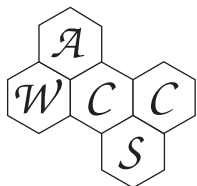


TO BE  
LEADERS IN  
ATTRACTING,  
DEVELOPING,  
& PROMOTING  
WOMEN  
IN THE  
CHEMICAL  
SCIENCES  
AND  
RELATED  
DISCIPLINES



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

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# WOMEN CHEMISTS

## Women in Industrial Chemistry: Trends and Transitions

Amber Hinkle



Photo by Janet Bryant

Panel participants from a Women's Perspective: Elena Labrador, Tanya Travis, Natalie Merrill, Carolyn Ribes (moderator), and Susan Butts.

At the fall national meeting, the Women Chemists Committee (WCC) sponsored an ACS presidential symposium, kicked off by President William (Bill) Carroll, Jr., himself. This exciting program showcased two projects that focused on successful women in chemistry. The WCC has interviewed many successful women, 25 of whom are highlighted in a book authored by the WCC. Several of these women participated in the symposium and shared their stories of success. Panel discussions were held from both the women's perspective and that of management. Individual presentations and panel discussions were well received, with high audience participation. A networking reception was blended into the day's program with great success as well.

Also participating were members of the National Science Foundation (NSF)-sponsored program ENHANCE, grant #0228007. Project ENHANCE has documented and analyzed the career paths and experiences of more than 1700 women formally trained in science and engineering, and more than 200 managers from more than 15 leading chemical companies in order to identify factors that impede or facilitate women's careers. The ENHANCE team shared demographics on the study participants and

results in three key areas: career satisfaction, the home-work interface, and career support initiatives. Among their many findings were that participants share moderate career satisfaction but that a gap remains between women's and management's perception of workplace issues. The inspirational stories from the women interviewed by the WCC shared several common threads, such as the benefits of mentoring and networking, and fully supported the quantitative results obtained by project ENHANCE.

The WCC would like to thank the ACS presidential office, the Committee on Corporation Associates, the Division of Industrial and Engineering Chemistry, and Aileron Partners for funding this fantastic symposium. Further details on the material presented can be found at the WCC Web site.



Photo by Janet Bryant

Panel participants from Management's Perspective: David Greenley, Sharon Vercellotti, Bob Wikman, Judith Giordan (moderator), and Jean Zappia.

## Message from the WCC Chair



Photo by A. Ribes

Carolyn Ribes,  
2005 WCC chair

This week I'm drafting my 2005 accomplishments at work. This prompts me to think about achievements in other areas of my life, including the Women Chemists Committee (WCC). This is my final report to you as Chair of the WCC, as I have now completed my three-year term. It's been a pleasure to partner with such an outstanding collective of

women and men. I treasure the friendships we've developed and everything the committee has taught me.

Three years ago we refocused the committee to address our mission to attract, develop, and promote women in the chemical sciences more effectively through our strategic plan. The list of WCC events at American Chemical Society (ACS) national meetings has grown over the past three years. The committee has organized programs and symposia on topics as diverse as leadership development, career development, organic chemistry, healthcare issues, work-life balance, and the status of women chemists. We've been inspired by our luncheon speakers—the past three Garvan-Olin medallists as well as three industrial leaders. Attendance continues to increase at our women in industry breakfasts as the word spreads about the great discussion topics. We've continued to work to increase nominations of women for ACS awards and have been proud to watch 27 women receive ACS awards during the past three years. Younger women have received encouragement through the WCC/Eli Lilly Travel Award program and the WCC Overcoming Challenges Award. On a lighter note, we've held two WCC Golf Classics. These events provided an opportunity for stress-relief and networking and raised money for our programs at the same time.

We continue to expand WCC activities beyond ACS national meetings. We work with the local section WCC's and regional meeting teams so that women across the country can find programs of interest in their area. Our wonderful Web site contains information on many programs of interest to women chemists, a mentoring page, and employment opportunities.

When it comes to successful women in chemistry, WCC members wrote the book! I hope you all have an opportunity to read the advice included and the inspirational stories in *Successful Women in Chemistry: Corporate America's Contribution to Science*. Interviews will continue in the newsletter and expand to include women in academia.

Of course, the work isn't done. We still see disparity at all levels for women chemists. On-going studies of women in industry as well as academia are documenting the gaps and identifying opportunities. I know that WCC will continue to address these issues and drive for improvements. Perhaps someday there won't be a need for WCC. Until then, I know that WCC will continue to attract, develop, and promote women in the chemical sciences.

## 2005 Overcoming Challenges Award Winner

Dawn Brooks and Carolyn Ribes



Susan Spencer with  
Carolyn Ribes

Photo by Janet Bryant

In 2001, the Women Chemists Committee (WCC) established the Overcoming Challenges Award to recognize a female undergraduate at a two-year or four-year institution for her efforts in overcoming hardship to achieve success in chemistry (for more information, please visit <http://membership.acs.org/W/WCC/>).

The award consists of a plaque, a monetary award of \$250, and \$1,000 in travel expenses to the fall ACS national meeting. This year, we are pleased to honor Susan Spencer of Monroe Community College (MCC) in Rochester, New York. While growing up, Susan endured a myriad of life experiences that were not always positive. Due to religious differences with her parents, Susan left home at age 15 and dropped out of high school to begin full-time employment to support herself. She quickly acquired the skills necessary to survive as an adult both professionally and personally. By age 19, Susan had traveled across the United States, lived 15 months on her own in New York City, and overcome a two-year long drug addiction. In 2001, she married and gave birth to her daughter Maya, which she says was a pivotal moment, as she realized life had a much deeper meaning than self-gratification and that past mistakes could become valuable learning experiences.

After returning to Rochester in September 2001, Susan earned her GED by the end of November with the highest score for the state in that year. She separated from her husband in 2003, and an inner drive for personal excellence reemerged. Susan enrolled at MCC and chose to major in Biotechnology. Dr. Lydia T. Tien, Professor at MCC, said, "Susan is an individual who is committed to her educational pursuits; she asks insightful questions that show thorough preparation, integration of ideas, and go beyond the typical freshman student's understanding."

Susan plans to pursue her Bachelor's degree in biochemistry at Rochester Institute of Technology when she graduates next year from MCC. She also hopes to obtain a position as a researcher in vaccine development that would focus her Ph.D. work in immunology. Beyond her daughter, Susan says "there is nothing more important to me than learning. My education is paramount to my success as a woman, a mother, and an individual."

## Dutch Treat Lunch—Networking Opportunity!



WCC Dutch Treat Luncheon at the fall 2005 national meeting in Washington, DC.

Photo by Janet Bryant

The WCC hosts a "Dutch treat" lunch at every national ACS meeting to encourage networking among local section women chemists committees (LSWCC's). The conversation is lively, with opportunities for informal interaction between chemical professionals and students. Please join the WCC on Sunday, March 26, 2006, in Atlanta, GA, for a "Dutch treat" lunch and to learn more about WCC local activities.

## WCC Travel Awards

Women Chemists Committee (WCC) is pleased to announce that the Eli Lilly/WCC Travel Awards program will be offered in 2006. Awards will be given with preference to the following order: 1) any applicant who will be making her first presentation (regardless of format) at a major scientific meeting; 2) a graduate or postdoctoral applicant who has not presented at a national or major meeting since undergraduate school. Grants are for registration, travel, and accommodations only and are restricted to meetings within the United States. The application deadline is February 15 for meetings between July 1 and December 31, 2006; and September 15 for meetings between January 1 and June 30, 2007. For more information, check the WCC Web site <http://membership.acs.org/W/WCC/> or send e-mail to [wcc@acs.org](mailto:wcc@acs.org). The fall 2005 Eli

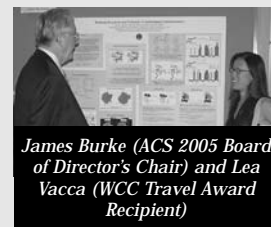
Lilly/WCC Travel Awardees:

**Christine Cecala**, a graduate student at the University of Illinois, Urbana-Champaign, who attended the International Astronomical Union Symposium 231 from Aug. 29 to Sept. 2 in Monterey, CA.

**Kristine A. Nolin**, a graduate student at the University of California, Berkeley, who attended the fall ACS national meeting in Washington, D.C.

**Teresa Soroka**, an undergraduate at Princeton University, who attended the Cambridge Healthtech Institute Metabolic Profiling Conference on Dec. 1 in Lake Buena Vista, FL.

**Lea R. Vacca**, a graduate student at the University of Rochester, who attended the 12th International Conference on Biological Inorganic Chemistry, in Ann Arbor, MI, from July 31 to Aug. 5.



James Burke (ACS 2005 Board of Director's Chair) and Lea Vacca (WCC Travel Award Recipient)

Photo by Janet Bryant

## Minority Chemists: Telling Our Stories—Award Symposium Honoring Jeannette E. Brown

Cornelia Gillyard



Photo by Janet Bryant

The award symposium honoring Jeannette E. Brown provided the audience with a lesson rich in history that detailed the challenges, triumphs, and contributions of African-American chemists both past and present. The symposium featured talks by Janan M. Haynes (Merced College); Patricia L. Perez (Mt. San Antonio College); Willie Pearson (Georgia Institute of Technology); Ruby Prigmore-Torrey (Tennessee Technological University);

Margaret E.M. Tolbert (National Science Foundation); and Jeannette E. Brown, the 2005 recipient of the American Chemical Society (ACS) Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences, sponsored by the Camille & Henry Dreyfus Foundation.

The opening talk by Haynes and Perez focused on the contributions of several African-Americans of the past, including Norbert Rillieux, National Inventors Hall of Fame inductee who revolutionized the sugar-processing industry; Sarah Breedlove (Madam C.J. Walker), applied chemist noted for the development and manufacture of specialty hair care products for African-American women; Lloyd A. Hall, food chemist and developer of food preservative chemicals; and well-known chemists Percy Julian and George Washington Carver, for their achievements in pharmaceutical chemistry and agricultural chemistry, respectively.

Willie Pearson's talk, based upon his book, *Beyond Small Numbers: Voices of African American PhD Chemists (Elsevier)*, described factors that affect the careers of African-Ameri-

can Chemists as captured in the "stories" of 44 interviewees. Both Prigmore-Torrey and Tolbert chronicled their life experiences as present-day chemists, calling attention to the challenges encountered as faculty at Historically Black Colleges and Universities (HBCU's) and success in leadership as a former director of major programs/facilities, respectively.

Jeannette Brown's culminating award address was both insightful and entertaining, flavored with humor and candor as she told "her story," which described influences that led to her interest in science and later a career in chemistry. She held the audience attentive as she presented a panoramic retrospect of her early childhood and her experiences as an undergraduate at Hunter College and as a graduate student at University of Minnesota, and of her career as a chemist at CIBA and Merck. Jeannette Brown's passion for the African-American Women Chemist Project was apparent as she shared some of her work on the lives of African-American women chemists, the history and progress of the project. The award symposium was sponsored in the Division of History of Chemistry, and the Women Chemists Committee was a cosponsor.

## Call for 2006 OCA Nominations

The Overcoming Challenges Award (OCA) acknowledges the efforts of women undergraduates who have overcome economic, personal, and/or academic hardships in pursuit of an education in the chemical sciences. The award consists of a plaque, a \$250 honorarium, and \$1,000 for travel expenses to the fall American Chemical Society National Meeting, where the award is presented.

Award candidates must be women matriculating as an undergraduate chemical science major/minor in a two-year program or at a four-year school not granting a doctoral degree in chemistry-related disciplines. Nominations are due May 1, 2006, and should be sent to: Women Chemists Committee, American Chemical Society, 1155 16th Street, N.W., Washington, DC 20036.

For additional information, contact the WCC at [wcc@acs.org](mailto:wcc@acs.org) or visit <http://membership.acs.org/W/WCC>.

# Successful Women in Chemistry

## An interview with Dr. Nancy Jackson, Sandia National Laboratory

Ellen Keiter



Nancy Jackson

Photo Courtesy of Nancy Jackson

**D**r. Nancy Jackson's career path began in political science and progressed through a transition to chemistry, which included 20 years of involvement in scientific research. In her latest transition, she has returned to her original interest in a position that emphasizes policy as well as science.

By the time she was ready to attend college, Nancy Jackson had already gained considerable political experience working for various local government officials. Thus, it was quite natural that when she entered George Washington University she intended to major in political science. Much to her disappointment, her first political science course was not very interesting. Her general chemistry course, on the other hand, was just the opposite. She was reluctant to switch to chemistry as a major, however, because even though she liked the subject, she had never thought of herself as a "technical person." Nancy credits a long conversation with her general chemistry professor at the end of her freshman year with convincing her that completing a chemistry major could lead to a successful and satisfying career.

Upon graduating from George Washington University with a bachelor's degree in chemistry, Nancy took a position with the American Chemical Society (ACS) in Washington, DC. After three years, she decided to do something more technical and enrolled in a graduate program in chemical engineering at The University of Texas (UT) at Austin.

### Research

She earned a Ph.D. in chemical engineering from UT and went on to do postdoctoral research in the department while her husband finished his Ph.D. program. At the end of that period, Nancy and her husband both accepted research appointments at Sandia National Laboratories in Albuquerque, NM.

During her 13 years at Sandia, Nancy has been engaged in a number of research endeavors, all of them chemistry-related and most focusing on heterogeneous catalysis. Many of her projects have involved partnerships with scientists in other government laboratories, industries, and universities. Her accomplishments have led to a variety of leadership roles at Sandia, including Chair of the Catalysis Steering Committee and, more recently, Manager of the Chemical and Biological Sensing, Imaging, and Analysis Department.

### A New Direction

Most recently, Nancy's career took a major turn. After two decades of immersion in research, she accepted appointment as Deputy Director of the International Security Cen-

ter at Sandia. She was attracted to the position because of its combined emphasis on technology and policy, two of her long-standing interests. Although she chose not to pursue a degree in political science as an undergraduate, her interest in policy issues has remained strong and she welcomed the opportunity to make a "full circle" return to that focus.

### Balance

When asked how she balances work and family life, Nancy replied, "It's a constant juggle." She and her husband have twin sons who are 10 years old. From the time they were born until very recently, the family employed a woman who served as a nanny for the boys as well as a general housekeeper, an arrangement that went a long way toward easing work/family pressures. It has always been important to Nancy to spend as much time with her family as possible and, at the same time, have a satisfying and enjoyable career. One practice that has helped her achieve that goal has been to travel frequently with her children, which has often meant bringing them to professional meetings. Because her husband is also a chemical engineer, they frequently attend the same conferences, which has made it relatively easy to turn a professional trip into a family outing.

Nancy's general advice to others for achieving a satisfactory balance between work and family life is to recognize their basic values and act on them. A good starting point is to ask oneself what is most important: Is it having the house picked up all the time, or saving all one's money, or doing things perfectly at work? Nancy advises honestly answering questions such as these and then spending time and money accordingly.

### Success and Advice

Nancy's definition for success has evolved over the course of her career. At the time she received her Ph.D., she envisioned that success meant recognition within the scientific community as a good researcher in her specialty of catalysis. At this point, two additional elements are important to her. One is being in a position that allows her to use as many of her skills and gifts as possible. The other, knowing that she is making a difference in the world.

Like her advice for achieving career/family balance, Nancy's basic recommendation to those seeking a successful career is to know what they most value and make choices accordingly. She thinks it is important to step back and ask whether one is merely emulating a particular success model or developing one's own. One of her former co-workers once made a statement she finds quite useful in this context. Based on his experience, he observed that people tend to do what they most like to do. Nancy would urge those planning their careers to apply that idea by asking themselves how they most relish spending their time. A bit of honest reflection can help one identify what will lead to greatest satisfac-

*Continued to page 7*

## Be Visible

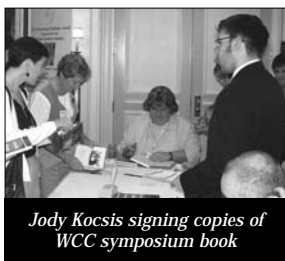
Deborah McCarthy

On Tuesday, August 30, a full-day symposium on the work of PROGRESS was held at the ACS national meeting. Natalie Foster, of Lehigh University, with co-authors Helen M. Free, Deborah McCarthy, and Nancy M. Tooney, described

“How PROGRESS can help you ‘Be Visible.’” This program is designed to support the careers of younger academic “rising stars” by providing them with funds to give research talks at research-extensive universities. Two types of awards are granted: in Phase I, awards are given to institutions seeking funding to support a visitor; in Phase II grants are made directly to the visitor. The funds can cover child-

care costs as well as travel costs. Both have been run as successful pilot programs, and Part I will continue under the auspices of the ACS Women Chemists Committee (WCC). Applications will be processed in the spring of 2006 for fall 2006 seminars. Part II will continue under Free, Foster, Tooney, and McCarthy as part of the grant to ACS from the Camille & Henry Dreyfus Foundation.

## Special Event: WCC Book Signing



Jody Kocsis signing copies of WCC symposium book

Photo by Janet Bryant

With its recent publication of a compilation of interviews with successful women in chemistry, the Women Chemists Commit-

tee (WCC) hosted its first ever “celebrity” book signing event, as a prelude to the WCC luncheon at the national ACS meeting in Washington, DC. The WCC authored and edited book, *Successful Women in Chemistry: Corporate America’s Contribution to Science*, was released by Oxford University Press in July 2005 and was the focus of several special events at the national meeting. WCC contributors and interviewees were designated with patriotic red, white, and blue ribbons, and their signatures in newly purchased copies of the book were in high demand. At the luncheon alone, more than 40 copies were sold and autographed. Several books were given as gifts to special guests at the WCC luncheon, and other generous donations are being made to local schools and colleges by ACS members. WCC members likened the festivities to having their yearbooks signed, as they vied to collect the most signatures. Copies of the book can be ordered online at [www.oup.com/us](http://www.oup.com/us).

*Successful Women in Chemistry—Continued from page 4*

tion. Finally, Nancy recommends defining success as broadly as possible.

Further details from this interview are published in *Successful Women in Chemistry: Corporate America’s Contribution to Science*, available from Oxford University Press.

## The PROGRESS (Partnerships, Reflection, Openness, Grants, Resource, Education, Site Visits, Successes)

How the ACS Supports Women in the Chemical Sciences

Nancy Tooney

The PROGRESS Project, launched in 2002 following the deliberations of a Presidential-Board Task Force, is a focused effort to study and make recommendations on issues affecting the success of women in the chemical professions. The American Chemical Society (ACS) provided pilot funding to support the effort. Led by ACS past President Helen Free, seven women (Judith Benham, Natalie Foster, Deborah McCarthy, Carolyn Ribes, Nancy Tooney, Sylvia Ware, and Frankie Wood-Black) were appointed to the PROGRESS Task Force to design, test, and evaluate seven programs to support the initiatives and make recommendations to the board for integration of successful projects into the fabric of the ACS.

The implementation of six of the seven projects was reported to ACS at the symposium “The Story of PROGRESS” held at the August 2005 national meeting in Washington, DC. The PROGRESS Web site project, described by Benham, will be merged into the WCC Web site. Benham also reported on the success of the Web-based course, “Leadership in Science: Managerial and Technical Skills.” Initially targeted for women in industry, this offering will now become available

to all as part of the regular ACS online courses. WCC Chair Ribes described the “Thriving in the

Workplace RoadShow,” slide-show presentations on mentoring and networking designed for regional and local section meetings.

Wood-Black gave an update on “GROW Grants” that have been made available to women in industry to partially support costs for technical or managerial training needed for career development. The academic site visit project, intended to determine and disseminate best practices for encouraging women in tenure-track faculty positions, is supported by a grant from the National Science Foundation (#0318387), as reported by Tooney. Foster described the two phases of the “Be Visible” project: (1) the ACS supports phase one with modest funding provided to enable Carnegie Research Extensive Universities (CRE’s) to invite “rising star” women chemical scientists to present seminars; and (2) the ACS, with support from the Camille & Henry Dreyfus Foundation, provides funds directly to “rising star” women to travel to the CRE of their choice to give talks and meet faculty and students. Implementation of the seventh project, “Corporate Recognition,” described by McCarthy, has been deferred until an appropriate process can be defined.



## PROGRESS RoadShows—Now, WCC RoadShows

Arlene Garrison

As part of the PROGRESS initiative, an experimental program of RoadShows for Regional American Chemical Society (ACS) meetings was developed. Recognized women speakers provide a half-day symposium on topics such as mentoring and networking. The RoadShow is designed to appeal to women, and all meeting attendees are invited to attend. The program was well received and will be continued by the ACS Women

Chemists Committee (WCC) Local and Regional subcommittee.

The WCC subcommittee members will work with the Regional meeting organizers to assist with planning the RoadShow. The initial intent of the committee is to hold RoadShows at three Regional meetings a year. Regional planning teams are encouraged to use a mixture of regional and national speakers for the session. Members of the ACS Presidential succession as well as board members often attend regional meetings and are pleased to be invited to participate in a RoadShow. PowerPoint slide sets are available from prior RoadShows for use by the



Photo by Felicia Dixon

PROGRESS RoadShow at the ACS 33rd Northeast Regional Meeting in Fairfield, CT.

speakers. Speakers can use the PowerPoint slides as provided by the WCC or modify them as much as desired to fit the audience. Several WCC committee members have participated in

RoadShows, and the committee can also assist in finding other speakers. The RoadShow is very effective when planned in concert with a Women Chemists Luncheon.

Regional meeting planners are encouraged to contact Subcommittee Chair, Arlene Garrison, by e-mail at [garrison@utk.edu](mailto:garrison@utk.edu) to find out more or to arrange for assistance.

## Fall 2005 WCC Luncheon in Washington

WCC Luncheon features Pharmaceutical Executive on Women's Unique Role in Healthcare

Dawn Brooks

The Women Chemists Committee (WCC) social hour and luncheon at each American Chemical Society (ACS) national meeting offers a great opportunity for networking, a chance to interact with top talent during the poster presentations by the Eli Lilly/WCC travel grant winners, to meet the remarkable Overcoming Challenges Award winner, to enjoy a delicious lunch, and to listen to an outstanding keynote speaker. The 2005 fall meeting event on August 30, in Washington, DC, which included more than 225 attendees, was no exception!

Elizabeth Klimes, Vice President, Six Sigma, Eli Lilly and Company, presented remarks entitled, "The Customer in the Mirror—Medicine in the Future and Women's Unique Role." Ms. Klimes shared with the group that women play a key role in the consumption of health-care. In fact, research shows that in the United States, 75% of the time the woman is managing the family's health care decisions. Women decide when to seek treatment, schedule the appointments, and fill prescriptions.

Women are also key players in the provision of health-care, as now more than one-quarter of physicians in the United States are women. However, women have not achieved a level of prominence in the pharmaceutical or biotechnology industry. Ms. Klimes outlined the dimensions of leadership that she believes are requirements for success. First, leaders must have values and vision that underpin a strategy that is responsive to the opportunities and demands of the market and society. One of biggest strategic challenges to the pharmaceutical industry is that future leaders

must recreate how they innovate. The second demand for leadership is to collaborate across disciplines, organizations, and geographies in a changing world. Finally, to be a leader now and in the future, one must participate—not just in the life of your firm, but also in the broader civil society. Ms. Klimes ended her talk by acknowledging that rising healthcare costs are a real and pressing issue for businesses, governments, and individuals. She thinks the most important concern is access to medicines, and she shared several examples of programs aimed at improving access ([www.helpingpatients.org](http://www.helpingpatients.org)).

Elizabeth Klimes received a B.S. degree in electrical engineering from Purdue University in 1981. She also received a MBA degree from Indiana University. Klimes joined Lilly in 1982 as a design engineer in process automation and subsequently worked in manufacturing facility and capacity planning before becoming manager of manufacturing strategy development in 1989. After working in Germany as general manager of Lilly Deutschland GmbH, she returned to the United States in January 2001 as president, diabetes and growth disorders. She became president of specialty care products in December 2002. In June 2004, Ms. Klimes was named to lead a task force on Business Process Quality. She is also a member of the company's senior management forum, a group of top Lilly executives who implement corporate strategies, ensure corporate performance, and identify corporate issues and opportunities. She is a member of the Tau Beta Pi and Mortar Board honor societies and a member of the Board of Trustees for Rose-Hulman Institute of Technology.



Photo by Janet Bryant

WCC Luncheon at the 2005 ACS national meeting in Washington, DC

## **WCC Sponsors and Contributors in 2005**

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

ACS San Diego Local Section  
William (Bill) Carroll, Jr., 2005 ACS President  
Occidental Chemical Corporation  
Aileron Partners and Technology Option Capital  
Cal State San Marcos  
Department of Chemistry and Biochemistry  
Etta Gravely, WCC Member  
Janet Bryant, WCC Member  
Richard Schwenz, ACS Member  
Eli Lilly & Company  
Kenneth Black and Frankie Wood-Black  
Al and Helen Free Foundation



Are you an American Chemical Society (ACS) member who is not receiving but would like to receive the Women Chemists Committee (WCC) newsletter? You may have asked to block promotional mailings in your ACS membership profile. Requests for copies of the WCC newsletter should be directed to Felicia Dixon, WCC Staff Liaison, at [wcc@acs.org](mailto:wcc@acs.org). For more information about promotional blocks, contact ACS Member Services at 800-333-9511 or by e-mail at [service@acs.org](mailto:service@acs.org).

## **We Want You!**

**Judith Iriarte-Gross**



The Local/Regional Outreach subcommittee of the Women Chemists Committee (WCC) needs your help to update our list of Local Section Women Chemists Committee (LSWCC) members. With up-to-date contact information from you, we can help LSWCC members share best practices for LSWCC programming with other LSWCC. Please send your LSWCC contact information to Arlene Garrison, Chair of the WCC Local/Regional Outreach subcommittee at [garrison@utk.edu](mailto:garrison@utk.edu). Please include the name of the LSWCC chair, section, address, phone, and e-mail address. We will post only the section, contact name, and e-mail address on the WCC homepage. Please contact us when the leadership of your LSWCC changes. Look for a "best practices" section on the WCC homepage, <http://membership.acs.org/W/WCC> in the near future.

## **WCC Roadmap 2006 Spring ACS National Meeting Atlanta, GA**

**Women Chemists Committee Open Meeting**  
Saturday, March 25, 5:00–6:00 pm

**WCC Local Section Networking Dutch Treat Luncheon**  
Sunday, March 26, 12 noon–1:30 pm

**Women in Industry Breakfast, Ticketed Event**  
Monday, March 27, 7:30–9:00 am  
"Keeping It REAL"

**WCC/Eli Lilly Travel Grant Award Poster Session**  
Tuesday, March 28, 11:30 am–12 noon

**Women Chemists Committee Luncheon, Ticketed Event**  
Tuesday, March 28, 12 noon–1:30 pm  
Keynote Speaker, Dr. Lila M. Gierasch, University of Massachusetts, Amherst  
"An Interdisciplinary Life"

**3rd Annual WCC Golf Classic**  
Wednesday, March 29, 12 noon  
Sponsored by WCC  
Bobby Jones Golf Course

### **WCC Sponsored & Cosponsored Symposia**

**Academic Hiring: How Do You Get the Job?**  
Panel Discussion

Sponsored by PRES and cosponsored with GEAB, NOBCCHE, SOCED, CPT, CEPA, YCC, CHED, PROF, CMA, and WCC

**Balancing the Equation: Finding a Personal-Professional Equilibrium**  
Sponsored by CHED and cosponsored with YCC and WCC

**Hemes and Heme Proteins: A Symposium in Honor of Professor F. Ann Walker**  
Sponsored by INOR and cosponsored with WCC

**High School Chemistry - Inquiring Minds Want to Know**  
Sponsored by CHED and cosponsored with WCC

**Alternative Careers in Chemistry**  
Sponsored by YCC and cosponsored with SCHB, PROF, IEC, CHAL, BMGT, SOCED, CHED, and WCC

**Young Scientist Pre- and Post-Doctoral Research Award Symposium**  
Sponsored by AGRO and cosponsored with Dow AgroSciences, and WCC

**ACS Award for Encouraging Women into Careers in the Chemical Sciences—Symposium in Honor of Catherine Middlecamp**  
Sponsored by WCC and cosponsored with CHED, YCC, and PRES

**ACS Award in Inorganic Chemistry**  
Sponsored by INOR and cosponsored with WCC

**Symposium Honoring ACS Colloid and Surface Chemistry Award Winner Alice Gast**  
Sponsored by COLL and cosponsored with WCC

**Starting a Successful Research Program at a Predominantly Undergraduate Institution**  
Sponsored by YCC and cosponsored with Council on Undergraduate Research, CHED, and WCC

**Women Leaders in Chemistry: Stories of Challenges Met**  
Sponsored by WCC and cosponsored with CHED and PRES

**ACS Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences—Symposium in Honor of Susan Fahrenholtz**  
Sponsored by CHED and cosponsored with WCC

**Balancing Teaching/Research/Outreach at 4-Year Institutions**  
Sponsored by CHED and cosponsored with WCC

**YCC Fun Run/Walk**

## **Share Your WCC Success Story**

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

## **e-Women Chemists**

The WCC Newsletter is going electronic!

Starting in the Fall 2006, the WCC newsletter will be sent electronically only.

Soon, you will receive an e-mail to officially join our e-mailing list.

Simply reply to that message, and you'll be signed up. Even if you choose not to receive our e-mailings, you can always read the newsletter on our Web site, <http://membership.acs.org/W/WCC/>.

If you would prefer not to receive our sign-up e-mail, you can inform us by e-mail ([wcc@acs.org](mailto:wcc@acs.org)) or phone (202-872-6334).

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The *Women Chemists* newsletter is published twice a year and is distributed by the Women Chemists Committee of the American Chemical Society. All comments, questions, and suggestions should be directed to Felicia Dixon, Staff Liaison, ACS, 1155 Sixteenth St., NW, Washington, DC 20036. Committee Chair: Carolyn Ribes. Editor: Eleanor Brown. Production: Felicia Dixon. Copyright 2005, American Chemical Society.

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American Chemical Society  
1155 Sixteenth Street, N.W.  
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# 2005 ChemLuminary Awards

## 2004 Local WCC ChemLuminary Award Winners

Since 1999, the American Chemical Society (ACS) has honored the efforts of volunteer members through the ChemLuminary Awards and, since 2001, Women Chemists Committee (WCC) has awarded ChemLuminary Awards for best local WCC activities in three categories. At the August 30, 2005, celebration, WCC granted the following awards for efforts in 2004:

### Outreach to Girls or Young Women

Winner: Richland, Ore.—Girls in Science was a daylong science event for approximately 100 girls in grades 6-8 in North-eastern Oregon. Hispanic and Native-American students were targeted. The activities ranged from sunscreen to cigarette smoke and emphasized the National Chemistry Week (NCW) theme of Health and Wellness. Other Finalists: Michigan State and Indiana-Kentucky

### Outstanding Overall WCC

Winner: Michigan State—Brown-bag lunch discussions on career topics were a focus of the seventh year of the women's program at Michigan State. Outreach events included a NCW activity at the Science Center in Lansing, which included 2600 visitors! Other Finalists: California and Nashville

### Outstanding Single Event Promoting Women

Winner: Dallas-Fort Worth—The WCC program at the south-west regional meeting in Fort Worth consisted of symposia and social events. The ACS PROGRESS RoadShow on "Thriving in the Workplace" was particularly well received. Speakers at the various events included William (Bill) Carroll, Jr., Helen Free, and Madeleine Jacobs. Other Finalists: Puerto Rico and Eastern New York

In addition to the awards that night, Janan Hayes, the 2005 recipient of the ACS Award for Volunteer Service to the Ameri-



Photo by Janet Bryant

L-R: WCC Chair Carolyn Ribes with Representatives from Richland (Anna Cavinato), Michigan State University (Soheila Vaezeslami), and Dallas-Fort Worth (Urszula Wettermark) with their Local WCC ChemLuminary Awards for 2004 activities.

can Chemical Society, delivered her thought-provoking award address, "If not me, who?" WCC congratulates Janan for her extensive service to the Society at all levels and acknowledges and applauds her pioneering efforts in identifying the contributions to chemistry of individuals from underrepresented groups.

## Working for Mental Chocolate

How "B" Players Can Rule the Industry: Are you an "A" Player, a "B" Player, or a "Most Valuable Player"?

Eleanor Brown

At tables decorated with chocolate kisses, the Women Chemists Committee (WCC) and participants at the Fall 2005 Women in Industry Breakfast in Washington explored the question "Why do you work?" Each table was supplied with a series of questions: What type of player are you? Have you been overlooked for promotion? Do you feel no one appreciates the hard work you do? Also included were answers that might be expected from A (corporate stars), B (steady, solid types), and C (marginal players). Participants were asked to rate themselves as A, B, or C players. During the discussion



Photo by Felicia Dixon

WCC Women in Industry Breakfast held at the 2005 ACS fall national meeting in Washington, DC

period, many initially believed they should aim for the "A" category but quickly found that the level of self-promotion attributed to the "A" category made them uncomfortable. The characteristics of the "B" player appeared more valuable in a profession such as science, where teamwork is essential. In the summary session, reports from each table emphasized that most participants saw themselves primarily as "B" players—loyal, dedicated team players who work for "Mental chocolate," satisfied, accomplished, appreciated, and who on some days exhibit the "A" characteristic of working for fame and fortune and on other days the "C" characteristic of working mainly for the paycheck. Little real chocolate

remained on the tables at the finish. The exercise was adapted from a *USAToday* quiz that can be found at (<http://www.usatoday.com/money/graphics/companies/players/flash.htm>).

# Women Chemists Programs at ACS Regional Meetings

Arlene Garrison

ACS regional meetings are hosted by a local section in each of the 10 geographical regions designated by the ACS. A regional meeting committee of volunteers spends up to three years in the planning of these conferences, each tailored to the interests of chemists in that region. The meetings are generally within driving distance, are economical, and offer the same high-caliber programming available at ACS national meetings. In addition, they feature topics for students, educators, and industrial chemists. These 2006 regional meetings are offering programs of special interest to women in chemistry. Visit the following Web sites for more information on a meeting in your area.

## 40th Western Regional Meeting (WRM) "Water, Water, Everywhere!?"

January 22-25  
Anaheim, CA  
<http://www.wrm2006.org/>

## 38th Central Regional Meeting (CRM) Diverse Interactions, The Elements of Success

May 16-20  
Frankenmuth, MI  
<http://www.crm2006.org/>

## 37th Great Lakes Regional Meeting (GLRM) A Festival of Chemistry in the City of Festivals

May 31-June 2  
Milwaukee, WI  
<http://alchemy.chem.uwm.edu/GLRM06/>

## 38th Middle Atlantic Regional Meeting (MARM) Progress in Chemistry

June 4-7  
Hershey, PA  
<http://www.marm2006.org/>

## 61st Northwest Regional Meeting (NORM)

June 25-28  
Reno, NV  
<http://www.chem.unr.edu/norm06/>

## WCC Golf Tournament

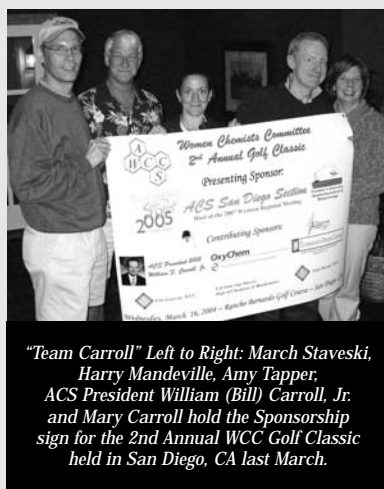
### 2nd Annual WCC Golf Classic Nets ~\$2K for WCC Programs

Janet Bryant

Rancho Bernardo Inn Golf Club in beautiful San Diego, CA, was the site of the 2nd Annual Women Chemists Committee (WCC) Golf Classic on March 16, where 21 golfers and several volunteers and guests enjoyed a warm and sunny—and financially productive—afternoon. Thanks to our sponsors, including presenting sponsor, the San Diego Section of the American Chemical Society (ACS; host for the National Meeting as well as the 2007 Western Regional Meeting), we raised a net of just under \$2,000 for WCC Programs.

In addition to the winning team (Team Carroll shown in the picture), golf awards went to the following: Range Challenge: Larry Thomsen; Longest Drives: Mark Staveski and Jackie Trischman; Closest to the Pin (KP's): William (Bill) Carroll, Jr. and Janet Bryant.

Sponsors for this tournament, in addition to the San Diego Section, included William (Bill) Carroll, Jr., and OxyChem-Occidental Chemical Corporation; Judith Giordan and Aileron Partners; Cal State San Marcos Department of Chemistry and Biochemistry; Etta Gravely and Janet Bryant, WCC; and Richard Schwenz. We are grateful for your support and look forward to next year's 3rd Annual Golf Classic in Atlanta, GA, on March 29, 2006.



"Team Carroll" Left to Right: March Staveski, Harry Mandeville, Amy Tapper, ACS President William (Bill) Carroll, Jr. and Mary Carroll hold the Sponsorship sign for the 2nd Annual WCC Golf Classic held in San Diego, CA last March.

Photo by John Palmer

### 3rd Annual WCC Golf Benefit Tournament at the Atlanta National Meeting

#### Players and Sponsors Needed!!!

Calling all male and female duffers and pros and everyone in between! The 3rd annual WCC benefit golf tournament will be on Wednesday, March 29, 2006, in conjunction with the American Chemical Society (ACS) National Meeting in Atlanta, GA, at the beautiful Bobby Jones Golf Course, 384 Woodward Way, Atlanta, GA. Tournament events begin at 12 noon, with a shotgun start at 1:30 p.m. Plan now to sign up and play. Fees are \$75 per golfer or \$300 for a foursome until March 1, 2006. Late entries will be accepted until March 15, 2006, at \$100 per player or \$400 for a foursome. If you or your organization would like to sponsor this event, sponsorship levels begin at \$100 (the Nickel level) and go up to \$5,000 (the Titanium level), with many levels in-between. Go to the WCC Web site for additional information. Various WCC programs, including travel awards and the Overcoming Challenges Award for women students in the chemical sciences, will benefit from the proceeds of the tournament. Register by March 1, and receive a free "mole-i-gan." Registration deadline is March 15, 2006. Registration forms and details are on the WCC Web site at <http://membership.acs.org/w/wcc>. Contact Janet Bryant at [janetlbryant@pnl.gov](mailto:janetlbryant@pnl.gov) or Felicia Dixon at [wcc@acs.org](mailto:wcc@acs.org) with questions or comments.

