



# NEWSLETTER

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

## NEWS

### Letter from AWIS-SD President Janet White

Dear AWIS members,

This month I'd like to highlight two recent, major accomplishments by our chapter. First, in late April 2005, AWIS-San Diego was honored by UCSD Athena as the winner of the 2005 Pinnacle Corporate Award. Each year, the Pinnacle Awards recognize the individuals and organizations in San Diego who do the most to encourage and promote women in technology. I felt very proud of the collective efforts of all our chapter volunteers as I accepted the award on our behalf. It represents many hours of dedicated service from our membership.



Courtesy of Miguel Garcia-Guzman

**Former AWIS-SD Board Member Fan-Li Chou (left) and AWIS-SD President Janet White (right) hold the Athena Pinnacle Corporate Award. Chou nominated AWIS-SD for the Award.**

Our other great accomplishment was, of course, our 2005 Women in bioScience Conference, which is featured in this issue of the Newsletter. I would like to thank our large team of volunteers and particularly, my co-chair, Natalie Schiller for the great work they did in producing our best WIB Conference yet! The Salk Institute buzzed all day as participants networked and crowded the popular workshop sessions. One could feel the energy in the air. A participant who came all the way from Oregon for the Conference wrote to me afterwards, "I feel compelled to tell you what a fantastic meeting it was. It was clearly very well organized down to the smallest details. I am very glad that I made the trip."

I'd like to welcome new members who joined AWIS at or before the Conference and encourage you to get involved. Our next event on Nanotechnology is on June 29 at 6:00 p.m. at the Salk Institute. I look forward to seeing you there!

Janet

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### Upcoming Events

Compiled by Janice Payne

**June 29:** Nanotechnology: The Biggest Small Game Around. Co-hosted by Nanobionexus. Speakers: Adriana Vela, Will Vine, James T. Clements. Salk Institute, Trustees Room. 6-8 p.m. RSVP at [http://awis.npaci.edu/calendar/eventdetails.php?event\\_id=63](http://awis.npaci.edu/calendar/eventdetails.php?event_id=63)

**August 8:** Strategy Session. Carving Out "Me" Time. Members only. Salk Institute. 6-8 p.m.

**August 24:** AWIS Board and Volunteer Mixer. Salk Institute, Trustees Room.

**September:** Strategies for Financial Success. Speaker: Ray Lucia. Join us for a live radio show with Ray Lucia. Space is limited. Location TBD.

**October 3:** Strategy Session. Mentorship: How to find it! Members only. Salk Institute. 6-8 p.m.

### Special Edition Coverage of Women in bioScience Conference



Were you able to "Envision Your Possibilities" at the 2005 Women in bioScience conference (WIB)? If you attended the biennial Conference at the Salk Institute on May 21, 2005, we hope you left with the tools you need to develop your career and personal life.

Our goal was to offer workshops and presentations that would benefit attendees in the academic sector (52%) as well as those working in industry (48%).

In the pages of this issue you'll get a glimpse of a few of the 15 different workshops offered throughout the day. You'll also get summaries of presentations by our keynote speakers, Joanne Silberner from National Public Radio (NPR) and Tammy Dwyer, chair of the chemistry department at the University of San Diego. You can also read a profile about "Kitty" Mackey, senior vice president at Pfizer. Pfizer was a principal corporate sponsor of the 2005 WIB Conference. Thanks to all our generous sponsors, we were able to award eight scholarships to women pursuing careers in science. Read about the accomplishments of the winners in this issue.

For 76% of those of you who attended, it was your first Women in bioScience conference. We hope you enjoyed it and that you'll join us again for the next WIB Conference in 2007!

### Principal Corporate Sponsor



#### Profile:

**Catherine J. "Kitty" Mackey**

**Senior Vice President of Pfizer Global Research and Development**

By Siobhan Malany

"We strive to foster creativity and a healthy environment," says Catherine "Kitty" Mackey, Ph.D., senior vice president of Pfizer Global Research and Development (PGRD) and La Jolla site head. "We promote women to get into science, stay in science and become successful in science." Pfizer was the 2004 recipient of the Athena corporate pinnacle award for the company's effort to mentor and promote women in the workplace and in the community.

The La Jolla campus, part of PGRD, encompasses almost 1 million square feet of office space and state-of-the-art medical and biotechnology research facilities. "Our mission," says Mackey pointing to the plaques on her office wall, "is 'to be the employer of choice on the west coast and to build a pipeline that will deliver at least one new medicine every other year.' We are very excited about our new cancer drug, Sutent," she adds. Sutent, a tyrosine kinase inhibitor currently in phase III clinical trials, is showing promising results for difficult-to-treat cancers such as renal cell carcinoma and gastrointestinal stromal tumors. In addition to working on cancer, the La Jolla research teams are focused on developing new medicines for viral diseases like AIDS and hepatitis, diabetes and diseases of the eye such as macular degeneration and glaucoma.

Heading the La Jolla campus that employs more than 1200 scientists and staff comes with high risk and high reward, says Mackey. "The external pressures are enormous." Her greatest reward, she shares, is working with groups of bright scientists who are internally motivated to provide new medicines that patients

urgently need. Mackey received her Ph.D. in microbiology at Cornell University in 1983. She started her career as a research scientist in plant genetics at Pfizer in Groton, CT and rose to become department director. During her climb up the corporate ladder, Mackey recalls, "I had a good mentor," referring to her supervisor. As her supervisor was promoted, she moved up with him, eventually taking on his position when he left the company. "The lesson here," Mackey states, "is to attach yourself to someone who is on the move." During a corporate restructuring in 1990, Mackey left Pfizer to lead DEKALB's Biotechnology Research. At DEKALB, Mackey says she was more strategic in seeking out positions. "I was looking for opportunities and throwing my hat in the ring." In 1995, Mackey became vice president of research at DEKALB.

"I was tapped for this position," says Mackey of her 2001 move to head the La Jolla Laboratories as senior vice president of PGRD. Her networking skills served her well, as some of the people responsible for recommending Mackey for the position were fellow colleagues from her early years at Pfizer in Groton. "It's a small world; make contacts," she advises. "Impress people, and they won't forget. On the other side, don't burn bridges."

Mackey, a Board member of Athena and community speaker, recently gave the keynote address at the Women in Leadership Conference held at USD. "We [women] seem to be asking the same questions we did 20 years ago about time management and how to balance career and family." Mackey's message is, "be true to your heart. Do what makes you happy. Don't listen to the voice that tells you that you are not good enough." Mackey says an important success factor for her has been to have such a supportive spouse. Her husband Bill, who also holds a Ph.D. in microbiology and works at Pfizer, left his position on the east coast to relocate with Mackey to San Diego.

Mackey states that to be a good manager, you need to cater to all social styles. For example, she points out, there are usually those people who are more outspoken and influential in meetings. But those who are quieter in meetings also have a lot to contribute. It is important to be flexible as a leader and recognize different social styles. Women tend to take on an "amiable" style, one that strives to preserve the relationship. "Me, I'm a driver. I like to remain in control." All social styles can lead to success, she believes. It's important to find a balance. "Know yourself," she stresses. "Take risks, but in doing so develop thick skin. Seek first to understand yourself, then understand people around you, and you will be an effective leader."

#### Pfizer and the community:

- Pfizer has contributed over 300,000 to science education initiatives in San Diego. Donations have gone
  - To launch the San Diego Middle School Science Education Leadership Initiative
  - To provide grants for renovation for science labs at Monarch School, a charter school for homeless children
  - To provide money for Instituto Panamericano, a middle school for underserved students in Tijuana.

- UCSD received approximately \$1 million in equipment and financial funds from Pfizer for undergraduate laboratory facilities.
- Pfizer teams participate in local charities such as AIDS Walk San Diego, Race for the Cure, and America's Walk for Diabetes making Pfizer a major fundraiser for these events.
- The company is also a major contributor to the United Way and Scripps' Whittier Institute for Diabetes Mobile Clinic, which serves clinic trials, outpatient education, and diabetes screening.

**Thank you, Pfizer La Jolla for your support as a principal sponsor of the 2005 Women in bioScience Conference and for your years of generous support of AWIS-San Diego!**

### **Plenary Speaker: Tammy Dwyer** **Life As a Teacher-Scholar: Aiming High at a PUI** By Julie Kinyoun

Dr. Tammy Dwyer presented the morning plenary talk entitled, "Life As a Teacher-Scholar: Aiming High at a PUI (primarily undergraduate institution)." Her introduction described what a thrill it is to teach at the University of San Diego (USD) where she is a professor and the chair of the Chemistry Department. "I have a great job. I work with tremendous people in a beautiful building," said Dwyer. The talk focused on the career choices she made that led her to her current profession and the ways she continues to learn and develop in her role.

Her traditional family was very supportive of her academic development. This support led her to college with the aspiration of becoming a nurse. Because her school did not have a nursing major, she chose chemistry to prepare herself for her goal. The chemistry department was a stimulating environment for her, and she enjoyed it. Her professors included students in social activities, like bowling, outside of the classroom. Because she enjoyed herself so much, she decided she wanted to become a professor.

In graduate school, the professors were much more difficult to get to know. "There was no dialogue about careers or personal development - all things I was interested in," said Dwyer. The environment fostered more of a "sink or swim" mentality. However, she was impressed with the way that Dr. Charles Perrin interacted with students, so she joined his lab and successfully earned her Ph.D.

As she progressed in graduate school, Dwyer encountered life changes like getting married and having children. Each new responsibility presented a new challenge in the balancing act of life. "After my daughter was born, I felt the need to prove myself as a parent and a researcher," said Dwyer. She vowed not to let her daughter be away from her or her husband for more than 10 hours at a time.

Dwyer's first teaching appointment was at California State University, San Marcos where she stayed for two years before she was offered a position at the University of San Diego (USD). She believes that PUIs, like the two universities she has worked for, provide the best environment for creative minds. "My colleagues are interested in being good teachers, and their teaching extends

into the research laboratory," said Dwyer. Teaching is at least as important as research at a PUI. Often a professor's research is an extension of his or her teaching rather than the other way around as it is at a research institution. A typical teaching load for a professor at a PUI is five to eight courses a semester. However, while teaching is very important at a PUI, there are a number of funding agencies that fund research for professors at such schools.

Dwyer outlined the roles and skills of a teacher. "Some people are naturally talented teachers, but most people have to work at it. The students have a lot of learning styles," said Dwyer. The roles of a teacher, according to Dwyer, are: motivator, disciplinarian, technical guru and counselor. The constant change and juggling of roles present major challenges and rewards for the professor. This teaching extends into the laboratory. "Research is research," said Dwyer. It must lead to the creation of new knowledge. However, at a PUI, the close interaction with students in the laboratory allows for teaching while doing research. Therefore, Dwyer emphasized that a PUI offers the best opportunity to be a teacher-scholar and have a balanced life outside of one's career.



**AWIS-SD president Janet White (left), Session Moderator Hima Joshi (middle) and Plenary Speaker Tammy Dwyer (right) relax before Dwyer's presentation.**

Dwyer outlined the hiring process at a PUI for aspiring teacher-scholars in the audience. The faculty evaluates 50 to 100 applications for each tenure-track position. They pare this number down to 12. Then, they do phone interviews with these top applicants to further evaluate their qualifications and get a sense of their teaching experience. A tip she offered was to indicate that you want to teach a variety of classes including general, lower-division classes. The search committee also asks the candidates what journals they read regularly, what instruments or equipment they need for their research and how much money they need in start-up funds. Any person interested in applying to a PUI should do research on various institutions and know the differences between them. An applicant should know how his or her skills match the current needs of any particular department. To answer the search committee's questions about teaching, it is important for an applicant to have knowledge about current trends in the field - for example, active versus passive styles and guided inquiry. A candidate's letters of recommendation and knowledge of a department's current instrumentation are also evaluated by the search committee. Despite all of these very particular details of each candidate's application, the final hiring decision is based on best overall fit - the entire package. Every search committee asks the question: will this person do well in the future?

Dwyer has also benefited from the many leadership opportunities at her PUI. About her current role as chair she said, "I feel a need to

maintain a creative, positive, healthy and productive environment in the chemistry department.”

The first thing she did as the chair was to meet regularly with the chair of the USD Biology Department to communicate and exchange information. She also feels that it is necessary to interact regularly with the dean.

In conclusion, Dwyer emphasized the importance of balance while building and maintaining her career. She advised people not to “go it alone.” It is necessary for partners to achieve balance in their work and home lives. Everybody needs a support network. Her husband shares the same needs that she does to achieve balance. It is also important to find mentors and role models along the path to success.

### Plenary Speaker: Joanne Silberner Behind the Scenes: Health Reporting

By Siobhan Malany and Joanne Mullen

“I have been assigned a story by my editor at 10 a.m., finished taping 12 minutes before air, and finished the editing only three minutes before air,” says Joanne Silberner, smiling to a large audience at the Women in bioScience Conference as she describes her experiences reporting for National Public Radio (NPR) in Washington, D.C. “There is no such thing as finished stories, only deadlines.” Silberner has been a health policy correspondent for NPR since 1992 and covers medicine, health reform, and changes in the health care marketplace. Normally, a story assignment period is one or two days. This is why she says, “It’s important to be able to contact sources and verify quotes right away.”

“The interviewer has two goals: to find out what’s going on and to get quotes.” Silberner gets her ideas for stories from journal articles, her own observations, and from direct calls from the listening audience. She keeps in touch with her story subjects. “Stories can evolve over years, and there may be an interesting follow-up feature later on,” says Silberner. Interviewing scientists has its challenges. As many of us may relate, we, as scientists, become so specialized, we tend to use complicated jargon in describing what we do. “Once it’s called ‘science,’ listeners lose interest.” Silberner grins to the audience. “I sometimes ask the interviewee, ‘how do you explain this concept to your children?’” She often uses an anecdote to help the listener relate to the topic content.

Ultimately, it is the editor who determines the type of story covered. The story may stand alone or be part of a series. The editor also influences how the story is reported. For example, the interviewee may answer questions live in the studio or by phone or the reporter may be on location. Sound in broadcasting is very important. The editor may add sounds to recreate the story. This technique increases the listeners’ interest and sparks their imagination. It is critical, Silberner points out, that both the reporter’s and the interviewee’s words accurately reflect the statistics presented in the feature as well as in previous publications.

Silberner gave a few helpful tips for scientists being interviewed by the media. As scientists, we should be influencing science policies. To do this, we need to communicate our message clearly and accurately. Silberner advises, “Think about what you want to say before answering a specific question. The answer to your first

interview question should incorporate ‘your agenda.’ What message do you want to promote?” She suggests defining terms in context and firmly stating what specific information should be used as background only and should not be quoted and getting agreement from the reporter. Go over the quotes at the end of the interview. Most importantly, be available for follow-up to verify the story content.

Looking to place your story idea in the media? Silberner warns against submitting pages of material. Submit your story idea as a short, three-line e-mail message directly to an editor, a columnist or a reporter.



Courtesy of Miguel Garcia-Guzman

Joanne Silberner gives her plenary presentation.

### Young Scientists Recognized at WIB Conference: 2005 AWIS-San Diego Scholarship Winners

By Jenafer Evans

Every year AWIS-San Diego awards scholarships to women studying science at local colleges and universities. Each recipient receives a monetary award as well as an AWIS membership. To be eligible for a scholarship, each student must meet a minimum GPA requirement and must submit, along with her application and transcript, two letters of reference and an essay describing her career goals and extracurricular activities. This year, we had over 140 applicants and awarded eight scholarships. Pfizer, Biogen-IDEA, Merck, and Elsevier sponsored some of the scholarships. Following is a list of our 2005 scholarship winners.



AWIS-SD  
SCHOLARSHIP AWARDS 2005

Courtesy of Miguel Garcia-Guzman

**Morrigan Shaw** has studied psychology and is currently studying biology at Mesa Community College. She will transfer to SFSU in the fall to continue her studies in biology and ultimately plans to pursue a career researching toxins in the marine environment. Shaw helped gather and record information on Hawaiian Spiny Lobsters in an internship-at-sea program, and she is currently investigating coral mortality due to toxic carbon levels, a project she began as an intern in the Bridges to the Future Program at San Diego State University.

While starting on the path to a career in astrophysics, **Jayma Koerner** discovered a passion for chemistry. She is currently studying chemistry at Cuyamaca College and plans to earn a bachelor's degree in physical chemistry before continuing on to graduate school. Koerner will be attending UC Berkeley this fall. She is particularly interested in the development of alternative fuels and the use of industrial byproducts for fuels.

In her first undergraduate earth sciences course at the University of California, San Diego, **Elise Sbarbori** realized that she was drawn to geoscience. She is finishing her earth sciences degree at the University of California, San Diego and will begin graduate school at the Scripps Institution of Oceanography (SIO) in the fall. Sbarbori will study samples from volcanic deposits during her time at SIO.

**Michelle Leibrand** is studying biochemistry at the University of San Diego with the aspiration of pursuing a career in biochemical and pharmacological research, specifically in marine biomedicine. She has been involved in field research in the Research Mentorship Program through UC Santa Barbara and plans to begin working on marine biomedicine and biochemistry projects this summer at the Scripps Institution of Oceanography.

**Megan Eckles** is currently a student at the University of California, San Diego (UCSD), and she is finishing her bachelor's degree in environmental systems. She has been accepted into the doctoral program in biology at UCSD where she will expand the animal behavior and communication research project she began as an undergraduate. Eckles has also participated in an ecological study along the US/Mexican border and plans to pursue fieldwork in Panama or Brazil to enhance her graduate work.

**Tina Nguyen** just completed the first year of the chemistry major at the University of San Diego, and she plans to pursue a career in pharmaceutical/neurological research. In addition, she plans to help those who suffer from multiple sclerosis learn about and cope with their illness. Nguyen excels in her coursework, and she particularly enjoys chemistry lab.

A gift from her grandmother sparked **Natalie Ostroff's** interest in science. Thanks to her children's telescope, she developed a love for astronomy. Through her undergraduate physics studies, Ostroff discovered a passion for academic research, and she ultimately chose a graduate program in bioengineering. In her Ph.D. program at the University of California, San Diego, Ostroff uses her physics background to work towards a predictive model for cellular function.

As a biological sciences Ph.D. candidate at the University of California, San Diego (UCSD), **Amanda Lewis** has conducted successful research on the bacterium Group B Streptococcus, which is the leading cause of sepsis and meningitis in newborns. She is also working with the UCSD Graduate Student Association to assess the need for infant care services on campus. She has

engaged in a public discussion in a Science magazine article regarding the combination of parenting and a science career.

*Jenafer Evans is the chair of the Scholarship Committee. Please e-mail her at jenafer\_evans@yahoo.com if you would like to learn more about the Committee.*

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### Panel Discussion: Stem Cell Research

Speakers: Susan Bryant, Mary Devereaux, Ajit Varki,  
Richard Murphy  
By Janice Payne

Education may be the key to resolving the stem cell debate. Embryonic stem cells are derived from a fertilized egg or blastocyst and have the potential to develop into any cell type in the body. "Lay people don't understand the science of stem cells but once they do understand, [they usually say], 'what's the big deal?'" commented Richard Murphy, current president and CEO of The Salk Institute. Murphy was recently appointed to the Independent Citizens Oversight Committee and will be overseeing distribution of \$3 billion in stem cell research funds as part of Proposition 71.

Susan Bryant, dean of the School of Biological Sciences at the University of California, Irvine, described the scientific challenges in culturing stem cells and the great need to develop new cell lines, free from contamination. Ajit Varki, professor of medicine at UCSD, recently published his findings that existing stem cell lines are contaminated with sialic acid as a result of culturing with non-human serum or feeder layers. Most humans have antibodies to sialic acid and this could be detrimental if these lines are used for cell-based therapies.

"It's not a debate about stem cells but a debate about embryos," stated Mary Devereaux, faculty member at the UCSD Center for Ethics in Science and Technology. Scientists should take on the responsibility to educate themselves about the science as well as the ethical issues surrounding the use of stem cells. Devereaux's ethical concerns include donor consent or payment for fertilized eggs, priorities for research funding and access to stem cell therapies for under- and uninsured populations.

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### Essence of Effective Leadership Workshop

Speaker: Simon Vetter  
By Julie Kinyoun

Simon Vetter, business coach and consultant for Alliance for Strategic Leadership, presented a workshop focused on two major ideas: the essence of leadership and what makes people better leaders. The foundation of leadership is trust, according to Vetter. A leader is someone people choose to follow based on credibility. Reliability, honesty, a proven track record, vision, consistency and inspiration are all characteristics that make someone credible.

The five ways to practice leadership are to:

- Demonstrate consistency in words and deeds
- Inspire a shared vision
- Challenge the process
- Enable others to act
- Encourage the heart

The culture of an organization depends on its leaders. To change the behavior of a leader:

- Involve the person in determining the desired behavior
- Involve the person in determining his/her key stakeholders
- Have the person respond to key stakeholders
- Ensure an ongoing “feedback” process
- Follow-up
- Measure progress with mini-surveys

Vetter concluded his talk with an exercise called “Feed Forward.” Participants selected behaviors they wanted to change in themselves. They took turns with their neighbors sharing the behaviors they wanted to change. The person receiving the information could only respond with suggestions for the future. Any talk of the past was forbidden. The talk concluded with a brief recap of the major points in Vetter’s presentation.

### **Panel Discussion: Trekking the Tenure Track**

Speakers: Kim Barrett, Susan Forsburg, Erica Ollmann Saphire  
By Hima Joshi

Tenure gives professors what many people can only dream about – job security. With this security comes the freedom to be creative and voice one’s opinions. “I don’t have to be careful about what I say,” says Susan Forsburg, tenured professor at the University of Southern California.

How can you ensure a successful trek to tenure? Kim Barrett, tenured professor at the UCSD School of Medicine, says “[match] your activities to your job description.” It is not enough to know what your department expects of you because it is the university, not the department, who will make the final decision about your tenure. Forsburg says that at many universities, non-science professors are on scientists’ tenure review committees. So, networking is critical. “Men have stronger networks,” says Forsburg. “But, associations like this [AWIS] are helping.” Barrett also suggests making yourself feel needed by collaborating with colleagues.

Erica Ollmann Saphire, an untenured professor at The Scripps Research Institute, is focusing on getting funding and making sure her colleagues know about her contributions. “Write down everything you do when you do it,” says Barrett. Maintain a list of activities for your file. Forsburg suggests including thank-you letters from former students. She also warns against spreading yourself too thin. “I would exhort all of you to practice in the mirror saying ‘No. I’m sorry. I can’t do that right now.’”

Most importantly, don’t suffer from what Barrett calls “the imposter syndrome,” the belief that you don’t have a right to be there. As Barrett says, “this business is about tenacity.”

### **Workshop on Conquering Breast Cancer**

Speakers: Katie Parker and Sonia del Rincon  
By Janice Payne

It was a promise between two sisters. As one sister was dying of breast cancer, the other promised to do everything she could to fight the disease. Susan Komen died in 1980 at the age of 36, and her sister Nancy has been fighting ever since. Katie Parker, Community Outreach Director at the Susan G. Komen Foundation, is a radiologic technologist with extensive experience in breast cancer education and mammography. “All women are at risk for breast cancer, and the best protection is early detection,” is her message. Her recommendations are: monthly breast self exams, clinical breast exams every three years up to age 40 and every year thereafter, and mammograms every year after age 40. “Don’t ignore any changes in your breast tissue.”

Sonia del Rincon, Ph.D., is currently a postdoctoral fellow at the Sidney Kimmel Cancer Center, and she summarized advancements in breast cancer research by local scientists:

- David Cheresch, at The Scripps Research Institute, studies methods for decreasing tumor angiogenesis.
- Ralph Reisfeld, at The Scripps Research Institute, studies the T cell immune response to an oral cancer vaccine.
- Albert Deisseroth, of the Sidney Kimmel Cancer Center, uses adenoviral vectors for breast cancer therapy.
- Researchers at the Moores Cancer Center at UCSD are currently conducting 20 clinical trials on breast cancer patients.

Many thanks to Katie Parker and Sonia del Rincon for their efforts in spreading the word about breast cancer.

### **Panel Discussion: Balancing Career and Family**

Speakers: Peter Ordentlich, Jennifer Taylor, Rita Wilby, Tony Wilby, Sandra Wiley  
By Hima Joshi

For most parents, finding balance is just a part of life. Rita Wilby, product manager at Accelrys and mother of two, says, “I can’t imagine my life without stress. Stress is one of those factors which [allows for] focus.” She and her husband, Tony Wilby, a specialist in statistics and operational research, travel frequently for their jobs.

Peter Ordentlich, Salk scientist and father of two, suggests having realistic expectations for balance. His wife, Jennifer Taylor, project manager at the Genomics Institute of the Novartis Research Fund, enjoys balancing the different aspects of her life. “My colleagues who have nothing but their careers go home and stew about work,” she says.

How can you care for your kids while maintaining balance in your life? Sandra Wiley, a scientist at UCSD School of Medicine and mother of two, takes her daughters to “Camp Grandma in Coronado” when she needs a little extra help. Wiley has also found a home caregiver who adores her kids.

Jennifer Taylor feels that day-care centers serve a dual purpose: they help with childcare, and they provide a social environment for her kids that she can’t create at home. Rita Wilby and Sandra

Wiley agree that kids need a social life. “[My] kids have a social life that is more robust than my own,” Wiley says. If your kids’ friends are in the neighborhood, you can share childcare responsibilities with their parents. The panelists agreed that building a support network of family, friends and other resources has helped them achieve balance.

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### **Workshop on Seven Steps to a Successful Postdoctoral Experience**

Speaker: Sandra Schmid

By Holly Heaslet Soutter

One of the highlights of the 2005 Women in bioScience Conference was the workshop entitled “Seven Steps to a Successful Postdoctoral Experience,” presented by Dr. Sandra Schmid from The Scripps Research Institute. The talk was “standing-room-only” and full of great advice for up-and-coming women scientists. Schmid outlined the most important strategies for having a productive and positive postdoctoral experience. She gave the audience tips on having and executing a research plan, which defines your research goals and lays out expectations for you and your advisor.

Applying for a postdoctoral fellowship, she says, is the perfect opportunity to put together a focused research plan and allows for more independence on the part of the postdoctoral fellow. Schmid defines successful postdoctoral training as the completion and publication of one significant research project in your field. She encouraged the attendees to talk about their work whenever possible to establish their identities and reputations in the scientific community.

Schmid also talked about time management skills that can maximize your productivity in the lab and give you more time for family and other interests. E-mail and the Internet are the greatest time wasters. She advises aspiring scientists to check e-mail only once or twice a day, answer personal e-mails from home and use the Internet productively and purposefully instead of browsing aimlessly. By focusing our time and energy in the appropriate areas, we can have highly productive yet balanced professional lives.

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### **The ABC’s of CSI: Forensic Science Workshop**

Speakers: Annette Peer, Patricia Schechter Lough,

Norman “Skip” Sperber

By Janice Payne

Did David Westerfield really do it? It was the job of the San Diego Police Department (SDPD) Crime Lab to unravel the mystery surrounding seven-year-old Danielle Van Dam’s abduction and death in early 2002. Annette Peer, who has 22 years of experience at the Crime Lab, gave us a timeline and summary of DNA and trace evidence collected in the case. DNA analysis, a now widely-accepted forensic technique, was used on blood obtained from David Westerfield’s jacket. The analysis showed that there was only a one in 670 quadrillion chance that the blood on Westerfield’s jacket was not that of Danielle. Peer spent over 500 hours on the case, and it went to trial in record time.

A different case reported by Patricia Schechter Lough, also of the SDPD Crime Lab, referenced a woman who supposedly fell off a

cliff while hiking. Blood spatter evidence and drag marks on rocks revealed that the husband had dragged his wife’s body and then lied about it in an attempt to cover up her murder.

Norman “Skip” Sperber, our third speaker, is a dentist and forensic odontologist who identifies victims via their dental records. He described a case in which he was called in to identify a body that had been sandwiched between two layers of cement in the back of a van. When the body began to decompose and give off an odor, the accused began filling the van with air freshener to cover up the odor. The body was eventually removed from the van with a jackhammer.

Thanks to our panelists for a fascinating workshop!

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## **DEPARTMENTS**

### **Outreach: Expanding Your Horizons 2005**

By Deanna Asakawa

On April 2, 2005, hundreds of sixth- to tenth-grade girls and parents came to the Expanding Your Horizons Conference held at the University of California, San Diego. The theme for this year’s Conference was *Changes Ahead*. The focus for the event was to increase interest in science and promote awareness of science and math-related career opportunities.

The day started with a keynote panel of three distinguished women: Dr. Shirley Johnston, Dean of Veterinary Medicine at the Western University of Health Sciences, Isabel Perlinski, CEO of Perlinski and Company, and Janet White, our own AWIS-San Diego president. The panelists had diverse career experiences in veterinary medicine, industry research, and business. Each panelist shared her personal and career history. They were an inspiring group who worked to dispel myths about women in science and offered some sage advice for the Conference attendees.

After the keynote panel, the young women attended two different workshops, had lunch, enjoyed another workshop and then wrapped up the day with a session on science skills. Volunteer presenters prepared hands-on workshops to introduce the attendees to different areas of math, science and technology. Topics for the more than 40 different workshops included marine science, rock-music engineering, crime scene investigation, fitness and nutrition, insects and Mars.

AWIS volunteer Kirsten Vroom and I taught a workshop on human muscles. The young women who attended our workshop session were energetic and interested in science. There was no shortage of questions. The participants seemed to be enjoying the workshops and relayed to us the highlights from other workshops they had attended. Each group of girls was chaperoned throughout the day by two college-aged mentors. Parents attended separate workshops. They chose from workshop topics such as careers in biotechnology, college admissions, and paying for college.

This event brought hundreds of people together for a day of science, fun and career exploration. Expanding Your Horizons was an opportunity for young women to enjoy science, math, and technology while meeting women role models and mentors. The Expanding Your Horizons Conference was organized by the San Diego Science Alliance. A complete list of sponsors can be found at the following website: <http://www.sdsa.org/eyh/sponsorbut.html>

## Strategy Session Committee

### Strategy Session Takes on Time Management

By Valerie Uzzell

On June 6, AWIS-San Diego members gathered to discuss one of the thorniest problems in our professional and personal lives: How can we find time to do everything we need and wish to do? The importance of this issue for AWIS members, and professional women in general, was evident from the excellent turnout and the many vigorous discussions over the course of the evening.

To get us all warmed up to the topic, all participants were asked to fill out an activity log chronicling how we spent our time on a particular work day, in half-hour intervals. We were then asked to categorize those activities as high-payoff activities, low-payoff activities, or time wasters. High-payoff activities are defined as those things that give us a large amount of value, either personal or professional. For example, writing a project report, spending time with family or going for a run might count as a high-payoff activity.

Time wasters are defined as those things that do not bring much benefit in either sphere. Examples are sorting through junk e-mail, speaking to gossipy colleagues, or repeating experiments we didn't do properly the first time. We were asked to consider how we might increase the proportion of our time spent on high-payoff activities. An important message of this discussion was that time management begins with prioritizing and deciding what we value and what we wish to accomplish. Once we know what our individual priorities are, we can organize our days and weeks around meeting those priorities.

In order to practice applying these principles to real-world problems, we then split up into four groups to discuss case studies. Each case study described one woman's time management problem. The four categories were as follows: Educational Challenge, Professional Challenge, Balancing Career and Family, and Incorporating Personal Time. For example, one group's case study involved a woman seeking to work full time at a challenging job while attending classes to gain an additional career credential. In our discussions, we first sought to understand the problem. What were the person's priorities? What conflicts did she face? Second, we brainstormed suggestions on how she could improve the situation and manage her time effectively. I think we were all impressed by how many creative suggestions emerged from these discussions. Perhaps the most important thing I learned is that managing your time is a universal problem. Therefore, discussing the issues you are facing with your friends and colleagues can elicit surprising insights and useful solutions.

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## Your Two Cents

Compiled by Hima Joshi

### Question from last time:

What part of the WIB Conference did you enjoy the most?

### Responses:

I enjoyed the opportunity to network with like-minded individuals.  
- **Kim Kamdar**

Joanne Silberner's keynote address. She provided loads of interesting and valuable information about broadcast journalism in a surprisingly funny and candid manner. (The stem cell workshop ran a close second!) - **Natalie Schiller, WIB 2005 Planning Committee Co-chair**

The speakers and workshops at WIB were amazing, especially the stem cell panel. Overall, the breadth of the workshops (hot topics in science, career and personal development and public policy) attracted women with diverse interests in science both from academia and industry. That's important because the best part of WIB 2005 was spending time with other women in science. I got to catch up with old friends and meet new people. It was a fantastic event for San Diego women in science! - **Robin Rosenfeld, WIB 2005 Planning Committee**

I enjoyed the stem cell session the most. - **Sam Zeitlin**

Chatting with the other panelists before and after the session.  
- **Erica Ollmann Saphire, WIB speaker**

I would say the part I enjoyed the most was the attentive and enthusiastic way the attendees responded to my presentation and the presentations given by the other members on my panel. The attendees' questions were excellent! I also enjoyed interacting and chatting with everyone after the panel. - **Annette Peer, WIB speaker**

After all these years, WIB continues to surround committee members, speakers, and participants with a palpable energy force field. - **Lynne Friedmann, AWIS Fellow, WIB Conference series founder, and 1993 WIB Conference chair**

Well, obviously I enjoyed Joanne Silberner's presentation the most.  
- **Joanne Silberner, WIB plenary speaker**

It was terrific, again, as always!! Actually, I very much enjoyed learning about PUIs (Primarily Undergraduate Institutions). How ignorant I realized I am, even after all these years, to the options we have as research trained scientists who can do more than research. Thank you for very enlightening speakers!! I was sad to have to leave before the end of the day. The reception is always a fantastic time to connect with women! GREAT JOB!!!! - **Barbara Coleman**

For me the best part of the Conference was meeting so many talented and intelligent women. I feel lucky to be part of such a great community. - **Karin Lucas, WIB 2005 Publicity Co-chair**

I enjoyed the whole Conference. I came out of the Conference energized, inspired and motivated. Part of my excitement might be because I have been unemployed for a while, and I missed interacting with my peers. I found the forensic science workshop to be the most interesting event. The most important and informative workshop in terms of its impact on the livelihood of us scientists was the stem cell workshop. Thank you to the organizers of the Conference for a fabulous job. - **Sherry Nouraini**

The parts that I liked the most in this conference were the location and set-up. Because there were four different rooms and the center was for serving lunch and breakfast, it was very easy for people to know where they wanted to go and to all be in one area. And I was very happy to meet new friends. I definitely plan to attend next time in 2007. - **Cindy Fontaneres**



I must say the seminar given by the New Zealand speaker on how to communicate with men in the workplace. This was the most entertaining and informative talk of the day. - **Debra O'Leary**

As a speaker, my positive response to the Conference is the commitment of the women to learning and developing, and the wonderful sense of camaraderie. Thank you for making me a part of the day! - **Jenni Prisk, WIB speaker**

I enjoyed seeing some old friends and meeting new friends at WIB. I also enjoyed the mentorship workshop, the Trekking the Tenure Track workshop and the plenary talk by Tammy Dwyer. - **Lucy Xu**

I enjoyed the Conference very well, and the workshops were very helpful. As last time, the networking workshop by Marla was excellent and inspiring. However, I must say that the stem cell workshop was my priority. I actually wish it had been longer. Hope my feedback is helpful. Thank you. - **Suhaila White**

I enjoyed seeing such a large audience of bright, articulate and enthusiastic young women scientists. It was an uplifting experience for me to be exposed to their curiosity and excitement about stem cell research and possibilities. I feel that we have turned a corner on gender equity in science, and I feel a new optimism about the future of science in California!! - **Susan V. Bryant, WIB speaker**

I enjoyed the panel discussion about alternative career options the most. I really liked the small group, question-and-answer format. The speakers were very informative, supportive, and inspiring. It was a great opportunity for me to get an insider's view of different career options. I wish that I could have had more time to go to other tables. In general, I really liked the nurturing, supportive, and encouraging environment of the whole event. - **Lili Chen**

The keynote speakers were great! Accomplished, accessible, personable and inspiring. - **Sandra L. Schmid, WIB speaker**

Dr. Tammy Dwyer, the morning keynote speaker, is right on target with her ability to balance her career and family life, and I thought that subject as part of the keynote was an excellent choice to set the tone for the Conference. My interest in the Conference comes from involvement with life science companies and institutions in San Diego as a space planner and move coordinator for labs that are relocating or remodeling. I worked with Dr. Dwyer as part of a team to move all of the USD teaching and research labs into the huge new Science and Technology building on the USD campus. Dr Dwyer's presentation was excellent. She not only balances her life, but also involves her family. I saw her son and husband on campus during the move several times! As a footnote, I must add that one key to her success is that she reads and promptly answers her e-mail! My job, when coordinating lab relocation projects is dependent upon communication with scientists. I was impressed with the number of sessions available at this one-day Conference with the emphasis on communication technique. Especially good was Jenni Prisk with a crowded, standing-room only workshop on presentation technique. We needed a larger room for this speaker! AWIS is a dynamic group in San Diego. The Committee should be commended for an excellent conference. - **Carol Whitmore**

As a new member and first-time attendee, I thought every aspect was well presented from location to speakers to attendees. I mostly heard that each section went by so quickly, which typically means speakers are engaging their audiences with valuable information. The most enjoyable part was listening to Jenni Prisk. Her presentation discussed women's presence in the work force and

communicating with males. She clearly stated that men and women speak differently. Men want the punch line, and women like to tell the story! She allowed those present to see how body language and tone of voice can communicate aggressive behavior versus assertive responses, as well as energy differences between men and women. Men...how much time will it take? Women discuss their tiredness with friends, only to catch a breath, and keep on going! Jenni packed lots of good communication tactics into a short period of time while using her witty sense of humor during the presentation. I believe that once we realize the differences between men and women, we will have greater benefits in the work force. A couple of participants asked why do we have to change and not men? As we benefit from communication techniques, we won't be changing other than being better communicators! That's my belief. I plan to be an active participant in AWIS because I believe together we can make a difference in our own lives, families, and within the workplace. I am an active member in two Chambers of Commerce as Education Committee Chair and Government Affairs Committee Member and believe we can help one another. My background: past accountant, presently in financial services, with two daughters in Science - Pharmacology and chemical engineer - plus an engineer husband. Great program. Congrats to your organization and those who set up the event! - **Barbara Kirstein**

I very much enjoyed the whole day at the WIB Conference. First of all, let me congratulate the Speakers Committee members who selected a variety of very interesting, informative topics in science and also topics near and dear to all women who are struggling to further their careers and are trying their best to balance family life and career. I am sure the Committee members spent lots of time and energy in bringing scholars and very good speakers to discuss the topics. The sessions on topics like breast cancer, forensic science, and stem cell research were very, very informative and were very well organized. An interesting fact was that the majority of the presenters were women and had a lot of command along with experience on the issues they were discussing. I attended, in addition to the above-mentioned sessions, both the plenary sessions, and the workshops on effective leadership and maximizing your minutes. They were all very interesting. I have attended, so far, many talks on effective leadership, but I thought the topic was handled quite differently with many more practical hints. The presentation was very lively. The session on time management was also very interesting and quite different from what I have heard earlier. One must admit that Jack McClendon is a powerful speaker. Among all these sessions I enjoyed most the opening session in the morning by Tammy Dwyer. Her presentation was very well organized. She not only told how she balanced her career and family and has become the chair of the department in a primarily undergraduate institution, but also she told the audience how she has utilized her experiences and expertise to further the cause of women. She explained how one can combine research and teaching in these institutions, and how to get grants. She also explained in clear terms the process of selection of candidates in her department and the expectations of the selection committee. I thought it was a very informative and well organized talk. The session on stem cell research was also very well organized. That, in fact, is the hottest and most controversial topic today. Susan Bryant and Ajit Varki were brilliant. Richard Murphy, the President and CEO of The Salk Institute, who has a lot of experience in dealing with the FDA and congressional members, was also very informative. Once again, many thanks to the Speakers Committee. - **Sheela Talwalker, WIB 2005 Planning Committee**

The part of the WIB Conference I enjoyed most was the panel on stem cell research. The speakers were truly world-class experts, up to the moment, and they gave an amazing insight into the current issues on this politically hot topic. - **Janet White, AWIS-SD President and WIB 2005 Planning Committee Co-chair**

Speaker Jenni Prisk made a profound impact with her presentation on "The Science of Professional Success." I noticed immediate results and an improvement in composure of myself and other attendees soon after leaving the workshop room. Overall, the WIB Conference has made a difference, as I have been able to capture the confidence and concepts presented by all of the speakers and share their ideas with the staff at my work. I hope to have inspired those around me to participate in the next Conference. - **Anna Chan**

This was my first time attending the WIB Conference. I was impressed and enjoyed being around friendly and supportive, yet serious, individuals who enjoyed their business careers. Although each event was very informative, I particularly gained a lot from "The Road to Success, Take Your Mentor Along" workshop. From that workshop, I acquired some skills on how to give direction to my mentorship process so that both my mentor and I will benefit the most from our time together. Thank you for putting together such an organized and effective conference for our community. - **Farah Babakhani**

The Stem Cell Research panelists (Susan Bryant, Richard Murphy, Ajit Varki, and Mary Devereaux) provided us with a primer covering the political, scientific and ethical issues surrounding stem cell research. The panelists covered: the challenging scientific questions that stem cell researchers will need to answer, the political aspect of the stem cell research institute that Proposition 71 established, the ethical questions about the research and the findings, published in *Nature Medicine* (2005 Feb; 11(2):228-32), that recommended that new cell lines be established since the present lines appeared to be contaminated with mouse cells expressing antigens that most humans have antibodies to. Mary Devereaux recommended that scientists become familiar with the ethical arguments against stem cell research with the objective of finding common ground and to better frame their counter-arguments. It was also good to learn that there is an ethics center (<http://ethicscenter.net>) that "provides resources to increase awareness, understanding and discussion of the ethical implications of new developments in science and technology." - **Barbara Armstrong, WIB 2005 Publications Chair**

As an undergraduate student, I found that the best part of the Conference was the opportunity to be surrounded by so many amazing and inspirational women. Their success and hard work is a motivator to those of us who are starting out on this same path to greatness. - **Michelle Leibrand, 2005 AWIS Scholarship Winner**

This was my first time attending, and I enjoyed every part of the WIB Conference. Of course, the workshops were the most interesting side of the Conference. The question-and-answer parts in each section are what I liked most and probably were the most valuable things. If you could allocate a little more time for the question-and-answer part of each talk, it would be great! I wish I could have gone to each and every workshop. Sometimes I was really torn about which one to go to. The organizers did superb work making the Conference a success! - **Anonymous**

#### Question for next time:

If you could invite any deceased scientist to give a talk at your work, home or cocktail party, whom would you invite, and what would you ask that scientist?

We would like to publish your responses to this question in the next Newsletter. Please reply to Hima Joshi ([hjoshi@sandiego.edu](mailto:hjoshi@sandiego.edu)). **Note:** Unless you indicate that you would like to remain anonymous, your name will be included with your response.

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### AWIS Book and Movie Club Book Review: "Survival of the Prettiest" By Ray Seraydarian

Nancy Etcoff's "Survival of the Prettiest" "... is an inquiry into what we find beautiful and why – what in our nature makes us susceptible to beauty, what qualities in people evoke this response, and why sensitivity to beauty is ubiquitous in human nature." Chapter 2 begins with why we think babies are cute.

We all respond to beauty. Even before the more articulate part of our brain can form the thought, "Oh, what a beautiful day!" or, "Oooh, what a cute baby!" or "Whoa! She's hot! (or he's hot)" we all experience beauty first as a nonverbal sensation. Etcoff, whose own research involves face recognition and emotional display, gathers together observations of infants, anthropological studies of traditional societies in the Amazon and isolated Pacific islands, archeological findings of cosmetics in ancient tombs, and art and literature to conclude that our notions of beauty are instinctive and tied to evolution and biology. They are neither transmitted culturally nor affected by the creation of Hollywood or Madison Avenue. While these multibillion-dollar industries certainly *exploit* the human desire for beauty, they do not *create* it any more than Disney creates in us a fondness for furry little animals or McDonald's makes us want to eat salty, fatty foods. In addition, because men and women are different (women take much greater risks and responsibilities in pregnancy, childbirth and child rearing), what each sex looks for in the other is also different.

The topic of survival generated a lively discussion. The average rating given by all those present was 3.75 (out of 5), though not everyone had the opportunity to read the book all the way through. I enjoyed it myself, and I was even inspired to go to the literature and read some of the quoted references related to topics that piqued my interest.

So, should the raise and promotion (and the dates) always go the jut-jawed, six-footer with the broad shoulders and full head of hair or to the cute young woman with the full bosom? Not always, but it's important for us as thinking beings to appreciate the source of the feelings we experience when confronted with beauty, so we can act more thoughtfully rather than trying to pretend, as some people assert, that such feelings don't exist.

**The following review is by group member Peggy Wallace:**  
"Pop biology" books appeal to the masses. It provided scientific credibility to those situations that we all intuitively know. For example, pretty people expect to be treated preferentially. Hurrah! It's not just me who has experienced it, and there are scientific reasons for this attitude, the preservation of the species. Now, we can all be more forgiving of this "entitlement."

## AWIS Member News

AWIS-San Diego Board member, **Fan-Li Chou**, has accepted an American Association for the Advancement of Science (AAAS) Diplomacy Fellowship and will be relocating to Washington, D.C. this summer. Thanks to Fan-Li for all her hard work with AWIS-San Diego!

**Julie Kinyoun** and **Lisa Whalen** are the new Membership Committee Co-chairs.

In this section of the Newsletter, we report on the accomplishments (new jobs, promotions, awards, publications, etc.) of AWIS-SD members. If you have any news to report, send it to Hima Joshi at [hjoshi@san Diego.edu](mailto:hjoshi@san Diego.edu) and write "AWIS Member News" in the subject heading.

### About the AWIS Newsletter

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

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Send news items and comments to Hima Joshi ([hjoshi@san Diego.edu](mailto:hjoshi@san Diego.edu)) or Janice Payne ([janice\\_payne@hotmail.com](mailto:janice_payne@hotmail.com)). If you would like your article to be included in the next issue, please submit it by August 5, 2005.

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