

Highlights

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"Carbohydrate Sulfation As a Target for Anti-Inflammatory Drug Development"

Speaker: Carolyn Bertozzi, Ph.D.

Wednesday November 20, 2002

Time: 6:30-8:30 pm

Chiron Corporation, ROOM 4.104 (see inside for details)

What do social behavior, carbohydrate sulfation, gold and thiols have in common? Professor Carolyn Bertozzi, a tenured faculty member in the Chemistry Department at U.C. Berkeley and McArthur Award recipient, has a lot to say about the topic. Dr. Bertozzi became interested in the biorganic chemistry of carbohydrate molecules when she worked with Professor Mark Bednarski at U.C. Berkeley. Prior to that, she worked with Professor Chris Chidsy, learning about the physical properties of electroactive alkanethiol monolayers on gold. She did her postdoctoral work in Professor Steven Rosen's immunology lab at UCSF where she studied the activity of endothelial oligosaccharides in promoting cell adhesion at sites of inflammation. Dr. Bertozzi holds that cell surface molecules govern the "social" behavior of cells and participate in fundamental processes such as cell adhesion and signal transduction. This is an area of great importance to Dr. Bertozzi, co-founder of Thios Pharmaceuticals, a newly formed company focusing on the drug development aspects of carbohydrate sulfation as a target for anti-inflammation.

Come join our next ebAWIS meeting to welcome a dynamic speaker and learn about her cutting-edge research on cancer and inflammation.

President's Message – by Kitty de Jong, Ph.D.

This time my message is about kids – since that is what is on my mind these days. As many of you know, my husband and I are awaiting the birth of our first child, a daughter, on Christmas Eve. So you can guess what is keeping me busy... However, our AWIS chapter is also paying attention to the young people in our circles, and if you have any time to spare, I recommend participating in our programs.

Our mentoring program is just now starting its second year, under the inspired leadership of Laura McDevitt. We are in the process of recruiting both mentors and mentees, and matching will be done in a few weeks. Again, we have connected with the residential Women in Science and Engineering (WiSE) program of UC Berkeley to find prospective mentees. As for mentors, you are all invited and encouraged to participate!

One of my mentees of last year, Nina La, found an internship at my institute, CHORI, after I told her about this possibility. Now I see her often, and it feels great to have helped.

Also, schools have started again, and it is time to remind everyone that this is the right moment to consider whether you want to make any classroom visits to talk about your work this year.

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President's message continued...

As you will remember, Nicki Norman and Arden Yingling of Community Resources for Science were the presenters at our July meeting and showed us how easy it can be to do some outreach activities. They are happy to help you develop your classroom

presentation and to connect you with a school or science club once you are ready for the road. I can only recommend the experience! If you have any questions about these programs, just contact me.

Kitty de Jong

VOLUNTEER OPPORTUNITIES

Take this opportunity to become involved in your chapter. If any of these activities interests you, contact a board member for further information.

Publicity Coordinator: We are looking for people interested in taking over the publicity chair position as well as being interested in publicity in general. It is a great opportunity to be more involved in AWIS and learn how to rally interest and support for our meetings. Contact Laura McDevitt (see board members list).

Newsletter and Meeting Sponsor Seeker: Invites sponsors to place ads in the ebAWIS newsletter and seeks sponsors for chapter meetings. Develop your cold-calling skills! Contact Kitty de Jong (boardlist).

Membership committee member

Email distribution

We are looking for someone who wants to be in charge of the email distribution list. Please contact Kitty de Jong if you are interested.

DO YOU WANT A PAPER COPY OF THE NEWSLETTER?

Members have an opportunity to receive the ebAWIS newsletter in their choice of formats. The options are:

1. only a paper copy
2. only the electronic version (PDF format)
3. both a paper copy and the electronic version

Of course, it is always possible to download the newsletter file from our website: www.ebawis.org. If you are not satisfied with the way you currently receive your newsletter, please contact either Anne Frazer (membership) or Kitty de Jong (President) by phone or email (see board list)

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“The Unspoken Rules in Communication: Gender and Effectiveness”

Amy Gonzales, Women-Unlimited, Inc.

Were you ever a Girl Scout? Many of our members can still recall the opening words of the Girl Scout Promise, "On my honor, I will try." The words are similar to, but not identical to those in the Boy Scout Promise, "On my honor, I will do my best." It's a subtle difference in wording that may have an enormous impact on the way people view Boy Scouts and Girl Scouts.

The importance of subtle differences between male and female verbal and non-verbal communication in the perceived effectiveness of male and female scientists was the topic for our program on September 24, 2002. While a large number of current members were there, we were happily surprised by the large number of first-time visitors who came to the evening's presentation. The large and bright room at Chiron provided a welcome environment for our evening. Thanks to our new corporate home are in order.

Amy Gonzalez, our program speaker is currently working with W.O.M.E.N. Unlimited, a group which specializes in training and development of high-potential women within Fortune 1000 companies. Before joining W.O.M.E.N. Unlimited, Ms. Gonzalez worked in the high-tech sector and did research at the University of San Francisco on cross-company mentoring and the importance of mentoring on career growth. Amy summarized the wealth of recent information gained from studies of gender and effectiveness performed by several organizations. A few perceived trends were clear.

The Hagberg research group found that at all levels women may be better managers than men. Women leaders scored higher on interpersonal traits. Of a list of measures of effectiveness, women leaders scored higher than men leaders on 45 of the 52 measures scored. However, the results of the MRG study were less promising. The MRG study examined 22 leadership

behaviors among 900 matched pairs of managers. The pairs of one male and one female manager were controlled for company, position, functional area, and number of years in management. When the study was completed, it was found that the women managers consistently scored higher on task orientation than on strategic orientation. In addition, the women managers were seen as more expressive and less constrained, while the opposite was found to be true for the male managers. The interpretation of these results suggested that women managers were seen as less capable of the long-term, "big-picture" thinking necessary for success at the highest levels of management. Yet, the Hagberg study, which was performed on senior female managers, would suggest exactly the opposite. How can this apparent contradiction be resolved?

Through an interactive and enthusiastic presentation which included references to the work of authors Deborah Tannen and Pat Heim, Amy Gonzalez showed us where the "credibility gap" may be arising and what we can do about it. Amy started from the premise that leadership is made up of a balance of two main types of behaviors - competence behaviors and caring behaviors. An imbalance in these can lead to ineffective management. More importantly for women leaders, a *perceived* imbalance in these will also lead to ineffective management. This fact emphasizes the relative importance of verbal and non-verbal communication in relaying competence and caring. In presentations, credibility comes overwhelmingly from nonverbal factors (55%) and tone of voice (38%) and only marginally (7%) from the words used by a speaker. Therefore, common differences in nonverbal communication between men and women may play a very large role in the perception of the effectiveness of women managers.

continued

September meeting report continued

Amy led us through an exciting discussion of differences in how men and women approach communication in groups and with individuals. We started from the premise that the business world is still mostly male and examined the differences in behavior from a new perspective. One of the many thorough and informative handouts she provided was a list of physical behaviors which may be read as high or low competence as well as high or low caring. We learned that taking up space, talking slowly, and making eye contact are all behaviors that are read by others as signs of high competence.

Amy answered questions about specific behaviors and situations, during which we learned more about the importance of dress as another form of non-verbal communication. It was especially interesting to learn more about the necessity to alter one's look as one moves from an entry-level position to more senior places within an organization. Other questions involved finding mentors and the importance of building a network of friends and mentors both within and outside of one's company.

The presentation was energetic, friendly, and helpful. It would be a pleasure to have other speakers from W.O.M.E.N. Unlimited come back, either to continue on this topic or to introduce us to new ways to increase our personal and professional effectiveness.

Joanne Pelaschier

Mentoring Kick-off Meeting October 24, 2002

On October 24, a classroom at UC Berkeley reverberated with the enthusiasm of women science students and mentors seeking an opportunity to establish fruitful mentor/mentee relationships. A group of six mentors talked to students about our backgrounds, education, and current careers as we enjoyed pizza together.

The goal of our efforts is to provide the mentee with guidance and encouragement in her studies, offering support in making career decisions. Whether it is a critical survival skill or adjustment to a new situation, the mentor offers support by sharing wisdom gained by her own experience.

Through a mentoring network, we can help each mentee to find a suitable and challenging summer internship during her university years. For graduates, a mentor can offer career guidance and direct the mentee toward placement in industry or academia,

WITI – Women in Life Sciences Forum

Tuesday, November 12, 2002
San Diego Convention Center
9:00am – 5:00pm

Women in Technology International, in conjunction with BioITWorld Conference & Expo, will present a special one-day forum dedicated to issues and topics concerning women in the life sciences. This special full-day event for women executives in the life sciences, information technology, biotechnology, and pharmaceutical industries will feature panel discussions and presentations from leading women executives within the growing Bio-IT industry, academia, and government. Through the WITI Forum at BioITWorld, you'll gain unique insight into career development, business strategies, current life science trends, and valuable networking opportunities. Members of AWIS can save \$50.00 on Conference Registration. To register, go to: http://witi.com/users/conferences/registration_form.php?id=1441 USE PROMOTION CODE DMAL TO SAVE \$50.00. Special discounts & free passes are available for WITI associates at BioITWorld conference & Expo, November 12-14, 2002, San Diego Convention Center.

BioITWorld Conference and Expo, produced by IDG World Expo, is the premiere event for life science professionals focused exclusively on the integration and utilization of IT solutions within scientific R&D. This is your chance to become educated on the growing bio-IT industry and to network with IT and scientific professionals from pharmaceutical and biotechnology organizations. Members and Associates of WITI are entitled to a 25% discount off any BioITWorld conference package or a FREE BioITWorld Discovery Pass. To register, visit www.bioitworldexpo.com and use **priority code: WITI**.

particularly in engineering and the sciences.

We look forward to working with mentees in small groups or individually. Our aspiration is to help them on their path to becoming professionals, productive citizens, and role models for others. The evening was great fun. I invite all ebAWIS members seeking an opportunity to make a positive difference in somebody's life to join us.

For information about the program, contact Laura McDevitt, mentoring program coordinator at mcclaura@attbi.com or (510) 215-9171.

Alena Cowan, Mentor

NOVEMBER MEETING

Wednesday, November 20, 2002

Chiron Corporation, Emeryville
6:30 PM catered light, cold supperRoom 4.104
7:00 PM meeting**"Carbohydrate Sulfation As a Target for Anti-Inflammatory Drug Development"**Speaker: Carolyn Bertozzi, Ph.D.
UC Berkeley, LBNL

Carolyn Bertozzi, Ph.D., is Professor of Chemistry and Molecular and Cell Biology at UC Berkeley, Head of the Chemical Biology Department at the Lawrence Berkeley National Laboratory (LBNL), and an investigator in the Howard Hughes Medical Institute. She is also co-founder of Thios Pharmaceuticals, a newly formed company in the Bay Area focusing on drug development in sulfation pathways. Prof. Bertozzi's research at UC Berkeley spans the disciplines of chemistry and biology with an emphasis on studies of cell surface glycosylation pertinent to cancer, inflammation, and bacterial infection. Her lab has identified new targets for therapeutic intervention and developed technologies for studying glycosylation changes in disease states. At LBNL, Prof. Bertozzi's group works on the design of biomimetic materials for a variety of applications. Her work has resulted in over 100 scientific publications and patents. In addition to her academic pursuits, Prof. Bertozzi is a member of numerous professional societies, national and international scientific review and evaluation committees, and several journal editorial boards. Prof. Bertozzi has received numerous awards including young investigator and career development awards, research fellowships, and excellence-in-teaching awards.

Come join us for this meeting to listen to this valuable presentation!

For more ebAWIS chapter information please refer to our website at www.ebawis.org.
For questions regarding the Chiron meeting site, contact AB Jefferson at AB_Jefferson@chiron.com

**Meetings are open to non-AWIS members
Men, Women, Scientists, and Non-Scientists are Welcome!**

Directions to Chiron are on the next page

For more ebAWIS information call: Kitty de Jong 510-450-7622
 Alena Cowan 510-705-7496
Or visit the website: www.ebawis.org

Directions to Chiron Corporation 4560 Horton St, Emeryville, CA

From San Francisco, Take 101 North/I-80 East towards San Francisco. Continue on I-80 across the Bay Bridge. I-80 then joins I-580 (left lanes). Immediately move to the right most lanes and take the Ashby Avenue exit, which is the next exit past Powell Street. Exit at Ashby Avenue and proceed under the railroad overcrossing, then make a right on 7th Street at the stop light. Turn right on Folger Avenue, and follow the road as it turns left and becomes Hollis Street. Continue on Hollis Street, across Powell Street, and make a right turn on 53rd Street. Chiron will be the third driveway on the left (4560 Horton Street).

From Oakland, Take I-880 North. Continue past Oakland to the I-980 Interchange towards Walnut Creek. Proceed to I-580 West to San Francisco then I-80 East. Stay to the right and proceed towards Berkeley on I-80/I-580. Exit Powell Street and make a right on Powell at the stoplight. Continue on Powell over the overpass until Hollis Street. At the stop light turn right on Hollis and then another right turn on 53rd Street. Chiron will be the third driveway 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, then another right turn on 53rd Street. Chiron will be the third driveway on the left.

From Highway 80 Westbound/or Highway 24, 80 Eastbound, Exit Powell Street and make a left on Powell at the stoplight. Continue on Powell over the overpass until Hollis Street. At the stop light turn right on Hollis and then another right turn on 53rd Street. Chiron will be the third driveway on the left.

From the South Bay. 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 slight right at the intersection of I-80 West Ramp to stay on I-580 West. Take the Powell Street exit towards Emeryville and make a right on Powell at the stoplight. Continue on Powell over the overpass to Hollis Street. At the stoplight at Hollis make a right turn and another right turn on 53rd Street. Chiron will be the third driveway on the left. Park for the AWIS meeting in the visitor parking area you will see immediately after turning off 53rd Street into the Chiron driveway. Our meeting will take place in the large brick façade building with purple and yellow stucco located across 53rd Street from the visitor parking area. Enter at the doors nearest the big yellow stucco ball. We will meet in room 4.104.

National Chemistry Week Events

This year is the fifth anniversary of our first NCW Family Science Night at Orinda Intermediate School, and our fans there have demanded a reprise. You can join us there for a special, post-NCW celebration on Thursday evening, 6 PM to 9 PM November 14, 2002, at 80 Ivy Drive in Orinda.

"Chemistry Keeps Us Clean" and related activities will range from making giant soap bubbles to real "Clean Rooms." We need your suggestions! The ACS is also sponsoring "Chemistry Makes Clean Possible!" **We can make a difference** in our community by collecting personal hygiene items (soaps, detergents, toothpaste and toothbrushes, shaving cream, washcloths, etc.) which will be donated to local homeless shelters. **Please bring your contributions to one of our NCW events or call the California Section office at 925-267-8055 to arrange a drop off.**

Please contact Marinda Wu at marindawu@aol.com for more information. Thanks for all of your past support, and please join us for the best NCW celebration ever!

Marinda Wu
California Section, American Chemical Society
Co-chair of Orinda Family Science Night

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East Bay AWIS

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