

Leaders in Attracting, Developing, Promoting, and Advocating for Women in the Chemical Sciences



Chair's Message

Recently, our committee reviewed current programs and services to make sure we continue to align with our mission to be leaders in attracting, developing, promoting, and advocating for women in the chemical sciences. As a result, we have developed a new subcommittee structure with the formation of two new subcommittees to work more efficiently and better address the current needs of our constituency. The Communications and Technology Subcommittee will focus on developing new technological capabilities and other media avenues, such as social networking and virtual communication tools, to expand our outreach efforts and disseminate information more efficiently. The Programming and Events Subcommittee will focus on planning the core WCC programs at national meetings, including the Women in Industry Breakfast and technical symposia. The other subcommittees, Attracting, Developing, and Local and Regional Outreach, will continue to support our key initiatives and programs.



We have also been focusing on the important subject of retention of women in the chemical enterprise in light of the challenging economic landscape. We are pleased to announce two new initiatives aimed at increasing retention; one by providing avenues for greater visibility and recognition and another creating opportunities to develop new professional pathways.

We have been actively pursuing opportunities for recognition of women to highlight their successes, which will ultimately provide career advancement opportunities and promote retention in the chemical enterprise. In 2012, as part of our 85th Anniversary celebration, the WCC is initiating the "WCC Rising Star Award" to be given annually to ten outstanding women scientists approaching mid-level careers who have made significant contributions to the chemical enterprise in their respective fields of study. A symposium honoring the award winners is planned for the spring meeting in San Diego, and each awardee will be highlighted on our website. Look for more details on this new award later this year.

In another exciting initiative aimed at helping women scientists develop new professional pathways, we have linked with the ACS Divisions BMGT and SCHB and with the National Collegiate Inventors and Innovators Alliance (NCIIA) to become the Chemical Entrepreneurship Council (CEC). The mission of CEC is to provide the resources and skills necessary for chemists to form sustainable businesses. The CEC is developing a vision and plans to support chemists in gaining the skills required for translating research into commercial innovations and aid women chemists in achieving their full leadership potential. To kick off this initiative, we have been involved with the newly developed ACS Entrepreneurial Webinar Series and cosponsored a very successful workshop at the ACS Northwest Regional Meeting (NORM) in June with our CEC partners.

In addition to new initiatives, we are proud to continue our "Women in Industry Breakfast" on Monday morning in Denver, which will focus on celebrating the accomplishments of Marie Curie as part of our IYC celebration and feature invited lecturer Hilary Domush from the Chemical Heritage Foundation. At the WCC Luncheon on Tuesday, we will present the 11th Overcoming Challenges Award and a program featuring prominent women entrepreneurs Kathryn Hach-Darrow and Yael Webb.

— **Judy Cohen**

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Fall Meeting Events Celebrating the 100th Anniversary of Marie Curie's Nobel Prize

The WCC is pleased to participate in the continuing celebration of the International Year of Chemistry (IYC) 2011 and have planned many exciting events as part of the fall national meeting in Denver. Programming focuses on the celebration of the 100th anniversary of the Nobel Prize in Chemistry awarded to Madame Marie Curie—an opportunity to celebrate the contributions of women to science.

On Monday morning at the Women in Industry Breakfast, we are excited to have Hilary Domush, Program Associate of the Oral History Project with the Chemical Heritage Foundation, who will speak on the legend of Marie Curie and her impact on modern women chemists. Table topics on the role of women in chemistry will be provided, and a question/answer session will allow for interactive discussions. On Monday evening, a poster session will be held as part of Sci-Mix entitled, "Honoring Marie Curie, Local Women Chemists Celebrate the International Year of Chemistry", featuring local WCC sections discussing their own IYC 2011 activities.

The WCC is also pleased to cosponsor a two-day symposium with the Nuclear (NUCL) Division, featuring several sessions including a historical perspective on Marie Curie (her life and research), prominent international nuclear chemists, and next generation chemists specializing in the field. A re-enactment of Marie Curie (played by Carol Berg) will complete the second day of activities. We are also pleased to have "Dr. Curie" make an appearance at the WCC Luncheon on Tuesday and at the preceding WCC/Eli Lilly Travel Award Poster Session and Reception.

So please join us as we celebrate IYC2011 and look for more details on our website at <http://womenchemists.sites.acs.org/>.

— Judy Cohen

Women Chemists of Color Symposium

The ACS Women Chemists of Color initiative, PROF, CMA, and WCC are sponsoring a symposium in Denver—*Empirical Studies on Women of Color in STEM*. It will be held Monday, August 29, 8:25–11:45 a.m., in the Colorado Convention Center, Room 111.

The symposium features five speakers with diverse perspectives:

- Angela Johnson, St. Mary's College of Maryland—*Seemingly fair practices which disadvantage women of color in science.*
- Dawn Johnson, Syracuse University—*Where are the women of color? Research, theory and practice on undergraduate women in STEM.*
- Rachel Ivie, American Institute of Physics—*Collecting and reporting on women of color faculty in STEM.*

- Lorelle Espinosa, Institute for Higher Education Policy—*Inside the double bind: A synthesis of empirical research on women of color in STEM.*
- Kelly Mack, National Science Foundation—*Utilizing the intersection of race and gender to promote minority student success in higher education: Strategies for federal funding agencies.*

The WCoC initiative aims to broaden awareness of challenges for women of color found at the intersection of gender and ethnicity; to gather more data about women chemists of color; and, to provide a forum for building community among them. Visit www.acs.org/wcoc to learn more and watch video archives.

Fall WCC Luncheon — Women Entrepreneurs

The Women Chemists Committee Luncheon will feature Women Entrepreneurs in the Chemical Enterprise: A conversation with Kathryn "Kitty" Hach-Darrow and Yael Webb, moderated by ACS Executive Director and CEO, Madeleine Jacobs. Ms. Jacobs will explore how these two women have faced challenges and opportunities as entrepreneurs, and how each has balanced work-life demands during their careers. Mrs. Hach-Darrow, former CEO and Chair of the Board of the Hach Chemical Company, will reflect on her career of 50+

years helping to build the water instrument company with her husband Clifford Hach. Dr. Webb will speak about her career experience at the interface of academic research and small pharmaceutical firms. She currently holds the position of Vice President, Intellectual Property at ARMGO Pharma, Inc., a privately held biopharmaceutical company dedicated to the discovery and development of novel small-molecule therapeutics to treat debilitating cardiac, muscular, and neurological disorders. Prior to joining ARMGO, Dr. Webb

was at Aton Pharma, Inc., where she contributed to the discovery of a novel class of histone deacetylase inhibitors leading to the oncology drug SAHA (vorinostat), which is currently marketed by Merck & Co. as the drug Zolinza®.

The Luncheon will be held on Tuesday, August 30, 12:00–1:45 p.m. at the Hyatt Regency Convention Center Hotel. Tickets are \$40 and can be purchased through ACS meeting registration.

242nd ACS National Meeting • Denver, CO

Women Chemists Committee

Events Schedule

Sunday, August 28

ACS Award for Team Innovation: Symposium in Honor of Patricia Burns, Chieh-Min Cheng, Grazyna Kmiecik-Lawrynowicz, and Tie Hwee Ng

Sponsored by PMSE; Cosponsored by WCC

8:30 am – 12:10 pm; 1:30 pm – 5:10 pm
Sheraton Denver Downtown, Governor's Square 11

Celebration of the 100th Anniversary of Marie Curie's Nobel Prize in Chemistry

Sponsored by NUCL; Cosponsored by INOR, PROF, and WCC

2:00 pm – 5:00 pm
Colorado Convention Center, Room 403

Diversity Reception

5:30 pm – 7:30 pm

Hyatt Regency Convention Center, Centennial Ballroom B

Monday, August 29

ACS Award for Team Innovation: Symposium in Honor of Patricia Burns, Chieh-Min Cheng, Grazyna Kmiecik-Lawrynowicz, and Tie Hwee Ng

Sponsored by PMSE; Cosponsored by WCC

8:00 am – 12:05 pm
Sheraton Denver Downtown, Governor's Square 11

WCC Women in Industry Breakfast
(Ticketed Event)

8:00 am – 10:00 am

Hyatt Regency Convention Center, Centennial Ballroom E

WCC Women in Industry Breakfast

(Ticketed Event)

Monday, August 29 • 8:00 am – 10:00 am
Hyatt Regency Convention Center, Centennial Ballroom E

Can We Do It All? The Legacy of Marie Curie and 21st Century Women in Chemistry

Hilary Domush, Chemical Heritage Foundation



Hilary Domush

Empirical Studies on Women of Color in STEM

Sponsored by PROF; Cosponsored by CMA and WCC

8:25 am – 11:45 am
Colorado Convention Center, Room 111

Celebration of the 100th Anniversary of Marie Curie's Nobel Prize in Chemistry

Sponsored by NUCL; Cosponsored by INOR, PROF, and WCC

8:30 am – 12:00 pm; 1:30 pm – 4:50 pm
Colorado Convention Center, Room 403

WCC Open Meeting / 'Just Cocktails' Reception

4:00 pm – 5:30 pm

Hyatt Regency Convention Center, Centennial Ballroom F

Honoring Marie Curie, Local Women Chemists Celebrate the International Year of Chemistry

Sponsored by WCC; Cosponsored by CHED, PROF, and SOCED

8:00 pm – 10:00 pm
Colorado Convention Center, Hall D (Sci-Mix)

Tuesday, August 30

Arthur C. Cope and Arthur C. Cope Scholars Award Symposium

Sponsored by ORGN; Cosponsored by WCC

8:00 am – 12:00 pm
Colorado Convention Center, Four Seasons Ballroom 2/3

Celebration of the 100th Anniversary of Marie Curie's Nobel Prize in Chemistry

Sponsored by NUCL; Cosponsored by INOR, PROF, and WCC

8:30 am – 12:00 pm
Colorado Convention Center, Room 403

ExxonMobil Solid State Chemistry Faculty Fellow Award: Symposium in Honor of Amy L. Prieto

Sponsored by INOR; Cosponsored by WCC

8:30 am – 12:10 pm
Colorado Convention Center, Room 3B

WCC/Eli Lilly Travel Award Poster Session and Reception

11:00 am – 12:00 pm

Hyatt Regency Convention Center, Centennial Ballroom Foyer

WCC Luncheon (Ticketed Event)

12:00 pm – 1:45 pm

Hyatt Regency Convention Center, Centennial Ballroom F/G/H

Arthur C. Cope and Arthur C. Cope Scholars Award Symposium

Sponsored by ORGN; Cosponsored by WCC

1:00 pm – 4:40 pm
Colorado Convention Center, Four Seasons Ballroom 2/3

Inorganic Nanoscience Award: Symposium in Honor of Catherine J. Murphy

Sponsored by INOR; Cosponsored by WCC

2:00 pm – 5:10 pm
Colorado Convention Center, Room 3B

WCC Luncheon (Ticketed Event)

Tuesday, August 30 • 12:00 pm – 1:45 pm

Hyatt Regency Convention Center, Centennial Ballroom F/G/H

Women Entrepreneurs in the Chemical Enterprise — A Conversation with Kathryn Hach-Darrow and Yael Webb, Moderated by Madeleine Jacobs



Kathryn Hach-Darrow



Yael Webb



Madeleine Jacobs

Successful Women in Chemistry Series

Paula Hammond, Bayer Chair Professor and Executive Officer, MIT

In this issue, we are pleased to feature **Dr. Paula T. Hammond**, Bayer Chair Professor and Executive Officer, Department of Chemical Engineering at the Massachusetts Institute of Technology (MIT). Paula received her B.S. in Chemical Engineering from MIT, pursued a M.S. at Georgia Tech, and then returned to MIT to receive her Ph.D. in Chemical Engineering. After a postdoctoral fellowship at Harvard with Professor G. M. Whitesides, Professor Hammond started her own academic career at her alma mater and has risen successfully through the academic ranks since. She has authored over 170 publications and filed almost two dozen patents. Some of her most recent awards and accolades include:

- Top 100 Materials Scientists 2000–2010, top cited as rated by Thomson-Reuters
- Dow Foundation Distinguished Lecturer, University of California, Santa Barbara, 2010
- Distinguished Scientist Award, Harvard Foundation, Harvard University, 2010
- Fellow, American Institute of Medical and Biological Engineering, Elected 2009
- Fellow, American Physical Society, Elected 2006
- Visiting Women's Scholar Award, University of Delaware, 2009
- Finalist, World Technology Award for Energy, 2009

When asked to comment on her proudest accomplishment, Professor Hammond humbly stated that it is the continued success of her former students and postdocs, including the creation of Svaya Nanotechnologies, a company started by her students based upon her biomaterials research.

Professor Paula Hammond's education, research accomplishments, and accolades justify her recognition as a WCC Successful Woman in Chemistry. As highlighted below, Paula has many helpful suggestions for young scientists and continues to inspire others from the way she pursued her career and found balance outside of academia.

How did you get started in your field?

"I always thought I would be a children's literature author; however, my junior year high school chemistry teacher noticed my excitement and interest in chemistry lab and suggested I think about chemical engineering. At that time, there was a shortage of engineers, so I researched careers in engineering a bit more. This was one of my earliest mentoring experiences."

What took you to where you are today?

"A passion for designing new materials, strong support from friends and family, and sense of faith. I have always had a strong commitment and focus for the things that excite me most."

What did you have to sacrifice along the way, if anything?

"Free time and a chance to see lot of the movies released in the 1990s!"



How have you changed and/or how has the "work climate" changed since you started?

"I have become more comfortable asking for the things I need and claiming/owning my own accomplishments compared to where I was at the start of my career. The work climate for me personally was very supportive when I started as a junior faculty member, but, in general, it has definitely gotten better for women who have families—I am witnessing many more women who have families prior to tenure, for example. That said, there is still quite a bit of advancement that needs to occur."

How do you define being successful?

Professor Hammond commented that she measures success for herself in two important ways:

1. Whether or not her research has made significant contributions to her field and the world. She would love to see her research impacting others and being applied or translated beyond the lab. For example, Professor Hammond highlights some of her recent work that touched on areas of cancer research and the launch of a new biomaterials company, Svaya Nanotechnologies (a company that was established upon technology stemming from her laboratory) as two areas for which she is most proud.
2. Advising and developing future scientists (her students and postdocs). Dr. Hammond was full of energy when describing how important it is to mentor, advise, and "launch" a generation of new scientists. She measures her academic success on how her students fair, where they go and what they do, just as much as how her own research succeeds.

Does success require compromise?

"Almost always—it requires flexibility on the things and areas that can bend, but not on principles that are core to me as a person."

Did/do you have mentors, and how have they helped? (i.e., what was most beneficial to you in a mentor)

"Many—most helpful has been the very candid advice, discussion, and helpful advocacy received from mentors."

Dr. Hammond describes two types of mentors in her careers: those whom she has interacted with closely and others whom she has watched from afar. She speaks fondly of her MIT graduate advisor, Professor M. F. Rubner, who served as an excellent mentor for her—both personally and professionally. She worked with Professor Rubner as he worked toward and gained tenure. He maintained a work schedule 8:30–5:30 each day and led both a fruitful academic life and balanced family life, which she admired. She also recalls hearing him practice his flute before retiring at the end of the day—clearly demonstrating the need to lead a well-rounded life. Hammond says that this impacted and influenced how she manages her group today. Professor Hammond also sites members of her thesis committee, Professors Robert (Bob) Cohen and Edwin (Ned) Thomas, for serving as excellent scientific mentors who challenged her to be a top researcher and were helpful in connecting her to their professional networks, both being experts in their respective fields.

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Successful Women in Chemistry Series

Paula Hammond, Bayer Chair Professor and Executive Officer, MIT

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Professor Hammond recalls that there were indeed very few female mentors; however, she watched women in her field from afar. Professor Anne Mayes, who started her career at MIT as Paula was completing her Ph.D., was one woman she particularly admired and emulated. Professors Mary Boyce and Karen Gleason also serve as peer mentors for her. Specifically, Paula found inspiration in watching Mary balance having three children between her starting postdoc and receiving tenure and Karen in how she asserted herself confidently, started a company and became an associate dean.

How do you balance work and life?

Professor Hammond took time before graduate school to gain industrial experience, which helped her gain the discipline and time management skills that proved to be essential for her to balance being a single mom to a toddler while working towards her Ph.D. at MIT. She utilized a “split day” schedule during graduate school, working during the day, and then leaving the office/lab in order to pick up her son from daycare to focus on “family time” between 5:30 and 9:00 p.m. each day. In the evenings (after bed-time), Paula would switch back to work that she could easily do from home (*i.e.*, lecture notes, paper writing, presentations, etc.). She credits others in helping her achieve this balance. With a lot of help and a strong network of support from her ex-husband, her sister-in-law, a trusted babysitter, and her mom, who was known to travel to conferences with Paula to watch her grandson, she was able to obtain her Ph.D. at MIT while achieving balance with her responsibilities as a mom. She also

stressed the importance of having an understanding advisor (Professor Rubner) during this time. Now that her son is 19 and off to college, her day-to-day parenting duties are less, and she has found that she can increase the amount of time and energy focused on new pursuits. However, now remarried, Paula still schedules “date nights” with her spouse and plans downtime to enjoy non-scientific hobbies.

What do you do outside work for fun/what are your hobbies?

“Dates with my husband (movies, restaurants, jazz clubs), some gardening. I love books (but have had less time to enjoy them), cooking and sampling new foods.”

What was/is your favorite (work-related) book?

“My personal copy of Flory’s *Principles of Polymer Chemistry* has got to be one of them.”

What is one of your favorite quotes?

The following quote by Martin Luther King, Jr., is one of Professor Hammond’s favorites: “Science investigates; religion interprets. Science gives man knowledge, which is power; religion gives man wisdom, which is control. Science deals mainly with facts; religion deals mainly with values. The two are not rivals.” She believes that it is her life’s mission to utilize science to help humanity; however, she finds that often there are people who are suspicious of science or believe that scientists have no souls. She finds that this quote addresses this conflict and that science and religion can coexist.

— Kelly M. George

Read more interviews in the Successful Women in Chemistry series at <http://womenchemists.sites.acs.org/developing.htm>.

Invention to Venture: Chemistry Entrepreneurship Council Regional Meeting Kick-Off Event

Portland, Oregon, served as the backdrop for the ACS Northwest Regional Meeting (NORM), June 26–30, where the first workshop of what is hoped to become an ongoing series at regional meetings was sponsored by the Chemistry Entrepreneurship Council (CEC). Charter CEC members are the WCC; ACS Divisions BMGT and SCHB; and the National Collegiate Inventors and Innovators Alliance (NCIIA). Each of these groups has in its mission to help develop innovations that serve market needs from chemical research and to provide chemists with the skills to translate their research into innovations.

At NORM, the three hour Invention to Venture workshop featured a welcome by Janet Bryant, past WCC Chair; panels; a plenary speaker; and an opportunity for participants to pitch their ideas. Joseph Steig of NCIIA (www.ncija.org) and Judy Giordan of NCIIA and WCC moderated panels on “Commercializing Research from the Universi-

ty, Corporations and National Labs” and “Financing Your Venture” featuring experts from the Pacific Northwest. The event was highlighted by a plenary talk by Robert “Skip” Rung, Executive Director of ONAMI (<http://onami.us/index.php>), which was attended by students, faculty, national lab employees, entrepreneurs, and industrial chemists. Bonnie Charpentier, ACS Board Chair, was a key contributor to the discussions and helped make the kick-off event one to remember! See us next at the ACS Southwest Regional Meeting (SWRM), November 9–11, in Austin, Texas. The CEC will be sponsoring a Lens of the Market hosted by Michelle Londa and the SWRM Organizing Committee. The one-day workshop will be co-led by Joseph Steig and Judy Giordan and will focus on helping teams working in the area of green and sustainable materials to gain the skills necessary to translate their research into commercial innovations.

— Judy Giordan

Spring 2011 Meeting Highlights

SYMPOSIUM IN HONOR OF PROFESSOR MAMIE MOY

In Anaheim, the national Women Chemists Committee (WCC) was honored to sponsor an award symposium for Professor Mamie Moy, the 2010 recipient of the ACS Award for Encouraging Women into Careers in the Chemical Sciences. Mamie is a delightful woman who has spent over 50 years formally mentoring young scientists, both women and men, from her position at the University of Houston (UH). However, while listening to the presentations given in her honor, it became apparent that her impact on young scientists has a much broader scope than just formal mentoring. It is clear that her influence on young scientists through informal relationships and her encouraging spirit has had a broad influence that continues to today. While Professor Moy has received many awards over the years, one significant award stands out; in spring 2008, Mamie was nominated as a Texas Woman of Distinction by the American Association of University Women. When interviewed for this honor, she was asked why she has not retired after more than 50 years of teaching and outreach. Her response was that a great need still exists for mentoring and encouraging underrepresented students and that she can still continue to meet that need. For her dedication, she deserves to be honored.

The award symposium included warm salutes from Mamie's friends and colleagues, all of whom have been positively influenced by her through the years. Not only were great stories and photos shared, but a team of two speakers even did some hands-on demonstrations with the audience, showing the types of learning that Professor Moy pioneered through the SMART (Science Mathematics Applied Resources for Teachers) Center at UH which she founded in 1990. The SMART Center aims to provide resources and programs for the enhancement of pre-college math and science teaching. The SMART Center provides in-service and staff development programs in chemistry, physics, and physical science for K-12 teachers. Also, since 1993, Mamie has been volunteering at the Rice Model Lab to provide hands-on demonstrations to middle school-age girls as part of the Expanding Your Horizons (EYH) program. Through the SMART Center and her many other modes

of outreach to teachers, Mamie has influenced over 5,000 teachers, impacting over 200,000 girls.

Another example of Professor Moy's impact on the science community was the integral role she played in starting the Neptunium Chapter of Iota Sigma Pi, a National Honorary Organization for Women Chemists, at UH in 1966. She has been the faculty liaison for this very active chapter since then. Mamie has also catalyzed collaborations between this Iota Sigma Pi chapter, local Women in Science and Engineering (WISE) groups, and the local section WCC. Additionally, she has been a champion for diversity at both the local and national ACS levels where she has volunteered in a variety of capacities. As the Committee on Committees liaison to the national WCC, she became a trusted advisor to the committee and shared her wealth of experience in promoting women in the sciences. Mamie truly believes in the WCC mission of attracting, developing, promoting, and advocating for women in chemistry.

The WCC applauds Professor Mamie Moy for these extraordinary efforts and for the extraordinary women scientists and educators that she has gifted us with in so doing. She strives to encourage women in this way on a daily basis—through her teaching, her leadership, her innovation, and her passion for diversity. As one speaker, Carolyn Burnley from the Greater Houston Local Section, stated: "Mamie is a true 'MOY' – Mentor of Youth."

— Amber Hinkle



Mamie Moy Receiving Her Award

American Chemical Society

WCC LUNCHEON

Dr. Sherry Yennello, Regents Professor of Chemistry and Associate Dean for Faculty Affairs at Texas A&M University, was the WCC Luncheon speaker at the spring national meeting and the 2011 Francis P. Garvan-John M. Olin Medalist. Her talk was titled "Le Chatelier's Principle Meets the Extra Dimensions of M-theory."

Dr. Yennello described her life in academia using concepts from string theory as three separate yet overlapping spheres of teaching, research, and service. The idea in string theory is that at long distance, movement can appear to be one-dimensional, but closer up, the dimensions are multiple. So it is in examining our lives where dimensions may remain undetectable until closer inspection reveals them. When you examine the work spheres, you see that each of those spheres contains its own set of spheres. For example, teaching involves preparing lectures, managing the class, and holding office hours, to name just a few. Research involves developing and testing hypotheses, but also includes grant writing and managing students. In addition to the spheres at work, spheres of home life and the complexities of keeping up with family members exist. Sherry emphasized that the trick is to keep work and home spheres in balance. Just as Le Chatelier's principle states that chemical systems respond to minimize whatever stress is applied to a system, so it is with the spheres at work and at home.

— Laura Sremaniak



Sherry Yennello & Judy Cohen

Linda Wang/C&EN

Spring 2011 Meeting Highlights

RECOGNIZING AND PREVENTING A HOSTILE WORK ENVIRONMENT

On Monday, March 28, at the Spring 2011 ACS National Meeting in Anaheim, the WCC sponsored a symposium on recognizing and preventing a hostile work environment. The symposium featured speakers from the pharmaceutical industry, academia, and the legal profession. They compared hostile and non-hostile work environments, discussed the origins of unequal treatment, and listed some strategies for dealing with situations.

The half-day symposium focused on ways to recognize and prevent a hostile environment in the workplace. Before recognizing a hostile work situation, it is important to be able to recognize a peaceful and supportive work environment, which is most often characterized by employees who are fulfilled by their jobs. An example of a peaceful laboratory environment has enthusiastic, capable, engaging, and emotionally intelligent leadership, driven by a strong moral compass (both personal and corporate), where meaningful work is being conducted. When employees feel comfortable in their work environment, they pride themselves on the contributions they make to a project or team. They are willing to discuss their challenges, problems, and mistakes with their boss as well as with coworkers, and are comfortable seeking assistance to address issues. While the absence of one of these positive indicators does not indicate a hostile work environment, it could mean that trouble is "brewing" and management might want to investigate before it becomes more serious.

The other key message of the symposium was to know your rights as an employee and to understand your employer's policies on harassment and workplace violence. If an employee has questions about details in their company, university, or agency in their specific state, the best source of information is the human resource department (HR). In most cases, employers require formal harassment or discrimination training for all employees and those training sessions are usually based in HR. One panelist indicated that generally hostile work environments are not illegal; however, if the hostile treatment is directed specifically toward one group of people (typically an underrepresented group), then it becomes illegal. In any case, if employees find themselves being treated

with hostility, they can stand up for themselves and take some action to make it stop.

One way that we can all help prevent a work environment from becoming hostile is by avoiding group-think. Employees should recognize that it is important to form their own opinions of colleagues. It is also important to understand that discrimination is often motivated by fear rather than hate. One panelist proposed that this underlying fear-provoked hostile environment can inhibit the coworkers from intervening, even if they observe the behavior. The observing coworker may like the "hostile" employee, and may know this person well, and may therefore have a difficult time believing or understanding the hostile actions. Because the observer knows that hate is not involved, the behavior is not seen as hostile. The panelists reiterated, however, that whatever the basis for the hostile environment, it is unhealthy and should be avoided and/or stopped.

The two attorneys on the panel offered general advice about what to do if you find yourself in a hostile work environment and provided a few specific examples of hostile environments. They agreed that if you are the victim of this hostile treatment, the first step is to report it to your direct supervisor. If the problem is not resolved, then involving HR would be the next step. HR should initiate a formal process and should directly address the inappropriate conduct. If the problem is still not resolved, then contacting an attorney may be advisable. Both lawyers reminded the conference attendees that consulting with a lawyer is not the same as filing a lawsuit. Just speaking with an attorney does not commit you to any further action, but it does inform you of your legal options.

After the presentations, an emotionally charged discussion took place between the audience members and symposium speakers. Questions from the audience came from people in many different situations including: an undergrad student being treated unfairly at a part-time restaurant job; a laboratory supervisor being treated unfairly by subordinates; and, an underrepresented minority who was currently deep in a very hostile work environment. The panel provided their ideas, advice, and support to each of the participants. The question most often asked was, "Is what I am experiencing considered

a hostile work environment?" Many victims of hostile work environments may feel that their situation is not bad enough to be considered a full-out hostile work environment. It seemed that many of the audience members of this symposium wanted to have their situations validated; they wanted someone to tell them that they were being treated unfairly, even though in their hearts, they already knew it to be true. The panel's advice: If you are not being treated the same as your colleagues of equal rank or you feel like you are being harassed in any way, or you feel you are being treated unfairly, then you should take steps to make it stop, including talking to management and HR, as soon as possible.

The session ended on a positive note as a representative from COACH (Committee On the Advancement of Women in Chemistry) shared information about COACH workshops. COACH provides training in the area of professional development, leadership training, institutional transformation, effecting change, and recruiting and retaining a diverse faculty of top scholars. Several of the attendees indicated that they had already attended one of these workshops and found it to be instrumental in their professional success. A COACH workshop can provide you with some of the tools necessary to stand up for yourself and the empowerment you may need to fight back should you ever find yourself in a hostile work environment. Visit COACH at <http://coach.uoregon.edu/>.

Finally, the panel reiterated that if you think you are in a hostile environment at your workplace, it is crucial to involve your management and HR. However, if traditional channels at your workplace fail to address the unfair treatment, obtaining legal counsel from outside the company may be a viable option.

— **Amber Charlebois & Amy DeBaillie**

Spring 2011 Meeting Highlights continued on page 8

Spring 2011 Meeting Highlights

WCC WOMEN IN INDUSTRY BREAKFAST

The WCC saw another sold out Women in Industry Breakfast in Anaheim! Welcoming remarks were given by Jody Kocsis, chair of the WCC Developing Subcommittee. In celebration of the IYC 2011, international themes were the ticket for several lively table topic discussions. The breakfast featured table topics involving international situations and issues. Some of the topics were expat assignments; rewards and challenges; challenges of being educated and working in a global chemical enterprise; career paths for chemists in other countries; cultural/tradition differences; and international Post Doc assignments. Each table had an international topic and was assigned a facilitator. Several ACS members stepped up to be facilitators

for the discussion. The facilitator introduced the topic and guided the discussion. The WCC would like to recognize the facilitators who took time from their busy schedules to assist the WCC: Cheryl Martin, Denise Creech, Diane Kneeland, Lawrence B. Friedman, Michelle Monnens Rogers, Bevin Parks-Lee, Judith Giordan, Suguna Rachakonda, Marsha Lambregts, Bradley D. Miller, Steven R. Meyers, and Rebecca Boudreaux Breitenkamp. After the discussion, volunteers were selected from the audience to summarize their findings and key points. All attendees left the breakfast with knowledge gained on international situations and issues.

— **Jody Kocsis**

ACS Fellows

Congratulations to all of the 2011 ACS Fellows recognized for excellence in their profession and service to the American Chemical Society. The Women Chemists Committee would like to especially recognize all of the female Fellows.

Zhenan Bao, Stanford University

Judy L. Bolton, University of Illinois, Chicago

Sandra J. Bonetti, Colorado State University, Pueblo

Anita J. Brandolini, Ramapo College of New Jersey

Janet L. Bryant, Pacific Northwest National Laboratory

Laurie J. Butler, University of Chicago

Catherine E. Costello, Boston University School of Medicine

Elizabeth M. Dabrowski, Magnificat High School

Sheila Sue David, University of California, Davis

Jean Delfiner

Bernadette T. Donovan-Merkert, University of North Carolina, Charlotte

Lissa Dulany, Positive Management

Kim R. Dunbar, Texas A&M University

Vicki H. Grassian, University of Iowa

Lynne P. Greenblatt, Wyeth Research (Retired)

Sharon Hammes-Schiffer, Pennsylvania State University

Esther A. Hopkins

Donna M. Huryn, University of Pittsburgh & University of Pennsylvania

Johanna M. Jansen, Novartis Institutes for BioMedical Research

Allene Johnson, Retired

Susan Kauzlarich, University California, Davis

Judith P. Klinman, University of California, Berkeley

Joan A. Laredo-Liddell, St. Barnabas High School

Cynthia K. Larive, University of California, Riverside

Laurie E. Locascio, National Institute of Standards & Technology

Patricia Ann Mabrouk, Northeastern University

Nadia E. Makar, Academy for Enrichment & Advancement

Diana Mason, University of North Texas

Ursula Mazur, Washington State University

Nina McClelland, University of Toledo

Nancy Stewart Mills, Trinity University

Barbara E. Moriarty, Nalco Company

Catherine J. Murphy, University of Illinois, Urbana-Champaign

Connie J. Murphy, Dow Chemical Company (Retired)

Cynthia J. Mussinan, International Flavors & Fragrances, R&D

Tina M. Nenoff, Sandia National Laboratories

Umit S. Ozkan, Ohio State University

Laura E. Pence, University of Hartford

Patricia Ann Redden, St. Peter's College

Geraldine Richmond, University of Oregon

Debra R. Rolison, Naval Research Laboratory

Barbara A. Sawrey, University of California, San Diego

Diane Grob Schmidt, Procter & Gamble Company

Eleanor D. Siebert, Mount St. Mary's College

Patricia Beauregard Smith, TriQuint Semiconductor

Ellen B. Stechel, Sandia National Laboratories

Kimberly W. Thomas, Los Alamos National Laboratory

Joan S. Valentine, University of California, Los Angeles

Sharon Vergez Vercellotti, V-LABS, Inc.

F. Ann Walker, University of Arizona

Ruth Ann Woodall, Tennessee Chamber of Commerce & Industry

Sherry J. Yennello, Texas A&M University

WCC Award Recognition

WCC/ELI LILLY TRAVEL AWARDS

The WCC would like to congratulate the Fall 2011 awardees who will present at the upcoming meeting in Denver:

Cynthia Bunders, North Carolina State University—*Design, synthesis and bacterial biofilm inhibition evaluation of flustramine inspired small molecules*

Kayla Flynn, University of Rhode Island—*Synthesis of dissymmetric organic macrocycle for sensing and catalysis*

Spring Melody Knapp, University of Oregon—*Modification of platinum-phosphinito nitrile hydration catalysts for enhanced hydration rates; Final frontier of nitrile hydration catalysis: Investigation of the activity of organometallic catalysts towards cyanohydrins*

Zuzanna Michalak, Iona College—*Modulation of contact angle of droplet interface bilayers: Effect of ionic nature and strength*

Meghan Reedy, University of Wisconsin-Madison—*Assessment of neuroprotection through activation of the Nrf2-ARE pathway using silicon derivatives of N-acetyl L-cysteine*

Sarah Trice, University of Pennsylvania—*Palladium-catalyzed, direct boronic acid synthesis from aryl and heteroaryl electrophiles*

Dominique Williams, Georgia State University—*Phospholipase activity of cerium(IV) complexes at lysosomal pH*

Please join us at the WCC/Eli Lilly Travel Award Poster Session & Reception where the awardees will present on Tuesday, August, at 11 a.m. in the Hyatt Regency Convention Center Hotel.

The next travel award application deadline is **September 15** for meetings between January 1 and June 30. Visit www.acs.org/diversity for application information.

This activity is supported by a contribution from Lilly USA, LLC. For further information concerning Lilly grant funding visit www.lillygrantoffice.com.

OVERCOMING CHALLENGES AWARD



Congratulations to **Taylor Hood**, the 2011 recipient of the Overcoming Challenges Award. Taylor is a rising senior at Alabama Agricultural and Mechanical University (AAMU) in Normal, Alabama. She is pursuing a Bachelor's degree in Chemistry with a Forensic Science concentration.

Taylor has interned at the Los Alamos National Laboratory and has conducted research through NSF's Historically Black Colleges and Universities—Undergraduate Program and within AAMU's chemistry department.

She also participates in the AAMU Honors Program and Toastmasters International and serves as president of both the ACS Student Chapter and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers Student Chapter at AAMU.

PRISCILLA CARNEY JONES SCHOLARSHIP



Congratulations to **Annelise Gorenssek**, the 2011 recipient of the Priscilla Carney Jones Scholarship. Annelise is a rising senior at Furman University in Greenville, South Carolina, pursuing a Bachelor of Science degree in chemistry with a concentration in science education.

Annelise was selected as an Howard Hughes Medical Institute (HHMI) Undergrad-

uate Fellow for two years, studying competitive DNA binding. Her support continues this summer through an International HHMI Undergraduate Research Fellowship at the *Institut Pasteur* in Lille, France. In addition to chemistry, Gorenssek has also researched problems in education, examining chemistry undergraduates' perceptions of the role of creativity in science.

She is an active member of (and publicity chair for) the Furman ACS Student Chapter and serves as a chemistry department tutor. Upon graduation she plans to pursue a Ph.D. in biophysical chemistry.

WCC CHEMLUMINARY AWARD

The WCC would like to congratulate the three finalists for the 2011 WCC ChemLuminary Award—*Outstanding Outreach to Girls in Elementary Education*.

Nashville Local Section—The Local Section WCC held their 14th Expanding Your Horizons event with over 300 middle and high school girls in attendance. Project SEED scholars led a Chemistry of Chocolate workshop for K-6 teachers, demonstrations at the children's science museum, hands-on activities for a middle school summer camp, and demos for preschool children.

Richland Local Section—The Local Section WCC hosted a group of 25 elementary students weekly to explore chemistry and nutrition. Over 100 girls in grades 6-8 participated in the 9th annual "Girls in Science" program, which focused this year on a supposed alien attack and 35 middle school students attended the "Saturday Science" program.

South Carolina Local Section—The Girls Emulating Maturity Strength and Scholarship program at Claffin University taught 50 girls in grades 3-8 to become leaders in science and math. The girls participated in workshops using UV-Vis spectrometers and X-ray fluorescence and also spent a week in Cape Canaveral to learn about robotics, Legos and chemistry.

The winner will be announced at the 13th Annual ChemLuminary Awards on Tuesday, August 30 at the national meeting in Denver.

WCC Award Announcements

WCC Lectureship Award—A Funding Opportunity!

WHO: A woman chemist or chemical engineer with less than 10 years of experience after her Ph.D. or postdoctoral appointment

WHAT: Up to \$1000 in travel support for presenting a technical talk at a Ph.D.-granting institution

WHY: To raise visibility and increase retention of young women chemists and chemical engineers

HOW: Applications may be submitted by presenters or their host institutions

Go to <http://womenchemists.sites.acs.org/developing.htm> for further information and an online application form.

If you have questions or would like more information, please email us at diversity@acs.org. Please put WCC Lectureship Award in the subject line.

WCC/Eli Lilly Travel Award

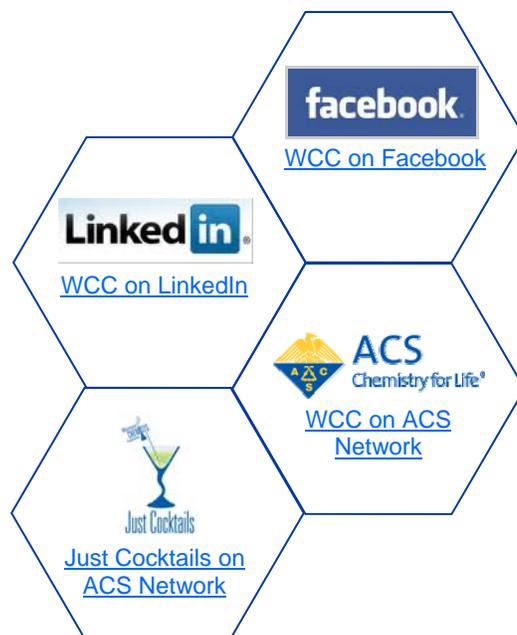
WCC and Eli Lilly and Company sponsor this award to provide funding for undergraduate, graduate, and postdoctoral female chemists to travel to meetings to present the results of their research. Awards are made on the basis of scientific merit and financial need. In addition to financial support, the award provides networking opportunities for recipients who attend an ACS national meeting. The application deadline is **September 15, 2011** for meetings between January 1 and June 30, 2012. For more information and to access the online application, visit www.acs.org/diversity.

2012 WCC ChemLuminary

In 2012 (for activities during 2011), the award will be given for the Best WCC Program for the International Year of Chemistry (IYC) 2011. This award will recognize a Local Section which focused on activities centering on IYC 2011.

Your section can be considered for a WCC ChemLuminary Award by self-nominating when submitting your section's annual report to the ACS national office. Or, WCC accepts nominations directly from the Local Section WCCs. Visit <http://womenchemists.sites.acs.org> for more information on how to submit nominations, in addition to examples of past award-winning events. Plenty of local sections engage in award-worthy activities, but if they don't "blow their own horns," WCC can't recognize them!

Networking for Women Chemists



"Just Cocktails" in Denver Jointly held with the WCC Open Meeting

Monday August 29

4:00 – 5:30 p.m.

Hyatt Regency Convention Center Hotel, Centennial Ballroom F

This event is targeted at mid-career chemists and presents a fun, collaborative time for networking, connections, career advice, etc.