

Bioentrepreneurship: May Meeting Highlights

By Toby Freedman

The AWIS meeting "Bioentrepreneurship: From Ph.D. to CEO" was a big success. Three executives, Jennie Mather, Ph.D., CEO of Raven Biotechnologies, Merry Sherman, Ph.D., President of Mountain View Pharmaceuticals and Marnie MacDonald, Ph.D., CEO of Odyssey Pharmaceuticals spoke on this panel discussion. The panelists discussed their careers, transitions to leadership and the challenges to being a CEO in this informative and insightful event.

Although all three panelists began their careers with traditional academic values, and each have culminated to executive levels, their career paths had varied significantly. Merry Sherman had been a professor at Rutgers for many years, whereas Marnie had branched into business development and Jennie had been a staff scientist at Genentech for many years before starting her own company.

All three panelists agreed that they enjoyed being CEOs, except for raising money, which can be challenging. Most important to them was having a scientific vision, setting the strategy and being passionate about their work and having a strong desire to build something.

For advice to running your own company, Merry recommends being prepared for a long-term investment. Marnie recommends understanding the market, the customer and the importance of good timing, and Jennie's advice was to take all the money you can and don't worry about dilution.

Overall, the three panelists gave a wonderful and dynamic presentation, sprinkled with humor. Their merits, courage and successes are an inspiration to us all.

iOWH: July Meeting Highlights

By program committee correspondent

One of the highlights of the summer for me was attending the July 15th chapter meeting at

Genentech. The meeting was sponsored by NCC-AWIS, the umbrella organization representing the Northern California chapters and women at Genentech were our hosts. 250 women from East Bay, Palo Alto and the newly formed San Francisco chapter packed the auditorium to hear Victoria Hale PhD, founder and CEO of the Institute for One World Health, speak about 'Delivering the Promise of Medicine to the Developing World'. Some diseases may be common, but when the affected population is desperately poor, the free-market system doesn't work. A statistic that stuck with me is that roughly half the people in the world (3 Billion) have intestinal worms - where in the US we don't even allow our dogs and cats to suffer with worms.



Dr. Victoria Hale at the AWIS July meeting

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Victoria's talk combined remarks about her personal and professional life – her path from Pharm Chem grad student at UCSF, to fellow at FDA, to industry scientist at Genentech, to founder of this non-profit organization. This remarkable woman is the dynamic force behind One World Health. They have 2 funded programs now and the mission is to get marketing approval for drugs for a neglected parasitic disease (Chagas disease) and a tropical disease (visceral leishmania). In the future iOWH hopes to partner with industry and develop drugs for malaria, diarrhea, anemia, contraception and HIV. The first two target countries are India and Brazil, where the pharmaceutical infrastructure already exists.

To do the drug development it has planned, iOWH will need pharmaceutical scientists, new drug leads, and money. Another goal is to provide leadership in Global Health and guidance to funding agencies. If you want to contribute (ideas, time or money) or to learn more, there is a website, newsletter and mailing list. You may email Tricia Taborn at ttaborn@oneworldhealth.org for more details.

President's Note

By Michelle Boytim

I would like to welcome you all back after the summer break. We have a great lineup of meetings for the fall. I want to thank Kateri Paul for being our meeting host at Xerox PARC. We wish her well in her new endeavors on the east coast. I would also like to thank Silke Thode for carrying on the responsibilities of Programs chair. Silke is actively searching for new members and a co-chair for the committee; please contact her for more information. Our mentoring program with Stanford students will be starting up in September with our mentor social and the first mentoring program meeting will be in October. Detailed information on these events is in this issue. We are also planning on setting up new programs for chapter members, including special networking socials. We would love to hear from you about what activities you would like to participate in. The contact information for the board is on the back page of the newsletter. I look forward to hearing from you or meeting with you at an upcoming chapter event.

❖ NEWS and INVITATIONS

Call For Mentors

By Susan Bernhard, Mentoring Committee

Would you like to meet and encourage more women in science? You are invited to become a mentor to a woman graduate student at Stanford University. A few hours of your time during this year can have a wonderfully positive impact on a woman scientist early in her career.

The AWIS Palo Alto Mentoring Program is designed to provide support for women pursuing a career in science/math/engineering and has been highly successful since its inception in 1991. Each participating student has the opportunity to work closely with a professional woman scientist. The one-on-one mentoring pairs are created based on similar interests and values, and deal with questions about scientific identity, work/family goals, industry vs academic track, effective communication, life after grad school, network and interview skills, transition into the workplace. We also provide opportunities for informal drop-in mentoring and group discussion at our quarterly dinner meetings. The first of our evening on-campus Mentoring events will be Thursday October 9th.

To maintain and expand our program, we are recruiting for mentors. We inevitably have more student protégées than mentors who volunteer, so your participation is very valuable. As an additional perk, we offer a social for mentors where we discuss the essentials of good mentoring, share past experiences and build a supportive network for each other. The first Mentor Social will be on Monday September 22nd. (rsvp to Susan for details)

If you would like to become a mentor, please fill out and submit the Mentor Profile form on our web page (www.pa-awis.org and click on Mentoring). For questions, contact one of us on the Mentoring Committee below or send an e-mail to Mentoring_awis@yahoo.com. We look forward to seeing you!

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Say What You Mean, Mean What You Say – October Meeting Highlights Good Communication

By Susan Bernhard, Program Committee

Human interactions can be rough. There are many reasons that people don't communicate well with each other, and we each have our own Achilles' heel when it comes to saying what we mean and hearing what other people are trying to say to us. We are trained to ignore our feelings, especially at work (where the brain is in charge, right?), yet feelings are there and frequently get in the way of clear communication. Is there anything we can do about that?

Whether you are a senior staffer or a prospective employee in an interview, your ability to succeed at work has a lot to do with how well you communicate your thoughts and understand others. We've all been there. In the meeting where two colleagues can't agree and each item on the agenda gets derailed by some tangential rant. If the meeting ends without resolution, we know we'll be in for more of the same when the group reconvenes. It's a shame isn't it? Between parents and kids, between spouses- even when our intentions are good- we can still end up in conflict, feeling attacked (or defensive), by using (or hearing) the wrong words or tone of voice. What drives that? How could it be different?

On **October 22nd** our speaker Ms. Mady Shumofsky will give us examples of common problems. (This meeting will have an interactive format, so feel free to bring your questions or examples of challenging situations). Then we will take the next step: Together we will learn how to be more effective dealing with angry or volatile people at work, resolve conflicts, create more cohesiveness at home, and 'take the war out of our words'. This will be relevant for everyone, a meeting to remember, please **join us** for the fun!

New Bay Area AWIS Chapter

By Michelle Boytim

The San Francisco Chapter recently had its charter approved by National. The first event of the chapter will be September 3 on Career Development

for Women Scientists: Collaborative Research in Academia and Industry. For more information on the event or about this new chapter, Visit www.nccawis.org/chapters/sfawis/sfAWISHome.html.

We welcome the San Francisco chapter to the Northern California group of AWIS chapters!

National AWIS Board Came to California on August 16

By Fong-Yih Bih

On Aug. 16 Saturday morning, AWIS national board reached out to 4 Northern California Chapters – East Bay, Palo Alto, San Francisco (Brand New), and Sacramento. This was a pilot event to improve the communication between the National Board and the local chapters.

A team of 15 national board members led by Dr. Jill Sideman - president of AWIS, and approximately 60 local chapter members attended the first annual meeting. Dr. Sideman first stated the purpose of this visit; National board would like to strengthen the interaction with local chapters, they would like to start visiting local chapters this summer, and California was their first stop, (40% membership due comes from Californian Chapters.) There are two initiatives that National starts this year, one is to increase membership and the other is to design a career enhance program to help women in career transitions or in jumping back into science career. The program will select several mentors to take charge of hot and trendy topics to communicate with members via teleconferences. The program will initially focus on industry and then move to government career. The project will run a one-month pilot experiment before evaluating feedback. Currently this project is looking for financial support.

Treasure Donna Dean briefed our balance sheet. AWIS has a very strong resource with self-sustained 50 K base from various donation and our members to advocate the woman in science. Three major areas allocate resources – summer intern, educational foundation awards, and Washington wire

Catherine Didion, AWIS executive director, talked about "title 9" which is bans sex discrimination within educational institutions and about a congressional bill that was signed last year against discrimination. Ms. Didion is interested in policy, issues like how to retain woman in science, how to get an equal pay, childcare, etc. How do we improve it? The 1st Washington wire published and covered topics on science policy, national board in the news, a list of endorsement, affirmative action, stem cell research, science education etc. All information is also available on web – www.awis.org. AWIS also

promotes nomination of woman for presidential appointed positions.

After introduction, followed by Q&A section for another one hour. Topics ranges from budget

allocation, membership incentive, career transition, science education and out-reach, and strategic goals of AWIS. I also raised a series of questions and suggestions from our members e.g. publish a pie chart for AWIS resource spending, create a spot of non-PhD level research associates to advance their career. National AWIS office is conveniently located at central Washington DC next to AAAS office. The executive director invites all members to pay a visit when you are in town next time.

If you have any questions or suggestions to ask the National Board, please find their contact information at http://www.awis.org/exec_board.html. For questions and comments to local chapter, please send email to our board as well <http://www.pa-awis.org>.

What's up? AWIS Events This Coming Fall

The NCC-AWIS and WILS workshop is scheduled for Saturday, September 6. This exciting one-day workshop will give a comprehensive overview of issues and factors operating in the technology workplace that differ across companies. The workshop will provide applicable information that participants can use at work and in making career decisions.

The workshop agenda include evaluating the financial health and future prospects of a company, benefits and options in non-salary compensation, human resources functions and responsibilities, legal requirements impacting the work, diversity of workplace organization and cultures. Informal discussion will follow. For more details and registration go to www.pa-awis.org.

The September East Bay chapter meeting scheduled for September 18 is going to be a networking social. A brief review of networking strategies and techniques will be followed immediately by networking games designed to facilitate meeting and exchanging information with many people in a very short time. For more information see the calendar of events on page 7, and visit www.ebawis.org

In Memoriam

Dr. Kristi Lin Chrispell Forbes died in an automobile accident this spring. Kristi had recently

completed her postdoctoral fellowship studying cell cycle of caulobacter and fission yeast at Stanford and had received her doctoral degree at Harvard. She was involved in chapter events and active in chapter outreach as a science fair judge, participating at the Synopsis championship and in the International Science and Engineering Fair. Her husband, George Dunfield, and her father, mother, and brother survive her. Condolences may be sent to Dunfield@geologist.com. Donations in her memory can be made to the American Diabetes Association or to the Wells College Bell Tower program. Kristi will be missed by all who knew her.

✧ RESOURCES

Useful Websites!

For all of you job hunters out there! The scientific American and Naturejobs are two sites worth browsing. The sites provide access to many science-related positions. For more information go to <http://www.sciam.com/careers/> and <http://www.naturejobs.com/>

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September Meeting - Association for Women In Science (AWIS), Palo Alto

Resume Clinic

Panel Discussion with Gina Castillo, Marianne Rohde & Toby Freedman

Ms. Gina Castillo is the Manpower on-site supervisor at Roche (Palo Alto) and oversees the contract requisition process. Ms. Marianne Rohde is a recruiter for BioSource Technical Service. Toby Freedman, Ph.D. is a consultant at BioQuest, an executive retained search firm specializing in VP and CEO searches for the life sciences.

What you will learn --

- How to prepare a job-winning resume
- What to emphasize...
- What not to do....

Who will benefit the most - -

Research assistants, Scientists, Executives in the Life Sciences

DATE:	Monday, September 15, 2003
TIME:	7:00 pm - 9:00 pm
LOCATION:	PARC Auditorium 3333 Coyote Hill Rd, Palo Alto

Schedule

7:00-7:30 pm	Networking and light supper
7:30-7:45 pm	Announcements
7:45-8:45 pm	Program
8:45-9:00 pm	Discussion

***Welcome!! This Meeting is free. You don't need to be a Member to attend.
All scientists, students, and their friends are welcome. Men too!***

Directions from the North:

Take Hwy 280 SOUTH, exit at Page Mill Rd and at the bottom of the ramp turn LEFT and head towards Palo Alto. Turn RIGHT onto Coyote Hill Road. PARC (formerly Xerox PARC) is on the left, just past the crest of the hill. Enter main door and look for signs to the Auditorium.

Directions from the South:

Take Hwy 280 NORTH, exit at Page Mill Road, turn RIGHT at the bottom of the off ramp and head up hill towards Palo Alto. Turn RIGHT onto Coyote Hill Road. PARC is on the left, (follow directions above).

ALTERNATE: Take Hwy 101, exit at Oregon Expressway heading west towards Stanford. As you cross El Camino, Oregon is renamed Page Mill Road. Follow Page Mill Road WEST, cross Foothill Expressway, and take a LEFT on Coyote Hill Road. PARC is on the left, (follow directions above to Auditorium).

October Meeting - Association for Women In Science (AWIS), Palo Alto

Mady Shumofsky

Powerful, Non-Defensive Communication

Tools for Your Work and Personal Life

Mady Shumofsky has been working with individuals, community organizations and businesses as a trainer, conflict mediator, facilitator and trainer for more than 25 years. Mady serves on the Board of Directors of the Association for Dispute Resolution of Northern California. Her focus is on conflict resolution, communication, inclusiveness and fun!

Come ready for an interactive program and learn a few effective tools you can use at work or at home. How to ask non-threatening questions, state your views clearly, avoid power struggles and strengthen your personal and professional relationships.

DATE:	Wednesday, October 22, 2003
TIME:	7:00 pm - 9:00 pm
LOCATION:	PARC Auditorium 3333 Coyote Hill Rd, Palo Alto

Schedule

7:00-7:30 pm	Networking and light supper
7:30-7:45 pm	Announcements
7:45-8:45 pm	Program
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Directions from the South:

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LOCAL (from Stanford): Take Foothill SOUTH towards Los Altos, and turn RIGHT at Page Mill Road heading WEST. Turn LEFT onto Coyote Hill Road. PARC is on the left, (follow directions above to Auditorium).

See also <http://www.parc.com/company/directions.html>

CALENDAR of EVENTS

September sfAWIS Chapter Meeting

Wednesday, September 3
6:30-8:30pm

Career Development for Women Scientists: Collaborative Research in Academia and Industry

Susanne Huttner, PhD, Associate Vice Provost for research, major research initiatives, and industry-university partnerships in the UC system.

Genentech Hall Auditorium, UCSF

This is the premiere event of the recently established San Francisco chapter!

Email Katherine Woo for more details
(Katherine.Woo@ucop.edu)

NCC-AWIS and WILS Workshop

Saturday, September 6
8:30am-3:00pm

Workplace Basics: Understanding the World of Work

Genentech Hall, Mission Bay Campus, UCSF

Please visit www.pa-awis.org for details.

BioScience Forum

Wednesday, September 17
6:00-9:00pm

Turning Science into Drugs

Jennie Mather, Ph.D.
CEO, Raven Biotechnologies

San Mateo Marriott Hotel
San Mateo, CA

Please visit www.biosf.org for details

September ebAWIS Chapter Meeting

Thursday, September 18
6:30-8:30pm

Networking Social

Chiron Corporation, Emeryville, CA

Please visit www.ebawis.org for details.

September Palo Alto Chapter Meeting

Monday, September 15
7:00-9:00 pm

Resume Clinic

Panel Discussion with
Gina Castillo, Marianne Rohde &
Toby Freedman

PARC Auditorium
3333 Coyote Hill Road, Palo Alto

See flyer on page 5 for details

AWIS Mentoring Social

Monday, September 22
7:00-9:00 pm

Social for Mentors: past, present and future. Refreshments and networking in an informal environment.

RSVP to Susan for more info and directions. Email susan.bernhard@elan.com

Biotechnology Networking Event

Tuesday, September 23
6:00-9:00pm

Biotechnology networking event at the Pyramid Alehouse in Berkeley

Attendance is free and no RSVP is required.

First Mentoring Meeting

Thursday, October 9
7:00-9:00 pm

First Mentoring Meeting. Mentor introductions and informal pairing.

Stanford Campus

Please RSVP so we can plan the supper menu, and for directions to the meeting! www.awis_mentoring@yahoo.com See related article in newsletter for details.

October Palo Alto Chapter Meeting

Wednesday October 22
7:00-9:00 pm

Powerful, Non-Defensive Communication'

Ms. Mady Shumofsky

See flyer on page 6 for details

PARC Auditorium
3333 Coyote Hill Road, Palo Alto

**ASSOCIATION FOR WOMEN
IN SCIENCE
PALO ALTO CHAPTER**

<http://www.pa-awis.org/>
<http://www.awis.org/>

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Chapter dues \$25.00 per year. Student/unemployed \$10.00. Membership in National AWIS required. Pick up an application at a chapter meeting or visit the web site!



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