

To be
leaders in
Attracting,
Developing,
& Promoting
women
in the
chemical
sciences
and
Related
Disciplines



SUMMER 2000

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

WOMEN CHEMISTS

Garvan-Olin Award

The speaker at the ACS spring meeting WCC luncheon was Prof. F. Ann Walker of the University of Arizona-Tucson and Garvan-Olin Medal winner for 2000. Her talk, "The Intersection of Entomology, Inorganic Biochemistry, Medicine, and Anthropology", brought these disciplines



WCC Luncheon Speaker: F. Ann Walker, Garvan-Olin Medalist

together in interesting ways. She began with a discussion on the insect *Rhodnius prolexus*, commonly called "the kissing bug", and described the inorganic biochemistry process that results from its bite.

Although the bite can last for many seconds, it often goes undetected, because the insect fools the victim's body. Normally, a victim notices a bite because of the release of histamine, which induces an inflammation and immune response that alerts the victim to the bite. During the biting process, *R. prolexus* releases saliva that contains a heme protein, NP-1-4-NO, into the bite site. Once in the body, the NO molecule is released, and the heme-protein takes up any histamine that the victim produces in response to the bite. By eliminating the histamine, the insect can enjoy a very long meal of the victim's blood without being squashed or swat-

ted away. The NO molecule that is released is a vasodilator and platelet inhibitor, which also contributes to the efficiency of the meal. Dr. Walker's electrochemistry studies measured the stability of the heme-protein stability constants and helped determine that the iron

is in the Fe(III) oxidation state, which allows the NO to be released. If the iron were in the Fe(II) state, the NO release would not be favorable. Her studies also determined that the protein-histamine complex is more stable than the protein-NO complex, facilitating the uptake of the histamine and the release of the NO during the biting event.

How does this relate to the rest of the topics in her title? She next discussed the carrier insect of *Trypanosoma cruzi*, the causative agent for Chagas, which is a very common disease in tropical Latin America. Chagas is an autonomic muscular degenerative disease and hence affects the heart and the nervous system. More than 43,000 deaths occur annually from the 16-18 million infected victims in Latin America. The disease can be transmitted prenatally and through blood transfusions,

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Frankie Wood-Black

Message from the Chair

As I write this, spring is in the air, and the world is beginning to blossom. Flowers are all around us, bringing the promise of the fullness and bounty of summer. WCC seems to be in the same stage of its development. WCC activities are in full blossom, but it is obvious that there is more to come.

Look at what has been accomplished: The Women in Industry Breakfast broke all records in San Francisco, and the WCC luncheon continues to be a highlight during the national meetings. Dr. Darleane Hoffman received the Priest-

ley Medal and focused part of her medal address on the status of women in chemistry. Dr. Hoffman will also be the luncheon speaker in Washington, DC.

The WCC subcommittees have so many projects in the works that it is impossible to mention them all here; however, ACS committees and departments have recognized them and request the subcommittees' assistance. It is truly amazing what can be accomplished when someone acts on an idea. Although progress at times may be slow, once the momentum catches, things can move quickly.

So—what is the promise of more to come? Just looking ahead to the next two meetings should tell you that WCC has not even hit its stride. WCC will cosponsor five symposia in

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Successful Women in Chemistry



Dr. Barbara J. Slatt

In this issue, we highlight Dr. Barbara J. Slatt, director of Planning and External Technical Affairs, Corporate Research, of Procter and Gamble Co. (P&G). P&G is a \$38 billion global leader in the development, manufacturing, and marketing of a broad range of consumer goods.

P&G's chemical research program, one of the largest in the world, synthesizes and converts more than \$15 billion in chemicals and materials into consumer products every year. That, combined with more than 5000 chemists and chemical engineers on its worldwide R&D staff and its \$1.7 billion R&D budget, ranks it first among U.S. chemical companies and fifth in the world.

Barb is a wonderful role model and an excellent example of a Ph.D. analytical chemist who has had a wide variety of experiences on her way to her current position. She joined P&G as a corporate staff scientist in the Environmental Safety Division in 1975. Less than three years later, she took on a special assignment on loan to the U.S. Department of Commerce (Washington, DC) as policy analyst for the President's Domestic Policy Review of Industrial Innovation.

After that six-month stint, she returned to P&G and was promoted to section head of Human Safety. She then moved to Product Development with an

initial assignment to develop the Pert Plus 2-in-1 initiative in the Beauty Care Division. From there, she was promoted to associate director, then to director, leading a number of project initiatives in Over the Counter and Rx Health Care. She then assumed her current position in Corporate R&D, reporting to P&G's chief technology officer.

As for her academic background, Barb got both her M.S. degree and Ph.D. in analytical chemistry from the University of Illinois. While at Illinois, she was a member of Phi Lambda Upsilon, an Honorary Chemistry Society. She has an MBA degree from Xavier University. Her favorite pastimes include downhill skiing, reading mystery and espionage novels, supporting a local animal shelter, and providing a home for several rescued felines.

Barb's response to the question of what she likes best about working at P&G is revealing: "[P&G] doesn't pigeonhole people into narrow jobs, but offers a broad spectrum of positions to grow into or branch out and acquire new skills." Another benefit she has observed is P&G's "ability to impact the quality of life of literally millions of consumers, as well as to help change the course of global technical and medical research." She has gained much personal satisfaction from working in R&D: "We work on the leading edge of science and technology and help to deliver innovative new products and benefits to the world's consumers."

Her succinct answers to our interview questions below are further proof of why Barb is so successful.

Q. How did you get started in chemistry or your field of endeavor?

A. My mother was a biology teacher, and my dad was the proverbial "rocket scientist" at NASA's Lewis Research Center, where he worked on the development of solid rocket fuels and solar cells to power the early spacecraft. They stimulated my interest in science and chemistry at an early age. As a youngster in grade school, I had a chemistry set, which I used to create magic shows that I put on for the neighborhood kids.

Q. What took you where you are today?

A. I further developed my love of chemistry in high school by participating in many local, regional and national science fairs. I won

quite a few awards, including the Ford Future Scientists of America and the prestigious Westinghouse Science Talent Search. I also enjoyed a lot of support and encouragement from my dad and high school chemistry teacher. Plus, my dad invested his time and effort coaching me in chemistry and math.

Q. What did you have to sacrifice along the way, if anything?

A. Because I have loved my work, found it challenging and at times exhilarating, and found the opportunities to lead limitless, I put many discretionary hours into it. This meant that I sacrificed developing other hobbies/ sports. Also, the choice of a career path often entails an opportunity cost—that is, by choosing to become a

chemist, I gave up other fields that I had the talent/interest/skill for (e.g., trial lawyer, movie producer).

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

A. The way work gets done has changed since I entered the company. It is much more collaborative and global. It focuses more on achieving goals that are revolutionary versus evolutionary. More work gets done in teams, and organizations are more matrixed. I have been forced to change as I have risen hierarchically in the organization, because my role now operates from a perspective of 20,000 feet rather than on the ground. Thus, I have become less involved in details and more on

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P R O M O T I N G

After an extensive nationwide search, Dr. Lura Powell was selected as the new laboratory director for the Pacific Northwest National Laboratory (PNNL), operated by Battelle for the U.S. Department of Energy. She is nationally recognized for the vision and management she brings to large R&D organizations. Powell has been a leading voice in defining the potential for and promoting the importance of research, technology development, and strategic planning.

She joined PNNL on April 1 after a 27-year career with the National Institute of Standards and Technology (NIST). At NIST, she served as director of the Advanced Technology Program (ATP), a government-industry research partnership. ATP's role is to accelerate the development of innovative technologies that promise high commercial payoffs and widespread national benefits. She was responsible for a technology investment portfolio exceeding \$2 billion that spanned a wide range of technology sectors, including biotechnology, information technology, electronics, manufacturing, materials, and chemistry. Powell's leadership of ATP earned her the U.S. Department of Commerce's Gold Medal in 1998.

Before joining ATP, Powell founded and built NIST's Biotechnology Division. While there, she managed research programs in DNA technologies, bioprocess engineering, biosensor technology, and structural biology. During her career at NIST, she also served as deputy director for the Center for Chemical Technology, director of the NIST Program Office, and deputy director of the National Measurement Laboratory.

Powell has served on numerous advisory boards and committees, including the Biotechnology Research Subcommittee of the President's National Science and Technology Council, where she was responsible for

leveraging more than \$4 billion in federal biotechnology research. She served on the National Institutes of Health's Women's Health Initiative Advisory Committee and as chair of the Board of Overseers of the Center for Advanced Research in Biotechnology. Powell also contributed to the international dialogue on biotechnol-



Dr. Lura Powell

ogy by serving on the U.S. delegation of the U.S.-European Commission Task Force on Biotechnology and as vice chair of the Organization for Economic Cooperation and Development Working Party on Biotechnology.

Before joining NIST, Powell received a B.S. degree in chemistry and a Ph.D. in analytical chemistry from the University of Maryland. She completed executive management programs at the Wharton School, University of Pennsylvania; Columbia University; and Cornell University.

Powell has held leadership roles in several professional organizations throughout her career, including the American Society for Mass Spectrometry and the American Society for Testing and Materials, and has served on the ACS Board of Directors. She also led the establishment of the NIST Child Care Center, a non-profit corporation that won a congressional "Best on the Block" Award as one of the top child care facilities in the country.

Joining Powell in Richland, WA, will be her husband, Art King, and their two daughters. They will move to Richland at the completion of the school year.

—Janet Bryant

Message from the Chair *Continued from page 1*

Washington, DC. Symposia topics will range from recognizing past accomplishments of women such as Gertrude Elion, a Nobel Prize Laureate, to an examination of the Mature Chemists Survey Results. Exciting plans are in the works for at least three symposia at the San Diego national meeting. WCC is contributing more programming at regional meetings as well.

But programming is not all—the Successful Women Interviews are really taking off and may increase after the fall meeting. The travel grants program continues to be a success. The first Overcoming Challenges Award will be presented at the WCC luncheon at the fall meeting, which will provide even more recognition to women just starting their careers. However, a few clouds still hang over WCC.

Nominations of women for national ACS awards, although increasing, are still below the demographics of the Society. Women are still underrepresented on many faculties and as editors of ACS journals. Although great improvement has occurred, representation in many areas of ACS governance and on advisory boards still does not reflect the demographics of the ACS members. Thus, WCC still has a lot of work ahead.

Please join us in our efforts—send in your suggestions to WCC and nominate a qualified woman for an award. It will take all of us contributing in some small way to achieve a future in which demographics does not matter.

—Frankie Wood-Black

C O N G R A T U L A T I O N S

WCC Recognizes Travel Award Recipients



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

WCC and Eli Lilly provide travel funds to postdoctoral, graduate, and undergraduate women each year to make their first research presentation at a national scientific meeting. September 15 is the application deadline for meetings between January 1 and June 30, 2001; and February 15 is the deadline for meetings between July 1 and December 31, 2001.

For more information and an application form, please contact your Chemistry Department chair or Cheryl Brown at 800-227-5558, ext. 6022; c_brown@acs.org, or visit <http://membership.acs.org/W/WCC>.

Negotiating for Your Life: Success Strategies for Women

"Negotiating for Your Life: Success Strategies for Women" was a special workshop presented at the ACS national meeting in San Francisco by one of the Bay Area's outstanding motivational presenters, Nicole Schapiro. The WCC California Local Section, in partnership with the Hydrogen Chapter of Iota Sigma Pi (ISP) at the University of California–Berkeley (UCB) sponsored this workshop, which was developed as part of a joint commitment to address the needs of female graduate students in the chemical sciences.

It is essential during graduate school to negotiate effectively for such basic needs as research space, time with one's adviser, and financial support, as well as a host of other needs. Women often lack the confidence and training required to negotiate effectively with their professors and advisers. As graduate school comes to an end, students also must negotiate for help in finding a good position that offers an appropriate starting salary and benefits package.

Prof. Angy Stacy and members of the Hydrogen Chapter of ISP worked with Schapiro to develop materials relevant to women chemists at the graduate school level. First, a questionnaire was created and circulated to women graduate students in the College of Chemistry at UCB by Ryoko Kita and Amy Prieto. The survey results were the starting point for this workshop and will be used to develop further training

as the effectiveness of this program is evaluated.

Schapiro was both practical and motivational in her advice to women in situations in which they must negotiate with someone, often an older male, who holds major control over their work and the successful completion of their degree. She uses her personal experience of coming to the United States from Hungary, alone at age 15, and living on the streets of New York for a year as an example of the importance of maintaining a positive attitude and using negotiating skills to accomplish your goals. At 16, she negotiated a scholarship to the University of Chicago and eventually earned an M.A. degree in industrial psychology from New York University. Before she was 30, she became the first woman senior vice president at Citicorp of New York. Since 1972, she has been president of her own organizational development, training, and management consulting firm. Her book *Negotiating for Your Life: New Success Strategies for Women* (Henry Holt: New York, 1993) was on the *New York Times* best seller list and has been revised and reprinted in workbook form.

Many quotable lines come to mind after a workshop with Schapiro. One of my favorites is, "Reality is, we can't control people—we can only better understand them." Think about it, and you are starting to prepare for successful negotiating.

—Mary Singleton

Successful Women in Chemistry Continued from page 2

the big picture. My role has shifted from "doing" to "leading" and "enabling".

Q. How do you define being successful?

A. Being successful is having fun, being intellectually stimulated, making a positive difference in the world, gaining personal satisfaction from achieving results, and being good at what you do and then getting paid very well for this besides.

Q. Does success require compromise?

A. I only see two compromises that I've had to make, and these don't seem very painful: (a) I had to give up the opportunity to pursue other career paths, which I think I would have really enjoyed, too; and

(b) I had to give up the strong desire to "always do it my way", learn to appreciate divergent points-of-view, and gain the commitment of others.

Q. Did you have mentors, and how have they helped?

A. I have had several informal mentors along the way, but have avoided formal, assigned mentors which may have been a mistake on my part. I refer to my mentors more as supporters. I saw them believing in my abilities, encouraging me to set lofty goals, pointing me toward opportunities (such as specific schools to attend, job assignments to take, contests to enter), spreading the word about my capabilities

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Spread the Wealth, Share Your Career Advice

Have you received any good advice lately? We are still looking for readers to share their career development tips. Here are some new ideas collected since our Fall/Winter issue:

- Take the initiative to research developmental courses and propose them to your management. (They won't necessarily propose such courses to you, but they should be receptive to your request.)
- Study the cultural aspects around any foreign assignment so that you can perform more effectively in that location.

- Get involved with an ACS technical division that represents your field or specialty.
- Read *Negotiating for Your Life: New Success Strategies for Women* by Nicole Schapiro. (See "WCC Recognizes Travel Award Recipients" in this issue.)

If you have any ideas to share, please send them to Amber Hinkle at Amber.Hinkle.B@bayer.com. We will continue to publish them in future issues of the WCC newsletter and on our Web site at <http://membership.acs.org/W/WCC>.

—Amber Hinkle



Iota Sigma Pi

1999-2002 Iota Sigma Pi National Council

Shown in the picture are members of the new triennial national council. Iota Sigma Pi comprises 1300 women chemists throughout the United States and abroad. The organization will be celebrating the 100th anniversary of their founding in 2002. Pictured are (front row): Anne Sherren, Sue Marine, Kathryn Louie, Christine Hermann. (Back row): Linda Brazdil, Janet Clark, Kathryn Thomasson, Donna Nelson, Lily Ng, Patricia Fish, Sharon Vercellotti.

Women in Industry Breakfast

Once again, WCC used the Women in Industry Breakfast as an opportunity for attendees to share insights on career-related issues. Instead of inviting a single speaker to address a single topic, the floor was open to all attendees to debate the concerns and perceptions on a range of topics. The preselected topics were mentoring, balancing career and family, developing your career and making transitions, temporary versus permanent employment, recognition and awards, and attracting women to chemistry. The roundtable discussions were lively and involved all of the more than 100 participants. After about an hour, each table reported back to the large group with a special highlight from their table. A summary of the discussions can be found on the WCC Web site (under posters and meeting notes). Based on a suggestion from the "recog-

nition and awards" group, a team has already started drafting a proposal for a "rising star" award to be presented to a young female chemist in recognition of significant creative and innovative work in industry. After the breakfast, participants mentioned that it was extremely helpful to be given an opportunity to discuss these issues with their peers. Although various resources are available to provide information on these topics, informal conversations with others who have shared the same experience are invaluable.

—Carolyn Ribes



Garvan-Olin Award

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and 300,000 people are infected in the United States. Currently, the United States does not screen for Chagas in blood banks, and no effective treatment or cure exists.

The carrier insect hibernates in crevices in wood and buildings and only comes out to feed about once a month. Once the insect is finished feeding, the victim's histamine is no longer taken up by the protein, and inflammation does occur. The victim then scratches, and *T. Cruzi* can be introduced into the bloodstream, causing infection.

Relating her story to anthropology, Walker said that archeological studies have demonstrated that Chagas is a very old disease and has been identified in Peruvian mummies from as early as 500 BC. Only through understanding the chemistry and etiology of the disease can treatment and prevention of the infection be achieved.

—Debbi McCarthy

Philadelphia Local Section Year-End Report

WCC's Philadelphia local section was very active in 1999, including these key events:

- On February 18, a concurrent group meeting was conducted with a lively discussion, "Employment Security and Marketability: Maintaining a Career Today", with Edward S. Kostiner, Ph.D., ACS career consultant, and about 15 members.
- A poster called "New Philadelphia ACS WCC Section Filling Community Need" was presented at the ACS spring national meeting in Anaheim, CA, during the Sci-Mix.
- On September 22, a joint meeting with the Association of Women in Science (AWIS), women from the National Organization of Black Chemists and Chemical Engineers, and WCC drew 35 people for networking and idea sharing.
- WCC chaired the successful Expand Your Horizons Program on November 6 for sixth-grade girls at Chestnut Hill College as part of National Chemistry Week. WCC teamed up with AWIS and NEMCO AAUW (Northeastern Montgomery

County American Association of University Women), and 35 volunteers helped give 100 girls a fun experience with science.

- Our November 11 speaker was Dorothy Rodmann, ACS career consultant. About 20 members attended "The Secrets of Stardom for Women and Minorities at Work". The discussion continued over dinner.

Plans for 2000 include:

- February. Concurrent group meeting kick-off of a mentoring program, with a facilitated discussion lead by Linda Blye.
- March or April. Career Saturday workshop.
- April 1. Expand Your Horizons.
- September 22. Joint Meeting with AWIS.
- November. Concurrent group meeting with speaker.
- November. National Chemistry Week, Expand Your Horizons.

—Kathleen A. Thrush, Ph.D.
Philadelphia ACS WCC Chair

WCC Online Mentoring

The traditional concept of mentoring is someone at a high level of an organization "coaching" a lower level protégé. Although this situation can prove very beneficial, a nontraditional definition of mentoring has recently emerged. Rather than having a single mentor, today's successful professionals are developing entire networks of mentors. A mentoring network should consist of participants who can provide advice or experience on a wide variety of topics or skills. Some mentoring relationships are formal; some are informal—more like an exchange of ideas. Mentors can

come from outside, as well as inside, your organization. Much can be gained from mentoring others, as well.

Based on this mentoring network concept, WCC has created an online mentoring page, which will be staffed by a rotating group of scientists. In this interactive environment, questions you e-mail to a mentor will be answered directly. In addition, the question and answer may be edited for confidentiality and posted to the WCC mentoring page. You can find this mentoring function as a link from the WCC Web page, <http://membership.acs.org/W/WCC/wccmentor.html>. We hope that this program will be a valuable piece of your mentoring network.

Successful Women in Chemistry
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and contributions, opening new doors, giving me straight feedback and advice.

Q. How do you balance work and life?

A. I achieve balance by working very hard and then playing very hard. In my 25-year career, I have always put my vacation time to good use and didn't use those vacations to simply do work in another locale. I thrived on those vacations as much as I thrived on work. I've found if you like what you do, it is easy to be lured into spending more of your discretionary time on work than the balance you desire requires. Thus, I block out time for the things important to me—family, pastimes, et cetera.

Q. What worked for you that would be good advice for someone else coming up in his or her career?

A. Love what you do. Be courageous; stand up for what you think; take reasonable risks. Set high goals for yourself and others; seize opportunities to solve problems and create opportunities. Meet every commitment; do more than expected; develop a sense of immediacy. Learn to anticipate questions/issues/problems. Develop the skills to communicate well verbally and in writing. Work well with others; you can accomplish so much more by teaming with others different from yourself. Take advantage of unique, once-in-a-lifetime opportunities (e.g., my assignment on loan to the U.S. Department of Commerce).

Q. Do you know of any successful women chemists/scientists that we can interview in future issues?

A. Marcia Angell, M.D., executive editor of the prestigious *New England Journal of Medicine*.

—Elizabeth A. Picos

BULLETIN BOARD

The Ninth Symposium on Subtypes of Muscarinic Receptors. This symposium will be held at the Adam's Mark Hotel in Houston, TX, October 31–November 4, 2000. It will be a pre-meeting satellite of the annual meeting of the Society for Neuroscience.

The general topics will be properties, regulation, and function of muscarinic receptors; function in gene-altered mice; novel therapeutic approaches to urinary incontinence, chronic obstructive pulmonary disease, and gastrointestinal disorders; and Alzheimer's disease, schizophrenia, and glaucoma. The program also includes two formal poster sessions and one session for oral presentation of selected posters.

This symposium provides a unique opportunity for interaction among biochemists, physiologists, pharmacologists, and neuroscientists who are leaders in the multidisciplinary approach being taken in the field and young researchers and predoctoral fellows who will present in the poster sessions. Proceedings of the symposium will be published within 2 months as a regular issue of *Life Sciences*.

The deadline for abstracts for posters is July 1, 2000. For further information, contact Ruth R. Levine, Boston University School of Medicine, 715 Albany St., Boston, MA 02118; 617-638-5123; fax 617-638-5740; nwilcox@biochem.bumc.bu.edu; www.muscarinic.org.

WCC Events for Regional Meetings in 2000

- **Middle Atlantic Regional Meeting, May 14–17, Newark, DE.** WCC sponsored "Empowering Women for a Career in Chemistry". Chemical & Engineering News editor Madeline Jacobs spoke at the WCC luncheon on Tuesday, May 16. Her talk was "The Challenges for Women Scientists in the New Millennium", which was followed by a panel discussion that included Dr. Paul Anderson (DuPont Pharmaceuticals), Dr. Amy Trainor (Astra-Zeneca), and Dr. Marissa Kozlowski (University of Pennsylvania). The session was led by Dr. Ruth Wexler (DuPont Pharmaceuticals).
- **Central Regional Meeting, May 16–19, Covington, KY.** The Cincinnati WCC sponsored two symposia on May 19. "Achieving Success in Chemistry" was a panel discussion featuring successful women in the chemical sciences from academe, industry, and law. Panelists included Evelyn Hess (professor, University of Cincinnati), Barbara Slatt (director, Procter & Gamble), Yen Hsieh (research fellow, Procter & Gamble), and Joan Simunic (patent lawyer and Ph.D. chemist, Stites & Harbison Attorneys). The other symposium was on color chemistry and brought together researchers from diverse fields who talked about the chemistry and practical aspects of colors.
- **Great Lakes Regional Meeting, June 4–7, Fargo, ND.** WCC's lunch and program will be held June 5 from noon to 1:30 p.m. A panel discussion on chemistry-related careers for women will be hosted and moderated by Dr. Julie E. Larson (Bemidji State University). Panelists will include Dr. Phyllis E. Johnson (U.S. Department of Agriculture), Dr. Joyce Corey (University of Missouri, St. Louis) and Mary Ann Tucker M.S., M.B.A., J.D. (B.F. Goodrich vice president and associate general counsel, retired). To register for the Great Lakes Regional Meeting and the WCC lunch, visit www.chem.ndsu.nodak.edu/glrn.
- **Northwest and Rocky Mountain Regional Meeting, June 15–17, Idaho Falls, ID.** The WCC luncheon will be held Friday, June 16, and will be jointly sponsored by WCC and the Workshop for Public School Teachers. Beverly Cook will be the featured speaker. She is currently the manager of the U.S. Department of Energy's Idaho Operations Office. More information can be obtained at <http://www2.ida.net/acsid/norm2000>.
- **Midwest Regional Meeting, October 25–28, St. Louis, MO.** The WCC luncheon will feature Frankie Wood-Black, quality assurance team leader for Phillips Petroleum (Borger, TX) and the current chair of the national ACS WCC, as the keynote speaker. The event is scheduled for Thursday, October 26, at noon, and will be called "Distorting the Looking Glass—Redefining the Workplace Vision". More information on the meeting can be found at www.umsl.edu/~acs/mrm.html.
- **Western Regional Meeting, October 25–28, San Francisco, CA.** Cynthia Robbins-Roth will be the featured speaker at the WCC luncheon on October 25 and will discuss alternative careers. A "Senior Women in Biotechnology" panel discussion is also planned. More information can be obtained at www.mcs.csu Hayward.edu/~wwwchem.
- **Joint Southeast/Southwest Regional Meeting, December 6–8, New Orleans, LA.** A WCC luncheon is planned, but details are not firm. Please continue to check www.chem.uno.edu/ACSMeeting for details.

—Valerie Barrett

Women Chemists Committee—2000

Dr. Frankie K. Wood-Black, *Chair*
Phillips Petroleum
Borger Refinery & NGL Center
Box 271, Spur 119 North
Borger, TX 79008-0271
fwblack@ppco.com

Ms. Valerie L. Barrett
Sunkist Growers Inc.
760 E. Sunkist Street
Ontario, CA 91761
vbarrett@sunkistgrowers.com

Dr. Deborah J. Carter
Pace International
5661 Branch Road
Wapato, WA 98951
deborahc@paceint.com

Dr. Lissa Dulany
UCB Chemical
Radcure Business Unit
1900 Lake Park Drive
Smyrna, GA 30080
lissa.dulany@ucb-group.com

Dr. Arlene A. Garrison
University of Tennessee
403C Andy Holt Tower
Knoxville, TN 37996-0147
agarrison@utk.edu

Dr. Cornelia D. Gillyard
Department of Chemistry
Spelman College
PO Box 232
Atlanta, GA 30314-4399
cgillyar@spelman.edu

Dr. Etta C. Gravely
North Carolina A&T State
University
1601 E. Market Street
Hines Hall
Greensboro, NC 27411
gravely@garfield.ncat.edu

Dr. Kathy N. Juneau
Celanese-Bishop Plant IZIP 141
U.S. Highway 77 South
PO Box 428
Bishop, TX 78343
kjuneau@bishopfacility.com

Dr. Melanie J. Lesko
Marine Science Department
Texas A&M University
PO Box 1675
Galveston, TX 77553-1675
leskom@tamug.tamu.edu

Dr. Debbi McCarthy
Department of Chemistry/Physics
Saint Mary's College
Notre Dame, IN 46556-5001
dmccarth@saintmarys.edu

Dr. Haroula Dris Reitz
GE Silicones
General Electric Company
260 Hudson River Road, Bldg.
12/220
Waterford, NY 12188
hariklia.reitz@gepex.ge.com

Dr. Carolyn Ribes
Dow Chemical Company
2301 N. Brazosport Boulevard
Building 1463
Freeport, TX 77541
cribes@dow.com

Ms. Mary F. Singleton
597 Gerard Court
Pleasanton, CA 94566-6805
maryhas@juno.com

Dr. Nancy M. Tooney
Department of Chemistry
Polytechnic University
6 Metrotech Center
Brooklyn, NY 11201-3840
ntooney@poly.edu

Committee Associates

Dr. Dawn A. Brooks
Lilly Research Center
Lilly Corporate Center
Drop Code 1523
Indianapolis, IN 46285
brooks_dawn_a@lilly.com

Ms. Janet Bryant
Battelle PNL
PO Box 999
MS K7-94
Richland, WA 99352
janetlbryant@pnl.gov

Mr. Louis C. Fadel
National Steel
Technical Center
1745 Fritz Drive
Trenton, MI 48183
lfadel@nationalsteel.com

Dr. Amber S. Hinkle
Bayer Corp.
8500 West Bay Rd, MS 18
Baytown, TX 77520-9730
Amber.Hinkle.B@bayer.com

Dr. Anne R. Leslie
6024 Telegraph Road
Alexandria, VA 22310-2117
aleslieipm@aol.com

Dr. Rita S.K. Majerle
Department of Chemistry and
Biochemistry
South Dakota State University
Box 2202, Shepard Hall 121
Brookings, SD 57007
rita_majerle@sdstate.edu

Dr. Linda D. Mansker
Sandia National Laboratory
MS 1349, PO Box 5800
Albuquerque, NM 87185
ldmansk@sandia.gov

Dr. Renee Niziurski-Mann
Tennessee Eastman Division
Eastman Chemical Co.
PO Box 511, B-231
Kingsport, TN 37662
rnmann@eastman.com

Dr. Elizabeth A. Picos
The Procter & Gamble Co.
6100 Center Hill Avenue
PIA23
Cincinnati, OH 45224
picos.ea@pg.com

Consultants to WCC

Ms. Teresa A. Colletti
Solutia Inc.
10300 Olive Boulevard
PO Box 66760, Mail Zone G3WF
St. Louis, MO 63166-6760
teresa.a.colletti@solutia.com

Dr. Doris C. Lorz
2402 Claremont Circle
Springfield, MO 65804-4123

Dr. Alan C. Wilson
Bausch and Lomb
1400 N. Goodman Street
Rochester, NY 14692-0450
awilson@bausch.com

Ms. Cheryl H. Brown
Staff Liaison
American Chemical Society
1155 Sixteenth Street, N.W.
Washington, DC 20036
c_brown@acs.org

Dr. Joe W. Hightower
Committee on Committees Liaison
Chemical Engineering Department,
MS-362
Rice University
6100 Main Street
PO Box 1892
Houston, TX 77251-1892
jhigh@rice.edu

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

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