

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



**SPRING 1999**  
American Chemical Society  
Women Chemists  
Committee  
1155 Sixteenth St., N.W.  
Washington, DC 20036

# WOMEN CHEMISTS

## Garvan-Olin Award

**C**ynthia A. Maryanoff, the 1999 recipient of the Garvan-Olin Medal, addressed approximately 200 women and men at the Women Chemist's Luncheon held in her honor on March 23 at the ACS National Meeting in Anaheim. Dr. Maryanoff received the Garvan-Olin



Award address: Cynthia A. Maryanoff

Medal for her superb management leadership and scientific creativity. Through her endeavors, she has advanced medicinal research and promoted the careers of chemists within her organization and the chemical community.

Dr. Maryanoff, who was introduced by Frankie Wood-Black, current chair of the Women Chemist's Committee, addressed the topic, "From Discovery to Market: What It Takes to Make a Drug". Dr. Maryanoff described the risks of getting new drugs into the market. A typical new drug, for instance, could cost as much as \$490 million and take several years to reach the local pharmacy. This creates substantial risk for the drug manufacturer. After a team of organic and medicinal chemists and biologists make the initial drug discovery, then the safety of the drug has to be determined in animals. In the past, the standards for this testing used to vary widely, but today's requirements are accepted globally. Safety is tested at dose levels 100-1000 times the dose

levels for humans. If a drug passes this phase, then clinical-trial exemption paperwork must be filed and approved. Since testing continues during these filings, additional information is gathered about the drug. Clinical testing involves studying the drug in healthy

human subjects to determine interactions or side effects. Usually, any problem with the drug will prevent the clinical trials from proceeding; in these cases, pharmaceutical companies generally err on the side of caution and safety, and only the safest drugs are registered. Pivotal clinical trials are designed to establish efficacy in a large population—2,000 to 6,000 or 10,000 patients (the number is dependent on indication). Success here generally leads to a marketed product. Dr. Maryanoff stated that about 12% of the drugs started in the registration process make it to market. Success rates are typically 48% after Phase II trials and 84% after Phase III trials. If a drug makes it to this stage in the process, regulatory approval is approximately 94%.

Dr. Maryanoff received a B.S. degree in chemistry from Drexel University, Philadelphia, PA, in 1972, and her Ph.D. in chemistry from Princeton University in 1976. She was a Postdoctoral Fellow

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Frankie Wood-Black

### Message from the Chair

At the ACS National Meeting in Anaheim, the Women Chemists Committee tried something new at their open meeting: a group discussion of ways individuals can help promote, recognize, and develop women in their chosen career

fields. This discussion was a continuation of Madeleine Jacobs's talk, "The Challenges for Women Chemists in the New Millennium", which she gave at the WCC Luncheon in Boston. Many ideas were circulated by the group, but one—the strength and value of diversity—jumped out as a focal point. Diversity in the workplace, professional societies, and life lends itself to enhanced creativity and problem solving. Differing perspectives, wants, needs, backgrounds, and skill

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## Successful Women in Chemistry

Shirlyn M. Cummings, age 38, is director of the Human Resources Department for Bayer Corporation at its Baytown, TX, chemical manufacturing site; this site has approximately 1053 employees. She began her career by pursuing a double major in psychology and business at Miami University,

Oxford, OH. While counseling transfer students her senior year, she saw first-hand the need for a strong network. "People need people", she says. Shirlyn firmly believes that human resources should tap each individual's talents so that he or she can be successful. After graduating, she worked for Union Carbide for five years. Shirlyn began a one-person human resources (HR) department for 230 employees and eventually took over HR responsibility for three Union Carbide sites. Shirlyn cites this as one of



Shirlyn M. Cummings and daughter

the more difficult phases in her career because it required extensive traveling. Since then, she has worked for Bayer Corporation for 13 years, first handling employment and generalist responsibilities, then heading up the plant's training efforts. Now, she is in charge of human resources, which is her favorite job. As to

Shirlyn's favorite pastime, it is her three children, ages four, six, and seven. Shirlyn says they keep her sane. She believes balancing family with work makes her whole and enables her to be better at everything she does.

We interviewed Shirlyn, a successful businesswoman and one of the highest-ranking women at her facility, on success in the workplace and how to balance work with family. The following summarizes her answers to our questions.

**Q: What took you to where you are today?**

A: Integrative thinking and the ability to see how the pieces fit together. I incorporate what others might consider passing comments into the big picture. I also strive to match people's skills and personality with the right job.

**Q: How have you changed and/or how has the work climate changed since you started?**

A: I have become more secure with conflict or taking an unpopular position. I can also more gracefully admit when I am wrong and try to correct it. Over the years, more women are increasingly represented in a variety of positions across the site. This brings an exciting new perspective to things. There is a greater realization and acceptance that there is a benefit to having diverse viewpoints on the

same problem. Hiring is talent-oriented versus gender-based; managers simply want "the best".

**Q: What was your biggest mistake?**

A: I held myself back by expressing doubts or a lack of confidence. You should always project confidence and then figure out what you don't know afterwards. Also, you have to have good judgment about with whom to share self-doubts or intimate thoughts.

**Q: How do you define being successful?**

A: You are successful when you have balance and happiness whether at work, at home, or both. You should always have a mission in life, allow yourself to get excited about changes, and never settle for boredom. A lack of success is when you just "put your time in". Working, like parenting, offers great opportunities to learn and grow as

a person. "Treading water" is okay while you get your bearings, but to really make progress, you have to swim with strong, sure strokes.

**Q: Have you had mentors along the way, and, if so, what was most beneficial about the mentoring?**

A: I have a number of informal mentors, including my father, Gene Kowalczyk; my now-retired boss, Dave Robins; and the vice president and general plant manager of our plant, Gordon Christman, who serves as an amazing role model to me and many others. Good mentors listen well and are confidence builders. They provide subtle guidance but don't shield you from opportunities or mistakes, and they share their wisdom without feeling threatened. Mentors relish and celebrate your successes!

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## 1999 WCC Travel Awards

The WCC recognized the recipients of travel awards who will attend scientific meetings between January 1 and June 30, 1999. The awards are funded by Eli Lilly & Company and sponsored by the WCC. Travel award recipients who attended the Anaheim meeting are pictured in the photo: *Jennifer Beall*, Emory University; *Elizabeth Carson*, Albion College; *Amy Diegelman*, University of Rochester; *Hilary Dorr*, University of Chicago; *Mary K. Ellison*, University of Notre Dame; *Kathryne Esperdy*, Virginia Commonwealth University; *Lisa M. Eubanks*, University of Utah; *Michelle Gallagher*, Saint Joseph's University; *Meg Hausman*, University of Maine; *Valerie W. Leesch*, Northwestern University; *Theresa Maddox*, American University; *Carmen L. Rehder*, University of Washington; *Cynthia Schieck*, Virginia Commonwealth University; *Renee Stinziano*, Northwestern University; *Nicole J. Tester*, Millikin University; *Jennifer Tonzello*, University of Florida.

WCC travel award recipients who attended other scientific meetings during January through June 1999



WCC Travel Award recipients at Women Chemists Luncheon in Anaheim with committee members, *Frankie Wood-Black*, Chair, standing far left; and *Dawn Brooks*, standing far right.

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are *Kristen Balchus*, Allegheny College; *Bretta King*, Howard University; *Nelly N. Mateeva*, Florida State University; *Joelle Onorato*, University of South Carolina; *Alycen E. Pond*, University of South Carolina; and *Holly Sagerson*, Lewis and Clark College.

Applications for travel awards to scientific meetings between January 1 and June 30, 2000, are due October 15, 1999. For more information and an application form, please contact Cheryl Brown at [c\\_brown@acs.org](mailto:c_brown@acs.org) or the WCC Web site: [www.tamug.tamu.edu/acswcc](http://www.tamug.tamu.edu/acswcc).

### Message from the Chair Continued from page 1

sets give rise to different solutions and approaches which may ultimately move everyone forward. Diversity can also be used to describe the activities and projects in which the WCC is currently engaged.

Just look at the Anaheim meeting. In addition to the WCC Luncheon that featured Dr. Cynthia Maryanoff, recipient of the 1999 Garvan-Olin Medal, the Committee also sponsored a symposium, "Mergers and Spin-Offs: Surviving and Thriving", and a poster session, "Targeting Success: Local Section Programming for Women Chemists", cohosted by the Division of Industrial & Engineering Chemistry and the Local Section Activities Committee. The WCC also cosponsored, with the ACS Office of Industry Relations and the Committee on Corporation Associates, the Industry Forum Breakfast and, with the Committee on Minority Affairs, the symposium celebrating the 100th anniversary of the birth of Percy L. Julian. In addition to having a strong presence at national meetings, the WCC also

maintains visibility at ACS regional meetings through hosted special-event Women Chemists Luncheons.

The Committee continues to work on initiatives to increase ACS participation at all levels to achieve its goal of promoting, recognizing, and developing women in their chosen profession. However, there is still work to be done, particularly in the area of recognizing women for their achievements through National, Divisional, Regional, and Local Section Awards programs. For a woman to be recognized, she must first be nominated for one of these awards. Nominations must come from *you*, the members of the organization. Please help in this endeavor by nominating someone you think is qualified for one of these awards. The nomination process is simple and the WCC can put you in touch with the right people to help you through the process. Hopefully, with your help we will see an improvement in the diversity of those sitting on the awards platform at National Meetings.

## ***Mentoring: The Buzzword for the '90s (or, How Do I Find One?)***

Everyone has heard about the benefits of mentoring. They've seen and heard examples where individuals who had or have mentors move ahead faster and farther. These protégées make fewer mistakes and seem to simply glide by the pitfalls that the rest of us fall into. So, how do you find a mentor? You've heard that an informal relationship built on mutual trust and respect is much more effective than a formal program. But, you just can't ask someone to mentor you—or can you?

The first step to finding a mentor is knowing why you want one. Before that, you need to understand what a mentor is. The traditional definition of a mentor is a person who is a wise and trusted teacher or counselor, typically a person in a high level in an organization that coaches a lower-level employee. The upper-level employee, or mentor, is able to share accumulated wisdom to help the protégée in a number of ways. The mentor can explain the organization and may even help the protégée to be assigned to the plum assignments that help to build credibility and visibility.

Okay, now that you know what a mentor is, you definitely want one—right? So, how do you sign up? Before you sign anything, you still need to decide why you want a mentor. You want a mentor to do all these wonderful things for your career, but what exactly does that mean?

Suppose you want to be technical director for your organization. Finding a technical director to mentor you is the best choice, right? Not necessarily.

The best thing to do is to determine what skills you need to be a technical director and what experience you need to have. The best mentor may actually be a network of mentors at various levels in the organization. This network could include someone who can coach you on making technical presentations to nontechnical people. It may also include a scientist to help you write the report that gives the bad news about a pet project—without having the messenger shot. Your mentor network may also include the bench chemist who knows that your boss's manager hates excessive color graphics in presentations. You may also want to include the manufacturing superintendent. This way, you may learn that the manufacturing group wants to be involved in your project before—not after—you commit the product to the customer by the end of the week.

The best mentor may not be the vice president or general manager of your business. While there is no substitute to hearing the answer to your most critical career questions from the one in the corner office,

the best mentor may actually be the person in the cubicle next to yours who has had different experience than you.

Now that you know why you are seeking a mentor, how do you find one?

You may get lucky and a mentor will find you. Other times, you may need to ask someone to be your mentor. Most potential mentors may tell you that they simply don't have the time. However, if you ask them to work with you on a small, discreet project, they will be much more receptive. It is a lot easier to agree to work with someone for three weeks to help develop a presentation than for three years to help develop a career. By knowing the steps that you need for development, it will become easier to find the individual to help mentor you. You can find mentors in the strangest places. You may be able to find a mentor to help you with a difficult technical assignment in the person you met at dinner at your local section ACS meeting. The hardest part may be asking someone to work with you. Remember, the worst thing that could happen is the individual could say "No". However, the response may be "No, I can't help you now, but look me up in three months and let me know how things are going." This is the perfect opening to contact the person in three months and begin building a mentor relationship.

So, now that you have established who your mentors should be, how do you repay the mentor(s) who has helped you? It's very simple. Mentoring is a two-way street. You are providing your mentors with value as well. You may be providing the senior scientist with some new and novel ways to analyze data or do their number crunching on a computer. You may be able to give the manufacturing superintendent an understanding of how the technical community functions. If you are able to form a mentoring relationship with the person in the corner office, you will be providing her with a pulse of the organization. You'll let her see, for example, what the concerns and issues facing today's workforce are. You are also validating your mentors by letting them know that they are important and valuable members of the organization. If they weren't, you wouldn't be asking them for help, would you?

Finally, now that you have your mentoring network, be sure and take the time to say thank you. By appreciating the things that others have done for you, you will certainly stand out in their eyes as someone who is worth mentoring.

—Teresa A. Colletti

## **New Orleans WCC Events**

**Networking Luncheon for Local  
WCC Coordinators**  
Sunday, August 22  
Noon–1:30 p.m.

What's going on with local section women chemists committees (LS-WCCs)? Attend the networking session for those active in LS-WCCs at the national meeting in New Orleans to find out. This dutch-treat lunch will be on Sunday, August 22, from noon to 1:30 p.m., and will provide an opportunity for those planning local WCC events to exchange ideas. For those interested in starting a local group, this is an opportunity to learn what activities have been successful in other sections. If you have questions about this event or the local WCC initiative in general, please contact Mary Singleton, maryhas@juno.com; or Carol Libby, cblibby@cs.moravian.edu.

**Women in Industry Breakfast**  
Monday, August 23  
7:30–9:00 a.m.

Industrial members should make plans to attend this networking session, "Identification of Issues Facing Women in Today's Business". Areas of discussion will be: finding a mentor, balancing work and family, dual career issues, temporary versus permanent employment, career development. Tickets will be available for purchase when registering for the meeting.

**WCC Luncheon**  
Tuesday, August 24  
11:30 a.m.–1:30 p.m.

The guest speaker is Dr. Audrey Manley, President of Spelman College in Atlanta, GA. Reception begins at 11:30 a.m. with lunch following at 12:15 p.m. Please plan to purchase a ticket when registering for the meeting.

Details on all events will be published in the June 21 issue of *Chemical & Engineering News*.

### **Garvin-Olin Award** *Continued from page 1*

at Princeton, where she started her research career. Presently, she is section head of New Product Research at R.W. Johnson Pharmaceutical Research Institute in Spring House, PA. Her current responsibilities include spearheading the development required to move pharmaceutical products from discovery to the marketplace as swiftly as possible. Several research groups, including chemical and analytical development and physical pharmacy and formulations development, report to her. In addition to directing the efforts of programs from discovery to commercialization, Dr. Maryanoff's research interests include medicinal chemistry, organometallic and heterocyclic chemistry, dynamic stereochemistry, and synthetic and enantioselective methods development.

## **Is the Glass Ceiling Still There: Women in Chemistry?**

The Division of Professional Relations with WCC and YCC will explore the status of women in chemistry today by sponsoring a symposium on Women in Chemistry at the ACS meeting in New Orleans. The results of a survey of those chemistry departments with ACS Student Affiliate Chapters will give us some insight into the number of young women who are majoring in chemistry and will be entering the job market in the next few years. Dr. Nina Roscher will review the results of the last survey of women in chemistry and will present statistics concerning the progress that women have made during the last 50 years. Other speakers will present personal perspectives on careers in industry, academia and government. The symposium which will be titled "Is the Glass Ceiling Still There: Women in Chemistry?" will be presented on Monday afternoon, August 23, from 1:30 to 4:30 p.m. The presentation of the Henry Hill Award to Dr. Grace Borowitz will follow at 4:30 p.m.

### **"Issues Facing Women Professionals" Symposium**

Coorganized by Melanie J. Lesko, Texas A&M University at Galveston and Deborah H. Carter, Monsanto; cosponsored by I&EC and WCC.

In this symposium are stories and advice for all professionals. Diversity in the workforce is continuously evolving, as is the acceptance of women in the workplace. Some organizations are actively accommodating women with flexible schedules; mentoring and retention workshops are helping both spouses in two-professional families find jobs. Nevertheless, there are still some areas for improvement and growth.

Also sponsored by the WCC in New Orleans is a half-day symposium, "In Memoriam—Memories and Legacy of Anna Harrison".

As an employee at R.W. Johnson Pharmaceutical Research Institute, Dr. Maryanoff has received numerous awards. She was also the first woman elected to chair the Organic Chemistry Division of the ACS. In addition to a rich scientific career, Dr. Maryanoff has been honored by her employers, her colleagues, and the community for her commitment to service. Dr. Maryanoff, along with her husband and matching funds from Johnson and Johnson, has established a \$50,000 scholarship endowment at Drexel University to aid chemistry majors. This is part of her ongoing personal and professional desire to educate and develop future chemists.

—Rita Majerle and Deborah Carter

## **Industry Forum Breakfast Anaheim, CA**

Ralph Nader, the featured speaker at the Industry Forum Breakfast at the ACS National Meeting in Anaheim, is a consumer advocate who was named by *Time* magazine as one of the "Top 100 Influential Americans of the 20th Century". Mr. Nader addressed the topic, "Mergers & Acquisitions: The Fate of the Industry and Its Impact on You".

Conglomeration was the rage of the 1970s, and leveraged buyouts were the rage of the 1980s; mergers and acquisitions are the rage of the 1990s. Mr. Nader noted the lack of public discourse on this subject. The original antitrust laws regulating mergers were written in the late 1800s to protect competition and dilute political power, but the rules have relaxed in recent decades. The explosive growth of mergers—a four-fold increase since 1991—has created a workload too large for the Department of Justice and Federal Trade Commission to regulate. Mr. Nader charges that the mergers are given only a cursory review prior to approval. Important regulatory issues include defining the relevant market, ensuring that the new company doesn't

control too much of that market, and defining entry barriers for other companies into the market. The impact of mergers on markets is easy to judge when dealing with narrowly defined products, such as the hydrogen peroxide supply. But huge mergers in capital-intensive industries with global markets are highly complex in nature. Mr. Nader also noted a cavalier attitude in top federal officials, who are unconcerned about mergers since most ultimately are unsuccessful due to clashing corporate cultures and misguided efforts. In Mr. Nader's opinion, what drives these mergers are not the heralded benefits to customers and shareholders, but rather the large fees that investment bankers extract from these deals as well as top management compensation packages.

Mr. Nader cited mergers in the transportation, telecommunication, computer, and health care industries and described his concerns for each industry. He recommended that the public become aware of the issues of mergers and acquisitions and alert their elected representatives to the need for more government involvement, devoted resources, and open and public discussion on pending mergers.

—Carolyn Ribes

## **Local Section WCC Contacts**

The following local sections have WCC contacts, and their representatives welcome inquiries about local WCC activities:

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Alan Nixon and Mary Singleton at the "Targeting Success: Local Section Programming for Women Chemists" poster session in Anaheim, cosponsored with the Division of I&E, LSAC, and WCC.

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## **ACS Regional Meeting Women Chemists Luncheons**

A Women Chemists Luncheon will be held at the 54th Northwest Regional Meeting (NORM '99) on Tuesday, June 22, at 12:30 p.m., in the Willamette Room of the Doubletree-Columbia River Hotel in Portland, OR. The featured speaker is Dr. Geraldine Richmond of the University of Oregon-Eugene. Contact Robin Terjeson, general co-chair, for information at 360-992-2201. Updated information can be found on the Web site: <http://chem.pdx.edu/~wamserc/NORM99/>.

Luncheons planned for the Fall regionals begin with the 35th Western Regional Meeting in Ontario, CA. Dr. Lura Powell of the National Institute of Standards & Technology, who also serves on the ACS Board of Directors, will be the featured speaker. The event is planned for Wednesday, October 6, at the convention center. Two half-day symposia, "Women's Contributions to Chemistry", and "Women's Challenges in the Future of Chemistry", are planned before and after the luncheon. The ticket price for lunch is \$25. For reservations, contact Valerie Barrett at 909-933-2291 or by e-mail: [vbarrett@sunkistgrowers.com](mailto:vbarrett@sunkistgrowers.com). Additional program information can be obtained on the Web site: [www.vidrine.com/paccon](http://www.vidrine.com/paccon).

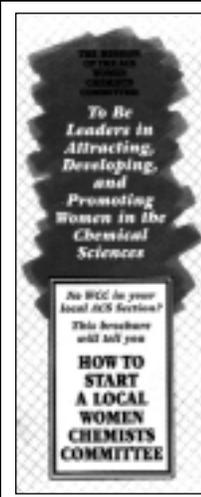
Dr. Powell will also be the featured speaker at the Women Chemists Luncheon on Tuesday, October 19, at SERMACS. The event will be held at the Hyatt Regency Hotel in Knoxville, TN. Additional information on the luncheon is available from the organizer, Sophie Bobrowski, [ssb@ornl.gov](mailto:ssb@ornl.gov). Additional SERMACS information can be obtained on the Web site: [www.sermacs.org](http://www.sermacs.org).

At the 34th Midwest Regional Meeting in Quincy, IL, Dr. Helen Free of the ACS Board of Directors will be the keynote speaker at the Women Chemists Luncheon scheduled for Thursday, October 28. Call Venita Dew, 660-785-4613, for reservations. Additional meeting information can be obtained on the Web site: [www2.truman.edu/~blamp/acsmtg](http://www2.truman.edu/~blamp/acsmtg).

## **AAUW Fellowship Program**

The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and to foster equity and positive societal change. Every year, the Foundation awards fellowships and grants to more than 300 women around the world. The program provides fellowships for women writing their dissertations and those pursuing postdoctoral research. Research publication grants are also available to enable scholars to prepare completed research for publications. American Fellowship candidates must be U.S. citizens or permanent residents of the United States as of November 15, 1999. Postmark deadline for complete application packets for the July 1-June 30 fellowship year is November 15, 1999. For information on the program, contact: AAUW Educational Foundation, Fellowships & Grants, 2201 North Dodge St., P.O. Box 4030, Iowa City, IA 52243-4030, or their Web site: <http://www.aauw.org/3000/fdnfelgra.html#American>.

For a copy of the brochure, contact ACS staff liaison, Cheryl Brown (800-227-5558, ext. 6022; e-mail: [c\\_brown@acs.org](mailto:c_brown@acs.org)).



## **Successful Women in Chemistry**

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### **Q: How do you balance work and life?**

A: At work, delegate ahead of time; don't unnecessarily make yourself the focal point for everything. Hire and use good people. Be able to receive help and give it in return; don't push others away. At home, take time for self-reflection, exercise to relieve stress, and find ways to leave work at work—which I still struggle to do. In everything, don't sacrifice quality for volume.

### **Q: What advice would you give to someone coming up in their career?**

A: Take vacations! Also, every day, find 20-60 minutes of quiet time just for you. Use this time to think through what's required for the rest of the day and adjust your attitude to feel confident, in-control, and prepared.

The WCC would like to thank Shirlyn Cummings for sharing her thoughts and advice with us. We hope that this interview has sparked ideas that will help you in your career. Look for interviews with successful women in upcoming issues of *Women Chemists*.

—Amber Hinkle

# WOMEN CHEMISTS COMMITTEE—1999

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