

East Bay AWIS



East Bay Chapter of the Association for Women in Science
ebAWIS Newsletter, May, 2000 Volume 8, Number 3

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MAY MEETING

Wednesday, May 17, 2000

at

Chiron Corporation See Page 10 for directions to Chiron

Bertha Chen, MD

Stanford University School of Medicine

Contemporary Issues in Women's Health

Bertha Chen, MD, is a faculty member in the Department of Obstetrics and Gynecology at Stanford, where she is developing a sub-specialty that encompasses the intersection of gynecologic surgery and urology. One of her research interests is the influence of diet on gynecologic health. She regularly presents discussions of women's health issues at Stanford's annual Mid-Life Wellness for Women conference, and is at the forefront of her profession. Please join us for a discussion of topics that compel everyone's interest.

Okay, Are You Ready?

President's Messageby Martha L. Booz, Ph.D.

Are you ready for the next thing, whatever it is? I am getting ready for the next thing. For me, that means stepping down from the Presidency of ebAWIS. It's been Fun! For you, it means stepping back and looking at your career, at the relationships you have at work and outside of work, and making sure your direction is the one you want to take. Try to stay focused.

Regarding the business I have been starting for several years (some of you have heard me talk about this), the micropropagation of California native plants, I have decided that I don't want to manage a big tissue culture facility. That was a major realization. I would rather sell the protocols I will develop for the micropropagation of native plants, and consult with nurseries that want to get into natives. I am still working on setting up my lab. I got a permit from the county for it, and the bedroom in my house that I'm using is all sealed up, so I can control the temperature and the light. I need some cabinets, and a bench to work on. Everything else is a go, and I'm almost to the place where it's time to decide what chemicals to order to initiate some cultures. I have also been spending happy hours in my garden, planting some natives in a sun/shade area on the north slope in my front yard.

I will be the ebAWIS NCC representative, taking over from Joy Barnitz, who will remain NCC-Treasurer. I will continue to maintain the ebAWIS email list, and will continue to send out my occasional musings. I imagine Shellie Williams, our new nominee for President, will use the email list as well, for items of interest to you. You know that if you want to be included, just send me an email, and if you are an AWIS member we will put you on the list. I'd also like to remind you of the ebAWIS jobs list-serv I maintain. If you are looking for an alternative career in science, be sure to sign up for the jobs list-serv. Go to

<http://ebawisjobs.listbot.com>

to sign up. I have to approve your membership, so be sure to let me know if you are a member of AWIS or not. Finally, note that if you want to send a message to all of ebAWIS, you may forward the message to me, and I will pass it on, if it is of interest to women in science.

The ebAWIS Board has a series of meetings planned for the immediate future which will enhance your career. Our speaker this next meeting, May 17, is Bertha Chen, speaking on "Contemporary Issues in Women's Health." She will touch on birth control pills, and likely also on menopause. Bertha is a well-known member of the faculty at Stanford University School of Medicine. I am really looking forward to her talk, and I hope you join us.

Please do keep in touch!

Martha L. Booz, Ph.D.
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Future NCC AWIS Workshops

A second
Career Development Workshop

is being planned as a collaboration between the Palo Alto and Monterey Bay Chapters for September, 2000.

Future Meetings East Bay AWIS

Wednesday, July 19, 2000
Chiron Corp.

Jacqueline Chang

Palo Alto Chapter

www.pa-awis.org

Palo Alto Chapter Meetings

Monday, May 22

TIME: 7-9pm

SPEAKER: Gaylene Pringle from 'The Leadership Edge'

TOPIC: Career Coaching

LOCATION: SLAC Training Center on Sand Hill Road

Wednesday, June 28

SPEAKER: Carolyn Bertozzi, PhD - UCB prof., winner of the MacArthur Award

TIME: 7-9pm

LOCATION: SLAC Training Center on Sand Hill Road

Nominees for East Bay Board Elections

In May we will elect new officers for the following positions:

President Vice President
Secretary Treasurer
At Large Member

All positions are open, and a few members have thrown their hats into the ring:

Shellie Williams for President
Kitty de Jong for Vice President
Mary Alice Yund for Secretary
Lily Witcher for At Large Member

This is an excellent opportunity to practice your executive skills. Since Martha Booz is ending her second consecutive term, we cannot nominate her again, much as we would like.

Anne Frazer will continue as our Membership Chair.

Kim Chansky will continue as our Treasurer.

We need someone to serve as meeting set-up coordinator at Chiron which includes coordinating the food delivery for the meeting.

Outreach – Vacant!
Program – Charlotte Hargrave
Webmistress – Le Dao
NCC Representative – Martha Booz
Editor – Ritchie Froehlich
Advertising Editor – Chris Rozanas

Look for your ballot to arrive in the mail!
Vote!

2000 NCC-AWIS Recognition Awards Dinner **East Bay AWIS Scholarship Winners** and **Kathleen Miller Scholarship Winners** Cathy Magowan

The two Chapter scholarships were awarded to **Linda Weingarten**, a student at Vista College, and **Betsy Mikkelsen**, a student at Diablo Valley College. Linda has two children and returned to school in 1997 to study Biotechnology at Vista. She has a 3.73 GPA and is interested in forensics and research, but has not yet decided on a career path, so she is concentrating on biology classes that are transferrable to a 4-year college. Betsy has a 4.0 GPA at Diablo Valley. Earlier in her life, she attended the University of Kentucky for a B.A. in Geography. She worked for

Charles Schwab before returning to college. Now she is studying science and wants to find a way to alleviate hunger and malnutrition through science and biotechnology.

For the first time this year we awarded multiple Kathleen Miller Memorial scholarships. This is in keeping with Kathleen's mother's wishes, and is an opportunity for us to share the wealth of the booming economy with deserving students. The scholarship winners are **Jessica Trowbridge, Liv Nevin, and Monica Wadsworth**. Jessica attends Merritt College where she has earned a 3.84 GPA. She is an athlete who participates in golf, swimming, water polo, and basketball. She was unable to finish high school when her father died and her mother moved the family to Mexico. She returned to the US and enrolled at Merritt where she discovered she loves chemistry. Liv was raised by homesteading parents in Maryland, and has traveled the world. She is an ordained Buddhist lama, has a 4.0 GPA at Merritt College and is studying biology with the hope of working in ecological restoration. Monica has a 4.0 GPA. She attends Laney College and works as Education Coordinator for the Presidio Native Plant Nursery. She wants to obtain a graduate degree in ecology or conservation biology.

Palo Alto Chapter Scholarship Winners

Ann Riesenauer

VanKhanh Tran is a sophomore at Foothill College majoring in biochemistry. Next fall she will transfer to the UC system and eventually hopes to enroll in the pharmacy program at UCSF which she recognizes as "the most accredited Pharmacy School of California". To prepare for her future career, Vankhanh is working at a Longs Drug Store.

Monglan Duong is finishing her first year in the Radiologic Technology Program at Foothill College. Besides being a full-time student and doing the internships required for her major, she works as a peer advisor in EOPS (Extended Opportunity Program Services) and volunteers in a chiropractor's office.

Monterey Bay Chapter

Victoria Welborn

Monterey Bay chapter has found four scholarship winners with diverse and excellent goals and qualifications.

Ana Aguilar-Islas, Monterey Peninsula College

Stephanie Anastasia-Lavin, Monterey Peninsula College

Diana Wellman, Monterey Peninsula College

Meghan Bates, Cabrillo College

Sacramento Chapter Winner

Kim Longworth

The first AWIS Achievement Scholarship from the Sacramento Chapter was awarded to **Kathryn Lancashire**, of American River College in Sacramento. She is enrolled in the Biotechnology Certificate Program there, and will major in forensic and biological sciences. She was selected because of her dedication to pursuing her goal of a career in science, continuing her studies while working and raising children.

**Congratulations
NCC-AWIS
Sixth Annual Recognition Awards Recipients
2000**

Judith Pool Award

Paula J. Shadle, Ph.D.
Bayer Corporation

Established in honor of **Judith Pool, Ph.D. 1919-1975**

Judith Pool was very active in promoting opportunities for women in the field of medicine and science. She was the first co-President of AWIS, formed in 1971, and the founder and first chairwoman of the Professional Women of Stanford Medical School. In 1972, Dr. Pool was promoted to professor, making her one of the first two women to attain this position at Stanford Medical School. It was in part her struggle for recognition at Stanford that led her to co-found AWIS.

Ellen Weaver Award

Kathryn M. Stephens, Ph.D.
GeneTrace Systems

This Award was established to honor Ellen Weaver, Ph.D., Past-President of National AWIS. In addition to her teaching responsibilities, Dr. Weaver has served San Jose State as Director of the SJSU Foundation and as Interim Executive Vice President. Retiring from teaching in 1991, she served two additional years as Associate Dean for Development in the College of Science. Dr. Weaver has been an officer and director of many professional societies and organizations, and an outstanding example of a woman who achieved and helped other women rise in their scientific careers.

Distinguished Professional Award

Amy E. Ryken
BBEI

This newly-created award is given to a woman who continues to promote career development for women scientists, while her professional role has moved her to administrative or other spheres of influence.

Career Column by Mary Alice Yund From the Employer's Point of View

Looking for work, the next job or the next career step can be very stressful. Career concerns and the job search occupy most of your attention and energy. Anxiety mounts. The intensity of the experience tends to place your focus on you: Is this a good job for me? How can I get this job? What are my relevant skills?

Some perspective and balance may be obtained from examining each position from the employer's point of view. There are two parties to every available position: The employer looking for a suitable person to do the work that needs to be done and the prospective employee looking for a work situation that uses current skills and offers opportunities for professional growth and advancement. Viewing an employment opportunity from the point of view of the employer can lead to insight into what the job really is and how to present yourself for it, if it seems to be a good fit. That strategy can also illuminate some inexplicable behavior from employers.

A basic truth is that employees do the work. Good employees mean success and profits to the business and continued employment for the individual hiring managers. Senior executives say that hiring the right people is one of the most important aspects of their jobs. Yet for most hiring managers we encounter, hiring is one of many things he or she has to do this month. Individual hiring managers may have little experience or training in interviewing or making hiring decisions.

There is a job to be done, a need to be filled, but the actual job description, advertised or in the mind of the hiring manager, may have flexibility and aspects and possibilities that can be adjusted for a promising candidate. Some jobs need an employee to fit into a predetermined slot. Others need an employee that can develop with the department or group.

Another truth that transcends concerns about ethnic or gender discrimination in the workplace is that people have to work together to get the job done. This requires a certain level of commonality in work style, standard of performance, pace of work, and other aspects of functioning in the workplace. Hiring managers are selecting co-workers and colleagues, not a skill set from a resume. Too much "diversity" in a group can result in too much time dealing with the frictions and mis-communications arising for those differences to the detriment of getting the work done.

Understanding the position from the point of view of the employer - what do we need and what will the person in this position be doing for the company - is a very effective way of determining what the job really is and what it would be like to work for the company. With this understanding you can evaluate the potential of the position from your perspective. Is this close enough to what I want and need? What are the possibilities for negotiating something that is more what I would like? If you know what the job is, what the employer really wants and needs, you are in a better position to identify and communicate to the prospective employer your qualifications for the position.

Another thing to realize is that employers usually have some conception of what the ideal candidate should look like, - on paper, not in person. Most employers know now that good employees come in various colors, genders and ethnicity. They do expect a certain professional history for positions, which is the one most applicants for a position would have, whether entry level or moving from another internal department. If you as a candidate have a different career trajectory, or are making a career change, you will need to make your case that you understand what the job really is and want to do it as part of your personal career development plan. Your motivation to do the job well, a job which might at first seem not that good a fit, is important to the potential employer.

A high value for the employer, even in dynamic companies, is someone who will stay in the job for a year or two. Hiring is an expensive proposition for companies. There is the actual cost of the search and hiring process both in direct costs and in time of HR and other personnel. Then there is the reduced productivity while the new employee is on the learning curve. She is putting in her time and being paid at the full rate, but she is not as productive as she will be when she becomes experienced in the new position. It can be six months or more before she is up to speed. An employer wants a year or more of quality time before undertaking the disruption and expense of doing it all again.

Your individual career goals, needs and ambitions are of interest to the employer, but only to ascertain whether they coincide with the interests and needs of the company. A good match from the perspective of the employer is a prospective employee with the requisite skills, motivated to do this particular job, and with short to medium term career plans that coincide with the workforce needs and opportunities in the company. The chances of making the correct hiring decision, a win-win situation for the employer and new employee, are greatly enhanced when both sides are striving to identify and capitalize on a good match in all three areas.

Issues for EB AWIS Members to Consider as Meeting or Workshop Topics

– examples from the UCSF WILS (Women in Life Sciences) Group

The EB AWIS Board would really like to have member feedback on topics that interest YOU! These are just examples, and if you particularly like a topic or have a favorite not listed, contact a board member and let her know your preference!

1. Negotiating Employment Contracts.
2. Using Your Education in Nontraditional Careers.
3. Resources for Women Students/Post Docs/Residents
4. Can You Have It All? Career, Partner, Family?
5. Subtle Discrimination: Is It All in Your Head? How to Combat It!
6. Choosing your Post Doc with Wisdom.
7. Career Issues for Women of Color.
8. Issues for Lesbian, Bisexual, and Transgendered Women in Scientific Careers.
9. Developing Teaching Skills and Accessing Opportunities.
10. What are your Family/Parental Leave Rights?
11. Is There Childcare in California?
12. Business Savvy: Holding Your Own in the Work Place.
13. How to Set Up a Peer Mentoring Circle.
14. Networking 101, or How to Promote Yourself without Feeling Like a Shameless Wheeler-Dealer
15. Your Career and Your Biological Clock: What Options Do You Have? (See #11)
16. Effective Time Management.
17. Depersonalizing Personality Conflicts
18. It's Human Nature: the Ins and Outs of Office/Lab/Dept. Politics. (Yes, we cooperate. Yes, we compete!)
19. Effective Communication Skills: Clear Speaking and Active Listening.
20. Repackaging Your Skills When Looking for a Job in Alternative Careers

21. Discovering Your Natural Leadership Style.
22. Defining Your Dream Job and the Steps to Making It a Reality.
23. Management Skills.

Deadline Reminder:

June 1, 2000 is the deadline for
The Collegiate Inventors Competition
(formerly the BF Goodrich Collegiate Inventors Program).
Student winners can now receive \$20,000. Advisors \$10,000.

Questions? Need an application?

Visit our web site:

www.invent.org/collegiate

E-mail us: rdepuy@invent.org

Call us: (330) 849-6887

Advertise in the ebAWIS Newsletter

I would like to take this opportunity to thank the two advertisers who have supported this newsletter for the past year by their ads - Alkami Biosystems and BIOreSEARCHERS. Their support has been greatly appreciated and I hope that you, our members and subscribers, take an opportunity to check out their websites and contact them for your needs. We had one member, Myrna Faulds, run a business card for part of the year, and we hope that her business benefited from the exposure this gave her to our members. We also had several companies run ads in the new Member Directory and we hope that you patronize their businesses throughout the year as you use your Directory.

This is a good opportunity for me to remind everyone that our advertising is open to anyone who would like to promote themselves or their company to our members and subscribers. The newsletter reaches 200-300 people on a bimonthly basis throughout the East Bay and beyond. This is a great way to show your support for our organization and also recruit new clients and customers for yourself at the same time. If you are a sales rep, recruiter, consultant, or run your own business, consider placing an ad. Your support helps defray the costs of printing and postage, which are constantly increasing. The costs of the newsletter, which is one of our largest expenses and one of the primary benefits of membership, are subsidized by member dues; the addition of advertisers helps free up monies for other projects for the chapter and helps keep our chapter dues as low as possible.

Our advertising rates are unchanged from 1999. Business cards costs \$30 per issue for members, \$60 for non-members. For a 1/4 page ad, the cost is \$75 per issue. A discount of 10% is available if an ad is placed for 1 year (6 issues). Please contact me if you are interested in finding out more about advertising in the newsletter. The next deadline is June 15 for the July/August newsletter.

Also, if any member is interested in helping to recruit advertisers, please contact me.
Thank you.

Chris Rozanas crr2@pacbell.net 415-920-3510

East Bay AWIS 1999-2000 Board

Board members

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Non-Elect Positions & Committees

Meeting Setup Coordinators

OPEN!

Special Events Committee

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Public Scientific Literacy **open!**

Science Fairs **open!**

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BIOreSEARCHers is an independent recruiting and staffing firm dedicated to the regular full-time and contract placement of bioscience professionals throughout the West Coast. We currently have several career opportunities in Research, Process Development, Quality Assurance, Quality Control, Clinical Affairs, Regulatory Affairs, Marketing, and Bioinformatics.

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See Our New Website at

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ebAWIS wishes to thank the generous March Meeting Sponsor

Donna McDonald of Irvine Scientific.

Please give her a call at the number below

East Bay AWIS May, 2000 MEETING

Wednesday, May 17, 1999

Chiron Corporation, Emeryville
6:30 PM Cold Supper

Building Q1 Seminar Room
7:00 PM Meeting

Bertha Chen, MD

Department of Obstetrics and Gynecology
Stanford

Contemporary Issues in Women's Health

Please Post

Directions to Chiron Corporation, Emeryville

From the West (San Francisco and the Peninsula) Take 101 North/I-80 East towards Sacramento. Continue on I-80 E across the Bay Bridge. Stay in left lanes until after Hayward turn-off. Immediately move to the right most lanes and take the Powell Street Exit, which is only ¼ mile after leaving the Bay Bridge. Turn right on Powell, east toward the mountains. Continue on Powell over the overpass until Hollis Street. At the stop light at Hollis make a right turn and then make another right turn on 53rd Street. Visitor parking is on the left.

From Highway 80 Eastbound Exit Powell Street and make a right on Powell at the stop light. Continue on Powell over the overpass until Hollis Street. At the stop light turn right on Hollis and then make another right turn on 53rd Street. Visitor parking is on the left.

From Highway 80 Westbound (From the North) Exit Powell Street and make a left on Powell at the stop light. Continue on Powell over the overpass until Hollis Street. At the stop light turn right on Hollis and then make another right turn on 53rd Street. Visitor parking is on the left.

From the South (Fremont)

Take I-880 North. Take I-980 exit towards Highway 24/Walnut Creek. Take the I-580 exit towards San Francisco/Hayward. Take the I-580 West exit on left towards San Francisco. Merge onto I-580 West. Turn slightly to the right at the intersection of I-80 West Ramp to stay on I-580 West. Take the Powell St exit and turn right. Continue on Powell over the overpass until Hollis Street. At the stop light at Hollis make a right turn and then make another right turn on 53rd Street. Visitor parking is on the left.

For more information call: Denise Witcher at 510-222-3346
denise_witcher@cc.chiron.com

AWIS welcomes new Corporate Sponsors

We are pleased to inform you that three companies have recently contributed a financial donation to the Northern California Chapters (NCC). New sponsors include Bio-Rad Laboratories and Lab Support, here in the East Bay, and PE Biosystems on the Peninsula. The NCC fundraising subcommittee is doing a fantastic job this year. This money helps support joint chapter projects, such as the February workshop and occasional career conferences, the scholarship awards that are announced at the annual Awards Dinner, and chapter programs that need additional support, such as the Palo Alto Mentoring program. Thank you to all our new and ongoing sponsors for your support!

ebAWIS thanks its sponsors for 1999:

Bayer Corporation

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Lab Support

Chiron Corporation

PE Biosystems

Genencor International

Smoliar Foundation

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