



NEWSLETTER

Mission Statement: The Association for Women in Science, Inc. (AWIS) is a non-profit organization dedicated to the achievement of equity and full participation of women in all areas of science and technology.

NEWS

Letter from the Incoming President Janet White

As the new President of AWIS-San Diego, I would like to introduce myself to you and to share my excitement about the future of our chapter with you. I am very honored to have been selected as president, and it's with some trepidation that I have taken on this role. Leading such a dynamic and fast-growing organization with some 400 very smart women is a daunting prospect.

I have been an AWIS member for three years. I started out in the Central Jersey Chapter when I first came to the US and worked in Princeton with a start-up consulting firm. I have been in the San Diego Chapter since March 2002. I joined AWIS to take advantage of the networking opportunities that we offer, but I've also made some good friends along the way. I have gotten involved in AWIS-SD by chairing the Fundraising Committee for the Women in Bioscience Conference this year, participating in the Outreach Committee, and becoming involved in the Strategy Sessions as a speaker and as a committee member.

I started out my career as a chemist in the United Kingdom, where I'm from. I graduated from Cambridge University and went straight to work for Beecham Pharmaceuticals in research and development. My job was to determine the chemical structures of novel synthetic and naturally-occurring antibiotics. I enjoyed the work for several years. It was very much like being a chemical detective. But, after a while, I realized that not having a Ph.D. would be a handicap if I planned to stay in research. So, after submitting several unsuccessful job applications in the business side of industry and much soul-searching, I decided to study part-time for an MBA. Three years later, I graduated and got a job as a management consultant in London. It was a drastic career change, and the learning curve was extremely steep but exhilarating. I traveled extensively in Europe and forayed to the Middle East and the U.S. to work with clients in many different chemical, pharmaceutical and biotech companies in many different areas – sales and marketing, manufacturing and human resources, and research and development.

I currently work at Pfizer La Jolla Laboratories as the head of research and development strategy. It is very much like being a management consultant, but now my clients are the leadership team and the department heads at our San Diego research and development center. When I'm not running workshops, analyzing data and traveling for Pfizer, and when I'm not involved in AWIS activities, I play the cello. I perform regularly with the La Jolla Symphony at UCSD, and I play chamber music locally. My husband, Jonathan, and our three dogs sometimes complain that they see less of me than they would like!

At the end of January, the new AWIS Board and Committee Chairs will spend a day at a retreat in order to develop a shared vision for our chapter and a strategic plan to get there. We are surveying members to gather input before the retreat to understand what

makes you excited about AWIS and to help us in planning. Please take this opportunity to give us your ideas, suggestions and feedback. We will be communicating the plan in the next Newsletter. Watch this space!

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Letter from Past AWIS-San Diego President Anna-Maria Hays

After two exciting years of serving as AWIS-SD president, my term has come to an end. I would like to sincerely thank all the committee chairs and board members for all the time and effort that they have put into improving AWIS-SD. Our organization as a whole has grown tremendously both in membership and in events and activities. The committee chairs and members have gone above and beyond the call of volunteering; I could not have anticipated or asked for the level of commitment they have shown.

The Outreach Committee, now headed by Jodi Connolly and Tammy Garbett, participates in numerous events such as Expanding Your Horizons, which aims to encourage the next generation of women scientists. The Events Committee, previously headed by Janice Payne and Michelle Krakowski, and now led by Fan Li Chou and Tracy Vivlemore, has taken great care to develop a wide range of interesting events involving career development, scientific education, and academic/biotech aspects. Our Membership Committee, previously headed by Susi Jennings, has expanded into two committees: the Database Committee and the Membership Committee. The Database Committee, chaired by Susi Jennings, developed an in-depth database of our membership allowing us to better serve the AWIS-SD community. Karin Lucas, the Membership Chair, helped organize one of our most successful

Open House events, which have become a main avenue for our membership drive. Our Book Club, previously chaired by Tobey Tam, has now expanded into the Book and Movie Club, chaired by Hima Joshi, who continuously strives to define new and stimulating topics for discussion. The Newsletter Committee, chaired by Barbara Armstrong, has successfully put the newsletter on-line and made great strides in gathering relevant information for our members. Our Scholarship Program, previously chaired by Alycen Nigro and now by Fran Putkey, has increased the number and dollar amount of scholarships given to local aspiring women in science. The Scholarship Program volunteers have made admirable efforts to publicize our scholarships to all higher-education institutions in San Diego County. One of our newest committees is the Strategy Sessions Committee, which is chaired by Anjali Kansagara. Strategy Sessions bring an entirely new perspective to our members by providing key insights into professional development in a very intimate and supportive environment. Finally, over the past three years, Tobey Tam, our webmaster, has undertaken the responsibility of designing and maintaining the AWIS-SD website, which has become our primary information gateway. Along the way, Brian Tam has offered his expertise in computer programming, creating software for our membership and job database (hosted by The San Diego Supercomputer Center) and developing an interface with the website for easy maintenance of the databases.

I would also like to thank past and current board members: Elaine Weidenhammer, Barbara Coleman, Kathy Ogilvie, Karen Arden, Tobey Tam, Melissa Fitzgerald, and Susan Forsburg for their insight, guidance, and support. I would like to thank the chairs and the board for their vision and creative energy, which allowed AWIS-SD to become the successful organization it is today.

I cannot reiterate enough how AWIS has been an asset to my own personal and professional growth, and I hope all members take the opportunity to explore how the organization can help them. As this new stage begins, I hope you will join me in welcoming Janet White as our new chapter president. Our organization is extremely lucky to have someone with her background and experience to help guide and shape the future of AWIS-San Diego.

Changing of the Guards: Spotlight on the Board

By Hima Joshi

AWIS-San Diego will begin the New Year with exciting new leaders. We will have a new president, three new board members and four new committee chairs. Here is a summary of these changes:

	Outgoing	Incoming	
President	Anna-Maria Hays	Janet White	
Board Members	Karen Arden (Secretary)	Anjali Kansagara	
	Barbara Coleman (Vice President)	Karin Lucas	
		Rachelle Thompson	
Past President	Elaine Weidenhammer	Anna-Maria Hays	
Committee Chairs			
	Database	Susan Jennings	Nina Robinson
	Membership	Karin Lucas	Ursula Kessen
	Strategy Sessions	Anjali Kansagara	Swanie Schmidt
	Webmaster	Tobey Tam	Ursula Kessen

Thank you, Anna-Maria Hays, for being such an enthusiastic president! Thanks to Susan Jennings, Karin Lucas, Anjali Kansagara and Tobey Tam for doing such a great job leading your committees. Thank you, Karen Arden, Barbara Coleman and Elaine Weidenhammer for your hard work on the Board.

Anjali Kansagara, who started the AWIS-San Diego Strategy Sessions, is an eager new member of the Board. Kansagara won the AWIS-San Diego Achievement in Innovation Award in September. She was the chair of the Membership Committee in 2002, has served on the Gala Planning Committee and was a member of the 2003 Women in Bioscience Conference Planning Committee. Kansagara earned her bachelor's degree in neurobiology at University of California, Berkeley and her master's degree in physiology at the University of California, Davis.

Karin Lucas, who won the AWIS-San Diego Rookie of the Year Award in September, is an exciting addition to the Board. Lucas earned her bachelor's degree in biochemistry from Cal Poly, San Luis Obispo. She recently earned her doctorate in biochemistry from the University of California, San Diego. Lucas chaired the Membership Committee last year, and she was in charge of public relations for the 2003 Women in Bioscience Conference.

Rachelle Thompson is a dedicated AWIS member who will be a great asset to the Board. Thompson received her bachelor's degree in chemistry from Furman University in Greenville, South Carolina and her doctorate in chemistry from Stanford University. In September 2000, Thompson joined Heller, Ehrman, White and McAuliffe LLP, where she works as a patent agent. She is also enrolled in the part-time law program at the University of San Diego, where she is a member of the Law Review. Thompson has been active in AWIS-San Diego since 2002, and she has been a member of the Scholarship Committee.

AWIS-San Diego Scholarship Program

By Fran Putkey

Applications for the 2003-2004 Scholarship Program are now available! AWIS-San Diego is offering six scholarships, three of \$2000 and three of \$1000, to two community college, two undergraduate and two graduate women pursuing a degree in a science-related field at an accredited San Diego county college or university. The scholarship application deadline is March 31, 2004, and the Scholarship Committee will select the recipients of each award. The awards will be presented at the AWIS Gala in May 2004. Applications and eligibility requirements can be found on the Scholarship Program link at www.awisSD.org. For more information, contact Fran Putkey, Chair of the AWIS-SD Scholarship Committee, at fputkey@earthlink.net.

Upcoming Events

By Fan-Li Chou and Barbara Armstrong

For more information on any of these events go to:

<http://awis.npaci.edu/shtml/events.shtml> or
http://awis.npaci.edu/shtml/events_meet.shtml

January 26: Dr. Lotte Bailyn, Professor of Management at MIT Sloan School of Management, will speak about gender equity and life/work balance.

February: Strategies for a Successful Academic Career

February 2: Strategy Sessions: Smart Women (and Men) Finish Rich. Strategies for becoming financially savvy.

New Logo for the AWIS-San Diego Chapter

By Barbara Armstrong

AWIS-San Diego Looking to Sport a New Logo

In December, the AWIS-San Diego Board decided to adopt a new logo for the chapter. “[The San Diego Chapter] has been looking to have a personalized logo for a while. A modified/personalized logo would allow us to stand out as a chapter, yet maintain our strong ties with [the National organization.]” said Past President Anna-Maria Hays.

The recent effort to adopt a new logo was prompted by the successful efforts of the Publicity Committee, chaired by Karin Lucas, to have AWIS-SD listed on the Biospace Beach Website/map http://www.biospace.com/map_beach_2002.cfm. Both Karin Lucas and Anna-Maria Hays have been working with Biospace for the last two years, establishing a relationship of support for our local chapter.

The “I” in AWIS was replaced with a palm tree, “...because it symbolized our closeness to the beach,” said AWIS-SD President, Janet White. Susi Jennings presented a number of designs at the December Board meeting, and the design (shown below) was chosen by the Board.



December Strategy Session: Effective Negotiation Strategies

By Siobhan Malany

The last strategy session of the year kicked off as strong as the first. Pauline Parry led the workshop with the theme: “Compromise and get what you want...negotiation for women in science.”

What kind of negotiator are you? Are you an avoider, compromiser, accommodator, competitor or problem solver? Most of us categorize ourselves as compromisers, and fewer of us belong to the problem-solver group. Parry points out that the majority of business people that have had long-term success in their careers are in fact compromising negotiators rather than problem solvers.

We had a chance to test ourselves as negotiators through 20 minutes of roleplaying in pairs. I took the part of a laboratory supplies sales representative, and my fellow AWIS partner played a university department head. I had \$5000 to contribute toward an upcoming conference, and I was being invited to negotiate. I’ve got what she wants. Great. Let’s negotiate. In exchange for sponsorship of the conference and a display booth, I handed over all the cash. Done deal. “Not too bad,” I thought. Then my negotiation partner leaned over and said, “I only needed 2,500.”

We could all sharpen our negotiation skills. We negotiate daily in our personal lives without giving it a second thought. But, when it comes to “professional negotiation,” many of us have inhibitions. We may just avoid confrontation, feel unprepared, not want to jeopardize the relationship, or feel unworthy of what we are trying to get. Whatever the inhibition, knowing how to effectively negotiate is a powerful tool for achieving our goals and advancing in our scientific careers. We may need to negotiate for a new position, for increased resources, funding or technical support, a better title, higher salary...The list continues.

Pauline Parry, a scientist-turned-businesswoman, broke down the negotiation strategy into the following four steps: *planning*, *preparing*, *setting the stage*, and *making your case*. Parry states that before going into any negotiation, you should “ask yourself, ‘what do you want?’”

Step 1: Plan. Realize your strengths, explore your past experiences, understand your potential, and know what you have to offer. Who is the person that is best able to provide you with what you want, and what’s in it for that person? Negotiating is a give-and-take situation. Therefore, be prepared to give up something of least importance for something of top priority. Parry calls this disposable something, “your strawman.”

Step 2: Prepare. Parry suggests enlisting a neutral friend to help you prepare your negotiating strategy. The friend can help you tailor your style and provide feedback. Do a little roleplaying.

Step 3: Set the Stage. Make the other person as comfortable as possible. Establish a time frame and be clear and positive about your reason for meeting. Generally, surprises are not good in a negotiating situation.

Step 4: Make Your Case. Reiterate your desires. Keep it simple. Talk, listen, respond. “Silence is a powerful tool in negotiating,” advises Parry. If you don’t let the other person respond or talk too much, you may negotiate against yourself. “Don’t promise what you can’t deliver,” warns Parry. Highlight the benefits to yourself and your employer. Recap the points of agreement, emphasize the positive, and define the next step. You may decide to send an email the following day to get it in writing.

Congrats. You have completed the four steps to strategic negotiating.

This was the fourth strategy session I attended this year. I spent about eight to nine hours in attendance. I have had the opportunity to rate just how effective this time has been for me. My company hired a consultant to come in for three hours on each of three days to teach a Manager’s Toolkit Seminar. During the cumulative nine hours, we sat at round tables, participated in a little roleplaying, and worked through the main bullet points of managing others. The director of my department asked me for feedback. I responded by saying, “The sessions are always helpful, and in addition, I’ve gotten very similar training by attending strategy/networking sessions offered through the Association for Women in Science. They really got it covered.”

Scholarship Gala 2004: The Black and White Ball

By Natalie Schiller

The 2004 Scholarship Gala is going to be a PARTY! Mark your calendars for Saturday, May 22, 2004. The Black and White Ball, which will be held in Balboa Park at the Reuben H. Fleet Science Center, is a theme that is wideopen for interpretation. You may be as wild or as conservative as you desire. Some may show up in

zebra costumes or trippy, black and white go-go dresses, while others may simply sport the traditional black cocktail dress and white Converse sneakers.

The biggest draw for the 2004 Gala will definitely be the venue. The interactive science exhibits, such as ExploraZone, About Faces, and many others throughout the Fleet Science Center, will be open for our amusement during the event. In addition to the entertainment provided by the venue itself, there will be Latin and Swing dancing in the Rotunda, raffle prizes, food, drinks and, of course, the presentation of the 2004 AWIS Scholarship winners.

The co-chairs of the Scholarship Gala Committee (Natalie Schiller, Helen Chen, and Nina Robinson) sincerely believe that The Black and White Ball will be a great success.

Sally Ride Day at UCLA

By Julie Kinyoun

Dr. Sally Ride was accepted into the astronaut corps in 1978 after responding to an advertisement in a newspaper. She successfully completed two missions on the Challenger in 1983 and 1984. In 1987, she left the astronaut corps to become a faculty member at Stanford University. Since 1989, she has served on the faculty at UCSD where she heads the California Space Institute.

After AWIS treated the attendees in San Diego to a breakfast of coffee and muffins, the handful of participants drove to the event. The two-hour car ride from San Diego to the University of California at Los Angeles might have otherwise been monotonous. However, in the company of other engaging conversationalists from AWIS, the ride seemed short.

At registration, we were told the basic schedule for the day. However, various autographing sessions by Sally Ride and other surprise events happened throughout the afternoon. Demonstration booths, small-group workshops and two talks by Sally Ride completed the afternoon activities.

The AWIS representatives set up a booth on the grass in the courtyard. Two demonstrations were setup to illustrate the concepts behind genetics and neurological response time. The genetics experiment used gummy fish to represent alleles from male and female parents. The AWIS leader told girls to choose two fish and then asked them to determine the trait that would dominate under certain conditions. As an added benefit, the girls were allowed to eat their fish.

The second demonstration illustrated the variability in response time. With an ordinary ruler, the AWIS presenter measured response time by plugging the numerical value, where fingers grasped the ruler, into a simple equation, $y=(1/2)gt^2$. The "y" value was the distance the ruler traveled before being caught, "g" was the gravitational constant, and "t" was response time. Participants marked their response times on a chart. Each person could see how their results compared with others'.

After lunch, Sally Ride talked to participants and presenters about her life as a college student, an astronaut, and a regular person. She talked about her flights into space and her knowledge about survival in a world with no gravity. While the girls attended small-group workshops, Ride gave a talk to the presenters. This talk focused on her latest book about planets. Afterward, presenters

were invited to ask questions while television cameras videotaped the event for CSPAN.

Ride signed autographs twice during the afternoon as attendees browsed between booths in the courtyard. Because several AWIS members came to operate the booth, everybody was allowed to walk around or to take a "lap." The International Organization of Pilots, the Space Infrared Telescope Facility (SIRTF), and Southern California Edison set up tables in the courtyard for the benefit of the girls in junior high school.

The day encompassed fun-filled science demonstrations and a meeting of creative minds from all over Southern California.

Outreach Committee Participates in 2nd Annual Expanding Your Horizons Conference

By Jodi L. Connolly

For the second year in a row, the AWIS-San Diego Outreach Committee participated in the Expanding Your Horizons (EYH) conference, a science, technology and engineering event that provides hands-on workshops and science-related career information for middle-school and early high-school students. Approximately 600 sixth- to tenth-grade girls from San Diego and Imperial counties participated in the second annual conference held on Saturday, October 11 at the University of California, San Diego. Parents also were welcome to participate in the event, where they attended seminars on college admissions and financial aid.

The Expanding Your Horizons conference is licensed and coordinated by Math/Science Network, and has been conducted in cities nationwide since 1976. The primary goals of the Expanding Your Horizons conferences are to inspire young girls interested in science, technology and engineering and to demonstrate that women are fully capable of obtaining and excelling at careers in these fields. The conference was organized by members of a variety of local community, education and professional organizations, including AWIS.

Dr. Padma Nanduri, a physician with the Associated Eye Surgeons Medical Group who also teaches at UCSD, was the keynote speaker at the conference. Following Dr. Nanduri's address, conference attendees participated in three workshops of their choice. Each workshop was sponsored by an organization including UCSD, The Scripps Institute of Oceanography, Sea World, the San Diego Zoo, Birch Aquarium, the Museum of Man, Dow Chemical Company, Salk Institute, The Burnham Institute, HDR Engineering, Pfizer, Integra Life Science and the Federal Bureau of Investigation.

Members of AWIS led nine different workshops throughout the day. Lisa Nash, from The Dow Chemical Company, led a workshop entitled, "A World of Engineering: The Fun Is In What You Can Build!" Diane Retallack, also with The Dow Chemical Company presented a genetics workshop entitled, "What Are Genes and How Do They Work?" Alice Yuen, assisted by Holly Heaslet, Teresa Dong, Jing Xu and Teresa Brandt, led a workshop on encryption entitled "Can You Keep a Secret?" Peggy Barr presented a workshop entitled "Vet Surgeon for a Day" to give the girls a sense of a day in the life of a veterinarian. Lisa Lai, assisted by Swanie Schmidt and Julie Kinyoun, explored vitamins and antioxidants in a workshop entitled, "Vitamins for a Longer Life". Lai was impressed by the girls attending the conference finding them "extremely enthusiastic, inquisitive, and informed about the topic."

Annika Montag organized a workshop on crime solving techniques entitled "Scientific Sleuthing". Volunteering with Annika were Tracie Gibson, Michelle Yeo, Lara Marlin and Van Nguyen. Cecile Favre led a workshop demonstrating how DNA is transcribed into mRNA and translated into protein. Marge Johnstone, Paula Norris, Jane Atienza and Karen Chen assisted with this workshop, which was entitled, "From DNA to Protein." Karen Friery and Kitty Borden, assisted by Sooyeon Sohn and Sarah Sagi, presented a workshop on DNA isolation from a variety of sources, such as fruit. Lastly, six AWIS members sat on a career panel to discuss their science-related careers and the paths they took to get where they are today. Panelists included Tamara Garbett, Karen Arden, Maria Lupetini, Tobey Tam, Janet White and Betsey Zbyszynski. Many thanks to all the volunteers who generously donated their time and energy to EYH this year.

The Outreach committee's next meeting will be January 22 from 6-7pm (location TBA). Upcoming events include Hope Elementary Science Day and Science Olympiad, both of which occur in February. If you are interested in attending our next meeting or participating in upcoming Outreach activities, please email Outreach Co-Chair Jodi Connolly at jconnolly@san.r.com or Tamara Garbett at tammylindell@hotmail.com.



University of San Diego

USD Offers Clinical Research Training Free Informational Open House January 12 and February 3!

University of San Diego will offer Clinical Research Associate (CRA) and Clinical Research Coordinator (CRC) training beginning February 17, 2004. A weekday and a Saturday session will be offered this spring. This comprehensive 12-week program will provide an overview of the roles and responsibilities of CRAs and CRCs. The program will highlight the differences between these two positions and discuss their key features, challenges, job criteria, demands, and industry expectations.

With as many as 150 new medicines awaiting FDA approval, there are many opportunities for well-trained, motivated, hard working individuals.

Clinical Research Associates typically monitor the progress of investigator sites in a clinical study. They are involved in the entire trial process, from initiation to on-site review to data analysis and interpretation. CRAs typically travel between 30-80% of the time. If traveling does not fit your lifestyle, the Clinical Research Coordinator position might be a better fit for you. Coordinators handle the administrative responsibilities for the trial and act as the liaisons between the site and the sponsoring company.

Approximately 70% of all CRAs in the United States have a nursing background. A degree in the biological sciences is also recommended for work in this area.

If you are considering a change in your career path and would like to find out more about the field of clinical research and the opportunities within that field, join us January 12 from 6:00 to 7:00 pm for an open house. Learn about career opportunities, salaries, promotions, new positions, and industry training.

Start 2004 with a bang, and expand your career opportunities! For more information about the upcoming training course or free open house, please visit www.sandiego.edu/cra or call 619.260.5986.

FEATURES

Expanding Your Professional Network: Biotechnology Discussion Group

By Susan Brown

Many of us joined AWIS for the networking and professional development opportunities it offers. For those of us interested in biotechnology, here is another networking opportunity.

The San Diego Biotechnology Discussion Group is a non-profit organization dedicated to helping professionals make contact with one another and keep abreast of the latest developments in the biotechnology industry here in San Diego. They meet at Elan Pharmaceuticals in Sorrento Valley, usually on the last Wednesday of alternate months. Meetings begin with an hour-long social/networking time. Food and drink for this social hour are provided by a corporate sponsor. The networking is informal, and many people show up in groups. In order to meet new people at these events, you will need to be outgoing. The informal hour ends with a brief presentation by the sponsor of that month's meeting. The sponsor will usually provide an overview of the company and the services that they provide. A different San Diego company is featured at each meeting. The presentations include descriptions of approaches to clinical trials and technologies used for drug discovery. The most recent meeting in November featured Salmedix, a two-year-old company that employs "drug hunters" to search for "under appreciated" compounds that might prove to be useful in therapies for cancer. By focusing on compounds for which some human clinical data have already been obtained, Salmedix hopes to shorten the development period for the drugs in their portfolio.

Since many of the people who attend are eager to promote their companies, this a good place to get some first-hand information about other employment opportunities. This information is always good to have in hand for the next round of layoffs, company sales and restructurings. Information about upcoming meetings can be found on the website (www.sdbiotech.org). This group also sponsors the Women of Bioscience networking events that meet in alternate months.

Barbara Coleman, Ph.D. – Profile of a Risk-Taker

By Joanne Mullen

When you first meet Dr. Barbara Coleman, long-time AWIS member and past Vice President of AWIS-San Diego, her warmth conveys a special blend of commitment and compassion. This multi-faceted lady is first and foremost a woman of science.

Coleman obtained her B.S. and M.S. in microbiology from the University of Maryland. After additional training at the National Institutes of Health (NIH), she went on to complete her Ph.D. in Pharmacology at Cornell University. Subsequently, she found her way to San Diego and UCSD, in pursuit of postdoctoral work.

February 2004 marks the first anniversary of the launch of PharmaScouts, Coleman's own scientific recruiting firm. This new venture was the natural progression of a dream and personal determination. During this first year, Coleman has successfully placed candidates in professional positions ranging from discovery

and development opportunities to intellectual property pursuits. She is enjoying every minute! Coleman applies her personal touch, seeking out talented people, who can be liaisons between business and science.

How did all of this begin? Five years ago, Coleman successfully made the transition from Research Scientist to Senior Executive Recruiter at MSI International, while focusing on the biotech/pharma industry. Her tenure there was not smooth sailing at first, as she learned recruiting strategies. However, she believed not only in herself, but also what she felt she had been called to accomplish. Four years later, Coleman was nominated "Recruiter of the Year" for MSI's entire division. She had generated over a million dollars in placement revenue for the company.

When she was asked about her professional success and natural ability for risk-taking, her response came easily. "I'm a long-term thinker, so I build long-term relationships, first with God and then with clients and candidates," she said. Her Christian faith has supported her through a recent personal loss and has provided new opportunities for her to contribute her talents to the San Diego Christian Worship Center community.

Coleman's spirit of helping has touched the military community both here in San Diego and nationally. She has helped to build the United Warrior Survivor Foundation (UWSF), a post-September 11, non-profit organization to help the widowed spouses of Special Operations servicemen, such as the Navy Seals. As Executive Director, Coleman has experienced first-hand the sacrifices and losses that the families of servicemen have endured during the U.S. involvement in the Middle East. If you would like to learn more about this worthwhile organization, visit <http://www.frogfriends.com/>.

On a personal note, aviation ranks high on the list of Coleman's favorite hobbies. Just mastering the controls in a cockpit would be enough of a challenge for most of us, but Coleman recently obtained her pilot's license and special training in aerobatic maneuvers. So, the next time you find yourself passing Montgomery Field, look toward the heavens. You may see Barbara Coleman soaring to new heights and personal challenges!

AWIS-San Diego wishes PharmaScouts continued success in 2004!

The Tam Team:

The Brother-Sister Duo that Paved the Way for the New Website Committee

By Hima Joshi

After three years of serving as the AWIS-San Diego website caretakers, Brian and Tobey Tam are stepping aside to make room for the newly formed Website Committee. "The Website Committee will have a challenging job on their hands," says Tobey Tam. "There's so much history and hard work that was put into making the site and database what it is today. And I definitely don't want to overlook the people at the San Diego Supercomputer Center who have given a lot of their free time to help us maintain the site."

After taking over for Sharon Churf in 2001, Tobey Tam reorganized and remodeled the AWIS-SD website to give it a more modern look and to accommodate members of the local chapter. She created voting pages for board elections and sign-up pages for chapter events. Tobey and Brian Tam, along with Susan Jennings, created the Membership Database, which houses all of the membership data for our chapter. Brian Tam played a key role in helping to design, implement and carry out the programming

necessary for the construction of the Database. A Job Database, which helps members search for newly posted job positions, was added later. Tobey was primarily in charge of updating the website with information that was provided by the committee chairs and board members. Brian took on more of an administrative role that involved trouble-shooting problems. Brian also helped to code the necessary CGI/Perl scripts for the website and the databases.

Tobey has been the creator and webmaster of many websites. Examples include a local Toastmaster's group site and a local non-profit Best Buddies website. Although Tobey will not be a part of the AWIS Website Committee, she will continue her role on the AWIS Board, and she will be involved in various AWIS committees.

Tobey received her Ph.D. in neurodevelopment from UCSD. With her programming background, she was able to move into the field of bioinformatics and computational biology at the San Diego Supercomputer Center for postdoctoral research. She then changed fields again when she became involved in patent prosecution at a local law firm. She is currently enjoying her career as a scientific advisor and patent agent who specializes in bioinformatics and computational biology technology. Tobey stays abreast of the local bioinformatics scene as a founding member of the San Diego Bioinformatics Forum.

Brian Tam has a master's degree in biology and extensive training in computer science from UCSD. He has also worked for the faculty at the San Diego Supercomputer Center. Brian has been a data analyst and computer programmer in the bioinformatics departments of several biotech and pharmaceutical companies. He has also been a temporary information technology support technician for one local biotech company. Brian's hobbies include reading, watching educational television programs, and playing video games.

DEPARTMENTS

Your Two Cents

Compiled By Hima Joshi

Question from last time:

When you were a little kid, who was your hero/heroine?

Response:

My heroes, when I was a kid, were pretty typical; they were the adults in my immediate family. I thought that my father, mother and grandmother were amazing, accomplished people. Outside of my own family, I only remember wanting to be like just like the veterinarian at the Bronx Zoo, whom I read about in one book over and over again for several years. I had many teachers that were inspiring, but that seemed to be different to me than thinking of them as my heroes.

-Margaret Dunbar

Question for next time:

What is the best class you have ever taken (in grade school, high school, college, graduate school or beyond)?

We would like to publish your responses to this question in the next Newsletter! Please reply to Hima Joshi (hjoshi@sandiego.edu).

Note: Unless you indicate that you would like to remain anonymous, your name will be included with your response.

The rating given to The Second Sex by the AWIS Book and Movie Club was 3.7 out of 5.

AWIS Book & Movie Club Review for November:
Book Review: The Second Sex
 Written by Simone de Beauvoir
 Reviewed by Kathleen Scully

The Second Sex was written over 50 years ago by the French philosopher and social essayist, Simone de Beauvoir (1908-1986). De Beauvoir graduated from the Sorbonne in Paris in 1929, and taught high school from 1931-1943, during which time she developed the basis of her philosophical thought. Throughout her lifetime, she published numerous books and enjoyed a long partnership with fellow existentialist, Jean Paul Sartre.

The Second Sex is a long, dense, and highly intellectual text as befits de Beauvoir's ambitious task of analyzing the biology, history, development, myths and realities of women's lives in the mid-20th century. Although many of the topics are familiar to us today, 50 years ago, this book represented the leading edge of feminist thought. As such, de Beauvoir spent considerable time in rigorous review and analysis of the ideas and prejudices that she believed shaped the possibilities available for women's identity.

One tack that de Beauvoir took was to discuss the problem of women's identity as 'the other.' She argued that female identity often derives from what we are not. De Beauvoir's thesis was that women are understood as not being male, and that furthermore, 'woman is not born, but made' by others, by society, and by family. She suggests that females too often come to understand their identity only as an object in someone else's life, rather than as the central subject of their own lives. She cites examples of highly capable adolescent girls beginning to lack confidence, and of grown women subordinating themselves in marriages where they are joined together in mutual weakness, rather than individual strength.

On women's sexuality, de Beauvoir has much to say about the dilemma posed by societies and cultures in which what is required of 'woman to realize her femininity is to make herself object and prey.' In the last two decades, this topic has been further plumbed in the writings of Carol Gilligan (In a Different Voice: Psychological Theory and Women's Development) and Mary Pipher (Reviving Ophelia). And in the new millennium, we may not need to go further than the nearest clothing store to convince ourselves that it continues to be an issue. That women might want to live with independence, as the subject of their own lives, and with the freedom to engage with partners as frank companions still may not be a goal shared by all.

In the half-century following publication of The Second Sex, birth control has uncoupled our reproductive biology from our destiny, Freud's idea that females perceive themselves as mutilated males has been debunked, and we've got more education and hence greater economic independence. But women's relational nature still entails caring for others along with working for ourselves, and as a result of our multiple tasks, we often feel divided and fatigued. Women are not satisfied with their current roles, and perhaps neither are men, so Simone de Beauvoir's question 'Is this a curse from which we can not escape, or is it a reflection of a long transition in human history?' continues to be relevant.

AWIS - San Diego Chapter Welcomes New Members:

By Emily Leong and Susan Jennings

Cheryl Eisen Bender	
Anil Kumar Challa	UCSD
Barbara A. Cottrell	UCSD
Shirley Fectau	University of Montreal
Jennifer Grodberg	Nereus Pharmaceuticals
Cheryl Hornbaker	UCSD
Joy L. Huffman	TSRI
Susan P. Lenz	Pt. Loma Nazarene University
Nathaly Marcoux	The Burnham Institute
Annica Sofie Martensson	The Scripps Research Institute
Mayuko Omori	
Ann Louise Onton	USD
David A. Palella	BioForesight
Zahra Parandoosh	
Jeanette Quan	
Michelle D. Scott	San Diego City College
Linda Sorkin	UCSD
Tanja Stoyan	University of California, Santa Barbara
Christina K. Ward	Johnson & Johnson Pharmaceuticals R&D
Alli Wei	
Gabriele Katharina Weinhausen	UCSD
Lisa Whalen	Manpower/Pfizer

AWIS Member News

In this section of the newsletter, we report on the accomplishments (new jobs, promotions, awards, publications, etc.) of AWIS-SD members. If you have any news to report, send it to Barbara Armstrong at baawis@nethere.com, and write "AWIS member news" in the subject heading.

Dr. Anna-Maria Hays has joined Ambrx, Inc. as a Staff Scientist in their Protein Engineering department. The company has licensed a technology from the Pete Schultz lab at Scripps that enables the incorporation of chemically-defined amino acids into biosynthetic proteins. The technology makes it possible to engineer proteins with amino-acid building blocks beyond nature's conserved set.

Dr. Susan L. Forsburg's research paper linking Hsk1 kinase to heterochromatin assembly is featured on the cover of the December 2003 issue of *Nature Cell Biology*.

Dr. Shermali Gunawardena's photos of the 2003 Women in Bioscience Conference workshops appear in the Autumn 2003 edition of the AWIS National Magazine (page 45).

Anjali Kansagara has joined Pfizer's Ion Channel Pharmacology group in the department of World-Wide Safety Sciences. As a Pfizer Scientist, she will be utilizing her physiology background and electrophysiology skills to develop novel functional assays for assessing the effects of compounds on ion channels.

Julie Kinyoun will serve as an Assistant Editor for the AWIS National Magazine. Her article, *A Year Full of Activities for San Diego Chapter*, appears in the Autumn 2003 edition of the AWIS National Magazine (pages 44 to 45).

Karin Lucas was recently conferred her doctorate. Her thesis discussed the role of phospholipase A2 in spinally-mediated hyperalgesia.

Dr. Sharon Wampler shares her advice on making successful transitions on page 37 of the Autumn 2003 edition of the AWIS National Magazine.

Job Postings

For an up-to-date list of jobs and job requirements, please check our website: http://awis.npaci.edu/newsletter/job_board_viewer.cgi
The username is *awis* and the password is *gala*.

Subscribe to the Free AWIS E-mail List

The AWIS e-mail list will keep you up-to-date (between newsletters) with news of job opportunities, AWIS news, and events. To subscribe, please send e-mail to sdawis@san.rr.com. Include your full name, address, and phone number.

About the AWIS Newsletter

The AWIS Newsletter is published six times per year and provides AWIS members and supporters with information on Chapter activities, career development, and issues related to women in science. The newsletter is free to AWIS members. The subscription rate for non-members is \$20 a year.

January/February Newsletter staff:

Janice Payne	Hima Joshi	Shermali Gunawardena
Julie Kinyoun	Tobey Tam	Barbara Armstrong
Joanne Mullen	Susan Brown	Siobhan Malany
Celeste Ozaki		

Send news items and comments to Barbara Armstrong via e-mail: baawis@nethere.com; or AWIS, PO Box 178096, San Diego, CA 92177-8096. If you would like your article to be included in the next issue, please submit it by February 6, 2004.

To post jobs in the AWIS newsletter, contact Natalie Schiller at nschil@cox.net, or AWIS PO Box: 178096, San Diego, CA 92177-8096 for details. Deadline for inclusion in the next AWIS newsletter is February 6, 2004. If submitting by snail mail, include the words "ATTN: Natalie Schiller" on the bottom left corner of the envelope.

Moving? Address Change?

Please notify us of your new address so you won't miss our mailings! Please log onto our new membership update page <http://awis.npaci.edu/html/login.html> using your AWIS-San Diego username and password. If you have not yet received a username and password, or have misplaced them, please e-mail sdawis@san.rr.com. If necessary, you can also mail your updated information to: AWIS - San Diego, PO Box 178096, 92177-8096.

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