

## SUMMER 2025 Newsletter



Volume 33, Issue 2

### LETTER FROM THE PRESIDENT

Dear AWIS-SD Members, Partners, Sponsors, and Allies,



I hope you all had a wonderful summer and found time for fun, relaxation, and new adventures! I enjoyed connecting with fellow AWIS-SD members during a trip to the San Diego History Center to view their new Women in STEM exhibit. It featured both historic and current organizations, including AWIS-SD, and provided a great perspective on how we all contribute to the greater scientific ecosystem.

This summer, AWIS-SD further strengthened its engagement within the San Diego community through two new partnerships. We established a **partnership with Aquillius**, a co-working space designed to accelerate entrepreneurship, which is offering AWIS-SD members exclusive benefits. We also became a **Community Partner for Girl Scouts San Diego**, through which we will work together to inspire the next generation of women in STEM. Our **Scholarship Committee** also granted \$7,000 in scholarships to college, master's, and PhD students in San Diego County to help support their career journeys in STEM. Additionally, we provided innovative Career Advancement programming to our members through a 2-month **Level Up in STEM Career Coaching Intensive** led by executive coach and AWIS-SD board member, Kerstin Kirchsteiger.

As we transition into fall, AWIS-SD has some very exciting upcoming events we hope to meet you at! We have our **Annual Open House** on September 23 at Hera Hub. This is a great time to meet our committees, mingle with members, and learn how AWIS-SD can support your purpose and goals. Our members have also been working hard to organize our **Women in Science and Technology 2025 (WIST 2025) Conference**, which will be held on October 18 at Aquillius. This is a one-day professional development symposium focused on "Thriving in STEM: From Wellness to Leadership." Check out the article on WIST 2025 below for full details.

We hope to see you at one of our upcoming events and encourage you to invite colleagues, friends, or future members to join us. For a full description of our [committees](#) and upcoming [events](#), visit [awissd.org](http://awissd.org).

Best regards,

Shanna Lavalle, PhD

President, AWIS-San Diego  
[president@awissd.org](mailto:president@awissd.org)

## WOMEN IN SCIENCE AND TECHNOLOGY (WIST 2025) CONFERENCE

# WIST 2025

WOMEN IN SCIENCE AND TECHNOLOGY CONFERENCE

 [www.wist2025.org](http://www.wist2025.org)

AWIS  
SAN DIEGO



**REGISTRATION NOW OPEN**

Register at  
<https://www.wist2025.org/pricing-registration>  
or scan QR code

**\*DISCOUNTED RATES FOR AWIS MEMBERS**

**THRIVING IN STEM:  
FROM WELLNESS TO LEADERSHIP**

 **OCT 18 2025**

Saturday  
8:30am - 5:15pm

 **AQUILLIUS**

10918 Technology Pl. San  
Diego, CA 92127



**WELLNESS**





**CAREERS**





**CHALLENGES**





**LEADERSHIP**



  
**HOLOGIC**

  
UC San Diego  
EXTENDED STUDIES

  
VERTEX  
THE ART OF SCIENCE



  
**AQUILLIUS**  
SCIENCES EDUCATION FOUNDATION  
GENERAL ATTORNEYS

  
**Catalent**  
BioLegend®  
Enabling Legendary Discovery™

AWIS Fellow  
Lynne Friedmann

Dear AWIS-SD Members, California STEM professionals, Sponsors, Partners, and Allies,

Despite the significant changes to the STEM ecosystem that continue to impact the life sciences and biotech community, our AWIS-SD chapter remains committed to our mission to support and advocate for students and STEM professionals in the local community by bringing back our flagship event, the **Women in Science and Technology (WIST) Conference**.

The WIST Conference is a one-day symposium organized by AWIS-SD. This event is designed to foster both professional and personal growth for all attendees across diverse fields, career stages, and sectors. The most recent in-person WIST Conference took place in 2019 and attracted more than 150 students and professionals in STEM. Typically held every other year, the conference's regular schedule was disrupted by the COVID-19 pandemic. We are thrilled to be hosting WIST 2025 after this extended break and are eager to collaborate with all life science professionals for this exciting symposium.

**The theme for WIST 2025 is “Thriving in STEM: From Wellness to Leadership.”** The agenda includes a diverse range of seminars, round-table discussions, panel sessions, and workshops covering topics such as:

- **Wellness Strategies:** Approaches to managing stress and burnout, developing work-life stability, and prioritizing mental health for women in STEM.
- **Career Development:** Practical insights on navigating career paths, networking, and seeking out leadership opportunities.
- **Leadership Skills:** Strategies for stepping into leadership roles, overcoming obstacles, and mentoring others.
- **Industry Insights:** An opportunity to learn from leaders about different disciplines and roles in Pharma and Biotech to aid PhDs and post-PhDs in choosing their career paths.
- **Personal Branding:** Guidance on building and nurturing a personal brand to enhance career success and gain leadership recognition.
- **Building Connections:** The importance of peer networking to foster collaboration, share knowledge, and create lasting relationships.

We aim to strike a balance between professional development and personal empowerment, offering attendees tools and strategies to build valuable networks, enhance their leadership skills, and thrive in STEM careers. We strongly believe our WIST Conference will make a unique impact on STEM professionals in defining their career growth.

With 12+ sessions given by distinguished speakers including a keynote presentation, panel discussions, expert presentations, and networking opportunities, we look forward to a day full of insightful discussion, career guidance and possibilities to foster meaningful connections.

***Connect, Collaborate and Thrive in STEM.***

***Join us at Aquilius on Saturday, October 18, 2025.***

For more information about WIST, visit us at: <https://www.wist2025.org/>.

Best regards,

Meena Narayanan PhD & Lori Yang PhD

WIST Conference Co-Chairs  
[wist@awissd.org](mailto:wist@awissd.org)

## WIST CONFERENCE CALL FOR VOLUNTEERS

### Call for Volunteers: Help Shape WIST 2025!

A graphic divided diagonally from the bottom-left to the top-right. The upper-left triangle is orange and contains the text 'VOLUNTEERS NEEDED' in large, bold, dark blue letters. Below this is a paragraph asking if the reader is interested in gaining large-scale conference planning experience and connecting with other STEM professionals. A QR code is provided for sign-up, with the URL 'https://forms.gle/D9NXe4AmZSGAgQDL9' and the instruction 'sign up at' and 'by scanning QR code'. The lower-right triangle is dark blue and contains the text 'THRIVING IN STEM FROM WELLNESS TO LEADERSHIP' in white, bold, sans-serif letters. At the bottom right of this section are the AWIS logo (Association for Women in Science, San Diego), the date 'OCTOBER 18, 2025 (SAT)', the large text 'WIST 2025', the subtitle 'WOMEN IN SCIENCE AND TECHNOLOGY CONFERENCE', and the website 'www.wist2025.org'. An illustration of three hands, one holding a heart, is in the top right corner of the orange section.

**VOLUNTEERS NEEDED**

Are you interested in gaining large-scale conference planning experience? Are you looking into connecting with other STEM professionals and organizations?

sign up at  
<https://forms.gle/D9NXe4AmZSGAgQDL9>  
by scanning QR code

**THRIVING IN STEM  
FROM WELLNESS TO LEADERSHIP**

**AWIS**  
ASSOCIATION FOR WOMEN IN SCIENCE  
SAN DIEGO

**OCTOBER 18, 2025 (SAT)**

**WIST 2025**  
WOMEN IN SCIENCE AND TECHNOLOGY CONFERENCE  
[www.wist2025.org](http://www.wist2025.org)

The AWIS-SD WIST planning committee has been working hard to organize WIST 2025, our Women in Science and Technology Conference on October 18!

We are seeking Volunteers to join our dynamic planning team. Whether you're looking to develop skills in event planning, communications, sponsorship outreach, or logistics, or you're simply passionate about supporting women in STEM — this is a fantastic opportunity to contribute.

- **Theme:** Thriving in STEM: From Wellness to Leadership
- **Date:** Saturday, October 18, 2025
- **Location & Info:** [www.wist2025.org](http://www.wist2025.org)

#### Why Get Involved?

- ✓ Gain experience in planning a large-scale professional event

- ✓ Connect with STEM professionals and organizations across San Diego
- ✓ Strengthen your leadership, teamwork, and networking skills
- ✓ Receive free registration for the WIST 2025 Conference as an active volunteer

We are recruiting for the following subcommittees:

- Facilities (venue, catering, signage)
- Registration (attendees, badges, swag)
- Speakers (invites, bios, scheduling)
- Public Relations (social media, email outreach, swag)
- Publications (programs, flyers)

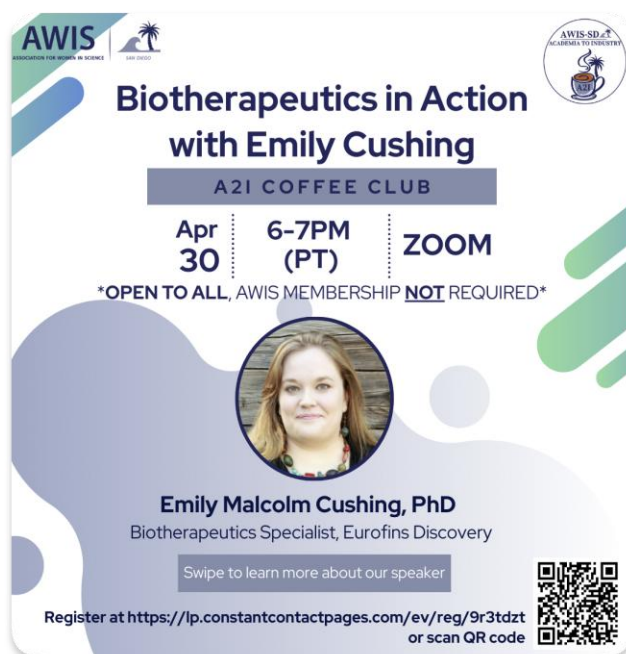
📄 Ready to join us? Sign up here: <https://forms.gle/D9NXe4AmZSGAgQDL9>.  
For more information, contact WIST 2025 Co-Chairs at [wist@awissd.org](mailto:wist@awissd.org).

## ACADEMIA TO INDUSTRY (A2I)

### A2I Coffee Chat: Biotherapeutics in Action with Emily Cushing

*By Kiki Spaulding*

On April 25th, AWIS-SD hosted an engaging Academia-to-Industry Coffee Chat, bringing together scientists curious about career paths beyond academia. This session featured Emily, a Biotherapeutic Specialist at Eurofins Discovery, who shared her candid journey from academia to industry and offered practical advice for those exploring similar transitions.



*April 25th A2I Coffee Chat featuring Emily Cushing.*

## Meet Our Speaker

Emily's academic journey began in Arkansas before continuing onto Georgia Tech for a master's in chemistry. After a year teaching as a visiting faculty, she earned her PhD at the University of Iowa. Though she originally hoped to skip the postdoc, she ended up at UW-Madison. A combination of pandemic disruptions and challenges with mouse models ultimately led her to explore industry roles in 2020.

Her first position was an Inside Sales Representative at Takara Bio, followed by an Account Manager role at Enzo Life Sciences. Today, she works as a Biotherapeutics Specialist at Eurofins Discovery, where she partners with clients to design and manage preclinical research projects, including antibody development and IND-enabling studies.

## Breaking Into Industry: Emily's Top Advice

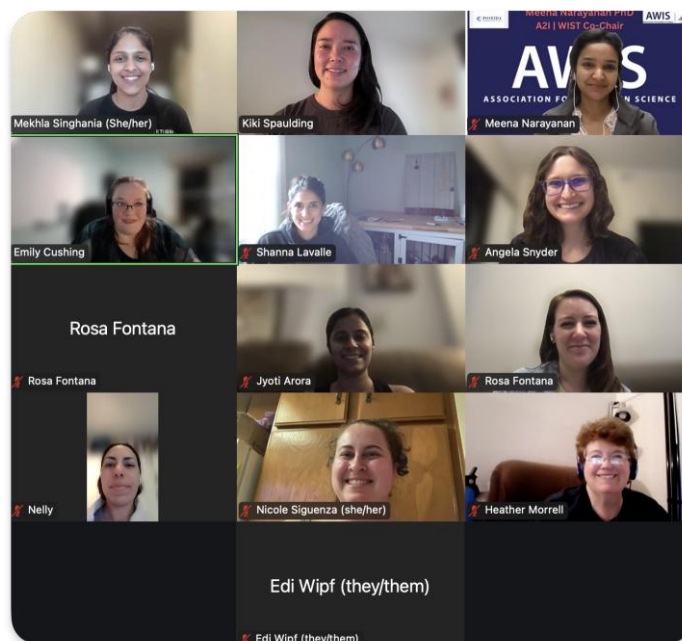
Emily shared the following resources for those interested in making the transition:

- **Job Boards:** BioPharmGuy, BioSpace, and Ed's job list (especially useful for sales roles)
- **LinkedIn:** Tailor your profile to highlight transferable skills and remain active so recruiters can find you
- **Resume/ Interview Prep:** AskaManager offers excellent guidance for industry resumes and salary negotiations
- **Industry News:** FiercePharma and BioSpace help you stay informed and research potential employers
- **Your Network:** "The people you know are your best resource" - connect with sales reps, field application scientists, and customer success managers in your field

Emily broke down a typical interview flow for her various industry roles:

1. Recruiter screening call
2. HR interview to confirm job details and interest
3. Meeting with hiring manager (and sometimes team members) to assess culture fit
4. Executive-level interview (often with a VP) for final approval
5. Offer letter with a quick turnaround time (often 48-72 hours)

For field positions, Emily emphasized the need to prepare for "30-60-90" presentations outlining your plans for the first three months on the job. Emily advised "don't overthink it," and said, "there are tons of templates available, and they're really not complicated."



*Participants joined virtually from various institutions.*



## Practical Skills That Matter

When asked about essential skills for success, Emily highlighted:

- **CRM Software:** "If you can use Outlook, you can use a CRM system." Companies often use Customer Relationship Management software like Salesforce. LinkedIn Learning offers courses, and most platforms also offer tutorials.
- **People Skills:** "Building client relationships requires being approachable, communicating clearly, and following up consistently," she advised.
- **Company Research:** "Research the company thoroughly before saying yes," Emily advised. Go beyond the homepage. Check press releases, funding sources, case law, layoff trackers, and even what shareholders are saying about company leadership.

## Career Outlook and Opportunities

Emily offered encouraging insights for academics considering the leap to industry. For those worried about NIH grant repayment obligations, she shared reassuring news: her industry roles counted as "science-adjacent," and the verification process was simple. A brief description of her role, signed by her manager, was enough to meet the requirements.

She also shared a realistic look at compensation and contracts:

- **Salary Growth:** Her first industry role matched her postdoc salary but grew quickly with commission. Her next role nearly doubled her base salary, with commission on top.
- **Non-Compete Agreements:** Though initially intimidating, Emily explained that these are rarely enforced unless someone takes client lists or works for a direct competitor simultaneously.
- **Hiring Outlook:** Despite current economic challenges, opportunities continue to emerge in biotech. Eurofins' biotherapeutic team is currently expanding, with several positions opening this year, particularly for candidates with antibody development experience.

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*Want to learn more or join future events? Visit <https://www.awissd.org/> to get involved or contact [a2i@awissd.org](mailto:a2i@awissd.org) for more information.*

## ACADEMIA TO INDUSTRY (A2I)

### A2I Coffee Chat: A Journey in Cancer Research with Anne Diers

*By Federica Klaus*

Guest: Anne Diers, PhD; Cancer Biologist, Vice President of Research at Candel Therapeutics

Moderator: Mekhla Singhania

On May 30th in a virtual lunch-time event with 21 attendees, Dr. Diers shared her professional journey and emphasized how personal aspects are important in addition to professional credentials and competency. Dr. Diers described how she initially planned to study medicine, and that is why she chose to obtain a bachelor's degree in psychology. During a lab internship, however, she discovered her passion for academic research and eventually earned a PhD in Molecular and Cellular Pathology at the University of



Alabama. After completing a postdoc, she moved to Boston, initially planning to pursue an academic career. Over time, she realized that she could pursue her research interests and passion for discovery in industry and decided to join Berg as a Senior Scientist.

Dr. Diers discussed the pros and cons of completing another postdoc versus transitioning to industry, as she did after her first postdoc position. As she was doing informational interviews during this process, she realized that project management skills were not valued much in academia, but they were appreciated in industry.

When choosing to transition from academia to industry, she recommends changing one variable, e.g., technology or disease application, to allow for a strong start in a new position based on already-acquired skills.

Dr. Diers advanced from an Associate Director at Berg to now a Vice President of Research at Candel Therapeutics. Her typical work week involves internal meetings with team members and cross-functional teams, in addition to external interactions with CROs. She also spends time on academia and industry collaborations, patent management, conference attendance, and literature review.

Dr. Diers emphasized how creating space for professional development and changes in one's path is important. She also emphasized how the environment shapes where a research career can lead.

In addition, Dr. Diers described how broadening the meaning of expertise was important when she transitioned from academia to industry. For example, an industry employee will be asked to provide opinions and analyses on topics that might feel outside of the detailed area of expertise s/he is focused on. Rather, the question in industry is how efficiently one can capture 80% of the most important information on a topic. This changes how one reads literature, focusing on a few reviews and only diving deeply into a few selected relevant questions. Industry publications provide a current view of industry trends, such as which drug class is in vogue. Dr. Diers emphasized that it is vital to maintain an overview of the field as a whole.

Understanding the critical difference between nice-to-know and need-to-know in industry was discussed. The thinking between academia and industry is the same, but the goals are not. In biotech, the goal is the development of a new product, not learning everything about the product. An important skill in industry is to learn what needs to be known and what is not a priority when developing a new medicine.

In this lively and interactive discussion, Dr. Diers encouraged the audience to reflect on what they are good at and to not be shy about applying for a job, even if not every single requirement in the job posting is met. What could be helpful in a job interview in industry is giving an example for project management, e.g. managing a revision or how one organizes his/ her work week.

## **SAN DIEGO MAGAZINE NOMINATION**

### **San Diego Magazine Nomination for Non-Profit Rising Star**

*By Shanna Newton Lavalle*

San Diego Magazine has a Celebrating Women initiative, which recognizes and honors outstanding women making an impact across various industries in the city.

Through a public vote, individuals can explore nominees categorized as either *Pioneers* or *Rising Stars* and vote for those they believe are leading and shaping their fields. The initiative aims to spotlight individual achievements and celebrate the women driving progress in San Diego's professional and community landscape. Learn more at: [https://cw.sdmag.com/non-profit/non-profit-rising-star?entry\\_id=686ec1cfaf0ab304248bf5e5](https://cw.sdmag.com/non-profit/non-profit-rising-star?entry_id=686ec1cfaf0ab304248bf5e5).



I am honored and grateful to have been nominated for the San Diego Magazine's Non-Profit Rising Star award for my work with AWIS-SD! There are so many brilliant, hard-working women in science dedicated to making a difference in this world, each in their own way. I love being part of an organization that is dedicated to elevating and empowering others so that we can all maximize our impact. This nomination is meaningful because it's a powerful reminder that the time and energy put into AWIS truly make a real difference in people's lives.

**Nominee's Company/ Business Name:** Association for Women in Science - San Diego

**Nominee Job Title:** President

**Please describe how this individual specifically influences and empowers women in and beyond San Diego:**

Shanna is the dynamic leader of the San Diego chapter of the Association for Women in Science (AWIS), where she consistently goes above and beyond to support and uplift women in STEM. She is always the first to step up when something is needed, and her influence extends well beyond the San Diego community. She actively collaborates with AWIS National as a member of the Chapter Advisory Committee, where she contributes to initiatives that impact women scientists across the country. Through her leadership, dedication, and vision, Shanna empowers women at all career stages to thrive, both locally and nationally.

**Please explain why this individual should be selected as the Pioneer or Rising Star in their category:**

Shanna should be selected as a Rising Star because her commitment to advancing women in science is at the core of who she is. As the leader of the San Diego chapter of AWIS, she brings energy, vision, and has expanded the organization's reach and impact through innovative programming and national collaboration. With her leadership and support, the chapter earned the AWIS National Shooting Star Award, recognizing its outstanding efforts to promote equity in STEM. Shanna is a driving force in the local community and a rising national voice for equity in STEM.

**Please list 3-5 major accomplishments of your nominee.**

1. Postdoctoral Researcher at the Salk Institute where she uses genomic approaches to identify functional risk variants in autoimmune disorders.
2. Talented ceramicist who recently showcased her work at the Salk Institute.
3. Currently holds a purple belt in Jiu jitsu.

## ACADEMIA TO INDUSTRY (A2I)



### Facing the curveballs in Cell & Gene Therapy

(An Interactive discussion with CMC Experts)

#### A2I COFFEE CLUB

**Aug 29** **12-1 PM (PT)** **ZOOM**

**OPEN TO ALL,**  
AWIS MEMBERSHIP **NOT** REQUIRED

**Vidya Sundararaman, PhD**



Sr Director of Analytical Development,  
Ray Therapeutics

**Chris E Hopkins PhD, MBA**



CEO, Glafabra Therapeutics

**Host: Meena Narayanan, PhD**  
CMC - Process Analytics Genentech (Roche)



Register Here:



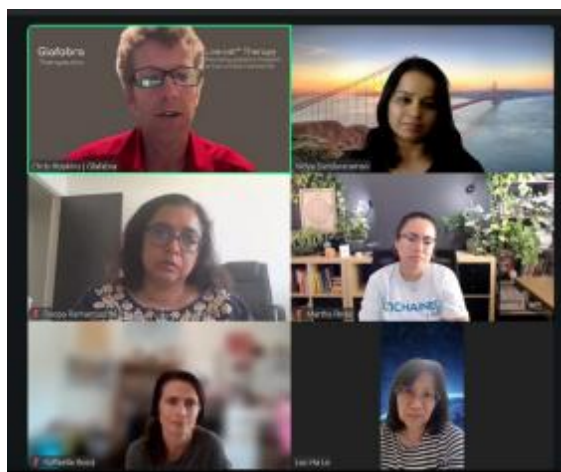
### A2I Coffee Chat: Facing the Curveballs in Cell & Gene Therapy

*By Meena Narayanan, PhD*

On Aug 29th, AWIS welcomed Vidya Sundararaman, PhD, and Chris Hopkins, PhD, MBA, two seasoned experts in Cell & Gene Therapy, to the A2I Coffee Club. They shared valuable insights on transitioning from academia to industry careers, the evolution of cell & gene therapy, and the challenges in the field.

The event, moderated by Meena Narayanan, was attended by 29 participants from the California scientific community (52 registrants). It brought together members of AWIS San Diego and the broader life sciences community for an engaging discussion on career growth, networking, refining skills, and the trends and realities of cell and gene therapy modalities.

### Meet the Speakers



### Christopher E. Hopkins, CEO of Glafabra Therapeutics

Chris Hopkins is an experienced geneticist, biochemist, and entrepreneur. He guided the acquisition of Knudra Transgenics by InVivo Biosystems. He participated in raising over \$5M in funding from venture

capital and achieved more than \$7M in non-dilutive funding from Small Business Innovation Research (SBIRs). Chris licensed CRISPR technology (a revolutionary gene-editing technology that allows scientists to make precise changes to DNA in living organisms) in 2014, shortly after it was invented, and invented 20+ patents. He created more than 40 service product lines and cultivated a sales and marketing team that achieved more than \$10M in market revenue.

### **Vidya Sundararaman, Senior Director at Ray Therapeutics**

Vidya Sundararaman is a biotech industry leader with over two decades of cross-functional experience in analytical development and process innovation. Vidya is currently the Senior Director of Analytical Development at Ray Therapeutics. She has held a series of progressive leadership roles in cell and gene therapy companies, including Gritstone Bio, Poseida Therapeutics, and Xencor, where she led method development from initial concept to commercialization

### **Key Takeaways from the Event**

#### **Career Transitions from Academia to Industry**

Vidya's first industry job was largely influenced by the lab where she was pursuing her graduate studies (Cleveland Clinic); engagement with pre-clinical studies and developing assays for gene therapy platforms greatly supported her transition to industry.

Chris has an entrepreneurial family background that cultivated a business mindset in him from early on. This inspired him to pursue an MBA after finishing his postdoc. The project-based MBA at Westminster allowed him to advance a startup company (Knudra Transgenics) by directly applying the curriculum to the company's growth needs.

Both speakers reiterated **choosing the right lab** that would allow one to immerse themselves in their passion and ambition to eventually **achieve their goals**.

#### **Cell & Gene Therapy (CGT)**

- The CGT modality is a core pillar of biomedical research.
- In this field, both safety and return on investment (ROI) are crucial. Oscillation of money in CGT is observed these days, and it's important to allocate funding and resources more evenly.
- There is amazing success, but at the same time, severe "black box" issues are arising in real world evidence (RWE). It's extremely important to demonstrate RWE to facilitate access to cell & gene therapies.
- AI is here to stay. Embrace this technology rather than fight it. If you are the person who can code in Python rather than relying on just Excel - you will have an advantage, and both are easily and readily self-taught.

#### **Closing Thoughts**

"If you think you want to be the CEO, then jump into the deep end and start swimming. 100% commitment is needed and then you only might succeed." - *Chris* (website: <https://www.glafabra.com/>)

"Bottom line - staying competitive when regulations, investor mindset, and technology are constantly evolving is all about adapting to change, embracing it, and finding opportunities there. Be constantly reading, learning, and connecting. Try to anticipate what the next "big thing" is going to be. Ask yourself if you have the skills to navigate that. If not, learn, upskill, ask for opportunities. And while you are at it, have fun!" - *Vidya*

## AWIS-SD MENTORING PROGRAM

### AWIS-SD's First Level Up in STEM Coaching Program

*By Elena Rubio de la Torre, PhD*

I really love being part of AWIS-SD because of the opportunities it offers to grow and connect. In May, I had the chance to participate in the very first "Level Up in STEM" coaching program, and I want to share how meaningful and inspiring it was for me.

Led by Kerstin Kirchsteiger, Founder and CEO of Kerstin K Leadership Consulting and AWIS San Diego Board Member-at-Large, the program was designed to support women and professionals in STEM fields working in male-dominated, fast-changing industries.

Every week, we met remotely for group coaching sessions. These were filled with exercises to help us shape our career plans, clarify our core values, and assess our skills. For me, one of the biggest takeaways was discovering where I can truly shine and understanding the unique values I bring to the table.

If you're thinking about making a career switch, I can honestly say the guidance we received was practical, encouraging, and empowering. It gave me a new sense of confidence and clarity about my next steps.

One of the highlights was the sense of community we built. It was so uplifting to connect with fellow professionals who are passionate about their careers and eager to support each other. We shared ideas, exchanged networks, and learned from one another—truly a supportive and friendly environment.



Kerstin also brought in some fantastic guest speakers. We honed our communication skills and learned how to craft an elevator pitch from Mehran Sorourian, M.Sc., a talented communication coach. Later, Irina Alexandru, founder of Headhuntriss, helped us polish our resumes and tailor them to beat applicant tracking systems—a skill that's so crucial today.

Reflecting on this experience, I realize it's been such an important step in my career journey. It's not just about climbing the ladder—it's about growing personally and professionally in a way that feels genuine and fulfilling.

If you're considering this opportunity, I encourage you to take the leap. It's a great investment in yourself and your future. Stayed tuned for future sessions and signup dates. Don't miss out on the chance to "Level Up" your career—I promise, you won't regret it!

Finally, I want to say a big thank you to Kerstin for offering this wonderful program, not only to AWIS members but to the broader community as well. Thanks also to the Public Relations team for supporting social events and to the Events Committee for organizing the in-person sessions at Hera Hub in San Diego.

### Board Members, AWIS-SD

President: Shanna Lavalle  
Secretary: Elena Rubio de la Torre  
Member at Large: Eulalia Coutinho  
Member at Large: Federica Klaus  
Member at Large: Kerstin Kirchsteiger  
Member at Large: Daniela Requena  
Treasurer: Kiki Spaulding

### Upcoming AWIS-SD events

Check our [website](#) for the most up-to-date information.

### **Communications Committee - [Newsletter](#)**

Co-chairs: Elaine Guo, Swetha K. Ramakrishnan and Anya Mall

Members: Corine Lau, Shandha Rubini Mohanaraj, Pat Rarus, Jean Spence

If you are an AWIS-SD member, we encourage you to contribute to the newsletter. Please send articles, photographs, and member news as Word attachments to [newsletter@awissd.org](mailto:newsletter@awissd.org). News articles should not exceed 250 words, event summaries should not exceed 500 words, and feature articles (special-interest stories and profiles) should not exceed 1000 words.

### **Our Sponsors**

AWIS-SD thanks our corporate sponsors for their generous support. Donations from corporate sponsors help us fund scholarship awards, monthly events, career development workshops, community outreach efforts, the newsletter and the website. For more information about how your company can support AWIS-SD, send an email to [corporatesponsorship@awissd.org](mailto:corporatesponsorship@awissd.org). Follow us at [www.awissd.org](http://www.awissd.org).

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AWIS FELLOW - Lynne Friedmann

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