



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.

LETTER FROM THE NEW PRESIDENT



Dear AWIS Members

A new year has begun and with it, a new AWIS-SD Board has been elected. The Board kicked off the year setting goals for the chapter in 2008. Much of this was done with the committee chairs at our January retreat, which was a rewarding day and for many, the first time to meet each other. At the retreat, we reflected on the achievements of 2007. The year was highlighted by a very successful Women in bioScience conference attended by almost 350 participants, an increase in membership to 360 members, and a lucrative year for corporate sponsorship. In addition, we held six AWIS-SD events, six Strategy Sessions and one Focus Session. Our increased sponsorship will allow our chapter to continue and expand our programs in 2008. I will share some of the goals for 2008 with you in the next newsletter and use this space to introduce the new Board members.

First, a little about myself: during daylight hours, I am in project management at Vical, managing several infectious diseases projects. Out of work hours, I spend my time with my husband and two girls, aged 9 and 11. Their sporting activities take up most of our spare time, but I also enjoy being creative, camping and traveling.

Karin Zeh, our Past President and Treasurer, works in project management at SGX Pharmaceuticals. She is an avid scuba diver, enjoys traveling (her last trip took her to Belize), and spends too much time with her dogs.

AWIS-SD Secretary, Cindy Atwell is a business analyst at Amylin, having recently completed her MBA. Cindy enjoys kung fu and competed in China last year.

Rachel Soloff works at Kirin Pharma USA, Inc. where she is involved in the development of therapeutics for autoimmune and infectious diseases. In her spare time she loves hiking, camping, and nature photography. Rachel and her husband, who is also a scientist, have two big dogs that they spoil rotten.

Huong Huynh juggles her time at Burnham Institute for Medical Research providing training programs for postdocs and graduate students. When she's not working in the office or volunteering, she spends much of her free time with her family and attending flower shows. She is enjoying a newfound hobby of jewelry making, inspired by friends Marissa and Jane.

Siobhan Malany is a principal scientist in biology at Tanabe Research Laboratories working in the area of metabolic diseases. Outside the lab, she enjoys cycling, critiquing films and screenplays with her husband, a part-time graduate student in film at SDSU, and reading books with her two-year old son.

Not only do we have a new board, but we also have a number of new committee co-chairs. In addition to welcoming these diligent women to their new positions, I would particularly like to thank Cindy Atwell and Jane Meyer (Events), Siobhan Malany and Janice Payne (Newsletter), and Fran Putkey (Strategy Sessions) for their years of dedication to ensuring that our membership is provided with interesting and exciting topics.

Please feel free to contact me or other board members if you have any suggestions or issues that you'd like to talk to us about.

Best regards
Jenny Chaplin

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Upcoming Events

Compiled by Sama Tamrakar

March 19. Allen Institute for Brain Science. A presentation by Elaine Jones, VP & COO of the Allen Institute. Location: Scripps Institution of Oceanography. 5:30 pm. Register at: http://awis.npaci.edu/calendar/eventdetails.php?event_id=362.

April 2. San Diego Science Fair. Greater San Diego Science and Engineering Fair (GSDSEF), AWIS-SD judges and selects its own award winners during the Professional Organizations section of the Fair. Location: Balboa Park. 11:30 am.

April 7. Strategy Session. Make that Move: Successfully Implement a Career Transition. Members only event. Salk Institute. 6pm.

April 12. Expanding Your Horizon (EYH) conference. This event is a science and technology conference for 6-10th grade girls. Attendance ranges from 500 to 600 girls and 100 to 200 parents. The Outreach Committee has provided volunteers to present a number of different hands-on science workshops. Location: USD. 8am.

April 19. AWIS Scholarship Gala 2008. A registration fee applies. Event details and registration: <http://www.acteva.com/booking.cfm?bevaId=148187>. Location: Coronado Boathouse. 11 am-2:30pm.

AWIS Scholarship Gala



Join AWIS San Diego as we recognize and honor our Scholarship Award winners and celebrate the achievements of women in science.

The 2008 AWIS Scholarship Gala will be held on Saturday, April 19 from 11:00am to 2:30pm at the Coronado Boathouse in Coronado.

The keynote speaker at the Gala will be Dr. Naomi Oreskes, Professor of History and Science studies at the University of California, San Diego. Her research encompasses both earth sciences, and the history and philosophy of science. Dr. Oreskes' work on climate science has been widely cited in print media and featured in the Academy-Award winning film, "An Inconvenient Truth".



FEATURE

Bench to Biotech

UC Discovery Fellow: Kathryn Nguyen

By Siobhan Malany



"I have decided to be unemployed," Kathryn Nguyen had told friends over lunch.

Nguyen had wished to transition into the business side of San Diego's biotechnology industry after receiving her PhD degree in Biomedical Sciences from the School of Medicine at UCSD. Though she excelled at marketing classes through UCSD extension, co-chaired the public relations and marketing committee for the Association of Women in Science, San Diego (AWIS-SD) and was instrumental in forming a

strategic alliance between UCSD extension and AWIS-SD, she struggled to find the right path and convince, as she says, "someone to give me a chance."

As Nguyen sat looking toward unemployment, one of her friends suggested applying for the UC Discovery Fellowships. The fellowship is a professional development program to provide leadership in building diverse linkages between research and California R&D economy. Nguyen's interest was sparked. In three days, she completed a proposal, found a UCSD mentor, and submitted her application.

That was one year ago. Today, Nguyen has been preparing a business plan in the first phase of her Discovery Fellowship as Director of Bench to Biotech at UC San Diego, Office of the President. Her goal is to integrate the School of Medicine, the Skaggs School of Pharmacy, and the Rady School of Management with San Diego's robust R&D industry. Nguyen's main goals are to provide educational programs to graduate students and postdoctoral fellows in bio-business, to establish internship initiatives with local industry, and to build collaborative networks between scholars and professionals.

In this phase of the fellowship, "my job is to listen," says Nguyen. She meets continuously with key leaders in industry and university heads, travels frequently to the other UC campuses to study successful university programs, and continues to engage in bio-business related courses. "I spend a lot of time studying models." One model that has captured Nguyen's interest is the \$50K Entrepreneur Competition. The student run UCSD competition has been successful in raising money and fostering partnerships between students and local entrepreneurs.

In the second phase of her fellowship, to begin in September, Nguyen will spend a year implementing her business plan. The key to success, she believes, is "to have the tenacity to wedge into the system and tap into an unmet need."

EVENTS

Winter Happy Hour

By Jennifer S. Capalbo

The San Diego AWIS chapter had an excellent turnout for their Winter Happy Hour on January 10th at Charlie's by the Sea. This event allowed individuals involved in the sciences to come together for an evening of professional networking, socializing, and wine tasting. The tasting included a diverse sample of wines ranging from Chardonnay to Cabernet and was enjoyed while experiencing the breathtaking views of the Pacific Ocean.



The Happy Hour was organized by the Events Committee.

Pharmatek Open House

By Kerri Hebard-Massey

On November 20th, 2007, AWIS members were treated with eggplant parmigiana at the Pharmatek Open House event. Pharmatek is a contract research organization dedicated to a client-centered approach to lead selection and formulation. Founded in 1999, Pharmatek refers to this process as scientific counseling. "There's a lot of science, a little bit of luck, and the right people," Jane Myer, Director of Business Development explains. Researchers process compounds from when they enter the development process until they are ready to ship to the clinic. "If you train people properly, they can do all of this."

In their current building off of Miramar road in San Diego, Pharmatek has six custom-built suites dedicated to contract manufacturing. Pharmatek currently has about 75 employees and enjoys a low turnover rate; a few employees leave every year to seek further education. Pharmatek has over 100 clients, over half of which are in the San Diego area. Pharmatek is also expanding its client base and hopes to serve clients worldwide.

An enthusiastic guide leads attendants through Pharmatek's suites. An employee-driven environment is evident in the hand drawn cartoons in the corners of the white boards and the Lego figure guarding the tech room. Part of this camaraderie may be due to the vast array of company-sponsored social events, from golf tournaments and a softball team to pumpkin carving contests. Per employee request, a large lunchroom was built into the most recent Pharmatek building so that more employees could eat together.

Pharmatek plans to continue expanding over the next 2-3 years. More information about Pharmatek and current job opportunities can be found at <http://www.pharmatek.com>
The event was organized by the Events Committee

Annual AWIS Open House

By Sama Tamrakar

The annual AWIS open house was held at Biogen Idec in December. The event provided an ideal opportunity for current and prospective members for combining networking and understanding various AWIS committees. After an overview of AWIS San Diego chapter by the outgoing president Karen Zeh, and a few words from the newly elected president Jenny Chaplin, the award winners were announced.

Lynn Yieh - Achievement in Innovation

Valerie Delmar - Rookie of the Year

Jeannine Stuzka and **Diane Retallack** - Achievement in Outreach or Community Service

Lisa Whalen and **Rosemary Cesario** - Outstanding Volunteer

Betty Tam and **Sandra Rickert** - Leadership Service

Kathy Ogilvie - President Award

Members who had volunteered in AWIS for over 15 years were also recognized. Congratulations to all.

Building Leadership Skills

By Kerri Hebard-Massey

Qualities of Good Leaders (adapted from Realtor Magazine online):

- Make difficult decisions
- Take risks and act courageously

- Motivate others
- Build teams and pull the best out of all members
- Know your strengths and weaknesses
- Have integrity
- Continually learn and be open to new ideas
- Communicate effectively with a variety of people
- Be vitally interested in other people's success

At the December strategy session, AWIS members gathered to learn about leadership. Four women who are leaders from the San Diego area talked about their experiences and what they felt made a good leader.

Lynne Friedmann, a freelance science writer, began college at 27 due to the encouragement of a mentor. "When I'm 90 years old, I'll still rely on mentors." Lynne has assumed leadership roles in the National Association of Science Writers, the UCSD Athena Program, and AWIS, both at the San Diego and at the national level. "Don't be afraid of failure. You learn from failure."

Tammy Dwyer, Ph.D., is the chair of chemistry and biochemistry at the University of San Diego. She stressed the importance of integrity. "Followers are important for being a leader... Followers have to be able to trust you."

Karen Zeh, Ph.D., then president of AWIS-San Diego, encouraged audience members to become involved in AWIS as a way to gain experience in leadership. She added that good leaders need to "know when to step back."

Joanzy Zeltinger, Ph.D., the vice president for scientific affairs at REVA Medical, encouraged audience members to learn from those around them. "The good, the bad, the ugly. Learn from all three." She also stressed that there are several key points that women can learn from their male counterparts, mainly to delegate, negotiate, and to ask for help when it's needed.

All four speakers provided excellent examples of good leaders and encouraged the audience to seek out leadership positions of their own.

Strategy Session Finds the Right Fit

By Valerie Uzzell

On February 11th, AWIS members cogitated on one of the perennial questions faced by working professionals--is my job a good fit for me? The Strategy Session, entitled "Finding the Right Fit for Right Now: Match Your Career to your Professional and Personal Strengths," divided this complex issue into four categories:

- Interests
- Knowledge/ Skills and Ability
- Personality
- Values

The idea was that for a job to feel fully satisfying, it should be a good match in all of these areas.

It is perhaps obvious that you must be interested in the work, and be qualified to do it, in order to fully enjoy your job. But it is easy to neglect the importance of personality and values for job satisfaction. For example, if you are very people-oriented, you are unlikely to be content working independently at a bench all day--you may prefer

working in a team. But how can you find out what your personality-type is? We discussed several common personality tests, including Holland's codes and the Myers-Briggs, both of which can be taken for free online. Both of these tests can be used to gain insight into your personality, and even to suggest specific careers that might match it.

Values can also be a crucial factor in job satisfaction. The speaker gave the example of a physicist searching for a job in industry, who was determined to avoid working for defense contractors "making death rays." Similarly, one participant said she wouldn't be happy working for a pharmaceutical company making "me-too" drugs, copies of effective drugs already on the market. Values also extend beyond the purpose of the work to factors like whether the job provides sufficient independence, monetary compensation, or time for family.

The overall message of the workshop seemed to be that there were no "good jobs", but merely good matches between a job and the individual in it. Therefore, the first step to finding happiness at work is to gain some insight about yourself--what you like, what you are good at, what kind of person you are, and what you value. Only after reaching this self-understanding can you attempt to improve the fit of your job to your nature, or if necessary to find a new job that fits better.

MEMBER NEWS

Update from Alice Budai

This is a hello to my old friends at AWIS. For those who don't know me and are wondering, I left San Diego, a job at a pharmaceutical company in Sorrento Valley, the AWIS book club, and the newsletter team in the summer of 2006. I went to live in Hungary, where I was born, and would have liked to hold any kind of job, translating or teaching English, in order to take a break from science. By chance (and a fellow female contact) I found myself in a friendly lab at the Hungarian Academy of Sciences.

I saw it as a job in passing, while I got to know Budapest and most of my family still living there, but it could have become much more. I learned among other things that making a living in Hungary is more difficult than in other places I have lived. So I kept looking and applied to graduate schools, in Europe this time, because I wanted to stay exploring on this side for a little longer. Doing so has been a sacrifice; even though I spent the last two Christmases with family, I have not seen my parents in over a year.

I am now in Norway, doing a two-year masters program in Agroecology. It is a bit of a career shift, from a BS in chemistry and working in molecular biology laboratories to studying a broad multidisciplinary approach to farming, but I am finding my background to be useful.

The best to everyone and keep writing; I am reading from the other side.

Andria Lee Del Tredici gave birth to a baby girl, Zoe Tzuxin, on September 5, 2007. Subsequently, Andria was promoted to Team Leader at Acadia Pharmaceuticals.

IMPORTANT INFORMATION ABOUT



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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.

March/April Newsletter staff:

Siobhan Malany	Sama Tamrakar	Paula C. Soto
Sharon Dana	Jennifer Samore	Kerri Hebard-Massey
Norma Velazquez	Rachel Schwartz	

If you are an AWIS-SD member, we encourage you to contribute articles to the Newsletter. Please send articles as MS Word attachments to newsletter@awissd.org. News articles should not exceed 250 words, and event summaries should not exceed 500 words. Feature articles (special-interest stories and profiles) should not exceed 1000 words. The submission deadline for the next issue is April 4, 2008.

Not getting AWIS-SD member e-mails?

Update your contact information! Go to the member services page using the following link:

<https://www.sgmeet.com/awis/memberlogin.asp>

You will need your member ID and password. If you need assistance, please contact AWIS Member Services by phone (866-657-AWIS) or by e-mail (membership@awis.org).

AWIS-San Diego Sponsors

AWIS-San Diego thanks our corporate sponsors for their generous support. Donations from corporate sponsors help us fund scholarship awards, monthly events and Strategy Sessions, community outreach efforts, the Newsletter and the website.

For more information about how your company can support AWIS-SD, send e-mail to fundAWISsd@gmail.com.

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The Scripps Research Institute
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UC San Diego Extension

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To contact the Board, visit the following website:
<http://awis.npaci.edu/officers/biographies.htm>

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