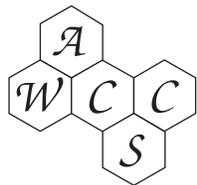


TO BE LEADERS IN ATTRACTING,
DEVELOPING,
& PROMOTING WOMEN
IN THE CHEMICAL
SCIENCES AND
RELATED DISCIPLINES



SPRING/SUMMER 2004

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

<http://membership.acs.org/W/WCC>

Keep Nominating...

Deborah McCarthy

The American Chemical Society administers more than 50 national awards each year. What a great testament to the diversity and breadth of achievements within the chemical profession. A primary thrust of the Women Chemists Committee is to promote women chemists by working to increase the numbers of women nominees and recipients for ACS awards. Here's a short list of five ACS national awards that have been in existence for many years. Nominate highly qualified women for these awards and others as listed on the ACS website: www.chemistry.org/awards.

- **Roger Adams Award in Organic Chemistry** sponsored by Organic Reactions Inc., and Organic Syntheses Inc. Purpose: To recognize and encourage outstanding contributions to research in organic chemistry defined in its broadest sense. Established in 1959.
- **Peter Debye Award in Physical Chemistry** sponsored by E.I. du Pont de Nemours & Company. Purpose: To encourage and reward outstanding research in physical chemistry. Established in 1960.
- **Ernest Guenther Award in the Chemistry of Natural Products** sponsored by Givaudan. Purpose: To recognize and encourage outstanding achievements in analysis, structure elucidation, and chemical synthesis of natural products. Established in 1948.
- **James Flack Norris Award in Physical Organic Chemistry** sponsored by Northeastern Local Section, ACS. Purpose: To encourage and reward outstanding contributions to physical organic chemistry. Established in 1963.
- **ACS Award in Inorganic Chemistry** sponsored by Aldrich Chemical Company, Inc. Purpose: To recognize and encourage fundamental research in the field of inorganic chemistry. Established in 1960.

WOMEN CHEMISTS

Women Set Record for 2004 ACS Awards

The American Chemical Society (ACS) celebrated a banner year in Anaheim, CA, with a record 10 awards honoring women and their contributions to the chemical profession. The Women Chemists Committee (WCC) salutes nominators, nominees, awardees, and the Society for sustained momentum in attracting, developing, and promoting women in the chemical sciences and related disciplines.

Those receiving ACS national awards:

Margaret-Ann Armour, University of Alberta—Edmonton, received the *ACS Award for Encouraging Women into Careers in the Chemical Sciences* for her work in the formation and guidance of the program Women in Scholarship, Engineering, Science, and Technology (WISEST), which created a highly effective community of students, parents, teachers, sponsors, professional engineers, scientists, and university faculty for the encouragement of young women into the chemical sciences.

Barbara J. Finlayson-Pitts, University of California—Irvine, received the *ACS Award for Creative Advances in Environmental Science and Technology* for her pioneering work on heterogeneous reactions important to chemistry in the troposphere, including the importance of the chemistry of liquid films on surfaces and the recognition of the impact of halogen chemistry on the marine troposphere.



Photo by James Teach

Margaret-Ann Armour (center) receives ACS award in Anaheim, CA, from Mark Cardillo (left), Executive Director, The Camille & Henry Dreyfus Foundation, and Charles Casey (right), ACS President.

Sandra C. Greer, University of Maryland—College Park, received the *Francis P. Garvan—John M. Olin Medal* for her contributions to the physical chemistry of critical phenomena in fluids and of reversible polymerizations in synthetic polymers to the welfare of underrepresented groups in academia and for her enhanced attention to ethical issues in science and engineering.

Mei Hong, Iowa State University, received the *ACS Award in Pure Chemistry* for her development of solid-state NMR techniques in the study of structure and dynamics of membrane peptides and proteins.

Valerie J. Kuck, Montclair, NJ, received the *Award for Volunteer Service to the American Chemical Society* for her decades of extraordinary service as an active Local Section Councilor and Chair

Continued on page 2

Message from the WCC Chair



Photo by AI Ribes

Serving as chair of the Women Chemists Committee (WCC) has offered me some delightful opportunities. One of those instances was

at the symposium entitled "Women in Chemistry: Celebrating and Promoting Change" at the spring ACS National Meeting. I had the opportunity to participate in honoring Dr. Margaret-Ann Armour, recipient of the ACS Award for Encouraging Women into Careers in the Chemical Sciences. Some of the recipients I knew personally, others I knew by reputation. I really enjoyed learning about their achievements. These creative, determined women have made a variety of outstanding contributions to chemical research, education, and the profession. Congratulations to all!

At that symposium, I also had the honor of introducing other speakers, who included two past recipients of the award, a past ACS president, and a former member of the ACS Board of Directors. The one aspect I noticed was that they were all agents of change. As a direct result of their actions, they improved the environment for all women chemists. As they introduced themselves, I asked them to note one change they had caused that they were especially proud of, and I was impressed by the range of answers. Some were focused on an individual, some on an entire institution. It caused me to think: What would my answer to this question be? What changes have I driven that have resulted in improvements for women in chemistry?

I challenge all the readers of *Women Chemists* to ponder this question. Imagine what the world would look like if we could answer the question as these award winners and speakers did. Wouldn't it be great if we all celebrated and promoted change for women!

Women Set Record for 2004 ACS Awards—Continued from page 1

of five national committees and for her outstanding work in enhancing members' careers and the public's perception of chemistry.

Zaida C. Morales-Martinez, Florida International University (retired), received the *ACS Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences* for her successful mentoring and sound honest counseling of hundreds of minority and economically disadvantaged students in the chemical sciences, from high school through post-doctoral school, and for providing opportunities for research participation and travel to professional meetings.

So-Jung Park, University of Texas–Austin, received the *Nobel Laureate Signature Award for Graduate Education in Chemistry* for her creative and innovative studies of novel materials, junctions, and bioanalytical devices based on DNA-nanoparticle conjugate structures under the direction of Professor Chad A. Mirkin at Northwestern University.

Jeanne E. Pemberton, University of Arizona–Tucson, received the *ACS Award in Analytical Chemistry* for her research investigations of the vibrational and Raman scattering spectroscopy of molecular materials on surfaces.

Toni Austin Watt, Watchung Hills Regional and Plainfield High Schools, New Jersey, received the *James Bryant Conant Award in High School Chemistry Teaching* for her exceptional success as a teacher of high school chemistry, unique ability to stimulate young minds, and outstanding contributions to the advancement of science education.

In addition to the ACS National Awards, the *National Fresenius Award* was presented to **Pernilla Wittung-Stafshede**, Rice University, for her pioneering investigations on the mechanism of protein folding with special emphasis on determining the importance of cofactor-based nucleation sites.

Congratulations to all 2004 ACS award recipients, particularly this year's women honorees!

Young Scientists Research Recognition Award Symposium

Cosponsored by AGRO and WCC

Dan Libby

The Agrochemicals (AGRO) Division Young Scientist Research Award Symposium is an annual program at spring ACS national meetings. Joel Coats, University of Iowa, and Ken Racke, Dow AgroSciences, established the award program in the late 1980s. Award winners and speakers are selected based on written essays about their research. They receive travel funds to attend the spring ACS meeting and are also invited to speak. The 2004 symposium honored five young scientists, two of whom were given awards. The top award went to Wei Zheng for his work on "The influence of combined



Photo by Janet Bryant

Yelena Sapozhnikova, UC-Riverside, presents research in Anaheim, CA.

application for fumigants on their transformation and persistence in the environment." Keri L. Henderson, a graduate student at Iowa State University, received the runner-up award for her work on "Mass balance of atrazine and metolachlor in phytoremedi-

ated soil systems". Dr. Yelena V. Sapozhnikova, a postdoctoral researcher at the University of California–Riverside, received a travel award and spoke on "Accumulation of agricultural pesticides in bird eggs from the Colorado River Delta. Inquiries and applications for this award should be submitted to Dr. Allan Felsot at afelsot@tricity.wsu.edu.

Sharon Haynie, Ph.D.

A Successful Woman in Chemistry

Arlene Garrison

Sharon Haynie loves laboratory research and thrives on the challenge to create better products for the benefit of our society. She's the ultimate research guru who is also steadfastly committed to mentoring and encouraging young scientists. Sharon, a native of Baltimore, MD, received a Bachelors of Science degree in biochemistry from the University of Pennsylvania in 1976. She then completed her doctoral studies in chemistry at the Massachusetts Institute of Technology in 1982. Following a few years with AT&T Bell Laboratories she joined DuPont, where she has been for the past 20 years. Dr. Haynie has worked in a variety of research areas, including DuPont's Vascular Graft Program and Biomaterials Group. She's currently a principal investigator in DuPont Central Research & Development with the Biochemical Science and Engineering (BCS&E) Department. Her most recent research focuses on environmentally friendly processes to manufacture biological feedstocks as alternatives to petrochemicals. Sharon sees the integration of materials and biology as a significant and important research challenge for the future. She points out that the quest to make better and innovative products requires extensive collaboration, not the single scientist in the lab that is often pictured. Throughout her career, Sharon has emphasized laboratory work and she believes that her talents are best used in the creative and innovative research she directs at the bench. Her love of research and her technical expertise are recognized inside and outside DuPont with more than 20 publications and patents to her credit.

Sharon takes on extensive volunteer activities, many of which are linked with the American Chemical Society and its member programs. She is very involved in the Philadelphia Section of the ACS and served as Section Chair in 2003. Sharon has served on the ACS Local Section Activities Committee (LSAC) and was just re-elected as an ACS councilor for 2004–2006, a position she's held for several years. Sharon has also served as a mentor to ACS Project SEED

(Summer Employment for Economically Disadvantaged) students for nearly a decade. SEED students learn about the professional work environment, critical thinking, and analytical skills,

in addition to the cutting-edge science going on in her DuPont laboratory. Dr. Haynie emphasizes that such holistic intellectual stimulation is essential in nurturing technically competent citizens.

She attributes her myriad of volunteer activities to many men and women role models who provide great encouragement and support to her daily. Sharon believes it is important to be an accessible example to students, particularly women who are in their early career stages. She views her volunteer activity as an important professional responsibility and a tangible way to show her commitment to helping others. She resists recognition of her extensive volunteer work, insisting that the opportunity to support others is its own reward.

Work-life balance has not been a difficult issue for Sharon. She enjoys traveling and is often accompanied by her mother. Sharon's immediate and extended family made many sacrifices in order for her to achieve many privileges, such as quality education and choice in her profession. She believes that the best way to acknowledge and honor those sacrifices is to be mindful, to enjoy the privileges of performing one's chosen work, and to continually give back to others. Dr. Haynie continues to find her work personally gratifying and looks forward to the scientific and social challenges ahead for our profession.



Sharon Haynie

Courtesy of Sharon Haynie

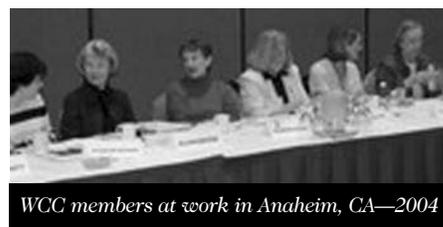
WCC Advocacy Report

Shannon Davis, Advocacy Subcommittee Chair

The Women Chemists Committee (WCC) Advocacy Subcommittee aims to actively promote the recognition of women in the chemical sciences and to augment ongoing efforts of other groups with similar interests. A key goal for the near term is to increase the numbers of women nominators and women nominees for ACS national awards. The subcommittee also encourages local sections and regional meeting officers to track any awards given to women at regional and local levels. Partnering with the Presidential Working Group on Data Collection on Women and Minorities Employed in the Chemical Related Sciences, WCC plans to incorporate the working group's key findings

into the committee's plans and communications. The WCC Advocacy Subcommittee actively leads outreach efforts to other organi-

zations, both sister scientific organizations, and, more broadly, other associations with whom we can partner. We also share success stories, leverage information, and provide resources for women professionals working in chemical-related disciplines. For more information or to participate, see the WCC Web site, <http://membership.acs.org/W/WCC> for links to this effort.



WCC members at work in Anaheim, CA—2004

Photo by Janet Bryant

2004 Garvan–Olin Medalist Keynotes WCC Luncheon

Rita Majerle

The spring Women Chemists Committee (WCC) Social Hour and Luncheon in Anaheim, CA, opened with poster presentations from seven Eli Lilly/WCC travel grant awardees who shared their research and networked among more than 200 luncheon participants. The 2004 Garvan–Olin Medalist, Professor Sandra C. Greer, University of Maryland–College Park, gave the keynote remarks at the luncheon. Dr. Greer is recognized for her contributions to the field of physical chemistry and is internationally known for her work in experimental thermodynamics of fluids, fluid mixtures, and phase transitions in the area of polymer solutions. She is described as a gifted experimentalist, and her work on liquid–liquid critical phenomena resulted in seminal papers that led to the acceptance of renormalization group theory. She has also worked to improve the welfare of underrepresented groups and the education of undergraduate women.

Professor Greer gave the talk, “Reflections in My 60th Year”, which described the private and public pleasures as well as pains of a scientist. At the root of it all is the question, why do we choose the pathways we do? Sandra described this process of “finding patterns in the world to fit into our own minds” in her life. She was discouraged from pursuing science by teachers and counselors and credited her mother’s early support for her success. Her private pleasures include the development of new ideas and their fruition. Dr. Greer described her public pleasures of sharing insights and passions with students and fellow researchers. Her teaching, mentoring, and intellectual work have provided her, she commented, with a sense of immortality. Public pains have included the tedium of repeating experiments in order to collect good data when artifacts and errors were found, misinterpretation of data, and the process of grant writing. In closing, Sandra reflected that she would like to return to the lab for the next 10 years in the pursuit of excellence and private pleasure, “because it makes me feel good in my mind.”



Sandra Greer

Spring 2004 Eli Lilly/WCC Travel Grant Awards

Congratulations to the 11 female students who were awarded travel grants to present their research for the first time at a major scientific meeting. Sponsored by the Women Chemists Committee, grants for this highly valuable program are made possible by Eli Lilly & Company and the ACS Matching Gift Fund.

Awardees for spring 2004 are Rebecca Coppins, University of Illinois–Urbana-Champaign; J. KaTrina Daniels, Clemson University; Kelly Hutchinson, Nazareth College; Maya Leonetti, Washington State University–Pullman; Carmen López, Purdue University; Kathryn McCulloch, Ball State University; Kelsey McDuffee, University of California–Irvine; Sarah-Jo Stimpson, Union College; Hannah Toomey, University of Texas–Arlington; Christine Utter, University of Detroit–Mercy; and Amber Wellman, University of Tennessee–Knoxville.

The travel awards program will again be offered in 2005. Grants provide funding for undergraduate, graduate, and postdoctoral women chemists to travel to scientific meetings. These



Eli Lilly/WCC travel award recipients in Anaheim, CA. L–R Maya Leonetti, Hannah Toomey, Sarah-Jo Stimpson, Kelly Hutchinson, Carmen López, Christine Utter, J. KaTrina Daniels.

Courtesy of C&EN

grants may be applied for registration, travel, and accommodations only and are restricted to travel within the United States. Grant funds are limited, but some funds are set aside for undergraduates. Only U.S. citizens and permanent residents are eligible. Women who have received a prior award under this program are ineligible. Applications should be limited to one per research group. The application deadlines for the 2005 meetings are as follows:

- September 15, 2004—Meetings between January 1 and June 30, 2005
- February 1, 2005—Meetings between July 1 and December 31, 2005

An official application form can be obtained from your college or university department chair or <http://membership.acs.org/w/wcc/travap00.pdf>.

Diversity Impact Within the Chemical Workforce

Cosponsored by TECH, WCC, YCC, and PROF

Eleanor Brown

In recent years, many corporations have recognized the need for a diverse workforce to improve competitiveness in an increasingly global business environment. This Anaheim symposium highlighted organizational strategies to recruit and retain employees who differ in age, race, and gender. E. Ann Nalley of Cameron University, Michael Louie of Air Products, and John Borchardt of Southhaven Communications all expanded the definition of diversity to include less visible characteristics such as language, nationality, sexual orientation, education, job function, and disabilities. The emphasis was that any of these characteristics may have a positive or negative impact on organizational effectiveness depending how well they can be maximized to create a competitive advantage. Vincent Oriedo and Connie Murphy, both of Dow Chemical, described programs to attract employees who are culturally different from the Midwest norm as well as programs that encourage positive responses to cultural differences. Carolyn Brumbley, symposium organizer and speaking for Sandira Amin, described the success of an employee council in eliminating class discrimination (e.g., designated parking spaces) between categories of employees. Elizabeth Poole of Shell International Exploration & Production, gave the talk, “I’m Not Just a Pair of Hands,” that outlined a career path by which she diversified her work and enhanced her value to her employer.

Being Industry-Ready

Arlene Garrison

The 2004 spring WCC Women in Industry Breakfast made a play on corporate lingo to spark networking and dialogue around strategies for success in the workplace—industry, academia, and government. A crowd of more than 80 attendees participated in roundtable discussions and exchanged ideas on theme topics. Participants highlighted the following points from their table discussions and personal experiences:

SHARES—Seek Help And Rewarding Experiences.

- We are each responsible for seeking change and new experiences.
- Participation in ACS meetings and public forums can be very rewarding.
- Internships and co-ops are great experiences for students to learn.
- Embrace new projects at work and take chances to be on the cutting-edge of a new field.

Rules of Innovation (ROI).

- Corporate America depends on innovation for continued success.
- Innovation today is focused on process not products.
- Open brainstorming is essential. Don't shoot down ideas, and provide a supportive climate.
- Diversity contributes to innovation.
- Partnerships among government, academia, and industry contribute to innovation.

W.I.N.—Work Intelligently and Notably.

- Be aware of what is measured and rewarded in your company.
- Networks and volunteer activity help keep your visibility high.
- Toot your own horn.
- Time management is very important. Use your time for activities of high value.

The “Balance” Sheet—Balance between personal and professional life.

- Remember you can't do everything at once.



Photo by Janet Bryant

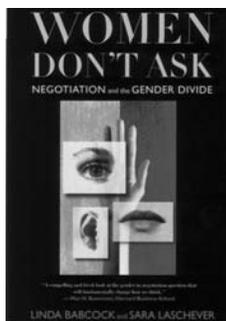
Pooja Marella, Middle Tennessee State University graduate student, Madeleine Jacobs, ACS Executive Director & CEO, Ruth Woodall, chair of Nashville Local Section, and Judith Iriarte-Gross, WCC member, at Women in Industry Breakfast.

- Push back if you are assigned too many deliverables. It is better than missing deadlines.
- Reach out, ask for help, and establish a support system.
- Vacations are important and should be scheduled well in advance.
- Outsource things at home.
- Balance varies with your stage in life.

Keep pushing the envelope. WCC looks forward to seeing you in Philadelphia for the next Women in Industry Breakfast on Monday, August 23, 2004, 7:30–9:00 a.m. (see article below).

WCC Women in Industry Breakfast

ACS National Meeting—Philadelphia



Sara Laschever, co-author of *Women Don't Ask: Negotiation and the Gender Divide*, will share her insights and research about factors that impede the progress of women in their career pursuits.

A question-and-answer session will follow. Books will be available for sale, and Dr. Laschever will host a book signing at the conclusion of the program. For more information on the book and about Dr. Laschever, go to: <http://www.womendontask.com>.

This is a ticketed event on August 23, 2004, at 7:30 a.m., Philadelphia Marriott Hotel, and is cosponsored by Committee on the Advancement of Women Chemists (COACH) and PROGRESS. Check WCC website, <http://membership.acs.org/w/wcc> and the ACS National Meeting Preliminary Program for exact location.

Women Chemists Programs at Regional Meetings

Peggy Smith, ACS Office of Regional Meetings

ACS regional meetings are hosted by a local section in each of the 10 geographical regions designated by the ACS. The meetings are generally within driving distance, are economical, and offer high-caliber programming for students, educators, and industrial chemists in the region. These 2004 regional meetings are offering programs of special interest to women in chemistry.

The *Central Regional Meeting*, June 2–4, at the University Conference Center and Hotel on the Indiana University and Purdue University-Indiana (IUPUI) campus, Indianapolis, IN. A women chemists luncheon with a discussion on “Radical Change, the Quiet Way”,

taken from an article by Debra E. Meyerson, was held on June 3.

A joint *Northwest/Rocky Mountain* meeting took place at Utah State University, Logan, June 6–9. What are the studies saying about women in science and technology? was the topic of a talk by Nancy Jackson, Sandia National Laboratory, and current member of the ACS Board of Directors, at a gala awards luncheon on June 8.

The fall regional meetings open with the *Southwest Regional Meeting*, September 29–October 2, Fort Worth Plaza Hotel, Fort Worth, TX. An evening reception is planned for September 29, followed by a full day of exciting programs for women chemists. Elsa Reichmanis, ACS Past President, and Madeleine Jacobs, ACS Executive Director and CEO, will participate.

Great Lakes Regional Meeting, October 17–20, Hotel Père Marquette, Peoria, IL. The Illinois Women of Science is hosting a lun-

Continued on page 6

Women Chemists Programs at Regional Meetings—Continued from page 5

cheon, and several women scientists will feature their work during the technical session.

The DoubleTree Hotel in Sacramento, CA, is the site of the *Western Regional Meeting*, October 27–30. A luncheon, including a speaker on women's issues, is scheduled for Thursday, October 28.

The *Northeast Regional Meeting* opens on Halloween and closes on Election Eve, October 31–November 3, at the Hyatt Hotel, Rochester, NY. Luncheon events are scheduled at the Susan B. Anthony House on November 1 and 3. Dr.

Elsa Reichmanis will be one of the speakers.

On November 10–13, the *Southeast Regional Meeting* will be held at the Sheraton Imperial, Research Triangle Park, NC. A women chemists luncheon on November 11, will feature Dr. Victoria Haynes, president of Research Triangle Institute.

For more details on these events and all the other exceptional programming at this year's regional meetings, visit www.chemistry.org/meetings/regional, the ACS Regional Meetings website, to link to all the meetings' websites, submit an abstract, and register.

Recruiting Faculty: How is It Done? Who Gets the Job and Why?

Cosponsored by Graduate Education Advisory Board, NOBCCHE, SACNAS, CPT, and WCC

Rita Majerle

The ACS Academic Employment Initiative is an experimental program developed under the direction of Dr. Charles Casey, ACS President, to support the academic hiring process. As part of a joint National Science Foundation–American Chemical Society (NSF–ACS) venture, a panel of senior and recently hired faculty met with would-be candidates for various teaching positions and other ACS members at the 2004 spring ACS Meeting in Anaheim, CA. The panel's senior members included Isiah M. Warner from Louisiana State University; George McLendon of Duke University; Frank Gomez from California State University, Los Angeles; and Michelle Bushey of Trinity University in San Antonio. The recently hired faculty panel members included Eric Hegg from the University of Utah, Anna Kathryn Mapp from University of Michigan, Shelli McAlpine from San Diego State University, and Linda Doerrler from Barnard College in New York.

Dr. Marjorie Caserio commenced the panel discussion with an overview of current and forecasted employment situations. Approximately 26% of the available jobs are in the academic sector. Although industrial prospects seem to have fallen, enrollments and retirements in academia are currently going up and the overall number of PhDs has been declining since 2000. The number of job ads in *Chemical & Engineering News* for academic positions typically peaks in September and October, although they can be found year-round. Non-traditional fields, such as materials and nanoscience, biotechnology, and other interdisciplinary fields, seem to be growing.

Along with the good news came a word of caution. Jura Viesulas, ACS Department of Career Services, noted that current information from the Bureau of Labor Statistics indicates that, although postsecondary academic positions predicted for the next 10 years have increased 38%, as many as 50% are predicted to be non-tenure track.

The panelists recommended starting the application process early by building networks and attending national and regional meetings. Address everything in the job ad. Make sure your cover letter is well written. Carefully summarize your past

research experience, both PhD and postdoctoral. Provide a well-thought-out research plan and teaching philosophy. Choose your references carefully.

The panel concurred that a campus interview would definitely make or break you. Know the institutional priorities on teaching versus research. A candidate should know the faculty and their research interests at the institution and ask questions about their work and the infrastructure. Know the available funding sources and have a solid idea of typical start-up funds, space needs, summer support, release time, and salary for your position. Have a polished talk and know when a teaching presentation is also expected. The panelists also stressed that any position draws hundreds of job applications. Look for the best fit, and don't take rejection personally.

Once a candidate gets the job, keeping it takes a lot of work. Teaching and research are the top priorities for any new hire. Service should place a distant third in priorities. Publish early; don't wait until the tenure decision is close. Submit grants early and often—the success rate for first submissions is around 10%. Try to obtain funding by the fourth year in a position.

At this event, ACS President Charles Casey announced a special interdisciplinary poster session at Sci-Mix at the upcoming fall ACS National Meeting in Philadelphia. Candidates will have the opportunity to meet recruiters and faculty from many different institutions and to network among themselves. For more information on these and other topics, please check the ACS Graduate Education Newsletter at <http://www.ACSGradedNewsletter.org>.



Martha Casey, consultant to WCC, presents a question to panel at symposium.

Photo by Janet Bryant

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 Cheryl Brown, 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.

WCC Roadmap ACS National Meeting Philadelphia, PA

- Leadership Tools Workshop: Emotional Intelligence Tools for Career Success—Sunday, August 22. (See below)
- WCC Local Section Networking Lunch—Sunday, August 22. An opportunity to network and exchange success stories at local section and regional meetings;
- WCC Women in Industry Breakfast—Monday, August 23. (See page 5)
- WCC Reception & Luncheon—Tuesday, August 24.
 - Eli Lilly/WCC Travel Award Poster Session, 11:30 a.m.–12:00 p.m.
 - Dr. Uma Chowdhry, Vice President, Central Research & Development, DuPont Co.—Keynote luncheon speaker
 - WCC Overcoming Challenges Award Presentation
- ChemLuminary Awards—Tuesday, August 24. Three local section WCCs will receive awards for their efforts in promoting women in the chemical sciences.
- ACS Health Fair and Young Chemists Committee Blood and Bone Marrow Drive (CCA) — Wednesday, August 25
- Program Co-sponsorships:
 - Women in Organic Synthesis (ORG)
 - Alternative Careers—The Road Less Traveled (PROF)
 - Technical Achievements in Organic Chemistry (ORG)
 - Strategies for Achieving a Diverse Professoriate in Chemistry and Chemical Engineering (YCC)
 - Doctoral Education: How Did We Get Here? Where are We Going? (CHED)
 - Driving Forces in Doctoral Education: People, Discovery, Economics, Funding, Assessment (CHED)
 - Experiments in Transforming Doctoral Education: The Carnegie Initiative on the Doctorate (CHED)
 - Creating Complete Scientists—Graduate Student Visions of Doctoral Reform (CHED)
 - SciMix—An Opportunity in Philadelphia for Academic Search Committees (PRES)

Check the WCC website for more details (<http://membership.acs.org/W/WCC>) or send an email to: wcc@acs.org.



Courtesy of Inventors Hall of Fame

Edith Flanigen received the 2004 Lemelson-MIT Lifetime Achievement Award in April. Flanigen was the first woman to win the Perkin Medal in 1992, and was also awarded the Francis P. Garvan-John M. Olin Medal in 1993.



WCC Sponsors and Contributors in 2004

WCC would like to thank the following individuals and organization for their support

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Teri Quinn Gray
Visions in Education Inc.



Photo by Eddie Fields

Winifred Burks-Houck

In Memory of Mrs. Winifred Burks-Houck

Winifred Burks-Houck departed this life on May 5, 2004. Winifred served as President of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) from 1993 to 2001, and worked as an organic chemist at Lawrence Livermore National Laboratory since 1983. Scholarship donations in her honor may be sent to the Delta San Francisco Foundation, In Memory of Winifred Burks-Houck, 15 Tiptoe Lane, Hillsborough, CA 94010.

Inaugural WCC Golf Classic



Photo by Janet Bryant

Janet Bryant, Heather Bryant, Kathleen Kelly, and Dave Bryant receive 1st place prize from Carolyn Ribes in Anaheim, CA.

Leadership Tools

Workshop Sponsored by Women Chemists Committee



**When: ACS National Meeting—Philadelphia, PA
Sunday, August 22, 8:00 a.m. – 4:00 p.m.**

Target Audience: Women in Industry

Emotional Intelligence Tools for Career Success:

- Emotional Intelligence and its application to the workplace.
- Assessment of current Emotional Intelligence levels.
- Tools for responding appropriately to work situations.
- Techniques to avoid emotional hijacks.
- Specific strategies and techniques to raise Emotional Intelligence.



Instructor: Teresa Edmondson is founder of the Edmondson Consulting Group and brings over 15 years of management and consulting experience to her audiences. She has worked with numerous Fortune 100 companies as well as not-for-profit firms, including clients such as Compaq, ExxonMobil, Shell Oil, and Raytheon Systems Company. Teresa offers expertise in the areas of leadership and team development, workplace communication, and emotional intelligence.

How to Register: Print the registration form from the WCC website at <http://membership.acs.org/w/wcc/>. Deadline is 8/1/04.

Cost: \$199 per participant

Contact Amber Hinkle
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Women Chemists Committee—2004

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