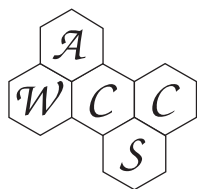


TO BE
LEADERS IN
ATTRACTING,
DEVELOPING,
& PROMOTING
WOMEN
IN THE
CHEMICAL
SCIENCES
AND
RELATED
DISCIPLINES



WOMEN CHEMISTS

2005 ACS Awards 10 Women Honorees!



Photo by James Tkatch

SPRING/SUMMER 2005
American Chemical Society
Women Chemists Committee
1155 Sixteenth St., N.W.
Washington, DC 20036
<http://membership.acs.org/W/WCC>

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CONGRATULATIONS to the women chemists honored with 2005 ACS Awards. The Women Chemists Committee (WCC) salutes nominators, nominees, and the American Chemical Society (ACS) for sustained momentum in attracting, developing, and promoting women in the chemical sciences.

Frances Arnold, California Institute of Technology, received the Francis P. Garvan-John M. Olin Medal for her work as a pioneer in the engineering of biological systems by directed enzyme evolution, her service on advisory and editorial boards, and her mentoring of students and postdocs.

Donna Blackmond, Imperial College of Science, Technology, and Medicine, United Kingdom, will receive an Arthur C. Cope Scholar Award for her work on structurally and mechanistically complex organic transformations and the study of non-linear effects in asymmetric catalysis.

Jeannette Brown, Hillsborough, NJ, will receive the ACS Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences for her successful mentoring of and outreach to minority and economically disadvantaged science students at the university and high school levels, her influence on programs nationwide through service on the National Sci-

ence Foundation (NSF) Committee on Equal Opportunities in Science and Engineering and PROJECT SEED, and her position as a pioneering role model.

Phoebe Dea, Occidental College, Los Angeles, CA, received the ACS Award for Research at an Undergraduate Institution, for her work with more than 100 undergraduate student researchers on studies of model membranes; several students have been awarded fellowships for graduate studies based on this research and the resulting publications.

Marye Anne Fox, University of California, San Diego, received the Charles Lathrop Parsons Award for public service on the National Science Foundation's Science Board, as a member of the National Academy of Science's Committee on Science, Engineering, and Public Policy, as Chair of the National Research Council's Government-University-Industry Research Roundtable, as a member of the President's Council of Advisors on Science and Technology, and her advisory positions with groups, such as Girl Scouts and Women in Science and Technology.

Annis Hapkiewicz, Okemos High School, Okemos, MI, received the James Bryant Conant Award in High School Chemistry Teaching for her outstanding success in preparing her students for university and graduate study of chemistry and for her work on the development of Michigan Science Benchmarks.

Continued on page 2

Message from the WCC Chair



Photo by Al Ribes

Celebrating Success

Our recent American Chemical Society (ACS) meeting highlighted facets of success. The Women in Industry Breakfast discussion, the "Kaleidoscope of Success", dealt with the four elements of success: happiness, accomplishment, legacy, and significance. As I watched the 10 female national award recipients receive their awards, I

realized they were experiencing accomplishment-success. For the recipients of the "Encouraging Women/Minorities into Careers in Chemistry" awards, this was also significance-success. The WCC Golf Classic brought happiness-success to the participants (especially to the first-place team). The WCC celebrated the legacy-success created by Staff Liaison Cheryl Brown at her farewell dinner. You'll see many other success stories in the WCC book *Successful Women in Chemistry Corporate America Contributing to Science*. The publication of this book exemplifies accomplishment-success, and I believe it will have significance-success as well.

Let's celebrate our large and small successes and those of our friends and colleagues in chemistry. If your local section has organized an event for women, please share that success story with us. Nominate women for awards at the local, regional, or national level. Not only can others leverage-in your ideas, but they may be motivated and inspired as well.

2005 ACS Awards—10 Women Honorees—Continued from page 1

Janan Hayes, Merced College (retired), will receive the Award for Volunteer Service to the American Chemical Society for decades of service on ACS committees and projects, the organization of regional and national meetings, and her continuing work on the development of instructional materials for middle school teachers.

Christy Haynes, University of North Carolina, and University of Minnesota, received the Nobel Laureate Signature Award for Graduate Education in Chemistry for her exploration of nanofabrication techniques and their application to the understanding of the relationship between nanoparticle structure and surface-enhanced Raman scattering (SERS) and for her work on the development of a new glucose sensor based on SERS.

Cynthia Maryanoff, Cordis Corporation, a Johnson and Johnson Company, received the Earle B. Barnes Award for Leadership in Chemical Research Management for leadership in the management of chemical and pharmaceutical research by building teams of scientists and cultivating individual careers for the worldwide research efforts of a major pharmaceutical company.

Geraldine Richmond, University of Oregon, received the ACS Award for Encouraging Women into Careers in the Chemical Sciences for her work in the formation of the Committee on the Advancement of Women Chemists (COACH), which provides skills development workshops, research on gender issues, coaching, mentoring, and networking activities for women in academic chemistry at all levels of their careers.

WCC Luncheon with 2005 Garvan-Olin Medalist

Carolyn Ribes and Teri Quinn Gray

Where can you get great science, world culture, high energy, tears, and a few surprises? Yes, at the signature WCC Social Hour and Luncheon in San Diego of course! The Spring 2005 WCC Social Hour featured poster presentations from Eli Lilly/WCC travel grant awardees and provided opportunity to network with the more than 200 luncheon participants.

Frances Arnold, the 2005 Garvan-Olin Medalist, gave the keynote address for the WCC Luncheon. Her presentation, "Chemistry in Evolution", opened with highlights from her recent sabbatical that included travels across South Africa, South Hampton, and Australia. She told a captivating story through photos of lemurs, Bushmen of Africa, and adventurous camel rides. Dr. Arnold, along with her husband and three sons, had a chance to open their eyes to the rest of the world. And we had the chance to share their experiences and see a different side of this award-winning chemist.

Frances then shared that she had been diagnosed with breast cancer just 6 weeks before the WCC Luncheon. She started chemotherapy the week prior to the March ACS meeting and initially warned that she may not feel up to giving the luncheon

keynote address. The WCC and luncheon participants were inspired by her personal courage and commitment to be in San Diego. She is no doubt a fighter and will get through this struggle. She credits her fellow female faculty members with supporting her with such acts as driving her to doctor appointments. She wanted everyone to be aware of the high rate of breast cancer, now 1 in 8 women.

Dr. Arnold received a B.S. in Mechanical and Aerospace Engineering from Princeton University in 1979 and a Ph.D. in Chemical Engineering from the University of California, Berkeley, in 1985. She has worked in Brazil on solar energy and at the Solar Energy Research Institute in Colorado (now the National Renewable Energy Laboratory). She moved to the California Institute of Technology in 1986 as a Visiting Associate in Chemistry and is currently Dick & Barbara Dickinson Professor of Chemical Engineering & Biochemistry. She has authored more than 100 research papers, as well as many book chapters. Dr. Arnold holds almost 30 patents or pending applications. She's a member of the Institute of Medicine of the National Academies and the National Academy of Engineering, fellow of the American Institute for Medical & Biological Engineering, and has received numerous awards for her pioneering work in the area of directed evolution of enzymes.



Madeleine Jacobs and Frances Arnold

Photo by Janet Bryant

ACS Presidential Symposium
2005 Fall National Meeting
Washington, DC
Renaissance Washington Hotel, Grand Ballroom South
Monday, August 29, 2005

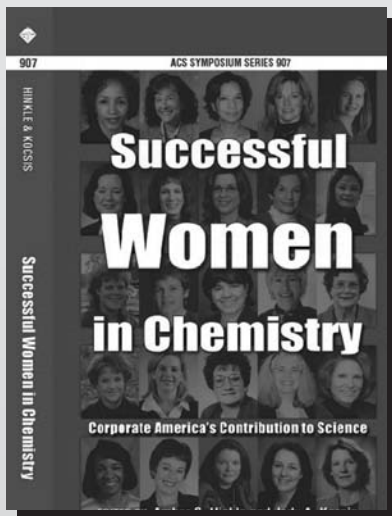
Women in Industrial Chemistry: Trends and Transitions

9:00 am–12:30 pm

***Road to Success: Findings on Requirements
for Women Scientists and Engineers***

1:30–4:30 pm

***Inroads to Success in Industrial Chemistry Networking
Reception and Poster Session Book Signing for WCC Book***



This presidential symposium, organized by the ACS Women Chemists Committee (WCC) and Project ENHANCE, will highlight the challenges, positive influences and personal aspirations of successful women in science and engineering. Activities include individual speakers, panel discussions, networking reception, poster session from Project ENHANCE and book signing for the WCC book: *Successful Women in Chemistry: Corporate America's Contribution to Science*. Symposium cosponsors include Committee on Corporation Associates, Division of Industrial and Engineering Chemistry, Division of Business Development and Management, Division of Professional Relations, Division of Small Chemical Businesses, and younger Chemists Committee.

We Want You!

Judith Iriarte-Gross



The Local/Regional Outreach subcommittee of the Women Chemists Committee needs your help to update our list of Local Section Women Chemists Committee (LSWCC) members. With up-to-date contact information from you, we can help local section WCC members share best practices for LSWCC programming with other LSWCC. We want to help LSWCC encourage networking with other women chemists and other LSWCC members at regional and national meetings. And we want to encourage participation of all women chemists in local section, regional, and national WCC activities. Please send your LSWCC contact information to Arlene Garrison, Chair of the WCC Local/Regional Outreach subcommittee at garrison@utk.edu. Please include the name of the LSWCC Chair, section, address, phone, and an e-mail address. We will post only the section, contact name, and e-mail address on the WCC homepage, not your address or phone number. Please do contact us when the leadership of your LSWCC changes. We also are interested in learning about your best practices for programming, social activities, and outreach. Look for a "best practices" section on the WCC homepage, <http://membership.acs.org/W/WCC> in the near future.

"Strengthening Our Academic Foundations" with COACH and PROGRESS

Deborah McCarthy

Dr. Geraldine Richmond opened the symposium with the award address for the 2005 ACS Camille & Henry Dreyfus Award for "Encouraging Women into Careers in the Chemical Sciences". Dr. Richmond presented a descriptive and positive overview of the Committee on the Advancement of Women Chemists (COACH). COACH offers workshops to support women in chemistry and chemical engineering, with priority given to women in tenured positions. She demonstrated the high level of success the group has achieved educating women in academic environments in the areas of negotiating and promoting their careers using positive techniques. She spoke of the reasons for beginning with senior women at top institutions in order to give them the skills that would enable them to support themselves so that eventually they could be advocates for junior women in their departments.

Continued on page 5

Kaleidoscope View of Success

Teri Quinn Gray

Imagine success in terms of a kaleidoscope with four domains—happiness, achievement, significance and legacy—which make a unique pattern when your personal glass pieces (goals, needs, talents) are added and shifted over time. Consider a shift from single-minded ambition to enduring success based on choice and movement that bring many separate activities together. Is this the key to avoid job dissatisfaction, burnout, loneliness, and to transform change into opportunity? The Womens Chemist Committee (WCC) and participants at the Spring 2005 Women in Industry Breakfast in San Diego explored this question through sharing their own real-life experiences.

Participants took a quick inventory of their personal satisfactions and discussed how these factors fall within the four success domains outlined above. Many found happiness with their marriages, hobbies, and new challenges in the workplace. Others cited mentoring experiences and professional awards as examples of significance. Legacy was expressed in terms of professional and scholarly publications or financial contri-



WCC Women in Industry Breakfast

Photo by Janet Bryant

butions to their alma mater. Achievement came with getting a college or post-graduate degree, landing that job at just the right time, or starting a small business. It was apparent that success can have many definitions and can (or should) change throughout an individual's lifetime. The key is to allow oneself fulfillment in all four domains—happiness, achievement, significance, and legacy—for oneself and one's family, at home and at work.

The theme for the Spring 2005 WCC Women in Industry Breakfast was adapted from the February 2004 *Harvard Business Review* article, "Success That Lasts", by Laura Nash and Howard Stevenson. Nash and Stevenson are the authors of *Just Enough: Tools for Creating Success in Your Work and Life* (John Wiley & Sons, 2004).

Strengthening Our Academic Foundations with COACH and PROGRESS—Continued from page 4

The remaining talks were on the ACS PROGRESS (Partnerships, Reflection, Openness, Grants, Resources, Education, Site Visits, Successes) Project. Helen Free, Bayer Health Care, Diabetes Care Division, opened with a description of the seven pilot programs in PROGRESS designed to support careers of women chemists in academe. She was followed by Deborah McCarthy, Saint Mary's College, who briefly described some of the site visits being done to identify the best practices where women are being successfully recruited, hired, and promoted in Carnegie Research Extensive institutions. Cecilia Marzabadi and Susan Nolan, members of the ESSEX assessment team, provided perspectives on PROGRESS initiatives. Cecilia spoke about the interview and survey outcomes from the graduate students and



postdoctoral fellows. Susan gave an overview of some early results on faculty and administrative perspectives. Finally Valerie Kuck, the site visitor for the ACS PROGRESS/ National Science Foundation ADVANCE grant "Strengthening Our Academic Foundations", gave a very interesting talk, titled "Why Aren't Men Lucky", on the stories that underlie the formal study results. In particular, she said that her own interviews show that men most often attribute their successes to good old-fashioned hard work and intellect. Whereas women tend to talk about how lucky they were to have really good mentors and to be given chances. Another symposium on PROGRESS including many of these same topics is scheduled for the Fall 2005 ACS Meeting in Washington, DC.

How Do You Get the Job?

Martha Casey

The 2005 Spring ACS Presidential Symposium "Academic Hiring—How Do You Get the Job?" presented another facet of the Academic Employment Initiative (AEI) to make the hiring process more understandable and thereby encourage a broader spectrum of applicants. The symposium featured a panel of faculty members from institutions that ranged from major research universities to a community college. Panelists included Profs. Milton Brown (University of Virginia), Joe Francisco (Purdue University), Carlos Gutierrez (California State University, Los Angeles), Kerry Karukstis (Harvey Mudd College), Cinzia Muzzi (De Anza College), Matt Sigman (University of Utah) and Jerry Yang (University of California, San Diego). Forum moderators were Profs. Cynthia Burrows (University of Utah) and Charles Casey (University of Wisconsin-Madison).

Each panelist provided a specific "hands-on" description of the application, interview, and the hiring process at their institution. While procedures differ, all panelists emphasized that careful preparation of written materials is essential to make one's application stand out. In particular, letters should be appropriate to the institutional mission. If the institution emphasizes teaching, explain your interest in and qualifications for teaching.

Procedures among institutions seem to differ particularly at the interview stage. For example, if one is applying to a community college, the interview process will be highly structured. All panelists heartily agreed that the keys to a successful interview are to put "energy" into the one's presentation, to create "excitement," and to "have some fun." They were also frank about what can be a "turn-off" to the interviewing faculty. Factors include "going on too long" and neglecting to ask questions that indicate an interest in and knowledge of the institution.

The audience closed the program by asking the panelists some fairly sensitive questions. For example, they were asked at what stage they would advise a candidate to raise the issue of a position for a "significant other". Also, minority panelists were asked about the advisability of revealing one's status as a member of a minority group in an application letter. On both of these issues, panelists expressed some clear opinions but said there was no single answer. On "significant others", panelists agreed this needed to be raised toward the end of the interview process, but exactly when would vary from case to case. On the minority question, Prof. Francisco said he very consciously did not state he was an African-American when applying for positions but would now recommend doing so. The exchange was so frank and open that it was interesting to anyone, but would be especially relevant to those seeking academic positions.

Dutch Treat Lunch—Networking Opportunity!

The Women Chemists Committee (WCC) hosts a "Dutch treat" lunch at every national ACS meeting to encourage networking among local section women chemists committees (LSWCC). The conversation is lively, with opportunity for informal interaction between chemical professionals and students. Please join the WCC on Sunday, August 28, 2005, in Washington, DC for "Dutch treat" lunch and to learn more about WCC local activities.



WCC Dutch Treat Lunch

Photo by Felicia Dixon

WCC Travel Awards

WCC is pleased to announce that the Eli Lilly/WCC Travel Awards program will be offered in 2006. Awards will be given with preference to the following order: 1) any applicant who will be making her first presentation (regardless of format) at a major scientific meeting; 2) a graduate or postdoctoral applicant who has not presented at a national or major meeting since undergraduate school.

Grants are for registration, travel, and accommodations only and are restricted

to meetings within the United States. The application deadline is September 15, 2005, for meetings between January 1 and June 30, 2006, and February 15, 2006, for meetings between July 1 and December 31, 2006. For more information, check the WCC Website <http://membership.acs.org/W/WCC/> or send e-mail to wcc@acs.org. The 2005 Eli Lilly/WCC Travel Awardees:

Spring 2005 Recipients

- Maren Buck, University of Puget Sound
- Katherine Cashell, Central Missouri State
- Sarah Elizabeth Chobot, Boston University
- Natalie Giampietro, Wayne State University
- Erin Greenwald, Texas A&M University

- Lori Jacquemin, Ball State University
- Kristina Stephenson, Indiana University
- Anna Vagstad, Winthrop University

Fall 2005 Recipients

- Rebecca Moorhouse, Vanderbilt University
- Kristine Nolin, University of California, Berkeley
- Christine Cecala, University of Illinois, Urbana-Champaign
- Teresa Soroka, Princeton University
- Lea Vacca, University of Rochester



Lilly-Natalie-Anna-Ribes-Sarah-Erin

Photo by
Carlie Neudeck

Women Chemist, Programs at ACS Regional Meetings

Arlene Garrison

American Chemical Society (ACS) regional meetings are hosted by a local section in each of the 10 geographical regions designated by the ACS. A regional meeting committee of volunteers spends up to three years in the planning of these conferences, each tailored to the interests of chemists in that region. The meetings are generally within driving distance, are economical, and offer the same high-caliber programming available at ACS national meetings. In addition, they feature topics for students, educators, and industrial chemists. These 2005 regional meetings are offering programs of special interest to women in chemistry. Visit the following Websites for more information on a meeting in your area.

- Middle Atlantic Regional Meeting
<http://www.marmacs.org>
May 22–25, 2005, New Brunswick, NJ
On Tuesday, a symposium called Nature/Nurture: Women in Academe was followed by a WCC luncheon with Elsa Reichmanis as speaker.
- Northwest Regional Meeting
<http://www.norm-schb-2005.org/>
June 15–18, 2005, Fairbanks, AK
- Northeast Regional Meeting
<http://www.nerm2005.org/>
July 14–17, 2005, Fairfield, CT
- Midwest Regional Meeting
<http://www.mwrm2005.org/>
October 26–28, 2005, Joplin, MO
- Southeast/Southwest Regional Meeting
<http://www.chem.memphis.edu/acs/seswrm.html>
November 1–4, 2005, Memphis, TN

Keep Nominating...

Deborah McCarthy

The American Chemical Society (ACS) 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 and have never been awarded to a woman. Nominate highly qualified women for these awards and others as listed on the Awards Page at the ACS Website: www.acs.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 1962
- **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 1949
- **James Flack Norris Award in Physical Organic Chemistry** sponsored by **The Northeastern Section, ACS.** **Purpose:** To encourage and reward outstanding contributions to physical organic chemistry. Established in 1965
- **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 1962

BULLETIN BOARD

WCC Roadmap 2005 Fall ACS National Meeting Washington, DC

- WCC Local Section Networking Lunch
Sunday, August 28, 12:00-1:30 p.m.
- Women in Industry Breakfast
Monday, August 29, 7:30-9:00 a.m.
- WCC Reception/Eli Lilly Travel Grant Poster Session
Tuesday, August 30, 11:30 am-12:00 p.m.
- WCC Luncheon
Tuesday, August 30, 12:00-1:30 p.m.

WCC Sponsored & Cosponsored Symposia

- Celebrating Five Years of the WCC Overcoming Challenges Award—Sponsored by WCC; Cosponsored by Division of Chemical Education
- Women in Industrial Chemistry: Trends and transitions—Sponsored by WCC; Cosponsored by Division of Business Development and Management and Presidential Events
- Minority Chemists Telling our Stories—Cosponsored with Division of the History of Chemistry, Division of Chemical Education, and Committee on Minority Affairs
- New Directions in the Non-major Chemistry Course and Laboratory—Cosponsored with Division of Chemical Education
- The Business Case for Diversity in the Chemical Enterprise—Cosponsored with Division of Business Development and Management and Committee on Minority Affairs
- The Story of PROGRESS for Women Chemists and Chemical Engineer—Cosponsored with Division of Chemical Education
- Women in Chemistry—Cosponsored with Division of Chemical Education
- Getting Your First Industrial Job After Graduate School—Cosponsored with Division of Professional Relations and Industrial & Engineering Chemistry
- Federal Grants: Funding for Young Investigators - Cosponsored with YCC; Prof; IEC
- Balancing the Equation: Personal/Professional Equilibrium - Cosponsored with Poly and Society of Cosmetics Chemists and COLL
- Cosmetic Nanotechnology: Polymers and Colloids in Personal Care - Cosponsored with Poly and Society of Cosmetics Chemists and COLL
- YCC Blood Drive - Cosponsored with YCC and CMA

WCC Sponsors and Contributors in 2005

Thanks to the following individuals and organizations for their support of WCC programs and activities.

ACS San Diego Local Section
William Carroll 2005 ACS President
Occidental Chemical Corporation

Aileron Partners and Technology Option Capital

Cal State San Marcos
Department of Chemistry and Biochemistry

Etta Gravely, WCC Member
Janet Bryant, WCC Member
Richard Schwenz, ACS Member

Eli Lilly & Company
Frankie Wood-Black
Al and Helen Free Foundation



Thanks to the support from the Al and Helen Free Foundation, the Women Chemists Committee will once again offer student tickets at a reduced price for the following WCC events scheduled for the Fall National Meeting: WCC Women in Industry Breakfast, Monday, August 29 and the WCC Luncheon, Tuesday, August 30.



WCC Staff Liaison Celebration
Deborah McCarthy and Cheryl Brown

Photo by Janet Bryant

Share Your WCC Success Story

Have you had a successful local or regional event with a focus on women chemists? We need your story to include in the updated Women Chemist's Committee Website. Please send a short description of your event by email to Arlene Garrison, garrison@tennessee.edu, and we'll put it on the Web! Short articles are welcome either before or after the event. The WCC Website can serve as a resource for suggestions to local sections and regional meeting planners, and we need your reports on what has (and has not) worked.

e-Women Chemists

The WCC is considering a pilot for an electronic newsletter. Do you have preference for print copy or electronic copy of *Women Chemists*? Let us know what you think at wcc@acs.org.



Are you an ACS member who is not receiving the WCC newsletter but would like to receive it? You may have asked to block promotional mailings in your ACS membership profile. Requests for copies of the WCC newsletter should be directed to Felicia Dixon, WCC Staff Liaison, at wcc@acs.org. For more information about promotional blocks, contact ACS Member Services at 800-333-9511 or by email at service@acs.org.

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