

AWIS 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.

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Upcoming AWIS Events

By Tracy Vivlemore

The Events Committee has two fun and informative events coming up. On **Tuesday, March 11th** we will have a behind-the-scenes tour of CRES, the Center for the Reproduction of Endangered Species, at the San Diego Zoo. CRES hosted AWIS last August, and we are delighted that they could accommodate us again.

Formed in 1975, CRES is home to more than 90 scientists dedicated to preserving and protecting rare and endangered species and returning them to their native environments. This behind-the-scenes look will show how CRES accomplishes its mission.

On **Wednesday, April 9th** AWIS welcomes Judy Rudin of Yes I Can! Self Defense for Mind and Body, who will give a seminar on what every woman needs to know about self defense. The details of this event are still being worked out, so keep an eye on your email and the AWIS website calendar for more details.

We encourage everyone to go to the Women in Bioscience Conference in May and we'll see you again in June.

AWIS Chapter News

By Barbara Armstrong and Tobey Tam

Tammy Lindell has become the co-chair of the AWIS Outreach Committee along with Jodi Connolly.

AWIS Corporate Liason. Natalie Schiller is working with Brian Tam and others to generate a convenient, on-line system for employers to post their job listings on the AWIS website. The cost to list jobs on the website has been set at \$250 for up to three jobs posted for 90 days. Once the site is up and running, Natalie will begin contacting companies. Natalie is currently updating our contact list for local companies. She can be reached at: natalie_schiller@hotmail.com.

Fan-Li Chou and Tracy Vivlemore will co- Chair the Events Committee, taking over for Jan Payne and Michelle Krawkowski.

The new members of the AWIS Board have announced their titles: Tobey Tam will serve as the "Sergeant at Arms," Alycen Nigro is the new "Historian," and Janet White is "Member-at-Large."

Sharon Wampler, an AWIS San Diego member and a councilor for AWIS National attended the National AWIS Board meeting held in conjunction with the AAAS conference in Denver, Colorado. In addition to the board meeting, AWIS hosted several events at AAAS including an evening Reception on Feb. 16, a Leadership Workshop and an AWIS luncheon on Feb. 17th. Drawing from the talent and success of the San Diego chapter, Sharon made a presentation on "Fundraising Skills for Non-Profits" at the AWIS Leadership Workshop and sat on a panel discussion regarding chapter issues and leadership. AWIS San Diego President Anna-Maria Hays was planning to attend the scheduled events, but was stranded in Washington, DC due to a snowstorm.

Our chapter now constitutes approximately 11% of the AWIS National membership; there are currently 64 chapters in 34 states including the District of Columbia. In recognition of this success, our chapter will be sponsoring a scholarship in the chapter's name (amount to be determined) with the AWIS Education Foundation. Membership growth and retention is an important topic and will be the focus of our work with AWIS National in the near future. We will also be contributing articles to the AWIS National Newsletter in order to build better communications between the chapter activities.

Judges Needed for the Greater San Diego Science and Engineering Fair

Organized by the AWIS Outreach Committee
By Jodi Connolly

Ever wonder what creative young minds are thinking (and doing) about science? Come join fellow AWIS-SD members on Wednesday, March 26th as a judge for the Greater San Diego Science and Engineering Fair (GSDSEF). Each year, the Outreach Committee of the San Diego Chapter of AWIS participates in the GSDSEF by judging during the Professional Organizations section of the Fair. Local professional organizations are allotted time during the afternoon of March 26th to view the projects and talk to students about their research. Each organization is allowed to judge and select award recipients based on their own set of criteria. Last year, approximately 700 middle and high school students from San Diego and Imperial counties participated in the GSDSEF. The large number of participants means the Outreach Committee needs judges! If you are interested in judging at this year's Fair, please contact Jodi Connolly at jconnolly@san.rr.com. As always, it promises to be a very rewarding and enlightening experience! For more information about the GSDSEF, please visit: <http://www.gsdsef.org>.

Member Profile:

Karin Lucas - AWIS Membership Chair

By Tobey Tam

By the age of five, Karin was already showing an aptitude for science. After her dad explained to her anti-matter theory, Karin came up with a conclusion based on it. She postulated that "there was an 'anti-matter' Karin out there in the world and that if she met her twin self they would annihilate each other! ..." Well, to a five-year-old, anyway, that's pretty scientific...

Karin Lucas is the new Membership Chair of the San Diego AWIS Chapter. She is also co-chairing the PR Committee for the 2003 Women in Bioscience Conference. Originally from the Bay Area/Silicon Valley region, Karin received a B.S. in Biochemistry from Cal Poly, San Luis Obispo, and is currently in graduate school at UCSD doing research in Biochemistry. She developed a love of science while studying abroad in Germany during her junior year in high school. She had an interest in biology, then chemistry, and eventually biochemistry. She plans to graduate by the end of this year and looks forward to establishing a career in the biotech field.

Karin joined AWIS only a year ago, but already she feels she has gotten a lot out of being a member. "I originally became interested in AWIS as a networking opportunity, to help me find a job after graduation, but I've gotten so much more than that," she said. "I have made a lot of very good friends here, and this group has helped me in many ways, both professionally and personally. For example, AWIS gives me an outlet for when my research isn't going well, and it provides a venue for seeing what other women scientists do in terms of families, jobs and commitment to the field." Karin believes that for her, the best way to contribute back to the organization is through personal volunteer effort. And being the chair of a committee or two certainly represents the highest level of commitment to AWIS.

For recreation, Karin enjoys biking, skiing, boogie boarding, and playing volleyball. During the winter she works part-time as a ski instructor at Snow Valley in San Bernardino.

If you are interested in joining Karin's Membership Committee please contact her at kkillerm@ucsd.edu.

Summer Camp...Sally Ride Style

By Hima Joshi

What do you remember about your days at summer camp? Bug bites? Peanut-butter-and-jelly sandwiches? Dodge-ball? Lopsided ceramic bowls? How many of you remember building rockets? How about peering through a microscope or dissecting a heart? This summer, over two hundred middle-school girls from all over the United States will be converging at Stanford University and the Agnes Scott College to run, jump, paint, build, dissect, and stargaze at the very first Sally Ride Science Camps.

After a full day of activities, these young scientists will sit down to dinner with women who work in various scientific fields. Dr. Sally Ride, the first American woman in space, stresses the importance of exposing young girls to female scientists. They need to see that "these are normal-looking people. There is nothing scary or magical about them," she says.

Ride, who is currently on sabbatical from the Department of Physics at UCSD, is tucked away in a makeshift office on the fifth floor of a large building in University City. The only permanent chair in her office is the one she occupies. Outside her open door, in a sea of blue carpet, clusters of people sit at portable tables and type away intently at their laptops. Others chat around a mobile whiteboard. There are no water coolers. There is no front desk or waiting room. This apparently ad hoc site is the corporate headquarters of Imaginary Lines, a company that was founded by Ride to "support and sustain girls' natural interests in science and technology."

"There are lots of camps out there," Ride says, "but there aren't many camps for girls...and for science." Ride, in conjunction with Galileo Educational Services, created these science camps to support sixth- through eighth-grade girls during a critical period in their development. In fourth grade, an equal number of girls and boys have an interest in math and science. By eighth grade, however, twice as many boys as girls like these subjects

(Educational Equity of Girls and Women, National Center for Education Statistics, 2000). Ride feels that the reason for this dramatic change is purely "sociological." In junior high, Ride explains, the culture is such that "it's not cool for a girl to be the best in a math class." She believes that, in many cases, girls deliberately "dumb down a bit" to gain popularity.

Popularity contests and self-consciousness are not likely to be issues at Ride's all-girls science camps. "Having single-sex groups is very helpful to girls," says eighth-grade science teacher Susanne Schissel. Glenda Poliner, Schissel's colleague at La Jolla Country Day School, creates single-sex lab groups in her seventh-grade class. "Boys tend to grab computers and microscopes away from girls...[They] can be pretty macho when it comes to science," Poliner says. In a single-sex group, Poliner observes, girls take the initiative "because there is no boy to step in and do it for them." Ride feels that attending a single-sex school in grades ten through twelve had a positive impact on her. "If you had asked me in high school, I would have said no," says Ride. "In hindsight it was a good thing." Poliner and Schissel have found that active participation in groups promotes learning. "Learning is social," says Schissel. The Sally Ride Science Camps will provide the positive, social environment that these teachers strive to create in their middle-school classrooms.

At each of the four one-week Stanford-based camps, girls will choose one of three majors: "Shoot for the Stars" (astronomy), "Build Your Dream House" (structural engineering) and "Adapt or Die" (bio-engineering). Depending on their majors, campers will build rockets, create earthquake-safe structures, or engineer their own creatures. The afternoons will be full of sports, crafts and team-building exercises.

The evenings will bring the all-important chats with local female scientists from venture capital, technology and academia. Ride says that she wants to give the campers "a sense of what these women do." She is "astonished at the impact that a 22-year-old scientist can have [on girls]." According to Ride, these interactions give girls a sense that there is life after middle school. For them, there is a feeling of "My gosh! [These women] made it through high school! They even made it through college!"

Poliner and Schissel have certainly seen the effects of female role models on young girls. These teachers believe that the all-female crew of middle-school science instructors at La Jolla Country Day School has had a positive influence over their female students. In fact, an unusually large number of these students remain interested in science well beyond their middle-school years. At some point during the course of their week, on an evening that they will never forget, campers will have a long-distance conversation with the perpetual pioneer and role model, Sally Ride. Someone is sure to ask the irresistible question: "What's it like to be an astronaut?" And Ride's whole face will light up just as it does in her University City office as she exclaims, "It's cool!"

For more information or to enroll, go to the following Web site.

<http://www.sallyrideclub.com/ScienceCamp/>

Need-based scholarships are available.

February Book Review "The Bean Trees" by Barbara Kingsolver

Reviewed by Julie Schames

Kingsolver's tale starts off introducing us to Taylor Greer, a headstrong and fiercely independent woman, about to strike off on her own, far away from her native rural Kentucky. En route to freedom, Taylor gets saddled with a small, catatonic Native American girl, and finds herself in the role of mother she desperately avoided back in Kentucky. The book follows the pair to Tucson, and the people they meet and befriend there.

The plot is wonderful, but the characters themselves are the real reason to read the book. You'll find yourself rooting for them (both the main characters and the background ones), and actually *caring* about what happens.

Kingsolver explores the notion of "family": what you're born into, whom you choose, and ultimately, who chooses you.

This is a book you will NEVER regret reading, and you'll find yourself buying copies as gifts for friends. And the best part is that when the last page has been read, and you're slightly sad that you won't know what happens to Taylor, Turtle, Lou Ann, and all the rest, Kingsolver has written a sequel that's actually worthy of the original.

Strategy Sessions: A "For Members Only" event— "Interviewing 101."

By Julie Kinyoun

The registration and welcome for this event were exciting as we toured the Salk Institute's upper floor and then descended what looked like a marble staircase to the basement. The bright, cheerful faces of Anjali Kansagara and Karin Zeh cheered and motivated us for a productive session. After eating our "wine and cheese," which was more of a dinner than a snack, we settled down to hear about strategies for interviewing. For someone who has been through an extensive job search, the tips on interviewing are never trite. The interview process is so complex that it cannot be perfected. From start to finish, the leaders of this session succinctly covered both the traditional interview tips and more specific tips for the San Diego scientific community.

Two of the members of the committee, Anjali Kansagara and Karin Zeh took turns leading us in rounds of mock interview questions. For mixing purposes, they color coordinated two sets of questions. The blue/green questions were in one group and the red/yellow questions in another. Because I was given a blue/green packet, I found a partner in the room with the red/yellow packet. Then, we took turns asking the questions to each other. The questions were familiar to me because I have studied interviewing, but the process of explaining an answer to a complete stranger made the question seem new. Explaining to an unknown peer that my weakness is a tendency toward passive behavior until I observe the behavioral trends of a situation, is different from explaining this same weakness to a boss. The differences, however, are crucial to realize before experiencing confrontation with a situation in which rhetoric alone determines success. The answer sounds different based on inflection, facial expression, situation, prior knowledge of a person and potential for possible payback or reward. Mock questions such as these brought forth many questions about situations I never considered.

After the mock interviews, we brainstormed ideas about what to do before, during, and after an interview. The topics ranged from sending a thank you note to researching the background of the company. This brainstorming exercise not only summarized and highlighted all the important aspects of interviewing but it introduced each person to six new people in the group!!

Overall, the evening was a huge success. Effective facilitation and organized leadership provided a forum for all to benefit. Thanks Anjali and Karen!

The next "for members only" Strategy Session is scheduled for Monday, April 7th. The topic will be "Exploring alternative careers with a background in science."

Promote yourself: Resume writing for advancing in a new or present position

Speaker: **Barbara Coleman, Ph.D.**

By Janice Payne

OK, you can admit it. Did you make a New Year's resolution to either get a better job or try to advance in your current position? If you attended our January 14th event at Ligand Pharmaceuticals, you have no excuses now! Barbara Coleman, our speaker at this event, shared with us her expertise on resume writing and how to create a profile that highlights your accomplishments.

Barbara is currently serving as Vice President of the San Diego chapter of AWIS and she has been a recruiter in the biotech/pharma field for several years. Barbara earned her B.S. and M.S. degrees in Microbiology from the University of Maryland and her Ph.D. in Pharmacology from Cornell University. After several years as a bench scientist, Barbara chose to combine her love for science and people by becoming a biomedical recruiter. After four years with the San Diego office of MSI International, she is now establishing her own recruiting company, PharmaScouts.

Barbara's approach to resume writing is based on the Feature Accomplishment Benefit (FAB) Sheet. Your FAB sheet will have three columns, the first being **features**, which are all of the positions you've held in your career with appropriate dates. As you review each position, think of your **accomplishments** in that position and list those in the second column of the FAB sheet. Your Accomplishments are based on a list of questions:

- Did you help increase productivity, raise profits or increase efficiency?
- Did you save your employer money?
- Did you devise and/or implement a new system or procedure?
- Did you identify a problem that had been previously overlooked?
- Were you ever promoted? Why?
- Did you train anyone?
- Were any new programs implemented because of your suggestion or as a result of your work?
- Did you help establish any new goals or objectives for your company or department?
- Did you change, in any way, the nature of your job?
- Did you undertake an assignment or project that wasn't part of your job just because you were intrigued with the problem?
- Did you do anything simply to make your own job easier?
- What were the results of your time being spent there- not papers, but findings? Were they significant? Why?

Take time to think carefully about your accomplishments, list them all, then prioritize them in order of significance. These accomplishments will form the basis of your resume.

When writing your **benefits**, think of what you can do for your new employer based on your accomplishments. Can you improve profits or reduce costs? Can you initiate a new program to streamline a process? You will use these during an interview to communicate how you will contribute to your employer's success.

With a completed FAB sheet in front of you, you are ready to write your new resume. Create a brief profile about yourself rather than writing a career objective. For example, "An associate scientist with in-depth knowledge of research techniques and technical productivity in Molecular and Cellular Biology" gives an employer a brief idea of your skills. Follow your profile with your accomplishments in each position you've held. Try to use past-tense action verbs such as *initiated*, *improved* or *organized*. Then include the other components of your career such as education, professional memberships, and publications. Keep the most

January 2003 AWIS Event

important information on the first two pages, and mix font style to keep your resume from being visually boring. Good luck, and happy job hunting!

Biotech Briefs

By Cathy Manner

In this section of the newsletter we will report on news in the local (San Diego County) biotech community. If you would like to submit news for publication in this section, please send an email to the Chair of the Newsletter Committee, Barbara Armstrong, at baawis@nethere.com. Please put "Biotech Briefs" in the subject heading of your email.

AWIS - San Diego Chapter Welcomes New Members:

By Emily Leong and Susan Jennings

Joy Atienza	Sequenom Inc.
Christina Bjenning	Pharmaceutical Research
Maxine E. Brown-Whalen	Pfizer, Inc.
Aura DeSchopke	
Luxen Feng	
Teresa Gallagher	
Patricia Gordon	Gen-Probe
Mary E. Huff	Scripps Research Institute
Laura Marie Hunsicker-Wang	UCSD
Nancy Hurtado-Ziola	UCSD
Armenti Jahed	
Sohye Kang	
Katherine Keeler	
Julie Kinyoun	SDSU
Shelli Kirstein	UCSD
Maria C. Knoske	Ambion Inc.
Siobhan Malany	Structural Bioinformatics
Debra Molenda	
Girija Muralidhar	
Vicki J. Nelson	Inova Diagnostics
Michelle Nolasco	
Charlene Reed	Spencer Stuart
Bettina M. Rosner	Dow Chemical Company
Sybille L. Sauter	Genstar Therapeutics
Donna Jean Setterberg	Pfizer Inc.
Raziya B. Shaikh	La Jolla Institute for Allergy and Immunology
Leslie Sharp	The Scripps Research Institute
Karen Shaw	Johnson & Johnson Pharm. Res. & Dev. LLC
Ruth G. Shelly	San Diego Natural History Museum
Sheela Talwalker	Talwalker Consulting
Maria M. Thayer	
Judy Vuong	
Yvonne Will	Mitokor Inc.
Barbara J. Winslow	Schering Plough

Attenuon, LLC, has initiated its first clinical trial, 13 months after licensing a novel cancer treatment from the University of Michigan. ATN-161 selectively disrupts cell signaling in malignant, but not normal, cells, and inhibits tumor growth and metastasis in animals with little toxicity. (PR Newswire, 1/30/03)

Cypress Bioscience announced that milnacipran, a norepinephrine and serotonin reuptake inhibitor, significantly reduced pain associated with fibromyalgia syndrome (FMS) in a Phase II clinical trial. There are currently no FDA-approved therapies for FMS, a chronic pain disorder estimated to affect 2-4% of the general population. (Business Wire, 2/10/03)

IDEC Pharmaceuticals will collaborate with Biogen (Cambridge, MA) to develop three cancer therapeutics – two monoclonal antibodies and an interferon beta gene delivery product already in Phase I clinical trials for the treatment of glioma. The company also reported that its fourth-quarter profit is up 55% due to improved sales of Rituxan, used to treat non-Hodgkin's lymphoma. (Business Wire, 1/30/03, and Los Angeles Times, 1/31/03.)

INNERCOOL Therapies has received FDA clearance to market its novel endovascular cooling device. The Celsius Control™ System uses a catheter inserted into the inferior vena cava to directly exchange heat with the blood and lower core body temperature. Mild hypothermia can reduce cellular damage following stroke, myocardial infarction, or head injury. (PR Newswire, 1/29/03)

Invitrogen Corp. will acquire the products and technology rights of PanVera, LLC, from Vertex Pharmaceuticals for \$95 million. This acquisition will expand Invitrogen's portfolio of biochemical and cell-based assays, and will also include a new research and development facility in Madison, Wisconsin. (PR Newswire, 2/4/03)

Pfizer, Inc., a supporter of the 2003 Women in Bioscience Conference, is one of the 100 best companies to work for in the U.S., according to a recent survey by Fortune magazine. Pfizer ranked 21st, the highest among all pharmaceutical companies.

Pfizer and its Parke-Davis unit have been sued by California consumer groups accusing them of circumventing federal rules to promote scientifically unproven "off-label" uses of Neurotonin (a drug approved to treat epilepsy). The U.S. attorney's office in Boston, 47 states and the District of Columbia have launched criminal or civil investigations of Neurotonin's marketing.

A consumer protection investigation of allegations that Pfizer used misleading ads to promote Zithromax, a drug used in the treatment for otitis media, has resulted in a settlement. Pfizer will pay \$2 million to fund a public service campaign about the appropriate use of the medicine and \$4 million for costs and attorney fees. (Financial Times Information Limited, 1/20/03, Los Angeles Times 2/5/03 and , Los Angeles Times 1/7/03.)

Also Of Interest:

AWIS Members On the Move...

Sonya Clemmons gave birth to Ajzari (pronounced "Ah-zhar-ee") Clemmons, on Saturday, February 8th at 11:55am at Scripps Mercy Hospital.

Elaine Weidenhammer has received the Sigi Ziering Award for Outstanding Contribution for a Publication in the journal *Clinical Chemistry*. The title of the article was: "Multiplexed, targeted gene expression profiling on microelectronic chip arrays." The award was sponsored by Diagnostic Products Corporation (DPC)

Bristol-Myers Squibb (New York, NY) agreed to pay \$670 million to resolve antitrust litigation brought by 29 states, with no admission of guilt. The states claim that the company fraudulently obtained patents on its oncology drug Taxol and illegally blocked generic competition for its anti-anxiety drug BuSpar. Bristol-Myers Squibb, which still faces investigation by the Securities and Exchange Commission, also recently eliminated 113 jobs, mostly held by scientists. (USA Today, 1/7/03, and BioView, 1/31/03)

Eli Lilly and Co. (Indianapolis, IN) has received FDA approval to market its best-selling antidepressant drug Prozac for children. Psychiatrists and pediatricians have prescribed the drug to young patients for years, despite the lack of data on its efficacy in children. (CNN, 1/6/03)

No More INS

By Suzanne Brummett

Suzanne Brummett (suzanne@americavisalaw.com) is an immigration attorney in Carlsbad, CA.

As of March 1, 2003, the Immigration and Naturalization Service (INS) will cease to exist. The INS is being dismantled and reorganized into "service" and "enforcement" branches within the Department of Homeland Security (DHS). The enforcement functions will reappear as one of the five major divisions or directorates of the DHS, the [Border and Transportation Security](#) (BTS). Citizenship and immigration services will be housed in a new agency, the [Bureau of Citizenship and Immigration Services](#) (BCIS).

In reality what this means or what we can expect is purely speculative. However, in this climate of uncertainty and with the prospect of restrictive immigration legislation in Congress, it is clear that foreign visitors, students, postdoctoral researchers, and scholars must be diligent in maintaining and keeping their immigration status in order. More importantly, however, foreign researchers, postdoctoral scholars and students must familiarize themselves with the terms and conditions of their U.S. immigration status to avoid unwittingly causing immigration woes. Delays in immigration processing and in obtaining visas at U.S. consulates overseas will continue to be unpredictable. Trips abroad to renew visas may result in protracted delays caused by security clearance measures resulting in disruption of work, research and studies. Increased scrutiny of foreigners and tracking of foreign students and scholars under the Student and Exchange Visitor Information System (SEVIS) is now being implemented. The tracking system itself signals a new era for university officials, for foreign students, and postdoctoral scholars.

For further information regarding the Department of Homeland Security see http://www.dhs.gov/dhspublic/theme_home1.jsp

WISE* Event: A Report on a Preliminary Study by Gail Heyman and Sangeeta Bhatia on Gender and Achievement-Related Beliefs in Engineering Students.

by Susan Brown

Gail Heyman, a developmental psychologist, and Sangeeta Bhatia, a bioengineer, met at the Women's Center at UCSD, and got to talking. During Bhatia's training as an engineer she noticed that the other women in her program steadily vanished, and even as an undergraduate student she wondered why. By the time she entered graduate school, at MIT in the early 90's, she was given a

tour in which the locations of the women's restrooms were pointed out, because there were so few. Bhatia's investigation of the problem was limited to questioning her fellow female survivors in the profession, and noticing that all of them had some personal contact with someone who found engineering to be a rewarding profession. In response, she founded an outreach program for middle school students that introduced them to technological fields through high-tech laboratory exercises to convey the idea that this type of science is fun, interesting, and that they can do it. The program continues today.

Heyman became interested in the problem of why women drop out of engineering programs after meeting Bhatia. Heyman joined forces with Bhatia and contributed her social science research skills. The study they completed is exploratory in nature, primarily because they do not have access to the academic records of all who begin engineering programs but then drop out. They surveyed 150 undergraduate students at UCSD in humanities and social science classes using a questionnaire that explored their beliefs about engineering ability. Specifically, they asked individual students whether they agreed or disagreed with a series of statements concerning whether aptitude is malleable, or open to change. In addition, they asked the students to report how they responded to academic difficulty. The women were more likely than the men to believe that aptitude is fixed, and were also more likely to respond to academic difficulty by dropping a class. Other engineering professors have noted that the academic achievement of women majoring in engineering at UCSD is equivalent to that of men. The women who drop out of the program do so in good standing; they are not, as a group, failing to meet the standards of the school.

Heyman and Bhatia offer a number of potential explanations. Validating Bhatia's informal observation, Heyman noted that when making career decisions, people only consider a range of options that are familiar to them. This emphasizes the importance of outreach programs in which young women meet people who have found vocational fulfillment in a technological career. Role models are extremely important, but not any role model will do. The student needs to be able to identify with the model, at least to the extent that she could imagine herself achieving in a similar way. To counter the belief that engineering aptitude is fixed, Heyman suggests that all students be taught that engineering, and other technological fields, involve a set of skills which can be learned. Forums for sharing strategies and experiences are also important. Girls who go into fields that are perceived as challenging tend to be high-achieving and often perfectionists. They have a difficult time, for example, accepting a B-average when they are accustomed to earning A's. Grades in the engineering school at UCSD are lower than those of other disciplines. Simply making that information available may enable women to evaluate their own performance in a more realistic way.

Finally, they note an important study of a similar problem in computer science that was completed at Carnegie Mellon University (*Unlocking the Clubhouse* by Jane Margolis and Allan Fisher, MIT Press 2002) in which not only were causal factors identified, by a solution was advanced as well. The authors report that when some of the changes were implemented at Carnegie Mellon, participation by women in the computer science program improved. The authors believe the changes improved the educational experience of all students. Together these efforts suggest that applying science to the problem of increasing opportunities for women in science will lead to more effective programs and methods for encouraging young women to join our fields.

*WISE is an acronym for Women in Science and Engineering. The UCSD chapter's Web site is <http://orpheus.ucsd.edu/women/wise/>.

Job Opening

POSITION: Mother, Mom, Mama

JOB DESCRIPTION: Long-term, team players needed for challenging permanent work in an often-chaotic environment. Candidates must possess excellent communication and organizational skills and be willing to work variable hours, which will include evenings and weekends and frequent 24 hour shifts on call. Some overnight travel required, including trips to primitive camping sites on rainy weekends and endless sports tournaments in far away cities. Travel expenses not reimbursed. Extensive courier duties also required.

RESPONSIBILITIES: For the rest of your life. Must be willing to be hated, at least temporarily, until someone needs \$5. Must be willing to bite tongue repeatedly. Also, must possess the physical stamina of a pack mule and be able to go from zero to 60 mph in three seconds flat in case, this time, the screams from the backyard are not someone just crying wolf. Must be willing to face stimulating technical challenges, such as small gadget repair, mysteriously sluggish toilets and stuck zippers. Must screen phone calls, maintain calendars and coordinate production of multiple homework projects. Must have ability to plan and organize social gatherings for clients of all ages and mental outlooks. Must be willing to be indispensable one minute, an embarrassment the next. Must handle assembly and product safety testing of a half million cheap, plastic toys, and battery operated devices. Must always hope for the best but be prepared for the worst. Must assume final, complete accountability for the quality of the end product. Responsibilities also include floor maintenance and janitorial work throughout the facility.

POSSIBILITY FOR ADVANCEMENT & PROMOTION: Virtually none. Your job is to remain in the same position for years, constantly retraining and updating your skills, without complaining, so that those in your charge can ultimately surpass you.

PREVIOUS EXPERIENCE: None required ... unfortunately. On-the-job training offered on a continually exhausting basis.

WAGES AND COMPENSATION: Get this! You pay them! Must offer frequent raises and bonuses. A balloon payment is due when they turn 18 because of the assumption that college will help them become financially independent. When you die, you give them whatever is left. The oddest thing about this reverse-salary scheme is that you actually enjoy it and wish you could only do more.

BENEFITS: While no health or dental insurance, no pension, no tuition reimbursement, no paid holidays and no stock options are offered, this job supplies limitless opportunities for personal growth and free hugs for life if you play your cards right.

Forward this on to all the moms you know, in appreciation for everything they do on a daily basis, and let them know they are appreciated.

REJOICE EVERMORE!

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. Subscription rate for non-members is \$20 a year.

March/April Newsletter staff:

Janice Payne	Tobey Tam	Hima Joshi
Barbara Armstrong	Suzanne Brummett	Cathy Manner
Joanne Mullen	Margot Stiles	Julie Kinyoun

Send news items, comments, and subscription requests 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 included in the next issue, the deadline for inclusion is April 11, 2003.

Posting jobs in the AWIS newsletter: Contact Natalie Schiller at natalie_schiller@hotmail.com or AWIS voicemail: 619-687-5580, or AWIS PO Box: 178096, San Diego, CA 92177-8096 for details. Deadline for inclusion in the next AWIS newsletter is April 11, 2003. 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 into 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 email sdawis@san.rr.com. If necessary, you can also contact us by phone at (619) 687-5580, or mail changes to AWIS - San Diego, PO Box 178096, 92177-8096.

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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.

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