



## Chair's Message

There is something about turning the calendar to a new year (and in this case, decade), that is cause for reflection on our lives, reviewing the past year and looking forward to the new one. It's the perfect time for setting new goals, new resolutions, and reviewing past ones.

In January, your WCC Leadership Team did just that!

WCC participated in a strategic planning session jointly with the Joint Subcommittee on Diversity (JSD). There we were challenged to assess three new goals in support of the renewed ACS Strategic Plan:

1. Increase the diversity of the ACS membership, including increasing the number of women in membership and governance – with an emphasis on women of color and younger women
2. Advance diversity and inclusion in the Society by raising awareness among ACS members
3. Recognize and disseminate information on outstanding achievements by members of the Society.



We are reviewing our ongoing products, programs, and services in light of all of our goals, including these challenge goals. I have challenged each subcommittee and special project leader within the WCC organizational structure to perform a review of our products and metrics to “house-clean” for the decade and challenges ahead of us. Each will propose needed updates and changes and re-focusing efforts at our Executive Meeting of the committee, scheduled for Saturday, March 20, immediately prior to the Spring 2010 ACS National Meeting & Exposition in San Francisco, CA.

We invite all members of our constituency—women and men in the Society supportive of our goals to attract and retain, develop, promote and advocate for women in the chemical enterprise—to the Open Meeting of the national WCC to be held as part of the JSD Networking Reception and Resource Fair (6:30–8:00 p.m., prior to Sci-Mix) on Monday, March 22. At the meeting, I will discuss the culmination of this planning and the refocused and updated action plans to be set in motion by WCC. You will also hear from all of the JSD committees on these efforts with the opportunity to network and provide a direct and personal, voice. We welcome your input and feedback and encourage you to attend as part of your ACS meeting experience.

WCC also has an incredible cadre of technical programming and events in San Francisco. Please see the “roadmap” on our website that will help guide you to them.

But “wait”, you say! I'm one of the more than 160,000 members of ACS unable to attend the national meeting! How can I provide input on what my Section and Region members and I need from our Society? GREAT QUESTION! As Chair of the national WCC, I realize that I have two formal opportunities a year, via this newsletter, to inform and motivate you, the local and regional leadership of your ACS close to home.

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## Chair's Message

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Here's one set of answers: WCC has expanded its use of social media mechanisms to reach you and to "hear" your input. We have:

- A new and improved, and ACS-integrated, [website](#) where you can get the latest news on all of WCC's programs, products and services.
- Good, somewhat "now old-fashioned", email ([wcc@acs.org](mailto:wcc@acs.org)) — Yes, I will personally read each-and-every email.
- [WCC @ the ACS Network](#) — Become a member of the ACS Network with access to discussion boards and subinterests groups, all available via [www.acs.org](http://www.acs.org).
- [WCC @ LinkedIn](#)
- [WCC @ Facebook](#)
- [WCC @ Twitter](#)

Once again, your WCC uses cutting-edge means to leverage resources to reach our collective goals. Meanwhile, we are working with other ACS committees and resources to protect and respect member privacy in an explosive social networking world. Your OPT-IN to receive our WCC newsletter and use of our social networking

tools will not be misused by the Committee or the Society. That is, within our best technical abilities, so always use social networking sites with caution, of course. Alert our webmaster or me, via our WCC website email links, should any issues arise, and we will take immediate action.

Remember, one member can make a difference. When I first joined ACS as a college student affiliate in 1976, I never dreamed I would someday have the opportunity to chair a national committee in ACS, the largest professional technical society in the world, and in our discipline.

Your voice needs to be heard if we are to strengthen the worldwide chemical enterprise and our individual realities within it. Your ideas and suggestions will assist currently assigned leaders to move in the right direction collectively. I, and your WCC, look forward to the start of the new year and decade with renewed, positive optimism. We continue to have a lot of work to do; please roll up your sleeves and join us. We look forward to our communications and collaborations with you, our constituents we serve.

— **Janet Bryant**

## 2009 WCC ChemLuminary Award

The 11th annual ChemLuminary Awards ceremony honoring ACS volunteers was held at the Fall 2009 ACS National Meeting in Washington, DC, with an "Elements of Excellence" theme. These awards recognize participants in American Chemical Society local sections and divisions whose efforts have helped to achieve excellence in programming and events. In order to provide an annual focus on different activities of interest to the WCC—attracting, recognizing, developing, and advocating for women in chemistry-related fields—the WCC rotates the category for the award. In 2009, the award was given to the Outstanding Overall Local Section Women Chemists Committee, which recognizes a local section WCC with an ongoing commitment to programs that address the concerns of women in the chemical sciences, including outreach to women students in the chemical sciences and increased awareness of women's contributions to the chemical sciences.

Finalists for the Outstanding Overall Local Section Women Chemists Committee Award were Michigan State University, Nashville, and Richland. The winner was the Richland Section, which continued to uphold its out-

standing record of outreach activities promoting the chemical sciences, including two Expanding Your Horizons in Science and Mathematics™ conferences, Chemistry Merit Badge events, and two Girls in Science programs. A new event, "Science Saturday", was also initiated this year for outreach to minority children.

In 2010, the award will be given for the Outstanding New/Innovative WCC Single Event, which recognizes an innovative or new single event supported by a local section that focused on activities of interest to the WCC. Examples include a program highlighting women's present or past contributions in the chemical sciences, an outreach program to women science students, or an event that offers networking or training opportunities to women actively engaged in the chemical sciences.

The only way your section can be considered for a WCC ChemLuminary Award is to self-nominate when submitting your section's annual report to the national ACS office! Plenty of local sections engage in award-worthy activities, but if they don't "blow their own horns", WCC can't recog-

nize them! What can you do to ensure your section has its best efforts recognized? Simply provide the local section officers who are preparing your section's annual report with the information they need to nominate your section: a contact person for the event(s) and a description of your event(s).

Details on all the programs presented by the finalists are available on the WCC website, along with information about award winners in prior years.

— **Judith Cohen**



**Award to Richland Local Section**

*Photo by Peter Cutts*

## A Message from the Immediate Past Chair



Hello and welcome to another edition of the WCC newsletter!

Regardless of your opinion on the selection of President Obama for the Nobel Peace Prize, other wonderful Nobel news celebrates women in science. Professor Ada E. Yonath, a friend of the WCC, was among the three winners of the Nobel Prize in Chemistry this year. It was thrilling that the Nobel committee recognized that her ground-

breaking studies on the structure and function of the ribosome and pioneering achievements in X-ray crystallography have far-reaching implications for basic science and medicine. We are especially proud that she joins the ranks with only three other distinguished female winners of the Nobel Prize in Chemistry—Marie Curie, Irene Joliot-Curie, and Dorothy Crowfoot Hodgkin—and is also the first since 1964.

Other female Nobel Laureates this year included Elizabeth H. Blackburn and Carol W. Greider, who, along with Jack W. Szostak, were selected for the 2009 Nobel Prize in Medicine for the discovery of how chromosomes are protected by telomeres and the enzyme telomerase. It is also notable that the first female ever was selected this year for the Nobel Prize in Economics, Elinor Ostrom (from my alma mater, Indiana University).

In our role as an advocate for women in science, the WCC also promotes the recognition of female chemists and chemical engineers for outstanding contributions to the chemical sciences through the ACS National Awards. The 2010 National Awards were announced recently, and we offer our heartiest congratulations to these female winners. Look for Women Chemists Committee sponsorship or co-sponsorship of the award symposia celebrating their accomplishments in San Francisco.

- **Helen E. Blackwell**, University of Wisconsin, Madison—Arthur C. Cope Scholar Award
- **Margaret A. Cavanaugh**, National Science Foundation—Award for Volunteer Service to the American Chemical Society
- **Catherine Costello**, Boston University School of Medicine—Frank H. Field and Joe L. Franklin Award for Outstanding Achievement in Mass Spectrometry
- **Mildred S. Dresselhaus**, Massachusetts Institute of Technology—ACS Award for Encouraging Women into Careers in the Chemical Sciences
- **Judith C. Giordan**, University of Southern Mississippi, Visions in Education, and Steel City—Francis P. Garvan—John M. Olin Medal
- **Zafra J. Margolin Lerman**, Columbia College Chicago—George C. Pimentel Award in Chemical Education

- **Kimberly A. Prather**, University of California, San Diego—ACS Award for Creative Advances in Environmental Science and Technology
- **Sang-Hee Shim**, Harvard University—Nobel Laureate Signature Award for Graduate Education in Chemistry (Student)
- **Alice Y. Ting**, Massachusetts Institute of Technology—Arthur C. Cope Scholar Award
- **Maria-Christina White**, University of Illinois, Urbana-Champaign—Arthur C. Cope Scholar Award
- **Patricia A. Thiel**, Iowa State University—Arthur W. Adamson Award for Distinguished Service in the Advancement of Surface Chemistry
- **Joan Selverstone Valentine**, University of California, Los Angeles—Alfred Bader Award in Bioinorganic or Bioorganic Chemistry

You are undoubtedly aware of a woman whose work has proven commendable. Simply put together a completed nominator form ([www.acs.org/awards](http://www.acs.org/awards)) with a recommendation of not more than 1,000 words evaluating the nominee's accomplishments and a specific identification of the work to be recognized. Nomination documents are retained on file for three award years and are automatically reconsidered by the award selection committees for two award years after initial submission. Please consider putting together a nomination for deserving women.

Thank you for all your support during my year as chair. It was a great pleasure to serve the committee and the ACS and I offer my best wishes for continued outstanding success.

— Dawn Brooks



Ada E. Yonath

Photo by Pascal Le Segretain/  
Getty Images Europe

## Successful Women in Chemistry Series — Stephanie Mabry, Senior R&D Chemist



Today **Stephanie Mabry** enjoys a career as a successful industrial chemist. However, science was not always her favorite subject in school. In fifth grade, she did not do the mandatory science fair project, which lowered her grade and got her in trouble at home. However, in junior high, she had a very enthusiastic science teacher, Ms. Mary Clark, who made science class interesting. The scientific method became very appealing to her, and she started to like the hands-on aspect of science. At that point, Stephanie decided that she wanted to go into science.

Stephanie initially chose chemistry as a major, since all science majors require at least a year of chemistry. Her father, a pharmacist, tried persuading her to go into pharmacy by describing it as a good field for women, which only increased her resolve for chemistry. In college, she found that she liked chemistry because it applied math and physics to solving problems with real applications. Stephanie decided early as an undergrad that she wanted a Ph.D. She also preferred an industrial career because it would be more financially rewarding than an academic career. She also was not particularly interested in teaching, as her mother was a teacher in high school.

### Education and Early Career

Stephanie graduated with a B.S. in chemistry from West Virginia University in 1992. She then went on to earn her Ph.D. in physical chemistry at the University of Illinois at Urbana-Champaign, where she worked with Professor Jiri Jonas to study model biochemical systems using high-pressure nuclear magnetic resonance (NMR) spectroscopy. In 1997, she earned her Ph.D. and

started to work at Rayonier, a chemical cellulose company in the pulp and paper industry.

She started in a process development group at Rayonier where she worked on improving pulping and bleaching processes. She enjoyed the interactions with the manufacturing plants and working in the pilot plant. She was made the group leader for cellulose ethers product development. This was her first experience in leading people. In her last project there, she represented Rayonier on a special joint development project between a major customer and a government research lab.

After four years at Rayonier, Stephanie took the position of instrument manager for the chemistry department at University of Maryland Baltimore County (UMBC). She was in charge of the NMR and mass spectrometry instruments. She was the first person hired to fill this new role, so it was exciting to define the responsibilities herself. She worked with professors and students closely, training users and helping to set up experiments. She participated in a building renovation by designing new NMR labs. She also developed contract relationships with small industrial companies that needed samples analyzed.

Stephanie decided to move to Richmond, VA, after three and a half years at UMBC, to join her husband in his new career. She taught at J. Sargeant Reynolds Community College temporarily to avoid a gap in her résumé until she joined Insmed, a start-up biotech pharmaceutical company. Stephanie was a research scientist in the process development group at Insmed where she supported fermentation process development and regulatory approval efforts for a protein therapeutic drug product. Stephanie developed chromatographic methods for protein samples and helped with writing the technical sections of nondisclosure agreements. She enjoyed the experience of working in a start-up company where everyone knows the business aspects of the company. It was also very exciting when the company got the first FDA approval. Insmed closed the laboratory in Richmond one and a half years after Stephanie joined the company. The announcement of the lab closure was made when she was six months pregnant, which made the next job hunt interesting.

### Current Position

Stephanie is currently a Senior R&D Chemist in the analytical development department at Afton Chemical, a petroleum additives company, where she works on projects requiring method development and problem-solving skills. The projects are requested from “customers” from inside and outside R&D and the company. For example, an organic chemist may want structural identification of the products in a reaction, or a formulator may need a quantitative method for the components in a product, or maybe a manufacturing problem occurs and the identity of a containment is needed. Sometimes the chemical differences between two materials need to be determined so that differences in performance can be explained. Stephanie runs the samples herself or coordinates analyses by various technicians and chemists. Then she puts the results together, draws conclusions, and sits down to discuss it with the customer.

### Success and Challenges

For Stephanie, success means doing well in your job and being acknowledged for it. It also means helping others to do well in their jobs. Stephanie finds it rewarding when she gets to solve a problem for a customer (internal or external) and when she comes up with a new method to characterize a material.

Since her current position is in the analytical department, which is a support group at Afton, it can be challenging sometimes to know the business impact of her projects. Stephanie strives to learn about what is going on in the other groups, such as the product development group and the marketing group.

Stephanie's husband, Mark, is also a chemist, so they always deal with dual-career couple issues. They have relocated for each other's careers several times. The positive side to changing careers frequently is that it gives them the opportunity to meet many different people, learn new chemistries and processes, and experience a variety of corporate cultures. The downside, however, is that it makes it more difficult to advance up the corporate ladder.

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## Successful Women in Chemistry Series — Stephanie Mabry, Senior R&D Chemist

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Also, none of the companies she worked for were extremely large and therefore did not offer the benefits of a formal career development program that large companies traditionally have.

Stephanie believes that one unique problem for women chemists is the lack of women in the chemical industry, which makes you stand out, for good or bad. Stephanie sat in many classes, meetings, and interviews where she was the only woman in the room. The most memorable to her was giving an interview seminar to a room of about thirty male chemists and engineers when she happened to be eight months pregnant.

### Work–Life Balance

Stephanie decides what is important to her and balances life accordingly. She says, “If your priority is family, you do not want a job that requires long hours or extensive travel. But if your priority is getting to the top of the company, you will relish spending the extra hours at work or taking classes at night.” She thinks the balance between work and life shifts depending on where you are in your career and life. Right now, Stephanie has two small boys: three and seven years of age. She needs to leave work at a regular time. So she plans her schedule to get tasks wrapped up by the end of the day. She finds the “auto-samplers” very helpful. The instruments can collect data all night, and the data are waiting for her in the morning. Availability of good childcare and a spouse to trade off with have been helpful for her.

### Professional Development

Stephanie spends a fair amount of time listening to webinars, keeping up on the literature, and participating in her ACS local section. She is currently vice-chair of the local section and started a local WCC group. She reads *C&EN* every week and tries to attend at least one technical conference a year. She also started a women’s networking group in the analytical department at Afton, which invites senior women in the company to share their experiences with the group over lunch. Stephanie likes to help others in their job search. She reviews résumés and advises students on how to prepare for an interview.

### Mentors

One early mentor was her first manager at Rayonier, Phyllis Leithem. She helped Stephanie make the transition into industry after graduate school. In particular, Phyllis delegated the tasks like attending project meetings and production trials at the manufacturing plants. This provided Stephanie with important face time with the production and management decision makers and helped her overcome shyness about speaking up at meetings.

Peer mentors, like Frank Tyminski at UMBC, have also been very important. She remembers bouncing new ideas off of him and talking with him about work-related frustrations. Frank had also worked in both industry and academia, and being able to draw perspective from his career experiences was very helpful.

### Books and Hobbies

Two of Stephanie’s favorite non-fiction books are *Galileo’s Daughter* by Dava Sobel and *The Good Marriage* by Judith S. Wallerstein and Sandra Blakeslee. She also recommends *Leadership and Management for Women* by Susan Dellinger.

Stephanie’s family has a small sailboat they take out on a local lake, and they take vacations on the beach. She loves to read, especially the daily newspaper, and works on Sudoku puzzles in her spare time.

### Advice for Readers

Stephanie defines “networking” as an important tool for career development. Not only is it helpful in finding a job, it is very useful in finding answers for your current job. She likes to keep the focus of networking on getting to know other people, not just growing your stack of business cards. She makes sure to send personal emails to the people in her networks at least once a year and ask how they are doing. She says when you are networking or interviewing, you need to appear focused and have a concise “elevator” introduction ready. She also likes to help others, which is the most important part of networking. Stephanie advises students who are interested in working in the chemical industry to work on building communication skills, both written and verbal, and also to write concisely. Industrial folks need to share information and results with people in the company of varying technical backgrounds and sell their ideas and recommendations. Effective communication and team work are keys to success in industry.

— Samina Azad

## Enhancing Diversity at the Graduate and Postdoctoral Levels

While the pipeline to careers in chemistry for women and underrepresented minorities is known to leak at all educational and professional stages, statistics indicate that it hemorrhages before, during, and after Ph.D. study. The goal of this day-long symposium was to catalyze an open, constructive conversation among students, postdoctoral associates, educators, and other chemical professionals regarding diversity at the graduate and postdoctoral levels.

The morning session focused on current research related to gender and racial-ethnic diversity. Symposium co-organizer Shannon Watt began the day by welcoming participants and briefly outlining current statistics regarding diversity at all postsecondary educational levels in chemistry. Sharon Neal (University of Delaware) then presented recent trends on underrepresented minority participation at the graduate and postdoctoral levels, including a discussion of the

current postdoctoral system’s impact on participation by minority groups.

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## Enhancing Diversity at the Graduate and Postdoctoral Levels

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Rigoberto Hernandez (Georgia Tech) discussed the importance of key transitions in the educational path on retaining underrepresented minorities in academic careers. Valerie Kuck (College of St. Elizabeth) followed with her analysis on the hiring trends of top academic chemistry departments as a function of their recently hired faculty members' graduate and postdoctoral institutions, revealing that the majority of female faculty hires come from a select group of institutions. Valerie's presentation was profiled in the August 17, 2009, issue of *Inside Higher Education*. Symposium co-organizer Megan Grunert (Purdue University) completed the morning's research talks by sharing results from her qualitative research study of how female graduate students view prospective careers and make career decisions. The morning session ended with a panel discussion on ways to advance diversity, featuring Geraldine Richmond (University of Oregon), Isiah Warner (Louisiana State University), Daryl Chubin (American Association for the Advancement of Science), and Luis Echegoyen (National Science Foundation).



*Photo by Choice Photography*

The afternoon session, which focused on programs aimed at broadening participation of women and underrepresented minorities, began with a keynote talk by then ACS President-Elect Joe Francisco (Purdue University). Joe spoke about creating a community for underrepresented minority graduate students at Purdue by founding and supervising a National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) chapter. David Collard (Georgia Tech) then shared lessons learned in creating successful initiatives to retain, support, and provide new opportunities for chemistry graduate students at Georgia Tech, including a Women in Chemistry committee, a NOBCChE student chapter, and student success lunch seminars. Sandra DeLauder (North Carolina Central University) discussed the activities and outcomes of the North Carolina Alliance to Create Opportunity through Education Program, which is a multi-institutional initiative focused on broadening participation of underrepresented minorities in technical fields. Shannon Watt (University of Michigan) then presented results from her research study and data-driven program to assess and address the institutional climate and professional development needs of chemistry graduate students and postdocs at Michigan. Linda Garverick (Coactive Consultants) shared her work in developing and implementing a leadership program for graduate women in science and engineering fields, piloted with engineering students at the Massachusetts Institute of Technology. Geraldine Richmond completed the formal presentations by speaking about the activities of the Committee on the Advancement of Women Chemists (COACH), including COACH's workshops for women and underrepresented minorities, current findings, and future directions. The afternoon session concluded with a robust discussion among the speakers and audience members. Conversations continued on a less formal basis during the post-symposium reception, which was sponsored by The Dow Chemical Company and its Building Engineering and Science Talent (BEST) program.

— **Megan Grunert**

## WCC Open Meeting / Local Section Reception

The WCC held its fall 2009 Open Meeting/Local Section Reception the evening of August 15. Co-sponsored by the Chemical Society of Washington (CSW), this event featured a panel discussion with women scientific leaders in the national security field.

Carol Henry, Chair of the CSW section, spoke briefly of the history of CSW, which goes back to 1884 and was founded by 44 men. She mentioned that the CSW has many programs for the section, including a WCC. They sponsored a toxicology workshop that has been nominated for a ChemLuminary Award and they are hosting the 2012 National Chemistry Olympiad. The CSW is active in Project SEED and partnered with Green Chemistry Institute for Project SEED.

The four panelists — Janet Bryant, Jessica Petrillo, Alexis Jeannotte, Carole LeBlanc — spoke about their path from their graduate education to their present position in national security, and what their job

entails. The experience of the panel ranged from women a few years beyond their graduate degree to women with 30 years of experience. The audience posed questions about the changing nature of issues that are addressed by the government, cross-talk between the various agencies within the government involved in security, the perception of scientists who are no longer involved in research by their peers in science and as they were also asked "what does your family think of your career path?"

The spring WCC Open Meeting will be held at the Joint Subcommittee on Diversity Reception on Monday, March 22, 6:30—8 pm in the Moscone Center, Esplanade Ballroom 308.

— **Marsha Lambregts and Gail Webster**

## ACS Fellows

The Women Chemists Committee congratulates the female members of the inaugural class of ACS Fellows:

**Jeannette E. Brown**, Chemical Heritage Foundation (Retired)

**Maureen G. Chan**, Retired

**Melanie M. Cooper**, Clemson University

**Debbie C. Crans**, Colorado State University

**Marcetta Y. Darensbourg**, Texas A&M University

**Susan R. Fahrenholtz**, Fordham University

**Catherine Fenselau**, University of Maryland

**Michelle M. Francl**, Bryn Mawr College

**Helen M. Free**, Bayer Diabetes Care (Retired)

**Jacquelyn Gervay-Hague**, University of California, Davis

**Mary L. Good**, University of Arkansas

**Darlean C. Hoffman**, University of California, Berkeley

**Catherine T. Hunt**, Dow Chemical

**Madeleine M. Joullié**, University of Pennsylvania

**Cynthia A. Maryanoff**, Cordis and Johnson & Johnson

**Anne B. McCoy**, Ohio State University

**Catherine H. Middlecamp**, University of Wisconsin, Madison

**Mary K. Moore**, Eastman Chemical

**E. Ann Nalley**, Cameron University

**Susan V. Olesik**, Ohio State University

**Kathlyn A. Parker**, Stony Brook University

**Jeanne E. Pemberton**, University of Arizona

**Shirley B. Radding**, SRI International (Retired)

**Elsa Reichmanis**, Georgia Institute of Technology

**Ann Beal Salamone**, Rochal Industries

**Kathleen M. Schulz**, Business Results

**Mary F. Singleton**, Lawrence Livermore National Lab (Retired)

**Barbara Pressey Sitzman**, Granada Hills Charter High School

**Marian José Smith**, College of Saint Elizabeth

**Elizabeth K. Weisburger**, Retired

## Fall 2009 WCC Luncheon

The semi-annual Women Chemists Committee Luncheon, held in the fall of 2009 during the ACS national meeting in Washington, DC, featured several noteworthy awards and presentations.

Dr. Dawn Brooks (then WCC Chair) presented Dr. Chris Erwin (Eli Lilly and Company) with a plaque in recognition of twenty years of sponsorship for the Eli Lilly and Company Travel Award.

Also, eleven WCC/Eli Lilly Travel Award winners attended the ACS national meeting and presented their research at a poster session prior to the luncheon: Molly Brannock (North Carolina State University), Karen Chiang (University of Rochester), Juana Du (University of Wisconsin-Madison), Jennifer Haley (University of Georgia), Kameron Jorgensen (University of North Texas), Laura Miller (University of California-Berkeley), Amanda Peterson (Indiana University), Laura Sprunger (University of North Texas), Katherine Traynor (University of Wisconsin-Madison), Nicole Wilson (Brown University), and Lua Yuen (University of California-Los Angeles). The WCC also presented outgoing Chair, Dawn Brooks, with a recognition plaque for her ten years of valued contributions and outgoing service to the WCC committee.

Notably, this year's Overcoming Challenges Award recipient was Stefanie Sacknoff, an impressive undergraduate at the University of San Diego, who demonstrated strength and perseverance in her efforts to overcome multiple physical challenges to achieve success in chemistry.

Following this presentation, Dr. Michelle Buchanan, Associate Laboratory Director for Physical Sciences, Oak Ridge National Laboratory, was our keynote speaker. Dr. Buchanan presented "Career Lessons You Don't Learn in School". She began her presentation by stating, "We do not have the full compliment of tools when we leave college or graduate school." She covered five valuable topics that are important to learn in order to be successful in the working world: 1) Working with others, 2) Communication, 3) Establishing Priorities, 4) Giving Back, and 5) Surrounding yourself with the best people you can.

The spring 2010 luncheon will be held Tuesday, March 23, 12—1:30 pm in the Marriott Marquis, Golden Gate B.

— **Kelly M. George**



Chris Erwin (l) and Dawn Brooks (r)



Fall 2009 Travel Awardees

Photos by Linda Wang

## Leaving the Nest after Postdocing

The symposium, "Leaving the Nest after Postdocing", was sponsored by the Computers in Chemistry Division and co-sponsored by the Committee on Professional Training, the Committee on Economic and Professional Affairs, the Younger Chemists Committee, the Division of Professional Relations, and WCC at the Fall 2009 ACS National Meeting in Washington, DC. This two-hour long session featured speakers who discussed different types of employers, how to find employment in each field, and tools for career development. Panelists included:

Lisa Balbes, Consultant, Self Employed  
Peter Jurs, Emeritus Professor of Chemistry, Penn State University  
Rommie Amaro, Assistant Professor, University of California Irvine  
Hanneke Jansen, Associate Director, Novartis  
Wendy Cornell, Director, Chemistry, Modeling and Informatics, Merck Research Lab  
Irache Visiers, Regulatory Affairs Manager II, Millennium  
Evan Bolton, Associate Investigator, National Center for Biotechnology Information

### Lisa Balbes: Industry vs. Academia

Lisa discussed statistics, which showed that more than half of chemists are working in industry and therefore it is more likely that most people will be employed by industry. She also discussed the goals of different disciplines:

- The goal of academia is to increase the body of knowledge and educate people. Teaching is a big focus. Currently, there are 96 R1 research institutions in the United States, and 1600 R2 institutions have B.S. or M.S. programs. Lisa presented the table below, which shows the focus on publications, grant money, and teaching at different levels of academic institutions:

	Ph.D.	B.S.	A.A.
Publications	6–10	2–3	0–2
Grant	>100 K	20–60 K	0–10 K
Teaching	30%	50%	100%

- The goal of industry is to develop new products and services that make money. Most people with a chemistry background start at R&D and move to different areas later.
- The goal of government institutes is to protect and inform the public.

The preparation of personal documents involves the following:

- Application for an industrial position includes a two-page résumé, a list of publications (for a Ph.D. candidate), a list of references (three people who will speak highly of you), and a cover letter.
- Application for an academic position includes a CV that can be as long as it needs to be, a teaching philosophy, a research proposal, and a cover letter. Tailor the research proposal to the institute, for example, less-expensive research should be proposed for a position in a small institute.
- For a government position, the applicant must complete the forms provided by the institute and also answer the list of multiple choice questions.

- Any scientific interview will also include a "research presentation".

Following were Lisa's advice for the job seekers:

- Think about your strongest skills, what you really enjoy about your work, and what makes you stand out. Find a position that will allow you to do what is important to you.
- Find out what jobs are available through networking and searching the job boards. Have a 20–30 second elevator speech ready, and remember that the most important part of networking is to help others.
- Be prepared for "behavioral questions" during interviews. The employer wants to find out about your past behavior, thinking that it represents your future behavior.
- Beware of non-technical skills, such as communications, presentations skills to technical and non-technical audiences, leadership, business acumen, and knowledge on intellectual properties.
- After you join industry, the career path is not well defined. In many places dual ladders exist, such as scientific and managerial. You may also want to move to the business side. You have to think about where you want to go next and obtain the skills that will get you there.

### Peter Jurs: Expectations from an Assistant Professor

Peter started his speech saying that if you are in academia, your goal is to educate the next generation. The primary purpose of your job is to make your students successful. The three main tasks of an academic person are: research, teaching, and services.

**Research** Your overall goal in academia is to establish a reputation. The measurements of your success are publications, presentations, and grants. The focus on each varies between different levels of academic institutions. You can find out about the employer's expectations during interviews and by talking with future colleagues. In R1 institutions, research is the first priority. You should choose a research area where you can stand out. It is important to get a good general reputation. He added, "It is not who you know, it is who knows you." You should focus on getting money and getting your group going as soon as you start. If necessary, do the experiments yourself in the beginning. If possible, obtain start-up money to get a postdoc who can work 100% on research. Publish papers. Below are some of the key activities that are needed for a successful academic career:

- Review papers.
- Give seminars: Impress people.
- Attend ACS meetings and Gordon conferences to network.
- Beware of departmental culture in terms of collaboration.
- Find out how many papers you are expected to publish every year.
- Get one NIH R01 grant that is renewable.

**Teaching** You must teach well. Offer to teach entry-level courses, which is also a good opportunity to recruit students for your group. It is not advisable to get into "teaching innovation" at the very beginning.

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## Leaving the Nest after Postdocing

*Continued from page 8*

**Services** Services fall under two categories: departmental, which you should try to avoid at the very beginning, if you can; and national, like chairing a session or volunteering at the ACS meetings, which you should try to participate in because this is a networking opportunity. Peter ended with some more advice for the audience:

- People skills are really important.
- Managing people is crucial.
- Work on becoming an extrovert and network.
- Seek mentoring and feedback in regards to grant writing.
- Try to understand departmental politics.
- Find a mentor (one or two people who are interested in helping you).

### **Rommie Amaro: Academic Job Search**

Rommie had just started her job as an assistant professor and wanted to discuss the interview process for academics while it was still fresh in her mind. She stressed the importance of applying early. Do not wait until you think you are ready, because it is a very long process. It will take awhile to prepare the body of work, and the first interview will be very different from anything you have seen before. Get your application materials reviewed. Some people say that you have to keep the research proposal at a very high level. You should prepare a three-page executive summary and a 5–7 page more detailed version of the research proposal. You have to be super-polished when you present a seminar. You must appear knowledgeable on your research topic. Go over the basics during a talk: People do not mind hearing a little bit of what they know already. The following were Rommie's advice for academic job seekers:

- Try to tell a great story about your research. You want to sell yourself: Explain why you are better than others.
- In chalk talk: Be prepared to get out of your comfort zone.
- The hiring committee wants to see how you think on your feet and how you will be as a colleague.

### **Hanneke Jansen: Learning the Language of Industry**

Hanneke talked about how to transition from academia to industry. You should learn the language of industry as soon as you start. Most people need to overcome a culture shock. Become familiar with the new terms: organizational terms, procedural terms, and technical terms. Following were some of her suggestions:

- Learn how many and what type of projects you will have to work on.
- Stay current on priorities.
- Focus on project organization.
- Keep project timelines in mind.
- Work with multidisciplinary teams.
- Be confident and know what you can contribute.
- Be respectful and know what you need from others.
- Make people want to work with you.
- Beware of the decision making process.
- Know that go/no go criteria are aimed at bringing product into the market.
- Beware of the set-up of the organization.

- Manage your time.
- Keep your eye on the goal.

### **Wendy Cornell: Recruitment Process in Industry**

Wendy discussed the recruiting process she used to fill three Ph.D. "project support" positions recently. To start with, the applicants had to submit their résumés on the company website. The company likes to keep statistics of the applicants because the government is interested in this information. Attach your own résumé rather than pasting or typing your résumé on the website because the latter is not aesthetically pleasing.

The next step was résumé review: everyone in her group, eight people, reviewed the résumés. Everyone picked their favorite and then compared notes and voted. Six people were chosen for a phone interview. Wendy contacted them herself on the phone. Two people from the group also called and asked technical questions. The 30–45 minute phone calls were very useful. They also got a sense of the applicants' communication skills. They narrowed down the candidates to a couple of people who were invited for an onsite interview. They also did a second round of phone screening to select two more people for onsite interviews.

The candidates had dinner with the hiring team the night before the onsite interview. This was also a way to find out about the candidate's interaction skills. The next day, the candidate presented a seminar and talked with everyone in the group and also with Wendy's supervisor. There was a meeting with human resources to discuss the benefits. After the seminar, the team had a good feel about the candidate. Wendy's advice was to be honest during interviews, do the best job they can when interacting with the hiring team, and give a good seminar.

### **Irache Visiers: Reasons to Go to Industry**

Irache received a Ph.D. in medicinal chemistry in Spain and postdoced at Mount Sinai Hospital. Industry was attractive to Irache because of the following:

- Direct involvement in drug development
- No grant writing
- No basic research
- Pay is better

Irache suggested that to find a job the candidates should use the following processes:

- Respond directly to adds
- Recruiters
- Networking/contacts

Irache joined Millennium when someone from Millennium came to her advisor about an open position. After she got the job, other opportunities opened up. Irache started to think about regulatory affairs, and she networked. She completed a ten-week introductory training and applied when there was an opening in the regulatory department. Her advice:

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## Rising Female Chemists Receive Recognition at 2009 ORGN Division Young Investigators Symposia

The ACS Organic Chemistry Division sponsored two symposia for rising chemists at the 2009 ACS national meeting in Washington, DC—the Young Investigators Symposium and the Young Academic Investigators Symposium.

The 3rd **Young Investigators Symposium** highlighted the promise, creativity, and productivity of an up-and-coming generation of young chemists. The diverse group of guest speakers, who stand out among the best and brightest scientists, either completed graduate school or received postdoctoral appointment less than ten years ago and are currently working in a non-academic setting (e.g. industry, government, or non-profit laboratory). They demonstrate outstanding promise for future contributions to organic chemistry. This year, two of the thirteen symposium speakers were women.

Dr. M. Uljana Mayer, of the Pacific Northwest National Laboratory (PNNL), presented “New probes for proteomics: Synthesis and application to problems in health and bioenergy”. Dr. Mayer’s research seeks to combine the approaches of physical organic chemistry and biochemistry to develop and apply new probes and methods for proteomics and systems biology. Since joining PNNL in 2002, her work has centered on developing new targeted fluorescent probes and crosslinkers and applying them to protein complexes relevant to bioremediation and bioenergy. Specifically, Dr. Mayer’s research has included the following topics:

- 1) Development of targeted multiuse affinity probes and,
- 2) Elucidation of protein interactions and mechanisms of molecular machines.

Dr. Karin M. Balss, of the Cordis Corporation, presented her work, the “Investigation of chemical spatial distribution of drug and polymer in drug-eluting stent coatings”. Dr. Balss explained further that she is “interested in developing novel analytical methodologies to characterize the microscopic chemical and physical properties of drug-polymer coatings found in coronary drug-eluting stent devices.” The CYPHERÒ Sirolimus-eluting Coronary Stent product is an interventional therapy that has been shown to dramatically improve clinical outcomes for more than 3 million patients worldwide. She presented her work in developing a quantitative chemical imaging method based on confocal Raman microscopy and multivariate data analysis to image each of the components found in the CYPHERÒ Sirolimus-eluting Coronary Stent product.

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## Leaving the Nest after Postdocing

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- Be good at something that the employer cares about.
- Have some skills that are relevant/useful to industry.
- Be passionate about what you do (everyone wants to work with people who care).
- Tailor your résumé to the job for which you are applying.
- If it is an entry-level position, do not say you have a lot of management skills.
- Tell a story.
- If you have a graph in the presentation, explain x- and y-axes.
- Be prepared to answer any question.
- Be nice and humble, and make eye contact.
- Be proactive and persistent—do not give up until you get what you want.

### **Evan Bolton: Changing Directions**

Evan’s current position at the National Center for Biotechnology Information (NCBI) involves developing new information technology to help the understanding of fundamental molecular and genetic processes that control health and diseases. Evan changed directions in his career several times. He worked as an analytical chemist, compu-

tational chemist, senior scientist in biotechnology, and consultant and finally joined NCBI as a staff scientist. Through this journey, Evan learned a lot, and following was his advice for this audience:

- Change is inevitable.
- Explore your scientific interests.
- Communication of ideas is key.
- Strive for work–life balance.
- Never stop learning (science is constantly evolving).
- Consider yourself always postdocing.
- Attempt to achieve your full potential.
- Talk to people and network (world is small).
- If you don’t like what you do, go in a new direction.
- Push your comfort barriers.
- Make a maximum impact.
- Do not compromise your ideals.
- Enjoy what you are doing.

Evan was the last speaker of this session, which was followed by one-on-one discussions between the speakers and the postdocs in the audience at the end.

— **Samina Azad**

## Rising Female Chemists Receive Recognition at 2009 ORGN Division Young Investigators Symposia

*Continued from page 10*

In 2006, the Organic Division (ORGN) Executive Committee established the **Young Academic Investigators Symposium** (Organic Assistant Professors Symposium) to give greater opportunities for assistant professors to present their work at a national setting prior to their tenure decision.

Marking its fourth year, the symposium featured assistant professor speakers who are entering their fifth or sixth years and who have not yet been considered for tenure. This year, two of the sixteen speakers were women.

Dr. Linda S. Shimizu, Department of Chemistry and Biochemistry, University of South Carolina, Columbia, SC, presented "Cyclic bis-ureas: Applications as hosts for molecular recognition and as reliable supramolecular assembly units." Dr. Shimizu's research

focuses on identifying building blocks that assemble into columnar structures with high fidelity. This strategy leads to porous crystals with homogeneous guest-accessible channels that can be used as confined environments for reactions. The Shimizu group has explored the use of these porous materials as containers for photochemical reactions. The goal of this work is to be able to not only understand the products that are observed for a given reaction within a specific porous crystal, but to be able to predict the product selectivity for new reactions. A basic understanding of the factors that influence reactivity in confined environments should lead to tunable 'nanoreactors' that can facilitate specific reactions based on the size and shape of the reactants.

Dr. Malika Jeffries-El, Department of Chemistry, Iowa State University, Ames, IA, presented "Synthesis and characterization of 2,6-disubstituted benzobisazoles: New

building blocks for conjugated materials". Dr. Jeffries-El's research seeks to develop new conjugated polymers for use in semi-conducting applications such as photovoltaic cells and light emitting diodes. She presented her research on new materials developed from benzobisazoles, a versatile building block widely used in high performance materials. Her research efforts enable benzobisazoles to be used for the development of organic semiconductors. Her research is supported by the National Science Foundation Early Faculty Development Program, as well as the American Chemical Society Petroleum Research Fund.

— **Kelly M. George**

## TECH / CTA / NCTA Anniversary Celebration Symposium

On Tuesday, August 18, 2009, the Division of Chemical Technicians (TECH) in conjunction with the Committee on Technician Affairs (CTA), Women Chemists Committee (WCC), Corporation Associates (CA), and the Office of the President (PRES) sponsored a day-long symposium to celebrate the 45<sup>th</sup> anniversary of the Committee on Technician Affairs, 20<sup>th</sup> anniversary of the National Chemical Technician Award (NCTA), and the 15<sup>th</sup> anniversary of the Division of Chemical Technicians. The symposium had two panel discussions, one consisting of past NCTA winners and the second had past chairs of the CTA and TECH.

The past NCTA winners panel consisted of Ed Ladner, Department of Energy (2003); Mary Moore, Eastman Chemical (1998); Margo McIvor, Dow Corning (2007); Dave Stickles, Dow Corning (2000); and Melody Hammond, Conoco Phillips (2004). The panel discussed how their careers changed after receiving the award.

The past CTA and TECH panel consisted of Mike Mautino, Bayer (TECH 2002 and CTA 2007–2009); John Engelman, S. C. Johnson

& Son, Inc. (TECH 2001, CTA 2004–2006); Debbie Bailey, Dow Corning (TECH 2009); Dennis Marshall, Eastman Chemical (TECH 1993, 1994); and Roger Bartholomew (CTA 1985–1987). The panel discussed changes in the profession and the ACS over their careers.

Following the panel discussions, TECH/CTA held a social luncheon. Several members were recognized for the volunteer efforts to the applied chemical technology profession, ACS, CTA, and TECH.

The afternoon session included the current president and four past-presidents of the ACS: Tom Lane (2009), Eli Pearce (2002), Catherine (Katie) Hunt (2007), Bill Carroll (2005), and Ann Nalley (2006), who discussed "applied chemical professionals" in their careers. To tell, as Paul Harvey would have said, "the rest of the story", applied chemical professionals that worked with Tom, Katie, and Bill shared their perspectives. Patricia Moore spoke of her time with Tom Lane, Carol Bogan gave her side of the story with Katie, and Tom Loughlin let us know the real inside story on Bill. Each pair-

ing concluded with a question and answer period.

The afternoon sessions were video-recorded by the ACS for presentation on the ACS website.

— **Mary Moore**



(l to r) Bill Carroll, Tom Lane, Eli Pearce, Katie Hunt

*Photo by Debbie Bailey*

## The Merck Index Women in Chemistry Awards

The 238<sup>th</sup> ACS National Meeting was the third year that *The Merck Index* Women in Chemistry Scholarships were presented to outstanding young women who are beginning a Ph.D. program in medicinal or synthetic organic chemistry. The five scholarship and ten special recognition winners for 2009 were honored at the WCC Women in Industry Breakfast. After the breakfast, the scholarship winners presented their undergraduate research at *The Merck Index* Women in Chemistry Award Symposium, organized by Maryadele O'Neil and sponsored by the WCC. Katie Hunt opened the symposium with her talk titled, "It's all about chemistry: My career— your options". The symposium ended with a technical talk by Milana Maletic, Research Fellow in Medicinal Chemistry at Merck Research Laboratories, "Medication for the fast food nation: Bicyclo[2.2.2]octyltriazole inhibitors of 11 $\beta$ -HSD1 for the treatment of metabolic syndrome". The special recognition awardees presented their undergraduate research at a WCC-sponsored poster session.

A key feature of the program is to introduce these young women to the network of colleagues within the ACS and WCC. For many, this is their first opportunity to attend the national meeting, and all have found it to be a wonderful experience. "It definitely was a very special weekend," said Emily Cherney, "that gave me a real appreciation for these types of programs and how much of a role they play in the success of women in the field." Rebecca Murphy concurred that it was "such a wonderful experience! This was my first ACS conference, and I really couldn't have enjoyed my time there more. It was great to have the opportunity to share my research and see what my peers had accomplished in their work."

The WCC is honored to be a small part of the celebration of the research accomplishments of these women chemists. We thank Merck & Co. Inc. for recognizing these exceptional young women from many diverse backgrounds. In addition to their passion for their chemistry, these young women also have varied interests outside of the lab such as music, sports, ballroom dancing, and cheerleading! Following are bios of the recipients.

### Scholarship Recipients

**Nadine Borduas** is a resident of Quebec, Canada. She holds a B.Sc. in chemistry from the Université de Sherbrooke and had the opportunity to hold internships in Montreal, London, and Frankfurt. Nadine is studying at University of Toronto and would like to become a university professor. Outside of the lab, Nadine has a passion for alpine skiing and is a certified ski instructor.

**Emily Cherney** graduated from The College of New Jersey in 2007 with a B.S. in chemistry. She has recently been employed as an associate research scientist at Bristol-Myers Squibb and worked in Metabolic Disease Division of Medicinal Chemistry. She has just begun her graduate studies at the Scripps Institute with Professor Phil Baran. Emily actually began her college career as a music education major and is an accomplished pianist whose favorite composer is Bach.

**Christine Dunbar** holds a B.S. in chemistry from the University of British Columbia (UBC). She has worked in several different research labs at UBC and will pursue her Ph.D. at the University of Alberta. She is interested in organic synthesis and hopes to contribute to environmentally friendly methods. A little known fact about Christine is that she always plays Kirby in Super Smash Brothers.

**Laura Ruiz Espelt** was born in Madrid and has lived most of her life in Burgos, Spain. She began her studies in Spain and came to the United States to practice her English. She fell in love with organic chemistry and decided to stay at Millersville University to study with Dr. Steven Bonser. She will be starting her Ph.D. at University of Wisconsin- Madison.

**Olivia Pei-Hua Lee** holds a B.S. in chemistry from New York University. She will pursue her Ph.D. at UC Berkeley and ultimately would like to teach chemistry in a university setting. Outside of the lab, Olivia is an accomplished singer.

### Special Recognition Award Recipients

**Ann Benavidez** is from Haddonfield, NJ, and obtained her B.S. in chemistry from the University of Delaware. In addition to her chemistry degree, Ann also has a B.A. in foreign languages with a concentration in French studies and spent a semester in Paris. She will be attending the University of Pennsylvania for her Ph.D. and hopes to work in synthetic chemistry in an international lab.

**Katherine Davis** has lived in Stratford, NJ, and attended The College of New Jersey working with Dr. David Hunt. She will be attending the University of Notre Dame for her Ph.D. studies and hopes to work in industry before ultimately teaching at the university level. In her free time, Kate enjoys reading and playing volleyball.

**Nora Jameson** is from Vienna, VA. She attended the University of Pittsburgh where she received a B.S. in biochemistry with a minor in chemistry and a B.A. in philosophy. Nora was president of her ACS student chapter. She plans to attend UC Irvine and hopes to teach in an undergraduate institution to mentor women and minority students. Nora was a nationally ranked rock climber and loves metal music.

**Nicole Kennedy** hails from Florence, SC, and received a B.A. in chemistry from Washington & Jefferson College, minoring in Spanish and math. She spent a summer doing research at the Chulabhorn Research Institute in Thailand. Following her graduation in 2007, Nicole was employed by Hoffmann La-Roche. She will be attending the University of Pittsburgh to pursue her Ph.D. and aspires to a career in medicinal chemistry. Nicole shares the same birthday with her uncle and grandmother.

**Doris Lee** holds a B.Sc. in biopharmaceutical science with a concentration in medicinal chemistry from the University of Ottawa. She is pursuing her graduate work at the University of Toronto under the supervision of Dr. Mark Taylor. Doris would like a career in medicinal chemistry in a pharmaceutical company. Doris has played piano since age six and received a Diploma in Piano Performance from the Royal Conservatory of Music in 2005.

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## The Merck Index Women in Chemistry Awards

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**Katherine MacKenzie** graduated from UC Irvine with a double major in chemistry and biology. She is pursuing a Ph.D. at UC Berkeley and would like to work in the pharmaceutical or biotech industries. Katherine is a ballroom dancer and has danced competitively. She has a twin brother.

**Michelle Ouimet** is from Budd Lake, NJ. She received a B.S. in chemistry from Clemson University. She served as vice-president and community service chairperson of her ACS student chapter. Michelle was also a cheerleader for Clemson for four years. She will be attending Rutgers University for her Ph.D. in chemistry with a biological focus and hopes for a career in academia.

**Judy Suh** holds a B.S. in chemistry from UC Berkeley and an M.S. in chemistry from University of Wisconsin at Madison. Since 2004, Judy has been employed by Roche as a Research Associate in Medicinal Chemistry. She has co-authored seven publications. Judy is particularly interested in synthesis of natural products and will attend UC Irvine for her Ph.D. studies.

**Shuo Xing** lives in Quebec, Canada, and received a B.Sc. in biochemistry with a minor in chemistry from McGill University. Shuo is fluent in three languages and enjoys reading, especially re-reading her favorite books, *Pride and Prejudice* and *The Three Musketeers*. She is continuing her studies at McGill and plans to pursue a career in academia.

— **Maryadele O'Neil and  
Judith Iriarte-Gross**



The Merck Index 2009 Awardees

Merck & Co., Inc. is proud to announce...



### The Merck Index Women in Chemistry Scholarships

#### Award Details:

- \$5000 grants to be awarded to outstanding women entering into a graduate program in Synthetic Organic or Medicinal Chemistry beginning in the Fall of 2010
- Award recipients will receive a travel stipend to attend the ACS meeting and present their research
- Scholarships will be presented at the ACS National Meeting in Boston in August 2010
- Award recipients will receive a personalized imprinted copy of *The Merck Index*

#### Application Process:

- Full application criteria and application forms are available at [www.merckbooks.com/mindex](http://www.merckbooks.com/mindex)
- Application deadline: April 1, 2010
- Applicants must provide a two-page summary of undergraduate research, an abstract for presentation at the ACS national meeting, a statement of future career goals, undergraduate transcripts, two letters of recommendation, and curriculum vitae

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## WCC Announcements

### Overcoming Challenges Award—April 1 Deadline

This award recognizes a woman undergraduate from a two-year or four-year institution for her efforts in overcoming hardship to achieve success in chemistry.

One award is offered annually. The awardee receives a monetary prize of \$250 and up to \$1,000 for travel expenses to attend the fall ACS national meeting. The awardee is presented with a plaque and recognized at the WCC Luncheon at the fall meeting.

For more information and to access the online application, visit [www.acs.org/diversity](http://www.acs.org/diversity).

### Priscilla Carney Jones Scholarship—May 1 Deadline

This scholarship provides support for female undergraduate majors in chemistry or related disciplines who are beginning their junior or senior years of study.

The scholarship is a one-time award on the basis of both need and scholarship. The award amount is subject to available funding, but will be a minimum of \$1,500. The award is sent directly to the recipient's financial aid office and may be used for tuition, books, and lab fees.

For more information and to access the online application, visit [www.acs.org/diversity](http://www.acs.org/diversity).

### WCC Lectureship Award—Accepting Applications

This award seeks to enhance the reputation of early and mid-career female chemists and chemical engineers by supporting their travel, to present technical talks at doctoral degree granting institutions. Awards may be made directly to a female chemist who chooses to self-nominate, or to the host institution. Awards cover transportation, lodging, and childcare, but not honoraria, refreshments, or meals, to a maximum of \$1,000. Institutions may use the award to support more than one speaker.

Awardees should be female chemists or chemical engineers from academia, industry, or government with a record of accomplishment in research, and who are within ten years of completion of a graduate or postdoctoral experience. Female speakers from academia should be tenure-track assistant or associate professors. Those who are already widely acknowledged and recognized in their area of chemistry or chemical engineering and are at the pinnacle of their careers will not be considered competitive for this program. Applications are accepted on a rolling basis, and awards are made on a first-come, first-served basis.

For more information and to access the online application, visit [www.acs.org/diversity](http://www.acs.org/diversity).

### Local Section WCC Groupsite

This site is a private meeting place that provides members of WCC Local Sections with a forum to communicate local section WCC news and activities. Email [www@acs.org](mailto:www@acs.org) for more information.