologicals”—Sponsored by CHAS; co-sponsored by WCC
- “Strengthening our Academic Foundations”—Sponsored by CHED; co-sponsored by WCC
- “Communicating Beyond Generational Differences: Boomers, X-ers, and Millenials in the Industrial Workplace”—Sponsored by YCC; co-sponsored by WCC and Corporation Associates



Photo by Janet Bryant

WCC Leadership Tools Workshop - August 2004

Promotional Blocks

Are you an ACS member who is not receiving, but would like to receive, the *Women Chemists* newsletter? You may have asked to block promotional mailings in your ACS membership profile. Requests for copies of the *Women Chemists*



newsletter should be directed to Felicia Dixon, staff liaison, via e-mail: wcc@acs.org. For more information about promotional blocks, contact ACS Member Services at 800-333-9511 or by e-mail at service@acs.org.

Women Chemists Committee—2004

Dr. Carolyn Ribes, Chair
Dow Chemical Company
2301 N. Brazosport Boulevard
B-1463
Freeport, TX 77541-3257
cribes@dow.com

Ms. Valerie L. Barrett
Analytical BioChem Lab
1129 Harkins Road
Salinas, CA 93901
valbarrett@aol.com

Dr. Dawn A. Brooks
Lilly Research Laboratories
Eli Lilly & Co.
Indianapolis, IN 46285
dab@lilly.com

Ms. Janet L. Bryant
PNNL
902 Battelle Boulevard
MS K7-94, PO Box 999
Richland, WA 99352-0999
janetlbryant@pnl.gov

Dr. L. Shannon Davis
2536 Rosedown Drive
Cantonment, FL 32533
alchem84@aol.com

Dr. Arlene A. Garrison
University of Tennessee
409 Andy Holt Tower
Knoxville, TN 37996-0147
garrison@utk.edu

Dr. Cornelia D. Gillyard
Department of Chemistry, Box 1134
Spelman College
350 Spelman Lane SW
Atlanta, GA 30314-4399
cgillyar@spelman.edu

Dr. Etta C. Gravelly
North Carolina A&T State University
1601 E. Market Street
Hines Hall
Greensboro, NC 27411
gravelly@ncat.edu

Dr. Teri L. Quinn Gray
DuPont Crop Protection
Stine-Haskell Research Center
1090 Elkton Road, S315/1214
Newark, DE 19714-0030
teri-quinn.gray@usa.dupont.com

Dr. Amber S. Hinkle
Bayer Corporation
8500 West Bay Road, MS 18
Baytown, TX 77520-9730
amber.hinkle@bayerpolymers.com

Ms. Jody A. Koesis
The Lubrizol Corporation
29400 Lakeland Boulevard, 152C
Wickliffe, OH 44092
jako@lubrizol.com

Dr. R. Daniel Libby
Chemistry Department
Moravian College
1200 Main Street
Bethlehem, PA 18018-6614
rdlibby@cs.moravian.edu

Dr. Rita S.K. Majerle
Department of Chemistry
Hamline University
1536 Hewitt Avenue
St. Paul, MN 55104-1284
rmajerle01@gw.hamline.edu

Dr. Deborah A. McCarthy
Department of Chemistry & Physics
Saint Mary's College
Notre Dame, IN 46556-5001
dmccarth@saintmarys.edu

Dr. Nancy M. Tooney
100 Remsen Street, Apt. 5G
Brooklyn, NY 11201
nmt02@att.net

Committee Associates

Dr. Sheila N. Baker
Chemistry Division
Los Alamos National Lab
Mail Stop J514
Los Alamos, NM 87545-0001
sbaker@lanl.gov

Dr. Lisa S. Baugh
Corporate Strategic Research
ExxonMobil Corporation
1545 U.S. Highway 22 East
Annandale, NJ 08801-3098
lisa.s.baugh@exxonmobil.com

Dr. Marjam G. Behar
12 Hawthorne Circle
Lafayette Hill, PA 19444-2416
mgbehar@aol.com

Dr. Donna Staarup Bossman
Valox Product Technology
GE Advanced Materials
1 Lexan Lane
Mt. Vernon, IN 47620
Donna.Bossman@ge.com

Dr. Kristin Bowman-James
Department of Chemistry
University of Kansas
1251 Wescoe Hall Drive
Lawrence, KS 66045-1500
kbowman-james@ku.edu

Dr. Eleanor M. Brown
ERRC,ARS,USDA
600 East Mermaid Lane
Wyndmoor, PA 19038
ebrown@errc.ars.usda.gov

Dr. Mary K. Carroll
Department of Chemistry
Union College
Scheneectady, NY 12308
carrollm@union.edu

Ms. Jacqueline A. Erickson
GlaxoSmithKline Consumer
Healthcare
1500 Littleton Rd.
Parsippany, NJ 07054
jacqueline.a.erickson@gsk.com

Dr. Wendy C. Flory
Analytical Sciences - PA
Dow Chemical Company
1897 Building
Midland, MI 48667-0001
weflory@dow.com

Dr. Judith M. Iriarte-Gross
Department of Chemistry
Middle Tennessee State University
Murfreesboro, TN 37132
jiriarte@mtsu.edu

Dr. Ellen A. Keiter
1302 Monroe Avenue
Charleston, IL 61920-2259
cfeak@eiu.edu

Dr. John G. Palmer
7927 Gaylen Road
San Diego, CA 92126-2630
jpalmer@ucsd.edu

Dr. Francis A. Via
2389 Ridge Street
Yorktown Heights, NY 10598-3831
thevias@oco.net

Consultants to WCC

Dr. Martha L. Casey
5310 Lighthouse Bay Drive
Madison, WI 53704
mcasey@wise.edu

Dr. Kathy N. Juneau
Celanese Bishop Facility
U.S. Highway 77 South
P.O. Box 428
Bishop, TX 78343
kjuneau@bishopfacility.com

Ms. Valerie J. Kuck
45 Warfield Street
Montclair, NJ 07043
vjckuck@yahoo.com

Dr. Anne R. Leslie
6024 Telegraph Road
Alexandria, VA 22310-2117
aleslieipm@aol.com

Dr. Carol Baker Libby
384 Pine Top Trail
Bethlehem, PA 18017-1767
cblibby@cs.moravian.edu

Dr. Doris C. Lorz
2402 Claremont Circle
Springfield, MO 65804-4123

Ms. Felicia Dixon
Staff Liaison
American Chemical Society
1155 Sixteenth Street, NW
Washington, DC 20036
f_dixon@acs.org

Ms. Mamie W. Moy
Committee on Committees Liaison
University of Houston
Department of Chemistry
136 Fleming Building
Houston, TX 77204-5003
mmoy@mail.uh.edu

WCC Web site:
<http://membership.acs.org/WWCC>

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