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ATTRACTING,  
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WOMEN  
IN THE  
CHEMICAL  
SCIENCES



**JUNE 1997**  
American Chemical Society  
Women Chemists  
Committee  
1155 Sixteenth St., N.W.  
Washington, DC 20036

# WOMEN CHEMISTS

## *Garvan Award Address: Karen W. Morse*

On April 15, more than 180 women and men met at the Women Chemists Luncheon to honor the 1997 Garvan-Olin Medalist, Karen W. Morse. After recognizing many distinguished attendees, including past, present, and future ACS presidents (all four candidates for president-elect were present), Christina Bodurow, chair of the Women Chemists Committee, introduced Morse, president of Western Washington University in Bellingham, Washington. In her address "Creative Applications: Yellowstone in 1837 to Cyberspace in 1997," she reviewed several scientific observations that have led to significant applications—sometimes far removed from the initial field of

endeavor—because the observers used their ingenuity and dared to think broadly. Examples ranged from the discovery of artificial sweeteners—the scientist who forgot to wash his hands before eating—to the invention of the ubiquitous child's toy Silly Putty in Morse's field of boron chemistry from the mixing of polymethylsiloxane with boric acid.

Morse discussed the use of creative applications of technology to solve current challenges in scientific education. She exhorted the audience to continue to destroy the image of science as an inappropriate career choice for women.

Morse also challenged the audience to replace advertisements for common products that portray science in general, and chemistry and

chemicals in particular, as difficult, unnecessary, or dangerous with images that demonstrate the utility and importance of science and make it an accessible field for all. She pointed out that through extensive and creative use of the Internet, women and men, chemists and other scientists, can begin to address math and science

anxiety that often interferes with young people's career choices. Using cybertechnology, scientists can communicate successful teaching ideas and strategies and enhance networking among professionals.

Morse earned a B.S. degree in chemistry in 1962 from Denison University and an M.S. degree (1964) and Ph.D. (1967) from the Uni-

versity of Michigan. After working for two years as a research chemist at the Ballistic Research Laboratory, Aberdeen Proving Ground, Maryland, she joined Utah State University in 1968, where she was head of the Chemistry and Biochemistry Department (1981-89), dean of the College of Science (1988-89), and provost (1989-93). In 1993, she became president of Western Washington University in Bellingham, where she is today. In addition to her strong support of science education, Morse is recognized for her definitive work on the chemistry of boron compounds, especially the coordination chemistry of borohydride.



*Garvan Medalist, Karen Morse, with ACS President Paul Anderson at WCC luncheon in San Francisco*

Courtesy of C&E News

—Lissa Dulany

## **70th Anniversary of the Women Chemists Committee**

In 1927, women members of the American Chemical Society formed the Women's Service Committee of the ACS, the group that ultimately became the Women Chemists Committee. In honor of those visionary women, in recognition of the great advances that have been made for women in the ACS and in chemistry since 1927, and in acknowledgment of the work still ahead for women in chemistry, we invite you to a celebration of the Women Chemists Committee at the ACS national meeting in Las Vegas, September 7–11, 1997. The Women Chemists Luncheon, Tuesday, September 9, will be the highlight of the 70th anniversary events. The committee will feature the accomplishments and contributions of women in chemistry at that time. Guest speaker Mary Good, recipient of the 1997 Priestley Award, will share her thoughts about how past and current scientific accomplishments will provide the bridge to scientific endeavors for the 21st century. Plan to join us.

### ***From the Chair***

The Women Chemists Committee is working to create a new mind-set and a new environment for women of the American Chemical Society. Ultimately, the results of the WCC's work will be manifested in the increased recruitment, retention, development, and recognition of women in the ACS. I want to begin by expressing appreciation to all members of the WCC for their commitment and hard work in helping to achieve our ambitious goals.

The mission of the WCC, adopted in 1994, is to be leaders in attracting, developing, and promoting women in the chemical sciences. The WCC Travel Awards Program is our major activity to attract women to a profession in the chemical sciences. This program is currently funded by Eli Lilly and Company, the Division of Industrial and Engineering Chemistry, and Hoechst-Celanese. In 1996 we sponsored 25 awards to facilitate the travel of young women chemists to scientific meetings to present results of their scientific research. An important part of this subcommittee's work is to continue to increase the awareness about the awards program at undergraduate, graduate, and post-doctoral institutions.

In collaboration with the ACS Career Services Office, the WCC presented a pilot workshop at the national meeting in San Francisco entitled "Where Do I Go from Here?" The workshop provided an

opportunity for women and men who have been in the workforce for 5–20 years since their last degree to examine their career goals and options. We are very grateful to the Corporation Associates for their financial support of this pilot workshop. We intend to add the workshop to the portfolio of Career Services workshops already available.

The WCC has become actively involved in the ACS Awards Process, helping to ensure adequate pools of candidates for the Garvan–Olin Medal, as well as appropriate candidates for the canvassing and selection committees for 62 ACS national awards. In addition, the WCC is working to complete a database of women chemists which can be used to identify candidates ready to take on senior responsibilities in the ACS or for recognition of professional accomplishment.

The WCC is creating links and collaborations with divisions, committees, and functions of the ACS aimed at furthering opportunities for women through cross-ACS collaborations. The first is our initiative to assist local sections who wish to set up their own local WCCs. Our new brochure entitled "How To Start up a Local WCC" has been distributed at all Local Section Officer training programs. At the San Francisco meeting, we sponsored a workshop with the same title to offer guidance, direction, and sharing of experiences for interested local sections. In collaboration with the Local Section Activities Committee, the end-of-year reports from each local section are used to keep abreast of the local WCC section activities. We have created a liaison with the ACS Career Services Offices to allow local WCCs to bring in Career Development workshops—a project we have dubbed the "Athena Connection." Ultimately, the national WCC wishes to see its mission and activities extended to all women chemists and quite often the most powerful way to create progress toward our goals is to address them locally.

To end with some upbeat news, this year happens to be the 70th anniversary of the WCC. Thanks to the generous support of our 1997 ACS President, Paul Anderson, we will transform the WCC luncheon at the fall meeting in Las Vegas into our 70th Anniversary celebration. Please be sure to plan to attend this milestone event.

The WCC will continue to work to address the critical issues facing women of the ACS. We welcome your suggestions for and involvement in WCC activities.

—*Christina Bodurow, Chair,  
Women Chemists Committee*

# A T T R A C T I N G

## **Award Lecture: Encouraging Women**



Mary E. Thompson of the College of St. Catherine, 1997 recipient of the "Award for Encouraging Women into Careers in the Chemical Sciences," presented her award lecture to the Chemical Education Division at the national ACS meeting in San Francisco.

With the title "I Wonder What Became of Sally ...," the theme of the talk was the increased number of women who leave graduate school with master's degrees in chemistry and do not complete the Ph.D.

NSF data show that the percentage of women entering graduate school in chemistry has been constant over the past few years (38% of the entering class in 1993). However, the number of women leaving with master's degrees in science and engineering is increasing. In 1988, 32% of all science and engineering master's degrees were awarded to women; in 1993 that number had risen to 35.8%. This number does not reflect all students leaving graduate programs with the master's degree, because it does not include those who receive the non-research master's degree. If that number were included, Thompson said that the percentage would likely be much higher. Clearly, "Sally is finding problems in the programs."

Thompson's explanation for the "larger leak in the dike for women than for men" comes from anecdotal evidence gleaned from years of following her own students. Three important factors are a poor choice of graduate school mentor or adviser; advisers who do not see female graduate students as often as they see male graduate students; and students who marry other graduate students in the same field of expertise, which leads to difficulties when searching for jobs. The limits of these factors often "push" the women to leave with the master's degree, a degree that is perceived as more marketable in the short term.

Thompson's students have reported that they are often marginalized in the research group and have less access to equipment and fewer opportunities for informal scientific interactions (men interact with men). Thompson illustrated the problem with the story of one of her students, who was having trouble getting an appointment to see her adviser. When the student told a male co-worker, he said that he had run into the adviser in the men's room and had made his appointment at that time. "That option is not open to women (nor is it likely that we want it to be)."

Thompson pointed out that this is an individual and an institutional problem. Many research directors are not aware of the climate in their research group

until it is too late and the women have already decided to leave. Or individual researchers may be aware of their own loss of students, but only when institutional data are collected does the magnitude of the problem become clear. Institutions may not keep statistics on their own students or combine their statistics with information from other institutions. Until the issues of creating a culturally more friendly environment for women are discussed and solutions implemented, the numbers of master's degrees will continue to grow.

—*Deb McCarthy*

## **Women in Industry: Up Not an Option?**

On April 14, at the ACS meeting in San Francisco, about 45 industrial women chemists and engineers met for breakfast. Although a wide diversity of experience was represented by the attendees, most of the women present worked in applied R&D and/or in R&D management. The discussion, facilitated by Lissa Dulany, a WCC member who is employed by Georgia-Pacific Corporation, centered on the topic, "What to do to enhance your career when 'up' is not an option?" As corporations perform their version of "sizing," the organization often becomes much flatter, and upward mobility becomes more limited. In addition, individuals may decide not to pursue increasingly higher levels of responsibility, which can also be translated as time away from one's home and family.

To maintain or increase career satisfaction under these circumstances, Dulany encouraged the attendees to look to opportunities to lead cross-functional project teams or to specialize in an area of expertise of value to the organization, such as technology patenting and licensing, information science, risk management, safety, or regulatory requirements. These skills can be obtained by taking short courses, apprenticing oneself to a local expert, or taking leadership roles in community or professional organizations (in essence, practicing outside one's job first!). Everyone was encouraged to take charge of her career, by first developing some career goals and then being creative about ways to achieve those goals.

On Monday, September 8, the women chemists and engineers will meet for breakfast at the ACS national meeting in Las Vegas and discuss another timely topic related to their careers. Come join us!

—*Lissa Dulany*

## **News from Local WCCs**

### **SAN DIEGO**

The January 1997 meeting of the San Diego WCC entitled "Science in Focus" was a roundtable discussion of members' career experiences in the chemical sciences. After introductions, each attendee commented on three things she liked about her job, three things she would change, and three things she wished she had known when she first started. The discussion and tabulated lists of career pros and cons was enlightening to all because of the range of experiences represented, which included working in a small company, working for government or industry, and being a graduate student. This information will be valuable for members who are networking, considering job changes, and mentoring.

### **ST. LOUIS**

"The St. Louis WCC is up and running!" At their first meeting the group discussed goals and ideas for becoming visible in the St. Louis community. The program that followed included a behind-the-scenes tour and luncheon at the Botanical Gardens and a presentation by Mary E. Thompson, 1997 ACS award winner for "Encouraging Women into Careers in the Chemical Sciences."

## **How to Start a Local WCC Workshop**

The open meeting of WCC on April 15 at the 213th ACS national meeting in San Francisco was a workshop on how to start a local WCC. The event was led by WCC Chair Chris Bodurow and WCC member and California Local Section WCC founder, Mary Singleton. They suggested that those interested in starting a local WCC do three things: establish the need for a local WCC, establish the framework for the group, and identify projects and activities. The discussions that followed generated numerous new and useful ideas, many from attendees' experiences.

In establishing the local need for a WCC, consider the scientific network in your area. Demographics for local sections are available from the national office. Be inclusive in your thinking; consider students, high school teachers, and men. Some locales have active AWIS chapters, which may already serve the needs of women in the chemical sciences. WCC activities at regional meetings may make sense for areas that are spread out geographically or have few women ACS members.

The framework for a local WCC is not fixed, but experience has shown that several factors will increase its chance for success. Gain the support of

the local section leadership and learn how to obtain funds from your local section's budget. Identify a core group of local WCC supporters to prevent leadership burnout, and ensure that the local committee continues if organizers leave the section or assume other leadership roles in ACS. Create an up-to-date mailing list for publicizing activities and identifying key supporters. Streamline scheduling by holding an annual planning meeting at which the program and responsibilities for the entire year are decided.

Many possible local WCC activities were discussed. One valuable resource is the Athena Connection, which makes 55 programs from the ACS Office of Career Services available to local WCCs. The new mid-career development workshop developed by WCC, "Where Do I Go from Here?" is one offering. Local WCCs can nominate local women for local and national awards in the society. A local WCC might even establish a local "Outstanding Women Chemist" award.

## **Good Receives Priestley Medal**



The highest honor of the American Chemical Society was awarded to Mary Lowe Good in San Francisco. This was the 75th anniversary of the Priestley Medal Award, which is given in recognition of distinguished services to chemistry. Good is a most deserving recipient of this honor because of her exemplary service in academe as a professor at Louisiana State University, in industry as a manager of research and development, in government as the

undersecretary for technology for the U.S. Department of Commerce, and in ACS as chair of the ACS Board of Directors and president of the Society.

The text of Good's address appeared in the April 14, 1997, *Chemical & Engineering News*. It is well researched and full of pertinent historical references as well as clearly drawn lessons and challenges. Pointing out that the 20th century would be proclaimed the "American Century" by unanimous acclamation, Good believes this to be true because of the technological and ideological advances that have propelled our nation into world leadership. Good outlined the challenge before us by pointing out several insidious problems that face our nation on the threshold of the

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21st century. She made a most convincing argument for the importance of our performance in global economics in the next century, suggesting that economic competition has supplanted military conflict as the battleground for nations. In the final analysis, education and moral direction must be exerted by communities and individuals for this nation to move ahead as a world leader.

During dinner, Good recalled visiting the Lawrence Livermore National Laboratory almost 20 years ago and making time to meet with members of the Women's Association to share experiences with other women in

science. She said that her own inspiration and role model was Marie Curie and that she had even fantasized about going to the Sorbonne, in Paris, were it not for the language barrier, which daunted her. It is hard to believe that anything, even the difficulties of learning French, could have prevented Good from succeeding at whatever she set out to do. Mary Good clearly deserved the standing ovation that acknowledged her many years of service to chemistry and her challenge to all of us on the threshold of the 21st century.

—Mary Singleton

**Stephanie Kwolek**, a retired chemist from DuPont, received the 1997 Perkin Medal for her outstanding achievements in applied chemistry.

Astronaut **Shannon W. Lucid** was awarded the Congressional Space Medal of Honor by President Bill Clinton.

**Jacqueline K. Barton**, California Institute of Technology, was presented the 1997 Williams H. Nichols Medal by the ACS New York Section.

**Alexandra Melnyk**, who recently retired from the Chemical Abstracts Service, received the Distinguished Fellow Award from the ACS Division of Small Chemical Businesses.

**Loretta (Bonnie) S. Buddendeck**, a chemistry teacher at Centerville High School in Centerville, Ohio, has received the ACS Central Regional Award in High School Teaching.

**Kristi S. Anseth**, a research fellow at MIT, won the 1996 Unilever Award for Outstanding Graduate Research.

**Joan Laredo-Liddell**, secretary of the New York Local Section, received the 1996 Oscar Riker Foster Award from the Chemistry Teachers' Club of New York.

**Tracey R. Braun**, a first-year student at Indiana University-Purdue University in Indianapolis, and **Eugina A. Hopson**, a first-year student at the U.S. Naval Academy, were recipients of the Eli Lilly & Co. Project SEED College Scholarships.

**Hong Le Low**, a doctoral student at Case Western Reserve University, is the winner of the 1996 Sherwin-Williams Student Award in Applied Polymer Science.

**Mary Virginia Orna**, professor of chemistry at the College of New Rochelle, received the James Flack Norris Award for her achievements in teaching chemistry. The ACS Northeastern Section sponsors the award.

**Regina Watkiss**, teacher at the Heritage School in Newnan, Georgia, was one of the winners of the ACS Polymer Education Committee's 1996 Award for Excellence in Polymer Education.

**Patricia Strawbridge**, teacher at Portage High School, Portage, Michigan, received an honorable mention.



Stephanie Kwolek

**Helen M. Berman**, Rutgers University, and **Gunda I. Georg**, University of Kansas, have been elected Fellows of the American Association for the Advancement of Science.

The ACS Division of Organic Chemistry awarded fellowships to 18 doctoral students: **Janet Gunzner**, a fourth-year student at Scripps Research Institute, under the direction of K. C. Nicolaou, received the Aldrich Chemical Fellowship; **Mary Kay Hamm**, a fourth-year student at Yale University, under A. Schepartz, received the Bristol-Myers Squibb Pharmaceutical Research Institute Fellowship; **Michele Randall**, a fourth-year student at Boston College, under M. L. Snapper, received the Procter & Gamble Fellowship; **Jamie Roseman**, a fourth-year student at the University of Delaware-Newark, under P. A. Evans, received the Rohm and Haas Fellowship; **Emily Stocking**, a third-year student at Colorado State University-Fort Collins, under R. M. Williams, received the Smith-Kline Beecham Fellowship; and **Kami Thoen**, a second-year student at Purdue University, under K. I. Kenttämaa, received the Zeneca Pharmaceuticals Group Fellowship.

**Diana L. Higgins** has joined the staff of *C&EN* as a program assistant working with the magazine's editor and the ACS News editor. Higgins holds a B.S. in biochemistry from Virginia Polytechnic Institute and State University.

**Susan S. Taylor**, professor of chemistry and biochemistry at the University of California-San Diego, has been elected to the Institute of Medicine.

**Linda C. Brazdil** was elected president of Iota Sigma Pi, National Chemical Honor Society for Women. **Susan S. Marine** will serve as national vice president, **Michelle B. Ellett** as national secretary, **Patricia Fish** as national treasurer, and **Donna A. Iannotti** as national editor.

**Lidia M. Vallarino**, Virginia Commonwealth University, has been awarded National Honorary Member standing in Iota Sigma Pi.

**Angelica Stacy**, University of California-Berkeley, received the Award for Professional Excellence by Iota Sigma Pi.

**Robin Lee Garrell**, UCLA, received the Agnes Fay Morgan Research Award presented by Iota Sigma Pi.

# P R O M O T I N G

## **1997 Travel Awards**

The American Chemical Society's Women Chemists Committee has announced the recipients of its 1997 travel awards for covering expenses associated with attending scientific meetings to be held between January 1 and June 30. The awards are funded by Eli Lilly & Co., Hoechst Celanese, and the ACS Division of Industrial & Engineering Chemistry. The 15 recipients are

**Elizabeth A. Behrens**, Ph.D.-level analytical and inorganic chemistry student, Texas A&M University

**Elizabeth M. Boon**, senior chemistry major, Kenyon College

**Ingrid P. Buchler**, senior chemistry major, University of New Orleans

**Sarah J. Chisdes**, Ph.D.-level chemistry student, University of Virginia

**Jo Ann Currey**, Ph.D.-level chemistry student, Indiana University

**Helen L. de Clercq**, Ph.D.-level chemistry student, Johns Hopkins University

**Mary Peyton Davis**, senior chemistry major, College of Charleston

**Roychelle S. Ingram**, Ph.D.-level analytical chemistry student, University of North Carolina-Chapel Hill

**Ginger J. Lohr**, senior chemistry major, Wake Forest University

**Lynne A. Miller**, M.S.-degree-level chemistry student, Southern Illinois University

**Pamela A. Mingo**, Ph.D. organic chemistry student, Emory University

**Sonha C. Payne**, Ph.D.-level chemistry student, Emory University

**Rebecca L. Schriber**, senior biochemistry major, Dennison University

**Josephine V. Setzler**, Ph.D.-level chemistry student, University of Toledo

**Heather M. St. Martin**, senior chemistry major, Worcester Polytechnic Institute

## **ACS-PRF Grants Awarded**

**Rebecca J. Dorsey** and **Susan M. Kidwell**, Northern Arizona University

**Katherine H. Freeman**, Pennsylvania State University

**Doreen G. Leopold**, University of Minnesota

**Carolyn D. Ruppel**, Georgia Institute of Technology

**Susan T. Collins**, California State University—Northridge

**Phoebe K. Dea**, Occidental College

**Bernadette T. Donovan-Merkert**, University of North Carolina-Charlotte

**Patty Wisian-Neilson**, Southern Methodist University

**Sarah C. Larsen**, University of Iowa

**Tanja Pietrass**, New Mexico Institute of Mining & Technology

**Nicole S. Sampson**, State University of New York-Stony Brook

**Anne F. Sheehan**, University of Colorado

**Deborah C. Bebout**, College of William & Mary

**Paula J. Noble**, California State University-Sacramento

**Daisy Y. Zhang**, Northern Arizona University

**Estella Atekwana**, Western Michigan University

**Mary T. Baker**, on behalf of the ACS Division of Polymer Chemistry Inc.

**Marsha I. Lester**, on behalf of American Physical Society Division of Laser Science

**Mary L. Droser**, University of Southern California

**Marjorie A. Langell**, University of Nebraska-Lincoln

**Lisa L. Robbins**, University of South Florida-Tampa

**June R. P. Ross**, Western Washington University

**Elizabeth A. Stemmler**, Bowdoin College

**Anne M. Baranger**, Wesleyan University

**Cassandra L. Fraser**, University of Virginia

**Rachael S. Goldman**, University of Michigan

**Peggy A. O'Day**, Arizona State University

**Victoria J. Fabry**, California State University-San Marcos

**Rebecca C. Hoye**, Macalester College

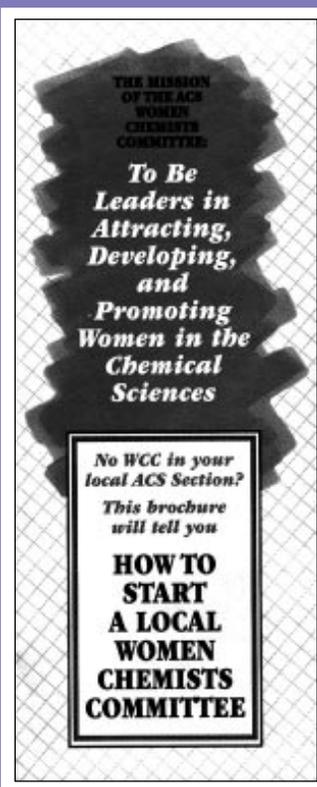
**Gina M. MacDonald**, James Madison University

**Sarah L. Stoll**, Oberlin College

**Hilary S. Lackritz**, on behalf of ACS Divisions of Polymer Chemistry Inc. and Polymeric Materials: Science & Engineering and the Optical Society of America

**Elsa Reichmanis**, on behalf of ACS Division of Polymeric Materials: Science & Engineering Inc.

**Suzanne T. Purrington**, North Carolina State University



For a copy of the brochure, contact ACS staff liaison, Cheryl Brown (800-227-5558, x8729; or e-mail [c\\_brown@acs.org](mailto:c_brown@acs.org)).

**Professional Opportunities for Women in Research and Education (POWRE)**

Program Announcement: The National Science Foundation's POWRE is an NSF-wide program with activities designed to increase women's prominence in science and engineering and to enhance their professional advancement by providing women with funding opportunities not ordinarily available through regular research and education grants. The former Visiting Professorships for Women, Faculty Awards for Women, Planning Grants for Women, and Career Advancement Awards for Women programs have been integrated and incorporated into POWRE. The program is targeted at women scientists and engineers who currently hold nontenured academic positions or industrial positions, hold tenured or tenure-track academic positions, or plan to enter or reenter academia. Upcoming proposal receipt deadlines are July 1, 1997, and December 9, 1997. Complete details on POWRE may be found at <http://www.nsf.gov/bio/pubs/nsf9791/nsf9791.htm>.

**WCC Web Site**  
 Visit us at <http://www.tamug.tamu.edu/acswwc/>!! Thanks to Melanie Lesko for her work in developing and maintaining this site.

**Iota Sigma Pi Web Site**  
 The National Council of Iota Sigma Pi invites you to learn more about their organization at their Web site at <http://www-chem.ucsd.edu/Faculty/sawrey/ISP/>. Of particular interest may be the awards information for established chemists, graduate students, and undergraduate students.

**Books!**  
 The Promethium Chapter of Iota Sigma Pi, the National Honor Society for Women in Chemistry, has awarded nine scholarships totaling \$8,200 to women who are studying chemistry. The funds for these scholarships have been derived from sales of the two books the Promethium Chapter has published: *The Book for Working Women: Is There Any Other Kind?* and *The How to Book: Making Success Your Reality*. To obtain a copy of either or both books, please send \$12.45 per book (\$5 for the book, \$4.95 tax-deductible donation to the scholarship fund, and \$2.50 for postage and handling) to J. P. "Perky" Kilbourn, 333 S.W. Fifth Ave., #620-7, Portland, OR 97204-1743.

**Child Care in Las Vegas**  
 For current information on child care at the Las Vegas national meeting, click on the appropriate button on the ACS's meetings Web site, <http://www.acs.org/meetings/lasvegas/welcome.htm>.

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