

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



FALL 1998
American Chemical Society
Women Chemists
Committee
1155 Sixteenth St., N.W.
Washington, DC 20036

WOMEN CHEMISTS

A Personal Tribute

With the passing of Anna Jane Harrison, a light has been extinguished in our midst, a light that illuminated the path to leadership for women in the American Chemical Society. She was a pioneering figure even to those of us who are long-time members of ACS, and we viewed her accomplishments with a mixture of awe and inspiration. Her role as the first woman president of the American Chemical Society in 1978 was the accomplishment that we most frequently associated with Anna Jane Harrison, but she led us into full participation in the society in many ways that were less spectacular as well.

She continued year after year to participate in Women Chemists Committee activities and to be a warm and welcoming presence at ACS national meetings. Although I had never personally been acquainted with her, several years ago I approached her at a national meeting and introduced myself. I told her how much she had meant to a woman colleague and dear friend of mine in California, who had majored in chemistry at



*Anna Jane Harrison
(1912 - 1998)*

Mount Holyoke in the late 1950s. She seemed pleased to know that one of her students had sent her regards, and from that time forward I looked for her at each national meeting and felt comfortable in discussing ACS activities and issues with her. Many other women mentioned the characteristic warmth and interest of Anna Jane Harrison when we gathered to remember her at the Boston ACS National Meeting.

Anna Jane Harrison was scheduled to present a paper on Monday, August 24, in Boston entitled "Participation of Women in the Evolution of Education and Science", as part of the Symposium on Contributions of Women to Chemistry. We had discussed her presentation several times, and I had encouraged her to include an overview of the chemistry program at Mount Holyoke College, where she taught from 1945 to 1979 and served as chair of the department of chemistry from 1960 to 1966. She made it quite clear that she wanted to present her "personal perspective" of

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From the Chair

The fall of the year, for me at least, is a time of new beginning. It is a time to sit down and reflect on the happenings of the year and to "reset my compass". At the ACS Fall National Meeting in Boston, the WCC did take time out to do some re-evaluating of its own. The WCC took a look at the Mission Statement: "To be leaders in attracting, developing, and promoting women in the chemical sciences" and voted to reaffirm this statement. In addition, many of its key activities were examined to ensure that they were still in line with the mission and goals of the WCC.

The WCC has been working very hard to make the members of the American Chemical Society more aware of the

importance of attracting women to the chemical sciences and engineering, providing development opportunities to help them achieve their goals, and recognizing women for their contributions and accomplishments. This has been evident in the activities of the past year, which have featured cosponsorship of a number of successful symposia and workshops at ACS national meetings, encouragement of the formation of local WCCs, and publication of this newsletter. However successful these activities have been, there is still much work to be done.

Highlighting the need for this additional work was the topic of the presentation by Madeleine Jacobs, Editor-in-Chief (the first woman to hold that position) of *Chemical &*

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Successful Women in Chemistry Series

With this newsletter, the WCC begins a new series titled "Successful Women in Chemistry". The series will be devoted to highlighting women in mid- to upper-level positions within the chemical industry who have been deemed successful. The target woman would be someone who has achieved a fairly high level but is relatively unknown on a national level.

Success comes in many forms, and it also comes in many positions. We will be highlighting women whose careers range from very technical and obvious to those that aren't as technical or as obvious. Some of our key targets include technical directors, eminent scientists, business managers, patent attorneys, bench chemists, entrepreneurs, human resource directors, and journalists.

The committee wanted to create a series where women can find a role model, someone with whom they can relate. We intend to profile women who show the wide diversity of experiences and career opportunities available within chemistry. We want to highlight both the good experiences and the bad ones.

We hope you enjoy the first article, which features Dr. Shannon Davis, technical director for Solutia Inc. Let us know your thoughts and ideas for future articles. Look for professional profiles in future issues of *Women Chemists*.

—Teresa A. Colletti



Shannon Davis, Ph.D.

Shannon Davis, Ph.D., is currently the industrial products technology director of Solutia Inc., a specialty chemicals company. Solutia became an independent entity on September 1, 1997, and is comprised of 10 business units and 4 enterprise-wide groupings of staff support.

Shannon received her B.S. from Georgia Southern College and her Ph.D. in inorganic chemistry from the University of Florida. She began her career in 1988 at Monsanto's Pensacola, FL, site as a senior chemist in the

nylon intermediates business unit, working on processes for the manufacture of adipic acid and hexamethylenediamine and on increasing the value of coproduct streams from these processes; and she was responsible for the chemical pilot plant facility onsite. In 1994, she was promoted to manager, product technology, in the Saflex business and moved to Spring-

field, MA, where she created and participated in a leadership team focusing on product and process improvements. After 2½ years in Saflex, she returned to Pensacola as the manager of an R&D group responsible for technology supporting the carpet business.

In 1997, Shannon moved to corporate headquarters in St. Louis, MO, for her current position. Her responsibilities include growth programs and existing technologies, which cover heat transfer fluids, aviation fluids, metalworking fluids, and L-aspartic acid. In addition, Shannon is part of a dual-career couple—her husband also works for Solutia—and they have experienced the challenges of multiple moves on both careers. They have a terrific dog and no children. Hobbies include growing roses, fishing, and reading.

As one of the highest-ranking technical women in Solutia, Shannon is considered successful by many standards. Because of newsletter space limitations, this article contains highlights of a lengthy interview. The full text may be found on the WCC Web page (www.tamug.tamu.edu/acswcc).

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

A. I was driven to complete my educational goals within the time frame I had set—finishing my B.S. in three years and my Ph.D. in four—which precluded some of the "leisure activities" associated with college. The most significant sacrifice we've made is moving three times in the last five years for my career. Some of the impacts of moving include maintaining long-distance friendships, not having family close by, and having to become re-established socially and professionally—and financially. My husband has had to sacrifice more than I have for these moves, as his career has been disrupted each time we've uprooted. Our management has been extremely helpful in accommodating his career needs, but our frequent changes of business and technology have impacted him. One of the things that has made our multiple moves work is that his skill set and his career interests are adaptable to many business units.

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

A. I'm a little less naïve now. In graduate school, I was aware of gender issues, and particularly the lack of women in the physical sciences, but I was neither a victim of them nor did I believe they were "real". I believed that the pipeline theory was working. My graduating chemistry class was 70% women in 1984. My entering graduate class was ~25% women. We had 5 to 10 women in the inorganic division plus 3 female postdocs during my tenure in grad school. I was surrounded by the evidence that it was working.

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1998 WCC Travel Awards

The WCC has announced the recipients of travel awards, which cover expenses associated with attending scientific meetings to be held between July 1 and December 31, 1998. The awards are funded by Eli Lilly & Company, Hoechst Celanese, and the ACS Division of Industrial and Engineering Chemistry, Inc.

The recipients are *Valerie Allen*, Idaho State University; *Tina L. Arrowood*, University of Minnesota; *Brenda Cabrera*, Rutgers University; *Christina Carrigan*, University of Montana; *Lynette Cunningham*, University of Illinois; *Anna Larson*, University of Southern California; *Heather D. Maynard*, California Institute of Technology; *Amy E. McCann*, SUNY Stony Brook; *Anne K. McCasland*, University of Kansas; *Nahid Najafi-Mohajeri*, Florida Tech; *Melanie*



WCC Travel Award recipients at Women Chemists Luncheon in Boston with committee members, Frankie Wood-Black, Chair, standing far left; and Margaret Faul, standing far right.

Courtesy of Chemical & Engineering News

Nilsson, SUNY Stony Brook; *Susan Thomas*, Texas Tech University; *Tammy C. Turek*, University of Minnesota; *Ariane Vinson*, Wake Forest University; *Lisa Washmon*, University of Texas–Dallas; *Cyndi Wells*, University of Texas–Austin; *Shannon White*, University of Wyoming; and *Britta Wilmore*, University of Utah.

Contributions of Women to Chemistry

A symposium entitled “Contributions of Women to Chemistry”, cosponsored by the WCC and the Division of the History of Chemistry, was presented in three half-day sessions and as Sci-Mix posters at the Boston ACS National Meeting. A total of 20 papers were presented covering a wide variety of topics related to women studying, practicing, teaching, and promoting chemistry. Three general groupings, one for each half-day session, were divided along the lines of the education and promotion of women in chemistry, accomplishments of select groups of women chemists, and accomplishments of individual women chemists. Because of her death on August 8, the presentation that Anna Jane Harrison was scheduled to present became a brief time for personal remembrances and for reflections on her accomplishments in a lifetime devoted to leadership and education in chemistry.

In her introduction to the symposium, Dr. Chris Bodurow reviewed for us the history of women doing chemistry from ancient times to the present. She told us that starting with ancient Greek and Chinese cultures, women were known as participants in chemical discoveries and formulations. In the Middle Ages, women were known as alchemists in both European and Chinese societies. Bodurow pointed out that

women particularly were known for developing processes for refining precious metals from ores. In the 17th century, Marie Meudrac wrote the first chemistry book by a woman. In the late 18th century, several women were well known as partners in chemical discovery, including Marie Anne Paulze-Lavoisier. In 1805 Jane Marcet published *Conversations in Chemistry*, a famous text that went through 16 editions, with 160,000 copies sold. During the late 19th and early 20th centuries, the availability of graduate schools where women could gain advanced training and degrees in chemistry was problematic. Several of the papers in the symposium dealt with women who struggled with this issue: Ellen Swallow Richards, Florence B. Seibert, and Helen Abbott Michael.

The importance of the advent of women’s colleges with rigorous chemistry curricula was clearly delineated by papers about Bryn Mawr College in Pennsylvania; Rockford College in Illinois; St. Mary’s College in Indiana; and the southern colleges Sophie Newcomb, Agnes Scott, Spelman, Randolph-Macon, and Goucher. Outstanding contributions of women in the fields of X-ray crystallography and nuclear chemistry were highlighted by two outstanding contributors in their own right: Barbara Low and Darleane Hoffman, respectively. Another group highlighted was women in nutrition, or what was called home economics in years past: Agnes Fay Morgan, Pauline Beery Mack,

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Women in Industry Breakfast in Boston

At the ACS Fall National Meeting in Boston, the WCC sponsored a breakfast meeting to discuss an issue of interest to women chemists. The traditional breakfast was held on Monday morning in the Hilton Hotel and was led by WCC Vice-Chair Dr. Lissa Dulany. The meeting began with an analysis of the attendee mix. The majority of the group represented the industrial sector, and there was significant participation from academia and government. Highest degree level and time with current company varied widely, and most attendees had worked for multiple employers. Following the group analysis, Dr. Dulany made a short presentation on leadership.

In table groups, a discussion followed regarding the characteristics of a leader. Careful analysis of the discussion groups showed that most of the characteristics were learned skills. The table groups then acted as a workshop to analyze evidence of leadership in the careers of the meeting attendees. Each breakfast attendee was asked to describe a situation early in his or her career in which leadership was required. Many attendees discussed experiences involving team-based projects.

Dr. Dulany closed the meeting by offering a list of reference books that emphasize leadership development. A few of these books are listed below, and many others are available in bookstores.

Reference books on leadership: Bennis, *On Becoming a Manager*; Belasco and Stayer, *Flight of the Buffalo*; Byham and Cox, *Zapp!*; Bell, *Managers as Mentors*; Kouzes and Posner, *The Leadership Challenge*; Hamel and Prahalad, *Competing for the Future*; and Jaworski, *Synchronicity*.

—Arlene Garrison

WCC/Minority Affairs Luncheon in Boston

The Committee on Minority Affairs and WCC cosponsored a luncheon at the ACS Fall National Meeting in Boston. Michael E. Reed, vice president of Cook Ross, Inc., gave the featured presentation, titled “Managing Diversity: A Systems Approach”. His presentation was a “Part II” of the talk he gave at the Dallas meeting at the Industry Breakfast Forum on managing diversity in the workplace. Reed began by discussing diversity in general terms. He explained the need to understand yourself and how your perceptions influence your behavior, and he described a systems approach to managing diversity.

To manage diversity effectively, Reed stressed the importance of being able to “move from a position of being unaware to unconscious competence”. The

“unaware” state occurs through preconceived stereotypes of people. “Unconscious competence” occurs when you do things without even thinking about it. For example, when you drive to work each day, you get to your office, but you don’t remember the details of how you got there.

Reed defined diversity as requiring us to do something uncomfortable, unnatural, or deliberately planned. In general, our daily experiences in school, in our neighborhoods, and with friends are homogeneous in nature. However, our work environments are becoming heterogeneous in nature as companies become more global. Reed indicated that a failure to appreciate and understand diversity could have serious business consequences. He gave the example of General Motors, which tried to export Nova cars to foreign markets. Nova in some languages translates to “doesn’t go”. The same type of mistake can occur in advertising if a company fails to realize that some countries do not read from left to right.

Reed said that to deal with diversity systematically, you must first ask the question, How are you dealing with unawareness and understanding different cultures and backgrounds? Second, you need to develop skills to interact effectively and to be able to manage diversity. Finally, you need to leverage diversity by acknowledging that certain people may be able to leverage markets better than others. A bank in an inner city, for example, may increase business if the people behind the desks look like the people in the neighborhood. Companies also need to consider how to bring together people with different backgrounds to help make the best business decisions.

Reed stated that when dealing with diversity, the “greatest difficulty is not for people to accept new ideas, but for them to forget old ones”.

—Renee Niziurski-Mann

A Personal Tribute Continued from page 1

the history of chemical education at the college in deference to the work of the professional historians, whom she respected as the authorities in historical research. Unfortunately, we will never know what she planned to tell us.

Anna Jane Harrison suffered a stroke and was hospitalized in Holyoke Hospital, Holyoke, MA, where she died on Saturday, August 8, 1998. She is survived by a niece, MaryJo (Harrison) Freeman and by a nephew, J. Albert Harrison, both of Louisville, KY, and by four grandnieces and grandnephews. Memorial contributions may be sent to the Anna Harrison Fund for Faculty Research at Mount Holyoke College. Obituaries for Anna Harrison appeared in *The New York Times* of August 16th, *The Boston Globe* of August 12th, and the Mount Holyoke College Web site at [www.mtholyoke.edu/cic/views/data/Anna Harrison](http://www.mtholyoke.edu/cic/views/data/Anna%20Harrison).

—Mary Singleton

Philadelphia Section WCC Off to a Strong Start

The new WCC in the Philadelphia Local Section has two events scheduled for this fall. On September 14, a planning and networking meeting was held to formalize the committee's structure, finalize plans for the rest of the year, and explore goals for 1999. During National Chemistry Week, November 1–7, members will be participating in a program for sixth-grade girls at Chestnut Hill College. On November 12, members will sponsor one of the concurrent programs at the Philadelphia Section Meeting, where the speaker will be Diane Hauze, a research scientist for drug discovery in the Women's Health Division of Wyeth-Ayerst Research. Her topic will be "Is Networking Part of Your Career Insurance Plan?"

We recently spoke with Dr. Kathy Thrush, senior research associate at Cabot Performance Materials, to learn how the Philadelphia Local Section WCC got started.

Q. What made you want to organize a Local Section WCC?

A. I was primarily interested in developing a network of women chemists. I found myself the victim of a corporate reorganization a few years ago and realized the value of networking for my career. I also believe in community service.

Q. Were you already active in your ACS section before you organized the Philadelphia WCC?

A. No, I was active in AAUW, but not the local ACS section. But as a result of working on the Local Section WCC start-up, I am running for a director spot on the Philadelphia ACS Section Board this fall.

Q. How did you initially obtain the support of the Philadelphia ACS section?

A. A co-worker of mine at the time, Ella Davis, who has been active with the Local Section for many

years, suggested that I bring my idea to the Philadelphia Section Board. They warmly received the proposal last January.

Q. How did you arrive at such an ambitious fall schedule?

A. Two important things are responsible for our September and November meetings: planning and the help of other women chemists in the section.

Q. Tell us about your planning meetings.

A. At the March 1998 Philadelphia Section Meeting, we held a brainstorming session and identified networking, mentoring, and community service as important goals of the women who attended. We also decided that we needed to poll our section members more broadly. To do this, we designed a questionnaire to be mailed to the women of our section, asking them to identify the issues we should focus on and what form our committee should take. In April, we met again and decided to have a speaker for the November section meeting and do a community project as part of National Chemistry Week.

Q. Does your group have any financial backing?

A. We presented our plans to the Philadelphia Section Board in May, and it awarded us a budget of \$500 for our 1998 projects.

Q. Do you mind if people contact you to learn more details about the start-up of the Philadelphia WCC?

A. Not at all. Send email to Kathy_Thrush@cabot-corp.com.

To request more information about starting a local WCC, contact Cheryl Brown, the WCC staff liaison at ACS (800-227-5558, ext. 6022; email c_brown@acs.org).

—Carol Libby

From the Chair Continued from page 1

Engineering News, at the WCC Luncheon. More than 250 people—a record number—attended the presentation. In her talk (which can be found on the WCC homepage), she provided a great deal of information about the current status of women in the chemical industry and academe. At the end of her presentation, she provided each of us with 10 action items to help women meet "The Challenges of the New Millennium", of which the tenth was for us to finish the list. Madeleine Jacobs has challenged each and every one of us to submit ideas to finish out her excellent list and will publish the 10 best ideas in *Chemical & Engineering News*.

I would like to extend her challenge with some of my own. In addition to providing Madeleine with an item to finish her list, I would like for each of the readers of this newsletter to take the time to think of ways to help attract women into the sciences, provide a development opportunity, and provide recognition and act on those ideas. If you are willing to nominate a woman for an ACS National Award or Divisional Award, I will help you find a second for the nomination. Please share your ideas. If you will email your idea to me (fwblack@bvemx.pcco.com) or Cheryl Brown (c_brown@acs.org), we will find a way to help share these ideas. Each of you is vital to the success of WCC's mission.

—Frankie Wood-Black

Successful Women in Chemistry Series

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I never felt during my entire educational career that being female was either an advantage or a disadvantage. I was only limited by my own abilities and by what I wanted to do. My parents and my teachers were key contributors to that perception. I was surprised when I started working and realized I was the only professional woman in the building, and one of 2 in a 70-person department. After a few years in industry, I got so acclimated to being the solitary woman in meetings that I was actually surprised if another one showed up. I'm glad to report that I'm (pleasantly) surprised much more often than I used to be. I've been asked to take meeting minutes and make coffee, and have had my ideas ignored in meetings, as many of us have. I've never personally experienced sexual harassment or discrimination during my career.

The work climate has definitely changed since I began my industrial career. What began as tolerance, and in a few rare cases, genuine hostility, has evolved to a higher level of sensitivity and action over issues, many of which are not actually gender-specific. These include establishing "norms" for acceptable behaviors, flex time, and family leave. Identification of role models, formal mentoring and coaching, and recognition of gender-specific behaviors that require different approaches to effect change are all things that have changed over the last 10 years. I also see more women in key leadership positions.

In my company, 3 of the 10 technology directors are women, and 3 of the 10 vice president/general managers of the business units are women—a definite improvement over just 5 years ago. I also see more of the pipeline women in my company asking the right questions to succeed—what do I need to do to achieve my goals? What skills do I need to acquire?

Q. How do you define being successful?

A. Success is a very personal thing. I'm very goal oriented; thus, achieving goals is a key measure for me. Personal happiness. Life balance—being part of a loving family. The ability to do what I've chosen to do, and know I've made a difference when I'm done. Having great friendships that endure the test of time and distance.

Q. Does success require compromise?

A. Absolutely. All things have a price. Some are big while some are so insignificant that you don't notice a price was paid. The key is to know what you want to accomplish, and to set limits on the price you are willing to pay to get there. Compromise is the variable that allows you to solve that equation; balance is the result. From a couple's perspective, agreeing

on the really important things up front helps to dictate when and where compromise is needed.

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

A. I've had several mentors and coaches during my career. Some were my direct supervisors while some were colleagues from both inside and outside the company. The things that have helped me the most from my mentors were (1) someone to be a sounding board for ideas and to teach me effective ways to present them; (2) learning the nuances of corporate politics and how to function in that framework; (3) generating a network of contacts inside and outside the company; and (4) someone to go to for advice, guidance, or directions on how to get a task completed. I've had mentors who volunteered their time to work with me, and I've called people whom I admire and requested that they work with me.

As I've found myself in the role of coach, I've discovered two pet peeves: (1) people who think success is an entitlement that doesn't require sacrifice; and (2) people who don't know what they want and expect you to have easy answers to what they want to do and how they need to attain those goals. It's much easier to coach people who already have done the hard work—the introspection required to determine what their goals are, and their balance points in terms of sacrifices and gains. I've also tried to share the lessons I've learned with others. One of the most successful things I've done was organize a monthly get-together of women from different careers to chat about work/family balance, career issues, and other topics in a casual, relaxed atmosphere.

Q. How do you balance work and life?

A. With a great deal of effort. My philosophy sounds much easier than it is. Remain cognizant of your life goals, and make choices accordingly.

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

A. The cliché items of hard work, dedication, and a hefty dose of luck and good timing. The latter is important but tends to be overlooked. "Chance favors the prepared mind"—not only for serendipitous experiments but also your career. Hard work and dedication build the foundation and solid reputation you need to reach your goals. Initial requisite skill sets are a solid technical background that provides you the confidence to make decisions and the ability to succinctly communicate using professional presentation skills. These are some items that will prepare you to take advantage of the luck and timing components.

The WCC thanks Shannon Davis for taking the time to share her experiences and insights.

BULLETIN BOARD

Women Chemists Luncheon Baton Rouge, LA

Join the Women Chemists Committee during the Southwest Regional Meeting for a luncheon and seminar by Barbara Beckmann, operating program coordinator at Exxon's Baton Rouge Refinery. In her seminar, entitled "ChE-M-O-Therapy", she will share some of her experiences over the years as a chemical engineer. The cost is \$18, and pre-registration is required. The event will take place in the Beauregard Room of the Hilton Hotel from 11:30 a.m. to 1:30 p.m. on November 1, 1998. If you have further questions or need to request a vegetarian meal, contact Tracy McCarley at Louisiana State University, Baton Rouge, LA 70803 (504-388-3389; email tracy.mccarley@chem.lsu.edu).

"Mergers and Spin-offs: Surviving and Thriving" and "Targeting Success: Local Section Programming for Women Chemists"

are the titles of two symposia that are being planned by the WCC for the Anaheim meeting in March. Details will soon be available on the WCC Web site (www.tamug.tamu.edu/acswcc). Don't miss it!

Women Chemists Luncheon SERMACS—Research Triangle Park, NC

Dr. Janet Osteryoung, director of the Chemistry Division at the National Science Foundation and former Garvan-Olin Medalist, will be the speaker at the box luncheon on Thursday, November 5, 12:30 pm, Sheraton Imperial Hotel. Vegetarian meals are available. Contact Kelli Biederman (kjbieder@unity.ncsu.edu) for reservations. An exhibit of women and minority innovators will be featured.

Women Chemists Luncheon at the Western Regional Meeting

A full program and luncheon are scheduled for October 28, 1998, at the Cathedral Hill Hotel in San Francisco. For details of this event, contact Mary Singleton (email maryhas@juno.com).

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



Contributions of Women to Chemistry Continued from page 3

Icie Macy Hoobler, and Gladys Emerson. The achievements of African-American women chemists highlighted a remarkable group that we would like to know more about: Marie Daly, Mary Elliott Hill, Esther Hopkins, Gloria Long Anderson, Reatha Clark King, and Margaret Tolbert. Other papers included "Women and Gender in Scientific Commemorations" and "Caricatures and Anecdotes of Men and Women of Science".

The opening paper of the symposium was presented jointly by five past chairs of the Women Chemists Committee, and it covered the major accomplishments during each of their tenures. Two 20th century women chemistry professors were subjects of presentations because of their special relationship with the presenter as well as their research achievements: Sara Jane Rhoads from the University of Wyoming and Gloria Gilbert Lyle, who taught at the University of New Hampshire and the University of Texas at San Antonio.

A new book entitled *Women in Chemistry* was offered for sale at the meeting, and the authors, Marelene and

Geoffrey Rayner-Canham, were available to sign copies before the WCC luncheon. We were fortunate to have Geoffrey Rayner-Canham with us at the symposium to offer a brief overview of the contents of the book. This book will be an exciting new reference for researchers and students interested in knowing more about this topic. Finally, the symposium closed with a speaker who had come from the J. Heyrovsky Institute of Physical Chemistry in Prague, Czech Republic. Raji Heyrovska shared with us her personal experience as a woman scientist who has worked out some amazing strategies for pursuing research in chemistry without a paid position or laboratory facilities. She continues in the tradition of many of the women chemists we had been hearing about for three days, who found ways of doing their scientific work in spite of their circumstances. The determination of women chemists to pursue their scientific careers, and to help others along the way to realize their potential, is nothing short of remarkable.

We thank Session Chairs Dr. Chris Bodurow of Eli Lilly & Co. and Dr. Cornelia Gillyard of Spelman College for their contributions to this symposium.

—Mary Singleton

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