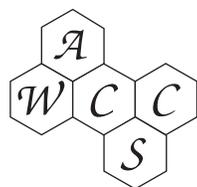


TO BE
LEADERS IN
ATTRACTING,
DEVELOPING,
& PROMOTING
WOMEN
IN THE
CHEMICAL
SCIENCES
AND
RELATED
DISCIPLINES



FALL 2003

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

WOMEN CHEMISTS

Fashioning a Sustainable Future: Our Roles as Women Chemists

Rita S. K. Majerle

During an inspirational presentation at the 2003 fall WCC luncheon in New York, Stephanie Burns, president and chief operating officer of Dow Corning Corporation, offered a glimpse of her own somewhat unusual journey from the research bench to the top of Dow Corning. In her presentation, "Fashioning a Sustainable Future: Our Roles as Women Chemists," she made a novel comparison between fashion choices and finding a meaningful career path. She juxtaposed the animated evolution of women's shoes to the changing role of women in chemistry and science. She talked about finding a place where professional missions and goals fit personal values



Stephanie A. Burns, president and COO, Dow Corning.

Photo by Dow Corning Corp.

and styles. Everything comes at a price, both careers and fashion, and she suggested that everyone should be aware of these costs when it comes to value systems and personal "budget." A career path may accelerate, slow down, or take a side step because of personal and family decisions.

In making the process less overwhelming, Dr. Burns explained that treasured mentors can offer important guidance and advice that equate

to knowledge hand-me-downs. A trusted mentor or friend can provide needed feedback or advice and act as a career "full length mirror." Dr. Burns concluded with sharing her personal commitments to innovation, diversity, and sustainability through global views and flexibility and her belief that what's good for the family is good for the company.



Photo by Al Ribes

Carolyn Ribes,
2003 WCC
chair

Message from the WCC Chair

ACS national meetings always energize me. This 2003 fall meeting in New York was particularly invigorating. The atmosphere, especially near Times Square, was full with excitement, vitality, and opportunity. I can see some parallels between the "city that never sleeps" and the WCC with its unending programs and activities to attract, develop, and promote women in the chemical sciences. Throughout this newsletter, you'll read about the successful WCC programs that were held in 2003 – and get a glimpse of the great activities lined up for 2004.

The WCC subcommittee chairs and I met in Baltimore in May 2003 for a terrific strategic planning session. We evaluated the goals and mission of WCC relative to anticipated changes/trends within the chemical industry and the Society. To ensure the needs of our constituency will be addressed, we chose to create two new subcommittees – Local/Regional WCC and Advocacy. We have placed additional emphasis on local section WCCs and will increase efforts to provide programs at regional

meetings. WCC has solidified its position as an advocate for women by partnering with other scientific organizations to continue promoting the recognition of women in the chemical sciences. Please take a moment to read the briefing from the Local/Regional subcommittee on page 2.

In New York, WCC welcomed colleagues from the German Chemical Society and the American Institute of Chemical Engineers (AIChE). All three groups are working to address the issues of creating equal opportunities for women in the chemical sciences through programs focused on individuals and institutions.

To maintain the momentum from last year's 75th anniversary celebration, WCC organized two symposia and cosponsored 17 technical programs with ACS divisions and committees in New York. This programming was in addition to the signature Women in Industry Breakfast, Local Section Networking Lunch, poster session featuring the Eli Lilly/WCC travel grant awardees and the WCC reception and luncheon. WCC also presented the Overcoming Challenges Award and three ChemLuminary awards to local sections with outstanding programs for women scientists.

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Message from the WCC Chair—Continued from page 1

In Anaheim at the 2004 spring ACS meeting, WCC will host a workshop entitled “Why IQ Is Not Enough – Secrets to Realizing Your Full Career Potential.” Participants will explore the crucial link between emotional intelligence skills and career success. We will also sponsor the first WCC Golf Tournament. Proceeds from the tournament will be used to support WCC programs. We anticipate great fun and hope to see you on the links!

The WCC continues to pursue its goal of recognizing women in the chemical sciences and related disciplines. I am pleased to report that award nominations of women increased 42 percent from 2003, and that nine women scientists will receive an ACS national award in 2004. Women were nominated for 34 of the 55 awards, a significant change from a decade ago when women were more likely to be nominated only for the prestigious Garvan–Olin Medal.

In addition, the WCC website (<http://membership.acs.org/W/WCC>) has been expanded to include more information on career opportunities, additional links to professional organizations, and new online mentors who are eager to answer questions related to careers and other topics of interest to women chemists.

The WCC appreciates the support it receives from ACS governance and fellow members in its efforts to recognize, promote, and develop women in the chemical sciences and related disciplines. We welcome your comments and suggestions on how we can better serve you.

Local/ Regional WCC Report

Mary K. Carroll,
Subcommittee Chair

The Local/Regional WCC Subcommittee works to (1) establish infrastructure between the national WCC and local/regional WCC chapters, (2) maintain quarterly communication with local section WCC (LSWCC) leaders, (3) encourage WCC programming at regional meetings, (4) assist in jump-starting local section WCCs, and (5) improve the local/regional WCC content on the national WCC web page.

E-mail communications with LSWCC leaders have recently been established, and successful section activities have been added to the WCC web page. The Local and Regional WCC Networking Lunch in New York was well attended and provided opportunities for LSWCC and ACS division leaders to network broadly.

We encourage sections to apply for the new ACS Local Section Innovative Projects Grant Program to initiate a local WCC chapter or sponsor a new activity with extant LSWCC chapters. The deadline for 2004 projects is April 1, 2004. See details at www.chemistry.org/localsections.



ACS members (and possibly a future member) exchange ideas and success stories at the WCC Local Section Networking Lunch in New York.

Photo by Janet Bryant

Recognizing Industry for the Advancement of Women Chemists

Jody A. Kocsis, Arlene A. Garrison, Felicia Dixon



Women in Industry Breakfast attendees at work in New York.

Photo by Janet Bryant

“Recognizing the Advancement of Women Chemists in the Industrial Sector” was the theme for the WCC Women in Industry Breakfast held at the fall ACS National Meeting in New York. A group of 75 men and women

exchanged ideas on how to acknowledge and reward employers that have successfully diversified their senior management staff or implemented best practices for advancing women chemists and chemical engineers working within the chemical enterprise. Information gathered during the breakfast will be used to develop a new ACS corporate recognition program under the PROGRESS initiative, a three-year pilot project started in 2002 to facilitate full participation and advancement of women chemists and chemical engineers in the workplace.

The breakfast featured roundtable discussions followed by reports of key findings and recommendations. Participants selected one of three employer categories – small, major, or private company – to collectively address one of four questions: (1) What programs or activities does your company have in place to facilitate cultural change? (2) What recognition programs for companies do you think would attract and promote women scientists? (3) What types of programs should be recognized? (4) What types of recognition would be of significance or value to your company? Here’s a snapshot of what participants had to say:

- Effective programs for attracting and retaining employees include mentoring programs, childcare assistance, eldercare resources, and dual career plans.
- Cultural change starts at the recruiting process to ensure candidates feel welcomed in the company. It’s important to show commitment to diversity from top-level management to entry-level contributors.
- Companies are encouraged to ask or survey their employees, rather than guess, about what is important to them in terms of professional development programs. Employees highly value opportunities for professional development, increased responsibilities, and interesting assignments.
- Leadership training – particularly in the area of managing interpersonal relationships and appreciating individual preferences for different types of recognition – is essential.
- Criteria for corporate recognition should include promoting women through the management and technical ladders. A corporate program deserving of recognition should be widespread (corporate headquarters, laboratories, plants, etc.), in place and functioning, reviewed periodically for effectiveness, and visible to all employees.
- Incentive grants may help smaller companies promote and maintain diversity programs.
- A desired reward or incentive for an employer may be free advertisement highlighting the company’s products, services, and diversity efforts.

“Why IQ Is Not Enough”

The WCC will sponsor an all-day workshop entitled “Why IQ Is Not Enough – Secrets to Realizing Your Full Career Potential” at the spring ACS National Meeting in Anaheim. This interactive workshop will explore the crucial link between emotional intelligence and career success. The course will provide practical advice for people who easily get “triggered” and for those who feel like they have to “walk on eggshells” around certain people (or if others have to walk on eggshells around them). The session will help participants learn the biochemistry behind getting “emotionally hijacked,” and specific techniques that will help them “cool down” their own or others’ emotions.

The session will be on Monday, March 29, and will target early and mid-career women chemists. Registration is \$199 per person, and the deadline for this professional development opportunity is February 15, 2004. Check the WCC website, <http://membership.acs.org/W/WCC>, for registration details or contact Amber Hinkle at amber.hinkle@bayerpolymers.com with questions.

WCC in Anaheim

Dan Libby, WCC Program Chair

Mark your calendar for the following activities scheduled for the spring ACS National Meeting in Anaheim, CA, March 28–April 2, 2004:

- WCC Local Section Networking Luncheon, Sunday, March 28
- Women in Industry Breakfast, Monday, March 29, “Being Industry Ready”
- “Why IQ Is Not Enough” Workshop, Monday, March 29
- WCC Luncheon, featuring Sandra C. Greer, recipient of the 2004 Francis P. Garvan–John M. Olin Medal, Tuesday, March 30
- WCC/Eli Lilly Travel Grant Award Poster Session, Tuesday, March 30
- WCC Golf Tournament (see page 7), Wednesday, March 31

WCC sponsored and cosponsored symposia will include: Presidential symposium “Recruiting Faculty. How is it done? Who gets the job, and why?”; Women Chemists: Celebrating and Promoting Change, ACS Award Symposium for Margaret Ann Amour (CHED, WCC); Surviving, Even Thriving, During Periods of Prolonged Unemployment (PROF, WCC); Eminent Scientist Lecture featuring Elsa Reichmanis (SOCED, WCC); Making the Best of Every Situation, Including Dancing and Its Chemistry, May Help You Win An ACS National Award – Symposium honoring Zaida C. Morales-Martinez (SOCED, CHED, WCC); James Bryant Conant Award in High School Chemistry Teaching Award Address by Toni Watt (CHED, WCC); Diversity Impact within the Chemical Workforce (TECH, WCC); plus many more to be announced. Check the WCC website, <http://membership.acs.org/W/WCC>, for updated information regarding the Anaheim meeting.

WCC Visits Capitol Hill

Francis A. Via



Photo by Laura Gerum

ACS volunteer leaders visit members of Congress to advocate basic research and NSF education programs.

The WCC joined two ACS divisions and the Office of Legislative & Government Affairs for the 2003 Science & Technology Congressional Visits Day Program on April 2 and 3. More than 50 scientific professional associations, including ACS, the American Institute of Chemical Engineers (AIChE), the American Association for the Advancement of Science

(AAAS), and the American Physics Society (APS), cosponsored the program. The ACS team participated by making calls to the offices of Senators Christopher J. Dodd (D-CT), Joseph I. Lieberman (D-CT), Charles Schumer (D-NY), Hillary Rodham Clinton (D-NY), John Kerry (D-MA), and Arlen Specter (R-PA); and Representatives Christopher Shay (R-CT), Sue Kelly (R-NY), Edward J. Markey (D-MA), and Curt Weldon (R-PA).

The Congressional Visits Day Program serves the basic ACS political tenets of (1) reinforcing the value of the federal investment in scientific research, development, and education and (2) demonstrating both a personal and local effect for these investments. This year’s program took on an extra sense of urgency because Congress focused on cutting domestic spending programs. Our congressional visits advocated increases in basic research and National Science Foundation education programs with supporting documentation for economic impact. This year’s program appears to have made a substantial impact. At publication, the Senate had passed an energy bill that reverses the nearly 50 percent reduction in Department of Energy funds for advanced environmental and energy research, which was proposed at the time of the 2003 congressional visits in April.

2003 WCC Overcoming Challenges Award

Shannon Davis

The 2003 winner of the WCC Overcoming Challenges Award is Teresa

McMillian, a senior biochemistry major at the University of North Carolina-Greensboro (UNC-G). McMillian has faced a number of financial and personal challenges in her life, not the least of which is being legally blind. She believes there is no reason for an impairment to prevent her from achieving



Photo by Janet Bryant

WCC Chair Carolyn Ribes (left) with Teresa McMillian in New York.

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Successful Women in Chemistry

Arlene A. Garrison & Amber S. Hinkle

Her long and successful career in the chemical industry started with the children's book "Our Friend the Atom." While Susan Butts had no direct contact with scientists as a child, the book and encouraging teachers led her to believe that it was possible to become a scientist. She received a Ph.D. from Northwestern University with a specialty in organometallic chemistry and started with Dow Chemical, her only employer to date, immediately after graduate school. Butts spent several years in the laboratory before making the transition to management and currently serves as director of external technology with responsibility for Dow's sponsored research at more than 150 universities, institutes, and national laboratories worldwide.

Butts has always focused on work/life balance and has made choices through the years to support that balance. One of those choices was to delay having children during her first five years at Dow in order to establish a career. She and her husband, also a Dow employee, have two teenage sons. Family-friendly policies at Dow allowed Butts later to work less than full-time for four years and have important family time with her sons.

Butts believes scheduling and compartmentalization are keys for achieving work/life balance. She stresses how critical it is to distinguish what you want from others and what others want from you or for you, and prioritize accordingly with a plan. She says a plan is essential to be sure that all aspects of your work/life receive the appropriate attention.

Speaking regularly to women's organizations about work/life balance, Butts warns women to avoid the guilt trap. Successful women must learn to say "no" and to delegate without experiencing guilt. She notes that guilt is connected to someone else's priorities rather than your own. Make choices based on your own priorities and stick with them – "don't be a victim." Each person must accept conse-

quences of choices, and guilt is not a useful emotion in the process. She also emphasizes the importance of avoiding resentment of people who have made choices different from your own.

Butts recalls that the work environment has changed significantly during the course of her career. There is now an expectation of much higher productivity, and mentors have been invaluable to her personal sustenance at work. She strongly encourages women to establish mentor relationships and to seek advice from a diverse group of trusted colleagues to foster professional progression. Butts notes that her most valued mentor is her husband.

Success, according to Butts, is a measure of what a person has done, not the titles or possessions they've obtained. She believes successful leaders provide support for company employees to enjoy their jobs, demonstrate alignment with their personal values, and measure success by considering all facets of life. Butts' primary recommendation is to make your own choices and happily accept the consequences of those choices. She also cautions against spending time on destructive competition. In many cases she has seen that it may be better to avoid expending energy on competitions that are not aligned with personal or company priorities. She notes that men and women define success differently, and often men become engaged in competition when collaboration could better serve the situation.

Butts is a living example that work/life balance is achievable and rewarding in today's corporate culture. She recommends that work/life balance comes when you (1) play to your own strengths and avoid your weaknesses; (2) accept things you can't change and seek satisfying solutions; (3) avoid destructive competition; and (4) celebrate your successes, especially the small ones.



Susan Butts

Photo by Glenn Photography

2003 WCC Overcoming Challenges Award—

Continued from page 3

her goals; and despite little family support, she remains steadfastly committed to pursuing her dreams of becoming a scientist.

McMillian conducts research on the mechanism of oxygen evolution by photosystem II of higher plants at UNC-G under the direction of Dr. Alice Haddy, and will graduate in December 2003. Dr. Haddy comments, "Teresa does not wait for things to happen to her, but takes challenges in hand when they come. Because of her success in the laboratory and classroom, it has been very easy to forget she is constantly dealing with impaired eyesight."

Call for 2004 OCA Nominations

The Overcoming Challenges Award 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 chemistry-related disciplines. Nominations are due May 1, 2004, and should be sent to: Women Chemists Committee, American Chemical Society, 1155 16th Street, NW, Washington, DC 20036. For additional information, contact the WCC at wcc@acs.org or visit <http://membership.acs.org/W/WCC>.

WCC gratefully acknowledges Dr. Frankie Wood-Black, Kenneth Black, ConocoPhillips, and an anonymous donor for contributions to make this award possible.

Innovations in Women's Health

Cosponsored by WCC and TOXI

Elizabeth A. Piocos

Anti-aging creams, insulin-mediated obesity, osteoporosis, delivering the magic of long-lasting color to lips – these were just some of the topics covered in the Innovations in Women's Health and Products symposium in New York. This forum focused on practical inventions or innovations that affect the lives of women. The energy and media interest around the symposium topics sparked the ACS Communications office to sponsor two press conferences – a first for a WCC-sponsored symposium!

Ruth Freeman of Albert Einstein College of Medicine anchored the session with an overview of innovations in women's health from the young, the peri-menopausal, and the menopausal phases of life.

Jeffrey Dodge and David Mitchell, both of Eli Lilly, and Dr. Kimberly Cameron of Pfizer focused on selective estrogen receptor modulators (SERMs) that can act as both tissue agonist and antagonist, preventing osteoporosis, breast cancer, and high cholesterol.

Nora Zorich, research and develop-

ment manager of Procter and Gamble Pharmaceuticals, explained why her company is now in the business of making bisphosphonates, a potent treatment for osteoporosis. She said it all started with trying to deliver effective fabric cleaning in hard water and minimizing tartar formation in teeth.

Gloria Story of Procter and Gamble showcased work on possibly using IR imaging to screen breast cancer biopsies. Dr. Semiramis Ayril-Kaloustian of Wyeth discussed novel anti-microtubule agents as drug candidates for the treatment of a variety of cancers.

Vanaja Ragavan, from Novartis, gave a brief overview of the transdermal delivery of hormones. She described her work on discovering the super-antigen mechanism involved in menstrual Toxic Shock Syndrome and how this can affect the treatment of the disease.

Tania SaDias described Dow Corning's multitude of silicone-based products to address women's cosmetic needs. She mentioned that color cosmetics and makeup do more than enhance personal image and create a desired look. In fact, women's cosmetics protect against UV radiation and other environmental factors, and even add convenience to a daily personal care routine.

Don Bissett of Procter and Gamble spoke about the use of anti-aging topical

remedies that can be as effective as chemical peels or laser resurfacing. He described four such remedies and underscored that the relative amounts of these remedies in a formulation are key to delivering the desired benefit of a product.

Gillian Briggs talked about Procter and Gamble's Lipfinity™ and Outlast™ lip color and shared how these products are designed to address statements from women, such as, "It's important that my lipstick doesn't come off on cups or glasses." and, "I want my lipstick to stay on a long time."

The theme during the session had one common element: making the consumer experience of a product better. Shannon Campbell of Colgate-Palmolive and Paula Kemery of Procter and Gamble talked about anti-perspirants focusing on "no white stuff" on skin and better underarm skin health, respectively. Procter and Gamble's Ann Hochwalt described an innovation model to re-examine today's tampon applicators to deliver a better consumer experience for tampon users. Lee Clapp of Procter and Gamble described the history and technologies in formulating better personal cleansers, an unmet consumer need.

The WCC gratefully acknowledges the ACS Committee on Corporation Associates for its financial support and sponsorship of this forum.

WCC Travel Awards

WCC is pleased to announce that the Eli Lilly/WCC Travel Awards Program will be offered for travel in 2004. 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 and (2) a graduate or postdoctoral applicant who has not presented at a national or major meeting since undergraduate school. Grants are only for registration, travel, and accommodations and are restricted to meeting sites within the United States. The application deadline is February 15 for meetings between July 1 and December 31, 2004; and September 15 for meetings between January 1 and June 30, 2005. For more information, check the WCC website, <http://membership.acs.org/W/WCC>, or e-mail wcc@acs.org.

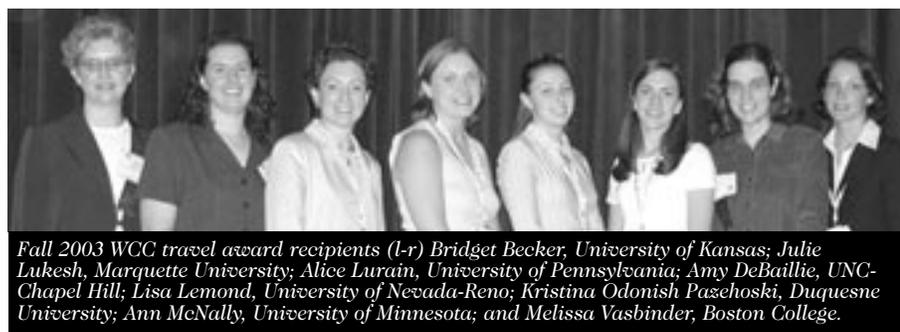


Photo by Janet Bryant

Fall 2003 WCC travel award recipients (l-r) Bridget Becker, University of Kansas; Julie Lukesh, Marquette University; Alice Lurain, University of Pennsylvania; Amy DeBaillie, UNC-Chapel Hill; Lisa Lemond, University of Nevada-Reno; Kristina Odonish Pagehoski, Duquesne University; Ann McNally, University of Minnesota; and Melissa Vasbinder, Boston College.

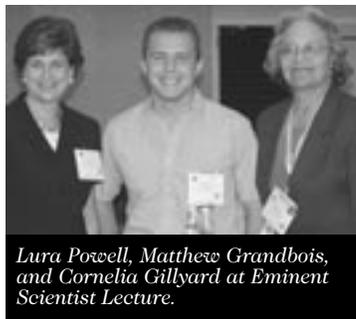


Photo by Janet Bryant

Judith Iriarte-Gross, WCC associate member, receives recognition as a Project SEED mentor at the 35th anniversary celebration of the program in New York.

Charting Your Future in Chemistry

Cosponsored by SOCED and WCC
Janet L. Bryant



Lura Powell, Matthew Grandbois, and Cornelia Gillyard at Eminent Scientist Lecture.

Photo by Janet Bryant

The Society Committee on Education Task Force on Undergraduate Programming and WCC were pleased to organize the Eminent Scientist Lecture featuring Dr. Lura J. Powell for the fall 2003 ACS National Meeting in New York. Dr. Powell shared

the following key messages with students and colleagues on Charting Your Future Course in Chemistry:

- Be flexible and think broadly about chemistry and what it is.
- Use the power of ACS to learn leadership skills that will be useful in your career.
- Never underestimate the power of serendipity and its effect on your career.
- Accept challenging assignments, but be selective in order to be effective.
- Love what you do; do what you love – with *balance*.
- Volunteer – you will get back more than you give.
- Get mentors; be a mentor; and network.
- Pursue your dreams, but do something worth doing.

Dr. Powell completed her presentation by encouraging participants to have fun and be willing to go the extra mile to do a stellar job.

Dissolving Disparity & Catalyzing Change

Cosponsored by WCC, CHED, PROF, and SOCED
Nancy M. Tooney

The Dissolving Disparity, Catalyzing Change: Are Women Achieving Equity in Chemistry? symposium in New York featured distinguished women researchers and their work on the barriers women scientists face in industry and academe. Symposium speakers provided perspectives on cultural differences and institutional practices that may lead to, as well as dissolve, disparities around professional opportunities for women scientists in chemistry-related disciplines.

Virginia Valian of Hunter College and author of “Why So Slow: The Advancement of Women,” opened the symposium with the talk titled Advantage, Advancement and Academia: Sex Disparities. She gave an overview of her experimental and observational data that led to the concept of gender schemas. Gender schemas are implicit hypotheses that men and women have about gender differences that lead to small differences in how we perceive and evaluate men and women. These small imbalances accumulate over time to the advantage of men and the disadvantage of women. Dr. Valian is principal investigator on Hunter College’s National Science Foundation (NSF) Advance Grant, which focuses on improving the institutional practices that affect the hiring, retention, promotion, salary, and professional development of women faculty in the natural and social sciences.

Mary Frank Fox from Georgia Tech summarized her findings about gender disparities in academe related to the different experiences men and women report regarding research groups, departmental practices, and advisor-advisee relationships. She talked about the apparent differences in research publication rates. In essence, men tend to publish quickly with more “fragmented” reports, and women tend to give more attention to confirming data, which sometimes slows their publication rates. Dr. Fox’s research is funded under a NSF Advance Grant to support research and leader-

ship activities to advance women in science. See her article, “Women, Science, and Academia,” published in *Gender & Society* 15 (October 2001): 654-666.

Jane Z. Daniels, director of the Clare Boothe Luce Program at the Henry Luce Foundation, spoke on The Clare Boothe Luce Program for Women in the Sciences and Engineering. The program supports women assistant professors in their first tenure track positions at selected liberal arts colleges. Information from the Clare Boothe Luce Program can be found in the article “Examining the Problem of Underrepresentation through a Study of Award-Winning Women Faculty” by Daniels and Sue V. Rosser, which was recently published in *AWIS Magazine*.

Valerie Kuck, an adjunct professor at Seton Hall University, presented an examination of the hiring practices of the top 50 chemistry departments in the United States. She pointed out that perhaps broadening the search process for women and making it to be more reflective of hiring practices for academic men would be a fair way to increase the numbers of women in tenured positions within chemistry and chemical engineering departments.

Susan A. Nolan, also of Seton Hall University, presented findings from the ACS Career Continuity Survey: Elucidating Gender Patterns in Training and Career Paths at the close of the morning session. During the afternoon session, Trudy Coe from England, Sonja Schwartzl from Germany, and Ylva Olsson from Sweden provided international perspectives regarding women achieving equity in the chemical sciences. And their presentations showed that the similarities to what goes on in the United States outweighed the differences.



Cecilia Marzabadi directs a question from the audience to one of the social scientists who presented their findings on the problems women face in science and engineering. Pictured are (l-r) Virginia Valian, Susan Nolan, Mary Frank Fox, and Cecilia Marzabadi.

Photo by Janet Bryant

A T T R A C T I N G

Project ENHANCE – Let Your Voice Be Heard!

Judith Giordan

Project ENHANCE, sponsored by a National Science Foundation grant, aims to use the \$450 billion chemical industry as a model sector to understand the work lives and career paths of women scientists and engineers. This groundbreaking work will provide the foundation for implementing industry-wide programs to support the recruitment, retention, and promotion of women into leadership positions. Project ENHANCE has three main goals: (1) document and analyze career paths of

women formally trained in science and engineering (S&E); (2) define where S&E-trained women stand in career progression, job types, and workplace climate; and (3) identify and share effective corporate practices in the recruitment, retention, and promotion of S&E-trained women.

The Project ENHANCE team includes Dr. Ruth Fassinger, professor at the University of Maryland; Dr. Judith Giordan, former vice president of research at International Flavors and Fragrances;

and doctoral students in psychology at the University of Maryland.

Your participation and responses are important! PLEASE participate in the anonymous survey and encourage your colleagues to do so as well. The survey takes 30 to 40 minutes to complete and can be done online from your home or office by visiting <http://enhance.technopsychology.com>. Contact project leaders at Project-Enhance@umd.edu with any questions.

WCC ChemLuminary Awards

Mary K. Carroll

The WCC sponsored three ChemLuminary awards to highlight local sections with successful 2002 activities in attracting, developing, and promoting women in the chemical sciences. The winners were the California, Pittsburgh, and Indiana local sections. Congratulations!

The California Section WCC took the Best Overall Local Section WCC award by sponsoring a Women's History Month presentation by world-class chemist, Elizabeth Blackburn, at the University of California (UC), San Francisco; and hosting a welcoming reception and providing two colloquium speakers for Iota Sigma Pi's centennial celebration at UC-Berkeley. In addition, forensic chemistry meetings were sponsored at Mills College and at the California Chemistry Teachers Conference. California section members also participated in Expanding Your Horizons Conferences, Bay Area Chemathon, and National Chemistry Week.

The Pittsburgh Section WCC got the Best Single Event in a Local Section Promoting Women in Chemistry award with its

"What Are You Waiting For: The Power Women Have and Don't Often Use!" This event featured Dr. Judith Giordan, principal and cofounder of Aileron Partners, who presented a brilliantly constructed plan to

foster networking opportunities and encourage the local scientific community to interact with peers and science students.

The Indiana Section WCC received the Most Innovative Recognition of Women in the Chemical Sciences award by celebrating the WCC 75th anniversary with a networking and recognition brunch at the Indiana Historical Society. Twelve scientists representing industry, academia, and government were honored as "Women in the Lead," with recognition for doing great things for the chemistry profession.



Photo by Janet Bryant

(l-r) WCC Chair Carolyn Ribes; award recipients Dawn Brooks (Indianapolis), Linda Peteanu (Pittsburgh), and Michelle Ellett (California); and WCC staff liaison Cheryl Brozen celebrate at the WCC ChemLuminary Awards.

Bring Your Handicap! WCC Golf Tournament in Anaheim

Calling all male and female duffers, pros, and everyone in between! The inaugural WCC benefit golf tournament will be on Wednesday, March 31, 2004, in conjunction with the ACS National Meeting in Anaheim. Tournament events begin at noon with a shotgun start at 1:00 p.m. Plan now to sign up and play. Fees are \$75 per golfer or \$300 for a foursome until February 27. Late entries between March 1 and 15 are \$95 per player or \$380 for a foursome. Groups of four will be arranged for individuals who sign up.

If you or your organization would like to sponsor this event, sponsorship levels begin at \$100 (the Carbon level) and go up to \$10,000 (the Platinum level), with many levels in between. Go to the WCC website for information regarding the premiums that correspond to the different sponsorship levels. Various WCC programs, including travel awards for women students in the chemical sciences, will benefit from the proceeds of the tournament.

- Register by December 15, 2003, and receive a free "mole-i-gan."
- Registration deadline is March 15, 2004.
- Registration forms and details are on the WCC website at <http://membership.acs.org/W/WCC>. Contact Lissa Dulany at lissa.dulany@ucb-group.com with questions or comments.



Women Chemists Committee—2003

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

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

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

Ms. Janet L. Bryant
PNNL
902 Battelle Blvd.
Mail Stop: K7-94
Richland, WA 99352
janetlbryant@pnl.gov

Ms. Deborah J. Carter
5406 Meadow Ln.
Yakima, WA 98908
cartertrukn@yahoo.com

Dr. Shannon Davis
Solutia, Inc.
P.O. Box 97
Gonzales, FL 32560
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
Spelman College
P.O. Box 232
Atlanta, GA 30314-4399
cgillyar@spelman.edu

Dr. Etta C. Gravely
North Carolina A&T State
University
1601 E. Market St.
Hines Hall
Greensboro, NC 27411
gravely@ncat.edu

Dr. Amber S. Hinkle
Bayer Corp.
8500 West Bay Rd., MS 18
Baytown, TX 77520-9730
amber.hinkle.b@bayer.com

Ms. Jody A. Koesis
The Lubrizol Corp.
29400 Lakeland Blvd.
Wickliffe, OH 44092
jako@lubrizol.com

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

Dr. Rita S.K. Majerle
Hamline University
1536 Hewitt Ave.
St. Paul, MN 55104
rmajerle01@gw.hamline.edu

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

Dr. Elizabeth A. Picoos
Winton Hill Technical Center
The Procter & Gamble Co.
6110 Center Hill Ave.
Cincinnati, OH 45224
picoos.ea@pg.com

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

Committee Associates

Dr. Lisa S. Baugh
Corporate Strategic Research
ExxonMobil Research and
Engineering
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
mgbehara@aol.com

Dr. Eleanor M. Brown
ERRC-ARS-USDA
600 East Mermaid Ln.
Wyndmoor, PA 19038
ebrown@arrrc.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

Ms. Wendy C. Flory
Analytical Sciences—PA
Dow Chemical Co.
1897 Building
Midland, MI 48667-0001
wcfloxy@dow.com

Dr. Crystal W. Harrell
6080 Cherry Lane Farm Dr.
West Chester, OH 45069-8806
harrell.cw@pg.com

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

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

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

Dr. Carol A. Parish
Department of Chemistry
Hobart and William Smith Colleges
Box 4178, Lansing Hall 206
Geneva, NY 14456
parish@hws.edu

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

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

Consultants to WCC

Dr. Lissa Dulany
Surface Specialties UCB
1950 Lake Park Dr.
Smyrna, GA 30080
lissa.dulany@ucb-group.com

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 St.
Upper Montclair, NJ 07043
vjckuck@yahoo.com

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

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

Ms. Mary F. Singleton
P.O. Box 161
Cordova, NM 87523-0161
maryhas@juno.com

Dr. Frankie K. Wood-Black
Downstream Technology Business
Services
ConocoPhillips
Ponca City, OK 74602
FRANKIE.K.WOOD-BLACK@
conocophillips.com

Ms. Cheryl H. Brown
Staff Liaison
American Chemical Society
1155 Sixteenth St., NW
Washington, DC 20036
c_brown@acs.org

Dr. Joe W. Hightower
Committee on Committees Liaison
Chemical Engineering Department
MS-362
Rice University
Houston, TX 77251-1892
jhight@rice.edu

WCC website
<http://membership.acs.org/WWCC>

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