



**ASSOCIATION FOR WOMEN IN
SCIENCE
PALO ALTO CHAPTER**
<http://www.pa-awis.org/>
<http://www.awis.org/>
Nov/Dec 2004

From the President

by Mirella Bucci

VOTE VOTE VOTE

November 2nd is Election Day 2004. I'm sure that you've been bombarded by people telling you to get out and make your voice heard. Well, if you haven't, here's a reminder that the most important election of our lifetime (in my humble opinion) is just around the corner. And it's not just the Presidential race that's drawing a lot of attention – Proposition 71, the Stem Cell Research and Cures Initiative (along with other propositions) has the potential to change the daily lives of everyone, particularly women in science.

I hope to see you shortly after Election Day at our November 8 program. Gerda Endemann will speak about Nutrition for women – just in time for the Thanksgiving binge. On December 7, we'll exchange holiday gifts at the annual Networking event. I hope that you enjoy the latest newsletter. Let us know what you think – because your voice matters!

Upcoming Programs and Events

November

- Nov 8** – Palo Alto AWIS Chapter Meeting, PARC
Nov 16 – 2nd Mentoring Meeting, PA-AWIS
Nov 16 – East Bay AWIS Chapter Meeting, Chiron
Nov 18 – SF AWIS Chapter Meeting, UCSF

December

- Dec 7** – Palo Alto AWIS Chapter Meeting, PARC

For more information on these upcoming events, please see flyers on pages 6 and 7.

Editor's Note

by Angelie Agarwal

This issue of the newsletter highlights our most recent PA-AWIS Chapter Meetings. The topics were "Defining Success" and "Balancing Career and Family"—a testament to the diverse and interesting program calendar! In addition, this issue focuses on mentoring, and the importance of networking. The Winter Networking Social in December is an excellent opportunity to flex your networking skills!

Kudos!

by Newsletter correspondent

Women in science have been in the news! Here are a few highlights: (1) Smith College graduated the very first class of 21 all-women engineers in 2004. (AWIS Magazine, vol 33(2): 7-11 written by two graduates of Smith College, a mother and daughter duo, Drs. Cicily and Cordelia Vahadji). (2) Chemist Dr. Mary Anne Fox, 56, has been selected to become the Chancellor of the University of California, San Diego. She was praised as a fine teacher, mentor, researcher and a seasoned administrator. Way to go! (Science, v 304, 16 April 2004, p 387). (3) Mathematician Dr. Susan Ganter, 40, became the executive director for AWIS National in Washington DC this summer. Her goals are to strengthen ties with other professional societies, build on mentoring, and expand membership. (Science, v 305, 13 Aug 2004, p.941). (4) Dr. Judith Rodin, 59, the former president of the University of Pennsylvania, will take over the leadership role at the Rockefeller Foundation in New York City, a \$3 billion philanthropic organization. (Science v 305 3 Sept 2004, p 1399).

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Meeting Highlight

October Meeting: Defining Success

by Laurence Fayadat

Cori Gorman, PhD, MBA came to PARC with a powerful presentation. As a research scientist with experience in business and drug development aspects of biotechnology industry, she spoke to us about her career path and revealed what she deemed essential to her successful path: (1) finding what she loves, (2) showing up, (3) people who played a role in her career, (4) luck, and (5) defining what success means to her.

From her early graduate years at Washington State University, Cori fell in love with science and pursued this passion. As a postdoctoral fellow at NIH, Cori had the opportunity to work on the development of the exciting and new field of gene transfer techniques and vectors. In 1980, Cori developed the CAT assay, a sensitive assay determiner of gene expression, which was the industry standard for more than 15 years.

After a sojourn in London, Cori returned to the U.S. to transition from academia to industry and took a job at Genentech, where she felt that she was part of a team that was creating a new way of thinking about and applying science. Cori shared some of her experiences at Genentech and emphasized the importance of being a good communicator and never burning bridges at work. At Genentech, Cori played a key role in the development of numerous marketed drugs which are now available for breast cancer, heart disease, and hemophilia.

After 9 years at Genentech, Cori wanted to do something new and different. She followed her interests and pursued business activities that required a business degree. She then came back to school to get her MBA, and later took the opportunity to become a founder of a gene therapy company, Valentis.

Over the years, Cori has become recognized as an expert in the biotechnology industry, both as a research scientist and an administrator, and an expert in strategic planning. Currently, Cori is the co-founder of DNA Bridges, Inc. (www.dnabridges.com), a biotechnology consulting company which provides expert consulting and professional services to the life sciences, biotechnology and pharmaceutical industries. Cori is on the management team of multiple biotechnology companies in the US and in Europe, and is on the Board of Trustees of the Women's Technology Cluster (<http://www.wtc-sf.org>).

To conclude her fascinating presentation, Cori stated that the best way to succeed is to "only trust your own instinct" and to "define success for yourself".

September Meeting: Balancing Career and Family for Working Women

by Marina Gelman

Our September meeting speaker was Dr. Laraine Zappert, Clinical Associate Professor of Psychiatry and Behavioral sciences at Stanford University School of Medicine. Dr. Zappert spoke about the many aspects of balancing career and family for working mothers. In the 1990's, Dr. Zappert and her co-workers conducted a survey of more than three hundred female graduates of Stanford's Graduate School of Business. Her findings, summarized in the book "Getting it Right: How Working Mothers Take the Challenge of Life, Family, and Career," address such common concerns as: When is the best time to have children? Can I be a good mother and an effective professional? How does my partner fit in? Is this what I really want from life?

The book has many practical answers provided by the professional women. Their experiences and insights are a great resource to create personal solutions, and a happy and balanced lifestyle.

We are excited to offer several copies of Dr. Zappert's book as door-prizes at upcoming meetings.



News and Happenings

Goodbye, Webmistress and Friend!

by Susan Bernhard, AWIS member

Michelle Boytim is moving to Arizona at the end of October to take advantage of a new professional opportunity, leaving behind a wonderful legacy of volunteer activism. Michelle has been active in the AWIS Palo Alto Mentoring Program since the mid 90's when she was a grad student protégée, working on her PhD at Stanford. After receiving her doctorate in Immunology, Michelle continued in the program as a mentor and she has served on the Mentoring Committee since 1999. Michelle's career in biotechnology has been in several small to mid-size Medical Device companies in Clinical Affairs. Michelle has had a consistent presence on the AWIS Palo Alto Board for the past 5 years. She gained experience with the Chapter by serving as Vice-President when Annette Lewis was President, and then served as President for 2 years. After two terms as President (the maximum allowed by our chapter by-laws), Michelle handed the reins to current President Mirella Bucci.

The crowning achievement for which Michelle will be most remembered is her role as the Chapter's Webmistress. While holding various Executive Board positions for the Chapter, Michelle (along with her colleague and associate Sophia Kuo) has been responsible for maintaining the webpage. What a great job she's done! She brought us into the 21st century, making a gorgeous page with links and clipart and an easy-to-navigate format. We have all become accustomed to checking the webpage for chapter meeting information, newsletter archives, hikes and other events. Michelle's dedication and initiative has made the site a resource for thousands of visitors over the years. Thank you so much, Michelle! As the newsletter goes to press, we are seeking a person to take over the task of Webmistress – but you will always have a place in our hearts. Please stay in touch, Michelle – you will be missed!

Booklist

by Program Committee member

One way in which we can be good to ourselves and invest in our professional worth, is to build a personal library of books that inspire confidence or give us ideas for solving problems that crop up at work and in everyday life. To this end, AWIS Palo Alto has been giving away books as door prizes for a number of years, and we regularly publish lists of the books we have given away on the topics of leadership, being a mentor, life-skill-building and more. This is a very good way to give back to the community! Each book comes recommended by one of our members, and this is one small way we spend chapter membership dues. Sometimes we publish book reviews, so if you've read a good book recently, please send your comments to the newsletter - we would like to hear about it. The chapter Mentoring Program also gives books as door prizes. Not surprisingly, some of the issues that concern protégées and mentors are specialized. For example, many students are concerned with choosing an academic vs industry career. Other issues have a more general appeal. The following is a list of the books that were door-prizes at the October 6th AWIS Mentoring Meeting. Check them out on Amazon.com or at your local bookseller. Christmas is coming – but you don't have to wait until then!

1. Patently Female, by EA Vare and G Ptacek
2. Getting What You Came For, by Robert L Peters
3. Be Your Own Mentor, by Sheila Wellington
4. Advisor, Teacher, Role Model, Friend (Nat'l Academy of Science)
5. Dancing on The Glass Ceiling, by C Deemer and N Fredericks
6. Tomorrow's Professor, by R.M. Reis
7. The Academic Job Search Handbook, MM Heiberger and JM Vick
8. A PhD Is Not Enough! Survival Guide by PJ Feibelman
9. Getting It Right, Working Mothers Balance Family and Career by L Zappert

AWIS Means Building Community

by Program Committee volunteer

AWIS meetings are a place where you can go to meet other women in science. You are a key part of our community! Thank you for reading our newsletter, coming to our meetings, sharing your time, ideas and conversation. Whether you are have recently moved to the Peninsula, or have just changed roles (graduated, changed jobs, or want to find a job), or have lived in the area for some time and want to reconnect, you will find a simpatico group at our chapter events. People are warm and friendly, eager to share information and get to know you. I've always found the speakers at our meetings to be fascinating people, and I marvel at their accomplishments. Maybe I'm just a natural networker, but I've made lots of friends at chapter meetings over the years! That is one of the reasons why I like to attend regularly. I look forward to renewing my acquaintances, and catching up on the details of my friends' lives.

AWIS can be whatever you make it. It is a volunteer organization that morphs regularly depending on who gets involved. About a third of our membership turns over each year, and each month about half the people who attend a chapter meeting are coming to the group for the first time. **Are you a biotech person?** Then you probably have noticed that about half of the people attending our meetings also work in biotechnology. This makes AWIS meetings a powerful place to get to know many people in your field, and find out who's doing what. **Do you work or study in a field of science outside of biotechnology?** We encourage you to invite your fiends to come with you to our meetings and build a cohort of like-minded scientists. AWIS is your organization. Whether you're a visitor or a member, the Board would like to encourage you to volunteer. Please share your ideas for speakers or program topics with our Program Committee. Join a committee, or just volunteer for a one-time task. Write an article for the newsletter. Get to know the Chair of one of our Committees and see how you like her group and the responsibility. The work world is full of committees and industry is all about being cooperative and collaborative. The experience you gain as part of AWIS in building a team and working as part of one, can help you succeed in your chosen profession. AWIS is all about building community, connecting you with resources, and helping you succeed!!

Polish Your Networking Skills!

by Program Committee volunteer

It will soon be time for our semi-annual 'Networking Social' and this is a meeting you won't want to miss! Be sure to mark Tuesday December 7th on your calendar and save the date for AWIS! One thing you should do to prepare for the meeting, is to bring plenty of business cards to share. We're very informal: you can stick a personalized mailing label on the back of an index card and use that as your card if you want. Be sure to include an email address and, if possible, add descriptive terms about your experience or interests, rather than a general job title or department name. The idea is to facilitate contacts, give people an easy way to remember and follow up with you, and vice versa. Go to vistaprint.com for a commercial source of affordable cards that you can customize quickly.

Networking can help you find a job now or build your career over the long term, but networking isn't just for job seekers - especially at AWIS meetings. AWIS is about building community and connecting with other women in science. We all know women scientists have many off-work interests and we do like to talk!

Besides business cards, it is a good idea to practice your 'elevator speech' before the meeting. Be able to tell folks in just a few sentences what you do for a living, and what your interests are. You'll be more comfortable if you know what you're going to say, and then you can focus on hearing what your counterpart tells you. One thing about networking is you really need to listen, and learn from the people you talk to. It is always a good thing if you can share information that helps others. People won't forget you if you have connected with them in a helpful way, and will usually try to reciprocate. In addition to finding out about companies or interesting career paths, the Networking Social is a great place to get ideas for your next vacation, to cull ideas for places to go in San Francisco, learn about hiking destinations, books, movies or restaurants. If you come with questions, you will find plenty of answers at our AWIS Networking Social. Hope to see you there!

Mentoring

Mentoring Program: 2004-2005 Kick-Off

by Drs. Susan Bernhard, Adina Paytan, and Elizabeth Pavel

You might think that after 14 years of offering the Mentoring Program at Stanford the demand for AWIS mentors would decrease, but the call is stronger than ever. This fall, nearly 120 women in science and engineering signed up for the program, including protégées and mentors. There were 73 attendees at the October 6th Mentoring Meeting of the 2004-05 season, a record-breaking number. The Mentoring Committee had arranged for the food and program, but Dr. Adina Paytan saved the day with her winning negotiation for the larger first-floor Hartley conference room. We really needed the space for such a big crowd. (Thanks again, Adina.)

A theme for our Program this year is 'Mentors Making Connections'. In introductory remarks, the co-Chairs acknowledged that no single mentor has all the answers for her protégée. Mentors can share their experience and help protégées connect with other mentors—which broadens the circle of community we all share and makes us all stronger. We encouraged both protégées and mentors to respect each other's time, and try to keep their 'dates'. It is certainly true in mentoring, as in any personal relationship—it helps to define what you need, to understand what you have to give, to give (each other) a little time, to trust and to share.

AWIS member and friend, Dr. Elizabeth Pavel, a former protégée and current mentor, was invited as the featured speaker at the first 2004-05 meeting. Here are some notes from her talk about what Mentoring can offer:

When asked, a mentor can offer her opinions and her perspective, and as a safe, non-judgmental outsider, she can be a sounding board to help talk out problems. She may offer advice or encouragement, options for problem-solving, or ideas to increase motivation. She is someone who has 'been there' and she can empathize with the (graduate school) process. The mentor may be able to see when her protégée deserves recognition for accomplishments (we're often bad at this ourselves, and PI's may already be on to the next deadline). A mentor can offer praise and suggest 'take time to celebrate' that podium talk, a great poster presentation, orals passed, a successful department seminar, or the first (or tenth!) publication accepted. Mentors can also offer a break from the everyday routine, the pause that refreshes.

Early in the protégée's graduate life, a mentor can offer suggestions about the choice of lab or an advisor. Postdoc mentors have as much to offer here as do more senior women, since they have recently made these choices. A mentor can listen and

comment on the choice of project focus, and the grad school environment. She can share her own experience in moving to the Bay Area or even to the USA for many international students.

Midway in graduate life, protégées are often concerned with a perceived lack of progress towards their goal, or obstacles on the path -- no data, undefined targets, poor project management, relationship issues (advisor, peers), etc. Protégées may turn to their mentors for discussion and advice on managing such challenges, as well as on other matters such as writing papers, attending conferences, or staying motivated.

Later in the graduate program, the protégée may need reassurance that there is light at the end of the tunnel. She may need help with motivation while writing her thesis, staying focused. Or she may cruise through the academic requirements and ask for support in the job hunting process. This is one of the key places a mentor can help. A mentor can help define what's out there in terms of jobs, or be able to refer her protégée to friends in the student's field. She can share ideas for dealing with the "two-body problem". She may have experience as a hiring manager and be able to coach her protégée to fine-tune her resume and prepare for interviews, and maybe even anticipate salary and benefit negotiations.

Throughout the relationship, the mentor may share insight into what it's like to be a woman in traditionally male-dominant areas. She can reinforce the power of networking and emphasize the importance of work-life-balance. She can also share the "girly stuff" (what to wear for that first conference presentation or first interview). And her friendship offers the protégée a glimpse into "the real world" after graduate school. Mentoring is an experience that benefits both protégée and mentor - it involves a two-way dialogue, encouragement, and shared experiences and is an activity that is beneficial throughout all stages of one's career.

The second Mentoring meeting will be held on November 16th at Stanford. All AWIS members are welcome to participate. You may RSVP to mentoring_awis@yahoo.com for more details about the program.

What Women Want (to Eat)

By Gerda Endemann, PhD.
Nutrition Education, Counseling and Therapy

Gerda Endemann, Ph.D. is a biomedical researcher and a nutrition consultant in the San Francisco Bay Area. She holds a B.S. in Nutrition from the University of California at Berkeley and a Ph.D. in Nutritional Biochemistry from the Massachusetts Institute of Technology. For more than 20 years, she conducted basic research on heart disease, cancer, and fat nutrition and metabolism, in academic laboratories and in the biotechnology industry. She is an author of numerous publications on these diseases in scientific journals. You can go to www.HealthyFat.com to find out more about her and her book, "Fat is Not the Enemy."

Dr. Endemann started her business in Nutrition Education, Counseling & Therapy after realizing that the public was receiving neither adequate nor accurate accounts of current research in nutritional sciences. An extensive and useful body of knowledge on nutrition and health is out there, but is simply not available through medical professionals.

In this talk, we'll focus on how women can obtain the nutrients we need for optimal energy and mood, and for good bone and heart health. We'll range from recipes to the science behind my recommendations. And of course we'll talk about how to choose the best chocolate.

DATE:	Monday, November 8, 2004
LOCATION:	PARC Auditorium 3333 Coyote Hill Road, Palo Alto
RSVP:	RSVP online http://www.acteva.com/go/paawis
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 too! We ask for a \$5 donation to cover the cost of food.

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).

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> for map/directions.

Winter Networking Social

Chase away winter blues and get in the holiday spirit with our 'secret Santa' gift exchange and friendly networking!

- ? **Suggestion: BRING A SMALL PRESENT**(under \$10) to exchange within your networking group and please bring BUSINESS CARDS.
- ? We will introduce an effective networking game that enables you to meet and exchange information with many people in a very short time.
- ? Afterwards, we will break up into small groups, based on interests.
- ? You will get to meet EVERYONE in an infomal, friendly setting!
- ? Come to polish up your 'introduction', exchange cards, share networking skills, make new friends, and find out who's doing what in Bay Area science.

DATE :	Tuesday, December 7, 2004
TIME :	7:00 pm - 9:00 pm
LOCATION :	PARC Auditorium 3333 Coyote Hill Rd, Palo Alto

Please RSVP on our Acteva sitego to www.pa-awis.org

Schedule

7:00-7:30 pm	Networking and sharing desserts
7:30-7:45 pm	Announcements
7:45-8:45 pm	Program
8:45-9:00 pm	Wrapup

? ***Welcome!! The Meeting is free but we ask \$5 at the door to offset the cost of food. You do not 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.

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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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