

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 Events

By Fan-Li Chou

The Events Committee is planning a social event in June and a seminar on directed job search in July. Please check the website for further details. (Sign up on the AWIS email list to receive an announcement.)

AWIS Outreach Committee Honors Outstanding Students at the Greater San Diego Science and Engineering Fair

By Cathy Manner

The AWIS Outreach Committee had the opportunity to meet some of Southern California's most promising young scientists at the 49th annual Greater San Diego Science and Engineering Fair on March 26. The Fair provides a forum for junior and senior high school students from San Diego and Imperial counties to present their work and interact with the professional scientists and engineers who serve as judges. During the morning session, the judges awarded each student 1st, 2nd, 3rd, or 4th place. In the afternoon, senior judges further evaluated exceptional projects for special awards, and representatives from professional organizations interviewed the students and awarded their own prizes.

This year, the AWIS judging team selected four winners from the junior division (7th and 8th grades) and two winners from the senior division (9th through 12th grades):

Junior Division:

1. Deirdre Fuller (Holy Family), 8th grade
Category: Physics
Project Title: In Search of Cosmic Rays

2. Julie Hull (Pershing Middle School), 8th grade
Category: Medicine and Health
Project Title: Protecting Nails of Taxotere Patients: A Clinical Trial
3. Athena Merica (St. Francis), 8th grade
Category: Engineering
Project Title: Papercrete: How Much Concrete is Needed Before it is Fireproof?
4. Kathleen Winger (Our Lady of Grace), 7th grade
Category: Computer Science
Project Title: Effect of Different Music Compression Ratios on Sound Quality

Senior Division:

1. Marwa Kaisey (La Jolla High School), 12th grade
Category: Environmental Sciences
Project Title: Brittlestar Bioluminescence: An Indicator of the Toxicity of San Diego Bay
2. Amy Leff (Helix High School), 12th grade
Category: Biochemistry
Project Title: Visualizing Ribosomes, Antibiotics, and Superbug Mutations

The Outreach Committee hosted a reception for the winners on Tuesday, April 29.

Many thanks to our volunteer judges for their hard work: Mary Boris, Karen Brinker, Elizabeth Chiong, Sharon Cobb, Kim Fritz-Six, Christine Gramer, Lance Gritton, Cathy Hsu, Margery Johnstone, Tina Kuus-Reichel, Andria Lee, Karin Lucas, Siobhan Malany, Cathy Manner, Milena Martinez, Kristina Nilsson, Paula Norris, Amy Palmer, Julie Radeff, Joan Robbins, Brian Sagi, Sarah Sagi, Natalie Schiller, Tammy Seasholtz, Alberta Stanfield, Chandra Talwalker, Sheela Talwalker, Bonnie Tran, and Eugene Wu. Special thanks go to Jodi Connolly and Tammy Lindell, Outreach Committee Co-Chairs, for organizing the judging team.

AWIS Members Participate in Hope Elementary Science Day

By Holly Heaslet

On February 20, 2003 Hope Elementary School in Carlsbad held its annual Science Day. Several AWIS members participated in the day's activities, which included experiments designed to explore the different states of matter.

Diane Retallack, a scientist at Dow Chemical, demonstrated the effect of changes in temperature on gases. Holly Heaslet, a post-doctoral fellow at the Scripps Research Institute, talked about crystalline states and helped the kids grow their own ammonium phosphate crystals. Vidya Sundaresan, also a post-doctoral fellow at the Scripps Research Institute, gave an exciting demonstration about transitions from one state of matter to another using dry ice that had the kids yelling for more! The children also had fun when

Sarah Sagi, a post-doctoral fellow from UCSD, helped them make "goop," a cornstarch concoction that behaved as a liquid when poured but behaved like a solid when squeezed in your palm. The children, mostly 3rd and 4th graders, seemed to enjoy all the presentations and were eager to participate in the experiments.

The parents put together a delicious potluck lunch for the Science Day volunteers. The teachers and parents were very appreciative of the volunteers and went out of their way to thank each of us. The AWIS members and other volunteers helped to make the event a huge success.

Member Profiles:

Anjali Kansagara, Swanie Schmidt, and Karin Zeh

By Julie Kinyoun

The strategy sessions inspired me to increase my involvement with the San Diego Chapter of AWIS. After the strategy session on interviewing, I knew that this committee was a dynamic group of women who were organized, visionary and fun. With pleasure and admiration I present the more personal aspects of Anjali Kansagara, Karin Zeh and Swanie Schmidt. - jk



Aside from being a new mother, **Anjali Kansagara** is a research scientist at the bench for Vertex Pharmaceuticals. She is inspired by her husband who is her partner and soul mate. He motivates her to take risks. Her graduate advisor guided and inspired her over the past eight years in her biology education and further

career. Cooking is her primary pastime when she is not mothering and working. Growing up, Anjali understood math and biology and naturally followed her interest in these subjects through college. Her skills allowed her to earn her masters in physiology. On the job, she is a self-starter and loves to work on a team. AWIS gives her the opportunity to do this and meet new people in the process!!

Swanie Schmidt is currently the Director of Career Development at UCSD. Her unique path into the scientific world provides inspiration to those who do not have a technical background. After working in the Silicon Valley for over 15 years, she sold everything and spent six years on a boat in the Caribbean and Mediterranean seas. She returned to the United States in 2001 and chose San Diego because of the flourishing bioscience environment. Her original goal was to work for a female CEO in the region. In pursuing this goal, she discovered AWIS. She joined the Membership Committee to use her entrepreneurial spirit. Anjali realized the unmet need for members to discuss personal and professional challenges in an organized but relaxed manner, and Swanie wanted to help her because of her background in career development. Finally, instead of working for a female CEO, Swanie became the Director of Career Development at UCSD. She is involved in the Membership Committee and is the Speakers Chair for the Women in Bioscience Conference.



Karin Zeh wanted to do a Ph.D. in science when she was five years old. Nobody in her family has a Ph.D. in science, so an outside influence must have originally given her the idea. Biology and chemistry were her major subjects in high school in Germany. A class in biology assured her that her childhood ideas had not changed. Television programs also confirmed her desires to be involved in science. After seeing scientists on TV, she knew she wanted that kind of life. In retrospect on her career so far, Karin says she loves the unknown nature of science. Nothing is given, and the scientist doesn't know the direction of a project. Daily, she does repetitive tasks but the results of those tasks are always new and unique. Driving a project and deciding what to do next are inspiring for Karin. Her hobbies include her two dogs and sports. She loves to ride her bicycle. Independent reading is also a passion. Karin likes to network, and AWIS gives her that opportunity. After her postdoc, her friends left, and she wanted to meet people outside of work. Karin offers these words of advice to the beginning scientist, "Be persistent and don't give up. Also be open-minded."



Thank you to Anjali, Karin and Swanie for your significant contribution to AWIS.

Reproductive Health Drugs Committee: A Comeback Amidst Controversy

By Hima Joshi

On December 24, 2002, the U.S. Food and Drug Administration (FDA) Commissioner Mark B. McClellan, M.D. announced the
May/June 2003

appointment of 11 new physicians to the FDA Advisory Committee for Reproductive Health Drugs. According to the FDA, the committee had not met for two years, and "its entire membership had lapsed."¹

The Advisory Committee for Reproductive Health Drugs is comprised of physicians, medical professors, and health-center directors from the fields of obstetrics, gynecology, reproductive endocrinology, urology, family medicine, and biostatistics. The experts on this committee "provide [the] FDA with independent opinions and recommendations...on applications to market new drugs, and on FDA policies."² The "FDA generally follows an advisory committee's recommendation, but is not bound to do so."²

Any issues regarding the FDA approval of drugs used for contraception, medical abortion, infertility, labor, and hormone-replacement therapy are likely to come under the scrutiny of the Advisory Committee for Reproductive Health Drugs. In fact, it was the recommendation made by the Committee in 1996 that led to the approval of RU-486, the "abortion pill."³

In October 2002, the Bush Administration announced its plan to appoint Dr. W. David Hager to be chair of the Advisory Committee for Reproductive Health Drugs. Hager is a board-certified, OB-GYN doctor who works at the Women's Care Center in Lexington, Kentucky. He has received awards from "Best Doctors" and "Good Housekeeping."

Hager specializes in infectious diseases, and he has published his work in several medical journals. He has also published two books entitled As Jesus Cared for Women: Restoring Women Then and Now and Stress and the Woman's Body. In Stress and the Woman's Body, Hager suggests that women who have premenstrual syndrome and headaches should alleviate their suffering through prayers and Scripture reading. According to Time Magazine's sources, Hager "refuses to prescribe contraceptives to unmarried women."³ Claiming that the drug is a health hazard, Hager and the Christian Medical Association drafted a petition in August 2002 that requested the reversal of the FDA's decision to approve RU-486.³

The months preceding the FDA's Christmas Eve announcement were filled with a great deal of uproar. The National Women's Health Network issued the following statement.

For some women - such as those with certain types of diabetes and those undergoing treatment for cancer - pregnancy can be a life-threatening condition...There is no place at the FDA for someone who, based on religious beliefs, would deny unmarried women access to technologies which are a part of mainstream medical care and to which all women have a legal right.⁴

In addition, the Association of Reproductive Health Professionals posted a statement on their Web site that asked its members to oppose the appointment of Hager.⁵ On October 16, 2002 the National Organization for Women (NOW) held a news conference to express its opposition to the nomination of Hager. NOW was joined by Representative Carolyn Maloney, D-NY, Senator Barbara Boxer, D-CA, and representatives from various organizations such as the National Family Planning and Reproductive Health Association, the National Women's Health Network, the Planned Parenthood Federation of America, and the Religious Coalition for Reproductive Choice.⁶

After all of this public opposition, Christmas Eve did *not* bring the position of chair to Hager. Instead, Linda Giudice, M.D., Ph.D. was chosen to lead the Advisory Committee for Reproductive Health Drugs. Giudice is the Chief of Reproductive Endocrinology and Infertility in the Department of Gynecology and Obstetrics at Stanford University. She has served on many National Institutes of Health (NIH) committees, and she is a member of the Women's Health Research Coalition Steering Committee.⁷

Although Hager will not lead the Advisory Committee for Reproductive Health Drugs, he *will* be a member. Two other members of the Committee apparently share some of Hager's views. Susan Crockett, M.D. is co-author of a piece entitled "Using Hormone Contraceptives is a Decision Involving Science, Scripture, and Conscience." This work was included in a book that was edited by Hager and his colleagues. Crockett, who is on the board of the Association of Pro-Life Obstetricians and Gynecologists, has stated that birth control pills should not be categorized as abortifacients - drugs or devices that cause abortions. Joseph Stanford, M.D., another new member of the Advisory Committee for Reproductive Health Drugs, agrees with Crockett's assertion and is against other methods of contraception.⁷

One of the first tasks of the reconstituted Advisory Committee for Reproductive Health Drugs will be the careful examination of the hormone-replacement therapy (HRT) drug Prempro®. The NIH stopped a Women's Health Initiative study of Prempro® when it appeared that the drug was connected to an increased risk of breast cancer, heart disease, blood clots, and stroke.⁸

References:

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3. *Jesus and the FDA*, K. Tumulty, Time online edition, Oct. 5, 2002:
<http://www.time.com/time/nation/article/0,8599,361521,00.html>
4. Women's Health Network statement:
<http://www.aauwbridgeport.org/pub/Hager.htm>
5. Association for Reproductive Health Professionals statement:
<http://www.arhp.org/advocacy/legislativenews101602.cfm>
6. NOW statement:
<http://www.now.org/press/10-02/10-15.html>
7. FDA Advisory Committee Newsletter:
<http://www.fdaadvisorycommittee.com/FDC/AdvisoryCommittee/Stories/ReproChair.htm>
8. Yale-New Haven Hospital Newsletter
http://www.ynhh.org/healthlink/womens/womens_9_02.html

HIGH EXPECTATIONS

Lunch with Dr. Victoria Holloway of L'Oreal

By Margot Stiles

In Denver this past February, I looked over the program for the American Association for the Advancement of Science (AAAS,

publishers of the journal *Science*) meeting and circled the AWIS networking luncheon. Quietly I wondered what kind of role model our keynote speaker represented.

Wasn't there a leading engineer, a distinguished professor, or an astronaut to be found? How demoralizing to think that our model of a successful woman scientist worked for a company whose image seemed so focused on traditional gender roles, so inside the box. As I took one of the few remaining seats for lunch, I tried not to wince as I moved aside the bag of free beauty products from L'Oreal.

Thankfully, my expectations were shattered from the moment Dr. Holloway took the podium. And I'm pretty sure it's happened before. While describing the twenty-page research paper she wrote in elementary school to the challenges she faced in medical school, Dr. Holloway spoke with the patient confidence of one who is used to surprising people, "Yes, they have black people at Yale...and you can tell your friends."

At Harvard, Yale, and Johns Hopkins, she gained more education than anyone in her family had ever dreamed of. Dr. Holloway painted an inspiring picture of her path as an up-and-coming researcher in dermatology. During graduate school, she certainly had no interest in "working for a make-up company." I laughed with relief and embarrassment and could tell from the audience's reaction that I wasn't the only one who walked in expecting Barbie.

However, the recruiter from Cosmair (the company later purchased by L'Oreal) made an offer that couldn't be refused by any graduate student – they took her out to lunch. By the time she polished off her meal, the determined interviewer had caught her ear. This company wanted research on the dermatology of African-American women, and they were prepared to pay for it. They hired Dr. Holloway and once again she exceeded all expectations. She was named Director of the newly established Institute for Ethnic Hair and Skin Research.

What's her secret? Dr. Holloway also spoke about identifying the forward-thinking people within any group. There are always some people who are more willing than others to try to bring their organization along. Her advice to AWIS members in less-than-conducive work environments is to look for these people and work with them.

Perhaps even more encouraging was the emphasis she placed on women in science supporting each other. Dr. Holloway credited support from her teachers as an integral part of her success. The elementary school teacher who assigned that twenty-page paper stood her ground when Holloway's mother called to complain. When Holloway completed and turned in the paper, her teacher urged her to set higher expectations for herself.

Drawing from her experience in graduate school, Dr. Holloway is also quick to point out that successful women don't always reach out to each other – and an important opportunity is lost. She commended AWIS for its mentoring and networking efforts, and challenged us as individuals to support each other more consistently in the workplace.

For more about Dr. Holloway's research, you can look up several of her papers in the PubMed database, or check out <http://www.hair-science.com> for scanning electron microscope photos of hair and other research highlights.

Conduct Unbecoming a Woman: Medicine on Trial in Turn-of-the-Century Brooklyn

By Regina Morantz-Sanchez

Reviewed by Cathy Manner

In the spring of 1889, the Brooklyn *Daily Eagle* newspaper published a series of articles accusing a local gynecological surgeon, Mary Dixon Jones, of financial improprieties, unprofessional behavior, and medical misconduct resulting in the death or permanent disability of her patients. Soon after the articles appeared, Dr. Dixon Jones and her son and partner, Charles, were indicted for manslaughter. Dixon Jones, in turn, sued the *Eagle* for libel.

Regina Morantz-Sanchez deftly recounts the Dixon Jones affair in her book, Conduct Unbecoming a Woman: Medicine on Trial in Turn-of-the-Century Brooklyn. The author could have made a compelling story by focusing on the two trials and writing a 19th-century version of Jonathan Harr's excellent A Civil Action. Instead, Morantz-Sanchez, a history professor at the University of Michigan, takes the book in a different direction. She uses her training, combined with extensive research, to analyze the sociological and historical context of these events, which "[open] a window onto Brooklyn, surgery, gender tensions, and American history" (p. 214).

Mary Dixon Jones was not the sole female physician of her time, nor the only one to found her own hospital, but she was the only woman of her generation to follow a traditionally "masculine" career path. She constructed an international professional identity by joining as many male professional networks as possible and publishing extensively in her fields of gynecological surgery and pathology. Her actions elicited criticism from men who felt that women should be confined to the domestic sphere, as well as from other women doctors who questioned her character and resented the fact that Dixon Jones distanced herself from female professional organizations. Morantz-Sanchez uses Dixon Jones' story to explore broader issues of gender discrimination in Victorian society and discusses the ways in which feminine imagery was used both against her and in her defense. The *Eagle's* articles underscored her difficult personality and improper conduct "as a woman and physician" (p. 24), while the Brooklyn *Citizen*, a rival newspaper that championed Dixon Jones, emphasized "her motherly image of respectability" (p. 30) in its coverage.

Dixon Jones' story also highlights the controversy surrounding the specialty of gynecological surgery, which was still relatively new in 1889. In addition to the conflict between traditional doctors and the new "medical scientists," there was also dissent within the field between radical and conservative practitioners, who differed in their willingness to seek surgical solutions to gynecological disorders. Dixon Jones' radical approach to surgery brought harsh criticism from both male and female physicians who accused her of mutilating and unsexing women. However, unlike many others of her generation, Dixon Jones did not believe that women were defined solely by their reproductive potential and did not view her patients as inherently frail. Although some female physicians saw her as anti-woman for her eagerness to perform hysterectomies, it is clear that, in her own way, Dixon Jones was a staunch advocate for her patients and for women in general.

The book concludes with coverage of the two trials. The manslaughter charge against Charles was dropped due to insufficient evidence, so in 1890, Mary Dixon Jones stood trial

alone. The libel trial convened two years later and attracted throngs of onlookers. The *Eagle* defended itself by focusing on Dixon Jones' moral shortcomings, while Dixon Jones' lawyer called doctors and patients who attested to her skills and good character.

This book generated a lively discussion at the Book Club meeting on March 20. Although the book is set in the late 19th century, we found many parallels with modern society. We discussed sensationalism in the press, gender discrimination, feminism, the necessity of female professional networks, and women's medicine. We also discussed how, all too often, women are still judged by how well they conform to the "feminine ideals" of modesty, selflessness, passivity, and dedication to home and family at the expense of career advancement.

Conduct Unbecoming a Woman provides a fascinating glimpse into Victorian society. The book is well written and scholarly, yet accessible to the general reader. Chapter 2, which focuses on Brooklyn, is dry, but can be skimmed for the salient points. I recommend this book to anyone with an interest in history, women's studies, sociology, or medicine, or anyone who is simply looking for a good book that is engrossing yet also educational.

This book was rated 3.25 out of 5 stars.

Where We Were, Where We Are and How to Optimize Where We Are Going: Elga Wasserman Speaks on Women in Science and Engineering.

By Natalie Schiller

On February 11, Elga Wasserman gave the UCSD Regents lecture titled, The Unfinished Agenda: Women in Science and Engineering. She was invited to speak on the possible causes for the imbalance of gender in science and engineering and to suggest steps that institutions and individuals can take to remove the internal as well as external barriers that continue to hamper the advancement of women scientists and engineers. Dr. Wasserman is the author of The Door in the Dream: Conversations with Eminent Women in Science, which is based upon her interviews with approximately 86 women members of the National Academy of Sciences and 26 other contemporary women scientists (See Book Club Review by Tobey Tam, http://awis.npaci.edu/shtml/book_old.shtml#one). Her lecture was based upon much of the research she did in writing the book.

"This [lecture] should be realistic, but not discouraging," Dr. Wasserman stated during her introduction. She went on to identify key historical developments that have contributed to the promotion of women in the workplace. It is essential to understand where women were in the past, in order to understand where we are now. Three key historical developments she identified were: the increased average life span to 77 years, decreased infant mortality by 90%, and the ability to plan the size of families with the help of birth control. Other developments that have helped women in the workforce include: the labor shortage during World War I and World War II, the right to vote, publication of The Feminine Mystique by Betty Friedan (founder of the National Organization for Women, NOW), the civil rights movement and affirmative action.

These key developments promoted women into the workforce. Dr. Wasserman quoted a number of statistics highlighting the disparity women face in academic sciences suggesting that the present

problem is not the number of women in the pipeline, rather retention and promotion of women scientists to the top. Women earn greater than 50% of the science B.A. and B.S. degrees and in 2001 were awarded 44% of all science Ph.D.s [45% life science, 25% physics/math, and 17% engineering]. Nevertheless, there is a paucity of women at the top. Her advice: "Get more women on the science faculties!" More women on the faculty will not only improve diversity and achieve greater gender equity, but will tap a talent pool frequently overlooked.

What is the reason for the scarcity of female science and engineering faculty members? The doctorate pool is good, but there is a dearth of women achieving tenure. In 1985, women received 32% of the doctorate degrees awarded. Ten years later, only 20% of tenured faculty were women. What factors contribute to the disparity? It isn't the number of women in the pipeline or the availability of openings. Rather, Dr. Wasserman believes the disparity to be due to 1) the willingness of academic departments to hire women, 2) the willingness of women to compete for these positions, and 3) the retention of women in these positions.

Dr. Wasserman presented a list of stereotypical female attributes that could potentially contribute to a woman's sense of isolation in academia as well as the propensity to leave research for careers in teaching and administration. Although these attributes are stereotypes, some of them rang a bell with a few women in the audience. The stereotypical female attributes listed were that women: do not like to compete; lack self confidence; are reluctant to self-promote; are encouraged to be grateful, polite and accommodating; are generally conformist; are modest and often conflicted between personal and professional goals.

As an interesting contrast to this list, Dr. Wasserman presented the most common traits of the women scientists she interviewed for her book. She found the women who are part of the National Academy of Sciences to be: talented, educated, loved what they did, passionate, persistent, optimistic, energetic, unconventional, positive, free of guilt, encountered more obstacles than their male counterparts, found mentors, modest, and likely to attribute their success to luck.

Dr. Wasserman did not simply report on the problems of hiring, retaining and promoting women in the sciences, but she presented the audience members with ideas on how to optimize our rise through the ranks of science faculties. She advised individual women as well as institutions on what could be done to the benefit of each party involved. As women, we should analyze our strengths, weaknesses, likes, and dislikes, to understand ourselves, and what we want/need out of life. We should set goals and know where we'd like to be in 10 years, while remaining flexible. Stay focused without being a perfectionist. Remember to be positive and never dwell on the negative. Know how to market yourself and ask for what you need. Learn to say "NO." Women should learn to avoid hostile environments and analyze their workplace for suitability. Start out by finding places where women work happily. Analyze the female critical mass and the turnover of women employees as well as their promotion rate.

Successful women found mentors early in their careers and have used them wisely. Further, professional networks are essential and need to be developed, but we should be careful of networking within the sexes. Excluding men from your network can be similarly hampering and perpetuate the problem women face in academic science.

Although Dr. Wasserman mentioned the effect of home life on women's academic careers, it certainly wasn't a focal point of the lecture. She mentioned that generally women must care for families more often than their male counterparts. Further, few women have homemaker spouses, whereas many men do. She suggested that choosing a supportive mate is critical. Also, set up residence in metro areas that offer lots of opportunities for you and your spouse. Finally, accept help with your children and your family. No one expects you to do everything on your own, so why should you?

In addition to the advice to women as individuals, Dr. Wasserman suggested a number of ways in which institutions can work to make the environment friendlier to women and family life. The critical factor she pointed out was the appointment of a Dean who is committed to gender equity and diversity. Faculty members should be educated about the barriers, and good mentoring programs should be available. Lectures and events should be scheduled during daytime hours. Women should be appointed to search committees, but more than just one woman per committee. The quality of publications for faculty members should be stressed more than mere quantity of publications. The leave policies need to be put to practice and a central campus resource center established. Also important is the establishment of affordable on-site family care. Dr. Wasserman stressed that the higher retention rate of faculty would far outweigh the investment in these programs.

In conclusion, Dr. Wasserman said that women in science and engineering need to persevere and work for change because the rewards of science are well worth the effort. Don't be hostile and most importantly, keep your sense of humor. Good advice in any profession.

This event was co-sponsored by AWIS, UCSD Jacobs School of Engineering, UCSD Athena, UCSD Critical Gender Studies and WISE and was moderated by KPBS-TV *Full Focus* host, Karen Rostadha.

AWIS Members On the Move...

Barbara Coleman, Ph.D. (AWIS-SD Vice President) has started a scientific recruiting firm called Pharmascouts Barbara can be reached by phone at 858-270-3531 or email at pharmascout@covad.net.

Lynne Friedmann was recently made a Fellow of the American Association for the Advancement of Science (AAAS.)

Alycen Nigro, Ph.D., AWIS Historian, co-chair of the WIB 2003 planning committee, and Scholarship Committee Chair, will be moving to Connecticut in June. Her husband, Steve, was recently hired by Boehringer Mannheim. Alycen will be leaving her Patent Specialist job at Heller Ehrman White and McAuliffe LLP and will be seeking a new position in the area of patent law or technology transfer. She has contributed greatly to our chapter and will be missed dearly.

Jan Payne has written an article about Gail Naughton, Dean of the SDSU College of Business. The article appears in the Winter 2003 edition of the National AWIS magazine. An article Jan wrote about the 2001 Women in Bioscience Conference was previously published in the Winter 2002 edition of the National AWIS magazine.

AWIS - San Diego Chapter Welcomes New Members:

By Emily Leong and Susan Jennings

Tasha K. Altheide	Dept. of Cellular and Molecular Medicine
Suzie Bailey	UCSD
Martina Blank	UCSD
Sharon Chandler	The Burnham Institute
Helen Y. Chen, M.S.	UCSD
Sam Chien	UCSD
Mary L. Deveraux	
Michele A. Feddock	Acadia Pharmaceuticals
Robin Lynn Felts-Summers	X-ceptor Therapeutics
Sarah Harris, Ph.D.	IDEC Pharmaceuticals
Kimberly Helzer	Schering-Plough Pharmaceuticals
Christina Johnson	UCSD
Diana Lees	
Michelle Lewis	
Ann E. Leonard	UCSD
Eleanor McCarthy	ACON Laboratories
Nicole O'Brien	SDSU
Teresa C. Ordas	Scripps Health
Tari Lynn Park	
Sharon Bree Sann	UCSD
Rachel Welles Shearer	
Danielle Soenen	
Christine Suetterlin, Ph. D.	UCSD
Donna Ward	Isis Pharmaceuticals

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.

Advanced Tissue Sciences, Inc., received approval from the U.S. Bankruptcy Court for the Southern District of California for the sale of its NouriCel™ product line and related intellectual property to SkinMedica, Inc., for \$7 million. The Court also confirmed the company's Chapter 11 Liquidating Plan of Reorganization. (Financial Times Limited, 3/19/03)

AVANIR Pharmaceuticals received FDA approval to initiate Phase I clinical trials for AVP13358, a potential treatment for allergy and asthma. AVP13358 is an oral drug designed to selectively inhibit the production of IgE antibodies, critical mediators of allergy and asthma, and cytokines that regulate IgE production. There are currently no FDA-approved oral drugs that block IgE release, an early step in the development of the allergic response. The first trial was scheduled to begin in April 2003. (PR Newswire, 3/17/03)

Biokeys Pharmaceuticals, Inc., announced that its HIV viral entry inhibitor, BlockAide/CR™ (R15K), appears to interfere with an entry and infection step common to diverse HIV-1 strains. The company, which licensed the drug from the University of Texas M.D. Anderson Cancer Center, plans to apply for approval to begin clinical trials later this year. (Business Wire, 3/18/03)

Chromagen, Inc., a Sorrento Valley company that develops assays for pharmacogenomics, new drug discovery, and life science research, recently reduced its workforce nearly 20%.

Corautus Genetics, Inc., which formed in February 2003 from the merger of Vascular Genetics and GenStar Therapeutics, terminated 15 employees as part of its restructuring plan to increase operational efficiency. The company focuses on the development of gene therapy products to promote new blood vessel formation for the treatment of cardiovascular disease. Corautus has completed the manufacturing of vascular endothelial growth factor-2 for a Phase IIb clinical trial expected to begin later this year. (Business Wire, 4/3/03)

Gen-Probe, Inc., received \$2.47 million in supplemental contract funding from the National Heart, Lung, and Blood Institute to continue the development of its nucleic acid test for the detection of West Nile virus (WNV) in donated blood and organs. The FDA has approved Gen-Probe's Investigational New Drug application, and screening of blood donors for WNV is scheduled for this summer's mosquito season. (PR Newswire, 3/25/03)

Isis Pharmaceuticals, Inc., and Eli Lilly and Co. (Indianapolis, IN) announced that the antisense agent Affinitak™, combined with chemotherapy, failed to increase overall survival in a Phase III clinical trial of patients with advanced non-small cell lung cancer. Following the failure of the trial, Isis implemented a number of cost-containment measures, including a 9% reduction of its workforce. (PR Newswire, 3/17/03 and BioView, 4/3/03)

Ligand Pharmaceuticals, Inc., earned a \$1.5 million milestone payment from Eli Lilly and Co. (Indianapolis, IN) as a result of the advancement of LY818 into Phase II clinical trials. LY818, a novel oral peroxisome proliferation activated receptor modulator used for the treatment of type II diabetes, was developed as part of an ongoing collaboration between Ligand and Lilly. If the drug is successfully marketed, Ligand will receive additional milestone payments, as well as royalties. (Business Wire, 3/21/03)

A Period Of Transition

By Suzanne Brummett

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

March 1, 2003 marked the dawning of a new era in U.S. immigration, as the functions of the Immigration and Naturalization Service (INS) were transferred to the Department of Homeland Security (DHS). Specifically, three new entities within DHS, the Bureau of Citizenship and Immigration Services (BCIS), the Bureau of Immigration and Customs Enforcement (BICE), and the Bureau of Customs and Border Protection (BCBP), are now responsible for all the immigration services and enforcement functions formerly housed in the INS.

The hope is that these new agencies will be able to reduce the significant backlogs of pending immigration petitions and ease the delays in visa issuance. However, as the U.S. grapples with the need to protect our borders, concerns over delays in visa issuance have sparked complaints, particularly from the U.S. scientific community. On December 13, 2002, the presidents of the National Academy of Sciences, the National Academy of Engineering, and the Institute of Medicine, issued a joint statement that expressed their concerns that current visa restrictions "have serious unintended consequences for American science, engineering, and medicine."

As changes continue to occur and immigration policy interpretations fluctuate, it is critical for foreign nationals to be informed and to take proactive measures to ensure compliance with immigration rules and regulations.

New Acronyms and Who is Doing What

DHS - Twenty-two domestic agencies are consolidated into one department to protect the U.S. against terrorist attacks. The DHS is responsible for analyzing threats and gathering intelligence to guard U.S. borders and airports, protect U.S. critical infrastructure and coordinate response to future emergencies. Most of the State Department's Visa Office functions are now housed within the DHS.

BCIS - Led by Eduardo Aguirre, Jr., former Vice-Chair and COO of the Ex-Im Bank. BCIS is responsible for immigration services and benefits, including adjudications, issuance of employment authorization documents, and naturalization.

BICE - Led by Michael Garcia, Acting Commissioner of INS. BICE handles the investigative and interior enforcement functions formerly handled by the INS, the U.S. Customs Service and the Federal Protective Service.

BCBP - Led by Robert Donner, Commissioner of INS. BCBP is charged with border enforcement, immigration investigations and inspections at the border. The Border Patrol is now housed in the BCBP.

New URLs and Where to Find Information

The DHS can be found at <http://www.dhs.gov>

The BCIS (formerly the INS website) can be found at

<http://bcis.gov> or <http://www.immigration.gov>.

The BICE information portal can be found at <http://www.bice.immigration.gov>.

The BCBP information portal can be found at <http://cbp.customs.gov/>.

The U.S. Department of State has launched a campaign called "Secure Borders, Open Doors" and a new website to address questions regarding U.S. visa application procedures. The new website can be found at www.UnitedStatesVisas.gov.

Continued Scrutiny and Tracking of Foreign Nationals

The National Security Entry-Exit Registration System

(NSEERS). Special Registration continues amidst harsh criticism regarding selective scrutiny and detention of certain nonimmigrant males. Adversely affected by the requirements of Special Registration are nonimmigrant visitors, students and workers who are citizens or nationals of 25, mostly Arab and Muslim, countries. Individuals subject to Special Registration are required to report to designated BCIS offices to be fingerprinted, photographed and interviewed under oath. For further information and updates regarding Special Registration requirements, see <http://www.immigration.gov/graphics/shared/lawenfor/specialreg/index.htm>.

SEVIS Updates. The Student and Exchange Visitor Information System or SEVIS, an Internet based tracking system for F, J, or M visa holders, continues to be plagued with problems. Complaints that the system is technologically flawed and incapable of functioning properly are widespread. Although SEVIS was slated to be operational in January 2003, it has not yet been fully

implemented. SEVIS database information will not include information on all students until August 1, 2003. The effectiveness of SEVIS will depend on its capability to integrate information properly, and its ability to ensure that any potential fraud is referred for further investigation and enforcement action. For updates regarding SEVIS, see

<http://www.immigration.gov/graphics/services/tempbenefits/sevp.htm> or

<http://www.nafsa.org/content/ProfessionalandEducationalResource/ImmigrationAdvisingResources/sevpindex.htm>.

Operation Liberty Shield. In response to the war in Iraq, the DHS has initiated Operation Liberty Shield, a broadly focused national plan designed to enhance protection for American citizens. This plan integrates national protective measures, and includes the coordination of federal, state, local and private authorities in efforts to protect the country from terrorist threats. Current measures underway include:

- Increased security at borders
- Stronger transportation protections
- Ongoing measures to disrupt threats
- Greater protections for critical infrastructure and key assets
- Increased public health preparedness

On March 20, 2003, as part of this nationwide initiative, agents from the BICE and the Federal Bureau of Investigation began seeking out and apprehending certain Iraqi nationals unlawfully in the United States.

For more information regarding Operation Liberty Shield, see http://www.dhs.gov/dhspublic/interapp/press_release/press_release_0115.xml.

New Developments at BCIS

Changes to Citizenship Examination. On March 13, 2003, the BCIS launched a pilot program to standardize the English, government, and U.S. history tests given to citizenship applicants. This pilot program involves two phases, the first of which will focus on the English language portion of the test. Consenting citizenship applicants will be asked one test question at the end of their regularly scheduled naturalization interviews. The applicant's response will not affect the outcome of his or her naturalization interview. The pilot questions will be used to gauge reading, writing, and speaking skills. BCIS designated five cities to participate in the first phase of the naturalization pilot program: Los Angeles and Sacramento, California; San Antonio, Texas; Atlanta, Georgia; and Newark, New Jersey.

Interim Regional Directors Appointed. On March 6, 2003 the DHS announced the appointment of interim regional directors and interim district directors for the BCIS. The new interim BCIS regional directors are Louis D. Crocetti (Eastern Region), Ken Pasquarell (Central Region), and Carolyn Muzika (Western Region).

New Developments at the Department of Justice

Controversial Proposed B Visitor Regulations are Withdrawn. On March 3, 2003, the Department of Justice withdrew the proposed B visitor regulation designed to restrict the authorized stay for foreign visitors.

New Developments at the Department of State

New Photo Specifications for Nonimmigrant Visa Applications.

In a cable dated February 2003, the Department of State advised consular posts of new photo specifications for nonimmigrant visa applications. Posts were advised to phase in the new specifications over a two-month period and were instructed to accept photos meeting the former specifications during the transition period. The new specifications are intended to aid anti-fraud efforts. Photo specifications for immigrant visa applications are expected to be conformed to the new nonimmigrant visa standards within the next several months. For more information, see <http://travel.state.gov/photorequirements.html>.

New Visa Application Form. In a cable dated February 3, 2003, the Department of State announced the introduction of an updated Nonimmigrant Visa Application Form (DS-156) and instructed consular posts to begin using the new form as soon as possible. The updated form includes additional questions, a dedicated space for a barcode sticker and changes in the sequence of the data fields. The new form can be downloaded from the Department of State website at <http://travel.state.gov/visaforms.html>.

Temporary Closures of U.S. Consular Posts Abroad. Due to increased security issues, several U.S. Consulates and Embassies have temporarily closed to the public. More changes are expected to occur; therefore, it is important to check the specific U.S. consular post for information prior to travel overseas. The websites for U.S. Embassies and Consulates can be found at <http://usembassy.state.gov/>.

Conclusion

With recent dramatic developments, foreign nationals can expect continued delays, increased backlogs, and uncertainty regarding implementation and interpretation of immigration laws and regulations. The goal of dismantling the INS was to reorganize immigration functions in a manner which would facilitate the effective evaluation of complex immigration related issues while ensuring protection of compelling U.S. national interests. Time will tell whether the new bureaus will be able to resolve successfully the bureaucratic problems and sometimes ineffectual functioning long associated with the INS.

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In Memory of Emelyn Eldredge July 8, 1963 – March 9, 2003

EMELYN ELDREDGE passed away on March 9, 2003 after a heroic battle with breast cancer. Emelyn became active in AWIS – San Diego during her postdoc at the Salk Institute. In 1995 she served as Chair of the Speakers Committee for the Women in Bioscience Conference. From 1995 to 1999, she was active with a

number of AWIS committees: she wrote for the newsletter, served as a science fair judge, served on the scholarship committee, and was a photographer for the 1999 Women in Bioscience Conference. From 1997 to 1998, she was on the AWIS Board, organizing many of the monthly events and starting a "Networking Happy Hour." She served as Treasurer from 1998 to 1999. In March 2002, she was a panel member for an AWIS meeting on careers in science writing. "Emelyn provided tireless leadership for AWIS San Diego," said Lynne Friedmann.

Her fellow "AWISians," will remember her for her sense of humor, optimism, drive, spirit, and ever-present smile:



Emelyn (pictured at right) with Amena Rahman and Alison Russell. Photo by Emelyn's friend Janet and provided by Amena Rahman.

"I met Emelyn almost a decade ago and even then she struck me as an uncommon woman. She had a way of living life to the fullest and did not let her illness beat her down. The last few months of her life she gave me an insight of her courage and determination to go on--she did not want to be remembered as being sick. My best memories of her will always be her willingness and enthusiasm to try the unknown," said Amena Rahman.

"I got to know Emelyn while working on the 1995 Women in Bioscience Conference. However, my most poignant memories of Emelyn were of bicycling with her. I remember one time when we were about to go down Texas Street, one of the steepest hills around, down into Mission Valley. She said she liked to see how fast she could get going down that hill. Now, whenever I cycle down a large hill I will hear her spirit telling me 'faster, faster!'" said Judith Finlay.

"I first met Emelyn at the Women in Bioscience Conference in 1995. She was a person who was easy to talk to and made me laugh at her 'tell it as it is' conversation style. Emelyn gave 110% of herself in everything she did. When she was on the AWIS-San Diego Board, I really got to see how dedicated and hard working she was. The meetings were always more energetic with her there. Emelyn was such a giving person. The last time she came over to visit, her disease was already making her very tired, but she still brought a tray of homemade cookies. She didn't just make one kind, she made about 5 different cookie recipes. At her birthday in July 2002, Emelyn knew that she was very sick, but she didn't let that didn't stop her. Emelyn gave us a tour of her house and told us about all the home improvement projects she was going to do. I can only imagine if Emelyn wasn't taken away so early, what other projects and accomplishments she would have achieved in her life. Emelyn was always such an optimistic

positive spirit and lived life to the fullest. I will miss her," said Sharon Cherf.

"I met and got to know Emelyn when we were [on the AWIS Board.] She was an outstanding young woman. I always admired her qualities as a modern woman along with her high family values. Once at Tina's house, she made the best asparagus side dish I ever had. She stood very tall against her disease. May God who is one for all of us grant her family the comfort that she is in His care," said Nikou Hessami.

"Emelyn and I worked together on several AWIS events and over time she became a good friend as well as a colleague. We enjoyed many a lunch together and an occasional photo shoot - she made my husband look like a J. Crew model. Emelyn was a joy to work with and be with - even if she was really picky about over-feeding her cats. She could be counted on to step up to any challenge and get it done with her own personal flare as she did even to the end. I will miss her dearly," said Tina Kuus-Reichel

"Among other things, I had the pleasure of working with Emelyn on the 1999 WIB Conference. That conference culminated a banner year for the San Diego AWIS chapter, and Emelyn's photographic documentation of the event not only highlighted our achievements but also memorialized them for both the San Diego and national AWIS organizations. She helped put AWIS-SD on the (national AWIS) map. Emelyn was one of those terrific people whom you could count on to accomplish whatever task she took on. It wasn't just that she was reliable or responsible, but that she enjoyed helping out and so you enjoyed working with her. I feel lucky that Emelyn's path crossed mine and am very sad that such a kind life has ended," said Denise Hickey.



Plenary speakers Kim Barret, Wendy Johnson, and Marlene Haffner are pictured here with conference organizers Sharon Wampler, Elaine Weidenhammer, Shila Jalali, and Marcelle Vogel.

Photo of 1999 Women in Bioscience Conference by Emelyn Eldredge

"My friend [Emelyn's coworker at IDEC] told me over dinner that not long before she died, Emelyn was on morphine, and she decided 'the heck with this, I'm going to a movie,' and she did. It sounds just like Emelyn with her positive, no-nonsense attitude!" said Sharon Wampler.

[An collection of Emelyn's photos of the 1999 WIB conference can be found on the AWIS website:
http://awis.npaci.edu/wib_2001/wib_1999/about/index.html]

April 2003 AWIS Event

“Awareness, Intuition and Body Language: Key Concepts for Effective Self-Defense”

By Janice Payne

Yes you can! You can prevent an assault against you by practicing some very simple self-defense techniques involving awareness, intuition and body language. These three topics formed the basis of a presentation on April 9 by Judy Rudin, owner of Yes I Can! Self Defense for Mind and Body.

Judy Rudin grew up as the youngest and only girl in a family of three children. She is very petite and undoubtedly had to learn to defend herself at an early age. As an adult, she spent 17 years in Israel, and for two of those years she served as a soldier in the Israeli army. After returning to the United States to live in Minnesota, she encountered street crime and decided it was time to become a serious student of self-defense. She studied for several years before moving to San Diego and starting her own business. She is now a mother of three and teaches customized half-day workshops on self-defense that are designed for women only. Instead of focusing on physical moves, her classes teach women of all ages to understand their power and carry themselves with confidence.

Her first topic is awareness. If someone were following you as you walked down the street at night, would you notice? Are you always talking on your cell phone or digging in your purse for your keys? Are you absorbed in a conversation with a friend? Try to remember the 50-foot rule. Maintain an awareness of everything within 50 feet of you at all times. Always pay attention to your surroundings. If someone is following you, don't be afraid to turn around and make eye contact. After all, you've just gotten a good look at a possible assailant. Try to get a sense of the person's intentions. Is this person walking a dog or looking for a victim?

If you sense that something isn't quite right, always trust your intuition. Don't dismiss these feelings and walk into a bad situation. Don't walk toward a group of people who make you uncomfortable because you don't want to look scared. Never shut down your warning system.

The final topic covered was body language. Your own body language can determine whether you would make a good victim. Do you walk with your head down, shuffling along and distracted by your own thoughts? Always carry yourself with confidence and walk with a purpose. An assailant won't be interested in you!

For more information about Judy Rudin's self-defense classes, visit her website at www.yesicanselfdefense.com or call her at 858-792-4600.

preceded introduction of the table leaders who each represented an alternative career in science. The table leaders and speakers for the evening included Cory Dunn (Investor Relations), Janet White (Strategic Consulting), Polly Murphy (Technology Transfer and Intellectual Property), Kathryn Rangus (Regulatory Affairs), Janis Corey-Naeve (Business Development), Melanie Webster (Patent Law), Anna Crivici (Drug Development), Sharon Wampler (Director of Bioscience, UCSD), and Marla Goonan (Executive Career Coach UCSD Extension). Each table leader explained her job briefly and outlined important skills used in her position.

Karin Zeh facilitated the table leaders from the podium. She gave instructions to each table leader for guidance. The first task was for participants to ask questions to the table leader so the leader might properly tailor the evening to the needs of the members. At my table, questions included: What qualifications do you need to be hired for the job? How did you convince your employers to hire you for something unrelated to science if your background was a science degree?

Next, Sharon Wampler gave a talk on specific steps outside of education to achieve a career goal. Her personal experience supported her views. Interviewing, gaining leadership experience, joining societies, reading books and making cold calls were all steps suggested to gaining employment. Her overall message emphasized transferring skills and thinking outside the box.

Karin Zeh guided the table leaders to discuss methods of networking and gaining skills necessary for the career featured at the table. Each group reported one skill that was crucial for entrance into their area. Each group listed the following skills:

- Consulting: organization
- Technology Transfer: science background knowledge
- Regulatory Affairs: verbal and written communication
- Business Development: initiative
- Investor Relations: willingness to accept menial work as a stepping stone
- Patent Law: efficiency
- Drug Development: interpersonal skills

Marla Goonan, UCSD Career Coach, gave a pep talk. She emphasized that career-changers or first-time job seekers must know what they want before they can think about change. Having a specific goal and a plan for achievement are crucial for success. When she sought her career, she wanted to teach at the college level. Research about schools led her to call seven Deans, from which she got four interviews and two job offers. The initiative she took to investigate her interest allowed her to enter a specific job area. She created her own life from her own image of herself.

Swanie Schmidt wrapped up the evening program with a talk about the impact of decision making. How do people know they want an alternative career or a career change? She emphasized that every decision has an emotional impact.

The evening concluded with the usual networking and exchange of business cards. The ambience and friendly environment created by the evening aided a relaxed social gathering for the end of the session.

Strategy Sessions- Alternative Careers

April 7, 2003

By Julie Kinyoun

The strategy session opened with the usual reception including delicious food and fellowship among outstanding San Diego scientists. Karin Lucas opened the program for the evening with an invitation to the Women in Bioscience conference. Her invitation

AWIS Event for March Center for Reproduction of Endangered Species: San Diego Zoo

By Barbara Armstrong

At our March AWIS event, three researchers at The Center for Reproduction of Endangered Species (CRES) -- Marlys Houck, Laura Keener, and Tandora Grant -- gave generously of their time to provide our members with a tour of CRES and a talk about the research of the center.

Marlys Houck, a geneticist at CRES, talked about the Frozen Zoo. The Frozen Zoo is a collection of 6500 samples of cultured fibroblasts representing 400 to 500 species, 46% of the samples are cells from "hoofed" animals. In addition to maintaining these cell lines for in-house karyotyping research, the Zoo makes the samples available to other researchers.

Laura Keener, a Clinical Pathologist at CRES, described the work of the clinical lab. Eighty-five percent of the work in the lab is concerned with clinical examinations on animals residing in the zoo or animals being shipped to other zoos. Five percent of the work in the lab is necropsies (postmortem examination) and 10% of the work supports conservation efforts.

Tandora Grant is one of 50 permanent staff in the field practicing applied conservation. There are conservation projects in the Caribbean, Argentina, China, Southern Africa, Brazil, Indonesia, Mexico and North America. Conservation efforts include a captive-breeding program. The captive-breeding program allows offspring to be raised in the absence of their natural predators. Once the offspring are large enough to fend for themselves, they are released into their natural habitat.

At the April Event, Tandora talked about research on the endangered Coast Horn Lizard, which lives in the coastal sage scrub of San Diego County. The research focuses on understanding how lizards living in disturbed habitats (areas historically burned or grazed) compare with lizards living in undisturbed habitats. This will help them determine how large an area is required for the Coast Horn Lizard to survive in a disturbed habitat.

Other California conservation projects include: a reintroduction program for the California Condor, a reintroduction program for the Loggerhead Shrike to San Clemente Island, a monitoring and recovery program for the Least Tern and Snowy Plover to Southern California and Mexico, a recovery program for the Peninsular Bighorn Sheep, research on the ecology and behavior of the Rosy Boa and Rattlesnake, and a field survey and guide of the mammals of San Diego County.

For more information about these programs and how you can help visit the CRES website:

http://www.sandiegozoo.org/conservation/cres_home.html

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.

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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 June 6, 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 June 6, 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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