

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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Bimonthly Newsletter for AWIS San Diego

AWIS
San Diego

Volume 6, Edition 3

June/July 1998

AWIS Board Member for 1998-1999

The following women have been nominated for our 1998-1999

AWIS Board Members:

- Marcelle Vogel
- Sharon Wampler
- Chen Xu
- Nikou Hessami

Congratulations!



1999 Bioconference

Did you attend the 1997 Bioconference? Want to be involved with the next one? The new Board is currently organizing the committee, so send you name to Sharon Wampler at wampler@immusol.com.

We encourage all of you to step forward and help make our organization become valuable and prominent in our community.

Farewell to the 1997-1998 AWIS Board Members!



Thanks, for all your hard work and great efforts!

Lucie Bruijn
Emelyn Eldredge
Nikou Hessami
Tina Kuus-Reichel

Here's what some of our past Board Members had to say about their AWIS Year:

Tina Kuus-Reichel

One year ago, with mild anxiety and great expectations, the 1997-1998 AWIS board first met to discuss plans for the upcoming year. Ideas flew fast and furious as we fledgling board members sought to grasp the enormity of our task and fill in the void of the next year's AWIS calendar. To this end, monthly activities including Happy Hours, a modern dance

program, an intellectual property seminar and others were planned and executed. While some events were more popular than others, a new mixture of AWIS members were brought together to form new friendships, new collaborations and the ever-popular networking connection.

Apart from the satisfaction of the successes of the individual programs, my personal reward is based on the new friends and colleagues I had the pleasure of meeting this year. The necessity of working closely together on the AWIS projects and programs allows members unique opportunities to appreciate the diversity and breadth of expertise present in the AWIS membership. In addition, talents you never knew you possessed are called upon during the organization and execution of events. This was a chance to develop and practice skills, such as negotiation, planning and leadership, which are critical for success in any professional environment. I send my best wishes to the 1998-1999 AWIS Board for an exciting and productive year. My year on the AWIS board was a challenging, but uniquely rewarding experience.

Emelyn Eldredge

We worked hard to bring a variety of events to our membership and have been pleased to see the increased attendance. I have particularly enjoyed working with Sharon Cherf on the newsletter, which has evolved tremendously in the past year. It has also been encouraging to see our readership participate in submitting articles for publication. And now we pass the torch to our '98-99 Board, who have the honor of overseeing the next Bioconference and the Scholarship Awards. I wish them all the best and know that they will find participating in the Board as rewarding as I have.

Thanks to Hybritech!

The Board would like to express its thanks to Hybritech for hosting our monthly board meetings over the past year.

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AWIS San Diego: Local News

AWIS Committee Updates

EDUCATION OUTREACH: Activities of the AWIS-SD Outreach Committee

Barbara Armstrong

The AWIS San Diego Outreach committee has two active programs this year: The Speakers Bureau and the Mentor Program.

The Speakers Bureau provides scientists to science classrooms to talk about their research, a science topic, or science as a career. Due to the efforts of Speakers Bureau Director Diana Hussey, the number of requests for speakers has increased.

The Mentor program was designed to: give students a "real view" of science, to encourage students (especially girls) to study math and science, to expose students to the "state of the art" of science, and to nurture our future scientists. Students in grades 7 to 12 meet with a scientist once a month for six months and would have an opportunity to discuss the student's science classes, the scientist's research, or other important topic or issue. Our program is interested in increasing the number of mentees. Please contact Lee if you know a student who is interested in the mentor program.

If you would like to volunteer for either program call the AWIS voice-mail at 619-687-5580, leave the name of the program, your name, phone number, and email address.

Also, you can directly contact Barbara Armstrong (barbara_armstrong@sequana.com) for the Speakers Bureau or Lee Fortunato (leef@biomail.ucsd.edu) for the Mentor program.

Upcoming Events

Local Events



AWIS JUNE EVENT:

Happy Hour

Sharon Wampler

AWIS San Diego is sponsoring a no-host happy hour at Tutto Mare on Thursday, June 25. Join us at 5:00 p.m. for a relaxed TGIF with excellent complimentary hors d'oeuvres. This is an excellent opportunity to meet next year's Board members.

For more information please contact Sharon at wampler@immusol.com.

AWIS AUGUST EVENT:

Padre Game

Tina Kuus-Reichel



Please join us for a Pre-Game Tailgate Party and Padre Game on Saturday August 29, 7:05 p.m. It's Friars Sports Bag Give Away Night.

For more information please e-mail Tina at: tkr@beckman.com or call 619-621-3242.



Science/ Education/ Research

AAU's Report Recommends Changes in Postdoctoral Education

The Association of American Universities (AAU) on Friday released a report [available at](http://www.Tulane.EDU/~aau/NewPostings.html) <http://www.Tulane.EDU/~aau/NewPostings.html> that recommends major changes in the policies and practices governing postdoctoral education. University of Southern California President Steven B. Sample headed the AAU committee that wrote the report.

The study found that the general lack of institutional oversight of postdoctoral appointments has resulted in a considerable degree of instability within postdoctoral education as a whole.

Among other things, the AAU committee study found that:

- Most institutions make little or no attempt to control the number or the quality of postdoctoral appointments on campus.
- It is common for institutions either to have no time limits on the length of postdoctoral appointments or regularly to ignore or waive established limits.
- Few institutions report having campuswide compensation policies for postdoctoral appointees.

The report recommends universal adoption of a standard definition of postdoctoral appointments. The proposed definition stresses that such appointments are temporary in nature and have a primary purpose of "providing additional research or

scholarly training for an academic or research career."

The report recommends that "each university act promptly to develop policies and practices for systematically incorporating postdoctoral education into its overall academic program." It offers the following suggestions for achieving this goal:

- The establishment of core policies covering such matters as salary and benefits, faculty responsibilities for mentoring and evaluation, career advising and job placement, grievance procedures, and education in research protocol issues.
- The development of explicit guidelines for recruitment and appointment of postdocs and for the duration of their appointments.
- Periodic evaluation of the balance of interests among postdoctoral appointees, their faculty mentors, their home departments, and the institution as a whole, in order to assure that the legitimate educational needs and career interests of postdocs are being fully met.
- Career advisement and job placement assistance.
- Formal letters of appointment and formal letters or certificates of completion, to assist postdoctoral appointees in securing subsequent employment.

In addition, the report recommends that "each academic discipline consider the role of postdoctoral education in professional development in that discipline, and give careful attention to the extent to which postdoctoral education should be viewed as elective or obligatory by students for whom entry into that discipline is their primary professional goal."

Copies of the report are available at no cost from the Association of American Universities, 1200 New York Ave., N.W. Suite 550, Washington 20005.

10 Universities with the Most Postdoctoral Fellows:

1. Harvard University: 1,836
2. University of California at San Francisco: 1,147
3. Stanford University: 1,013
4. University of California at San Diego: 995
5. University of Washington: 901
6. Yale University: 881
7. University of Pennsylvania: 833
8. University of California at Berkeley: 820
9. University of Michigan: 724
10. Johns Hopkins University: 689

Support H.R. 3007

Message From AWIS National Office

"The Commission on the Advancement of Women in Science, Engineering, and Technology Development Act" recently passed out of the House Technology Subcommittee subsequent to the March 10th hearing, and is now pending in the Full Science Committee. This is a bi-partisan measure.

We thank all of you who had posted your comments to the AWIS National Office and contacted your representatives within the Technology Subcommittee to endorse the bill. Thanks to your efforts, the bill has gained full support of the Subcommittee.

We are asking for you to voice your endorsement as soon as possible to the appropriate representative in the Science Committee. To determine the representative for your district, refer to <http://www.house.gov/writerep/> and enter your zip code.

We need your support and endorsement to ensure that the Science Committee gives full consideration to H.R. 3007. Please contact your representative and express your support for women in science and encourage them to support H.R. 3007

as reported out by the Technology Subcommittee without changes.

For written testimonies from the March 10th hearing, please refer to <http://www.house.gov/science/hearing.htm#Technology>. You may also contact Pilou Thirakul or Catherine Didion at the AWIS National Office with any questions: tel: 202-326-8940; email: thirakul@awis.org.

Miscellaneous Information



Online Information

The Internet is becoming an increasingly important tool for scientists. Please let us know about some of the great web pages you've found and think might be of interest to other AWISers, send e-mail to scherf@qualcomm.com.

<http://web/~kmabesh>
<http://www.bigplanet.com>
<http://www.concentric.net>
 Beyond America-On-Line (AOL), here are a list of some of the available Internet providers.

<http://www.acses.com>



This is a great on-line comparison search engine that finds the lowest price from all the bookstores in its database.

<http://www.hmsbeagle.com>
Women in Biology Resource



This is an online magazine that contains a guide to Internet resources for women in biology and by Salk Institute faculty member Dr. Susan Forsburg.

Forsburg's lab is profiled in the "In Situ" column on their good use of the World Wide Web for gathering and sharing research information. Her lab's home page is described as "exemplary."

wise-l@ucsd.edu

womens-center@ucsd.edu

New E-mail Mailing Lists for Women in Science and Engineering and Women's Center

Two new listservs have been created to publicize announcements of programs and issues of particular interest to women.

wise-l is the listserv for Women in Science and Engineering (WISE), a subcommittee of the Chancellor's Advisory Committee on the Status of Women (CSW). This list is for notification of programs of interest to women in science and engineering at UCSD. While anyone is welcome to subscribe, WISE focuses on programs of particular interest to graduate students, post-docs, and faculty. For further information on WISE, contact the current co-chairs Professor Jan Talbot at jtalbot@ucsd.edu or Professor Gina Sosinsky at gisosinsky@ucsd.edu

womens-center is the listserv for the UCSD Women's Center. This list is for notification of programs and issues concerning gender and diversity of interest to UCSD students, staff, faculty, and the community presented by the UCSD Women's Center and other university departments and local organizations. For further information visit our web site at www.ucsd.edu/women or contact us at ucsd.edu or 822-0074.

Both lists are moderated. If you have an event that you want people to know about please send it to wise-

1@ucsd.edu, womens-center@ucsd.edu, or women@ucsd.edu; attn: listserv, and we will include it if appropriate. We do not guarantee that every such request can be honored.

To subscribe to either listserv, send a message to listserv@ucsd.edu, leaving the subject line blank, and say in the body of the message

subscribe youremailaddress@ucsd.edu
wise-l (note, small letter L, not the number 1) or subscribe
youremailaddress@ucsd.edu womens-center

Please pass the word on to whomever you think would be interested in subscribing to these lists.

The Women's Center
 University of California, San Diego
 9500 Gilman Drive, 0096
 La Jolla, CA 92093-0096
 phone: 822-0074
 fax: 822-1577
 Email: women@ucsd.edu
listserv:womens-center@ucsd.edu
<http://www.ucsd.edu/women>

<http://www.nsf.gov/cgi-bin/getpub?nsf9896>

IGERT Program

The new announcement for the Integrative Graduate Education and Research Training (IGERT) program is now available online from NSF online.

NSF organizations participating in the IGERT program include the Directorates for Biological Sciences (BIO), Computer and Information Science and Engineering (CISE), Education and Human Resources (EHR), Engineering (ENG), Geosciences (GEO), Mathematical and Physical Sciences (MPS), Social, Behavioral, and Economic Sciences (SBE), and the Office of Polar Programs (OPP).

1998 Competition: PREPROPOSAL DEADLINE: July 1, 1998, FULL PROPOSAL DEADLINE: November 23, 1998

1999 Competition: PREPROPOSAL DEADLINE: April 15, 1999, FULL PROPOSAL DEADLINE: September 7, 1999

<http://recruit.sciencemag.org/>
Science Professional Network

This website contains lots of information and links to "Finding a Job", "Links to Employers", "Meeting and Announcements", "Science and Career Fairs", "Academic Connections", and "Career Perspectives".

Also featured at this website is an article on "Careers for Women in the Biotechnology & Pharmaceuticals Industries" and "What's the employment situation like for women in science with a new century two years away?"

There's even an article about AWIS, check out:
<http://recruit.sciencemag.org/feature/perspec/wom98.shl>

<http://www.nextwave.org/>
Science's Next Wave

This website is a great tool for "Resources for the Next Wave of Scientists".

Some of the information and links include "Job Market News", "Career Transitions", "Career & Job Hunting Advice", "Family-Career Issues", "Women in Science", and "Science's Big Debates".

One of the articles at this website is "Dual Career Scientific Couples: Relocating Both of You". Check out: <http://www.nextwave.org/cgi/content/full/1998/05/07/2>

<http://www.bio.org>
BIO Biotechnology Industry Organization

Based in Washington, D.C., the largest legislative trade organization in biotechnology. Includes a career guide and biotech glossary of terms.

<http://www.biocom.org>
BIOCOM/san diego

The regional association for healthcare technology and life sciences. Includes calendar of events, leadership & management training and other programs.

<http://www.connect.org>

Program in Technology and Entrepreneurship at the UCSD

Provides resources for start up technology companies. Includes 1997 technology directory and career center.

<http://www.biospace.com>

Biomedical Employment

Includes bioscience daily news, calendar of events, and company searches.

<http://www.biotech-calendar.com>

San Diego Biotechnology Calendar

A strong AWIS supporter, also a monthly publication listing San Diego science seminars/lectures.

<http://www.biovie.com>

Also a career center, industry news and company searches. Clinical trial info a new addition.

**Recommended Reading****"Alternative Careers in Science"**

(1998) edited by Cynthia Robbins-Roth, Ph.D. 267 pages, \$29.95, Academic Press, ISBN 0125893752. Check out Science's Nextwave review of this book at <http://www.nextwave.org/cgi/content/full/1998/05/21/10>

"Jump Start Your Career in BioScience"

(1998) by Chandra B. Louise, Ph.D. 214 pages, \$19.95, ISBN 0-9661790-0-5. A synopsis of this book is also available on the web at <http://members.aol.com/Peerpubs/index.html>

"Career Renewal: Tools for Scientists and Technical Professionals"

(1997) by Stephen Rosen & Celia Paul 464 pages, \$24.95, Academic Press, ISBN 0125970609. This book has been reviewed on Amazon.com at <http://www.amazon.com>.

"The Scientist As Consultant : Building New Career Opportunities"

(1997) by Carl J. Sindermann & Thomas K. Sawyer 340 pages, \$29.95, Plenum Publishers, ISBN: 0306456370

**"Careers for Chemists: A World Outside the Lab"**

(1996) By Fred Owens, Roger Uhler, & Corinne Marasco published by Amer Chemical Society ISBN 0841234795

"On the Market : Surviving the Academic Job Search"

(1997) edited by Christina Boufis and Victoria C. Olsen, 368 pages, \$12.95, Riverhead Books, ISBN 1573226262

"A Ph.D. Is Not Enough : A Guide to Survival in Science"

(1994) by Peter J. Feibelman, 109 pages, \$12.95, Addison-Wesley Pub Co, ISBN 0201626632

"The Academic Job Search Handbook, second edition"

(1996) by Mary Morris Heiberger & Julie Miller Vick, 194 pages, \$14.95, University of Pennsylvania Press, ISBN 0812215958

Misc. Info

The National Women's Hall of Fame suggests 10 ways in which women can support other women:
AWIS Newsletter 1992

1. Write a note of thanks to a woman who has helped you.
2. Share good friends; introduce two of your friends who don't know each other.
3. Mentor a young person.
4. Record the history of the women in your family (include yourself).
5. Thank your mother for all she's done for you.
6. Share what you know. Speak to a class or professional organization.
7. Every day, do something to help another woman.
8. Emphasize economic womanpower by using the services of women in business or the professions.
9. Whenever possible, hire and promote qualified women.
10. Visit a retirement or nursing home and spend some time with elderly women.



Got an E-mail Address?
Sharon Cheif

If you have an e-mail address and would like to receive other AWIS information in between newsletters, please send your e-mail address to scherf@qualcomm.com. Include in the Subject: line "Subscribe to AWIS Email". In the body, include your full name.

AWIS San Diego Calendar 1998

Month	Activity	Date	Coordinator
January	Intellectual Property Brown, Martin, Haller and McClain	1/21/98	Lucie Brujin
February	Whale Watching	2/21/98	Nikou Hessami
March	KPBS Pledge Drive	3/14/98	Emelyn Eldredge
April	• Science Fair	4/1/98	Jennifer Royce
	• Spring Gala - Stephen Birch Aquarium	4/4/98	Tina Kuus-Reichel
May	Science Fair Awards Scripps Research Institute	5/21/98	Jennifer Royce
June	Happy Hour	6/25/98	Sharon Wampler
August	Padres Game	8/29/98	Tina Kuus-Reichel
September	Financial Planning Seminar	9/23/98	Emelyn Eldredge
October	"How to be a Consultant" Seminar	10/27/98	Sharon Cherf
Important AWIS Information			
Call: AWIS Voice Mail 619.687.5580		Visit: AWIS Web Site http://www.ljcds.pvt.k12.ca.us/awis/	
Write: AWIS, San Diego Chapter P.O. Box 178096 San Diego, CA 92177		AWIS National Web Site http://www.awis.org	
AWIS National 1522 K Street, NW, Suite 820 Washington, DC 20005		Federal Tax ID: 27-7221574	

AWIS Committees:	Contact:
Membership/Database	Judith Finlay, sdawis@aol.com
By-Laws	Denise Hickey, denise@FITCHEVEN.COM
Education Outreach	Barbara Armstrong, barbara_armstrong@sequana.com
Brunch	TBD
Science Fair	Jennifer Royce, jroyce@scripps.edu
Spring Gala	Tina Kuus-Reichel, tkr@beckman.com
Newsletter	Sharon Cherf, scherf@qualcomm.com
Scholarship	Tina Kuus-Reichel, tkr@beckman.com
Bioconference 1999	TBD
Website	Barbara Armstrong, barbara_armstrong@sequana.com

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1997-1998:	
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Nikou Hessami	nikou@mds-usa.com
Marcelle Vogel	mvbiocom@mycogen.com
Sharon Wampler	wampler@immsol.com
Chen Xu	cxu@mobi.com
Moving? Address Changed?	
Please give us your new address so you won't miss our mailings! Please phone or mail changes to the AWIS voicemail or PO Box or better yet email the changes to Judith Finlay (sdawis@aol.com).	

- Become an active AWIS member!
- Get involved!
- We've got many committees to choose from that always need a hand!
- Attend an AWIS Activity!
- Attend an AWIS Board Meeting!
- Looking forward to meeting you!

About the AWIS Newsletter

The AWIS Newsletter is published bimonthly and provides AWIS members and supporters with information on chapter activities, career developments, and issues related to women in science. The newsletter is free to AWIS members. Subscription rate for non-members is \$20 a year.

Editor Sharon Cherf
Co-Editors Barbara Armstrong
Emelyn Eldredge
Lynne Friedmann

Send news items and suggestions to Sharon Cherf via email: scherf@qualcomm.com OR 6455 Luk Blvd, A-120C, San Diego, CA 92121. If you would like your article to be included in the next issue, please send your items in by July 30, 1998. For AWIS membership information call the AWIS voice mail line at 619.687.5580.