

January Newsletter ☺

## AWIS December Potluck and Charity Drive

It has been the tradition of our chapter that the December monthly event have a social and/or service focus. This year, we held a potluck for networking and asked members to bring a donation of toiletries for homeless women served by Noel House programs in Seattle. Probably because of the busy time of year, the turnout was small but donation of items was generous, and there was plenty of lively conversation and good food for all.

Dorothy Finlay, Fund Developer for Noel House programs, expressed her tremendous gratitude for Seattle Area AWIS for these donations and gave us an overview of their program and the women they serve. Noel House programs is not one location but a network of shelters and a referral center that together offer refuge to more than 200 women who are homeless each night. She described how there are few programs that focus on homeless single women, and that most of the women that come to Noel House are coping with mental illness, compromised physical health, chemical dependency, or other physical disabilities. In addition, many of the residents are women who have had family or other support systems in the past but have exhausted them, and are often in their 40s or 50s before they come to Noel House for services.

Finlay described how, in addition to providing basic services and a sense of community, the program offers case management services to help get the residents out of homeless shelters and into transitional or permanent housing. Once getting into a Noel House shelter, a woman can stay there for a year and take advantage of caseworkers to get the help she needs to move into a more stable situation. Finlay said they had been very successful at these transitions.

In addition to accepting donations of goods, which can be brought to their headquarters at 120 Bell St in Seattle (alley entrance) any time, they also accept donations of cash.

Finlay also brought some samples of the handmade, all-occasion greeting cards that they sell for \$10 each, the amount needed to feed and house one woman for one night. To learn more about Noel House, see [www.noelhouse.org](http://www.noelhouse.org).

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## January Program Meeting

### Annual Career Panel

**Karen Larson,**

Toxicologist - Centers for Disease Control

**Cindy Pekow,**

Clinical Research Veterinarian - VA and UW

**Jane Potter,**

Biochemist-now-Lawyer - Davis Wright Tremaine LLP

**Kathy May,**

Manager - IT Business Intelligence group, Weyerhaeuser

**Bryanne Wotherspoon,**

Scientist-now-Scientific Recruiter - Yoh Scientific

Wednesday, January 14

6:30 p.m. Refreshments

7:00 p.m. - 8:00 p.m. Presentation

8:00 p.m. - 9:00 p.m. Networking

Refreshments for this meeting provided by Yoh Scientific.

Fred Hutchinson Cancer Research  
Center

Day Campus

Thomas Building Sze Conference  
Room

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## Career Panel Provides Insights and Inspiration

If you are thinking about your first career or changing to your second or third career, it can be inspiring to hear how other women have applied their education to a variety of fulfilling careers. The January 14<sup>th</sup> AWIS meeting will be the annual Career Panel presentation. Five women with varied backgrounds and interests will share information about their careers and how they got to their present positions. Yoh Scientific will be providing the refreshments for our meeting.

This year's panelists include:

**Karen Larson**, a toxicologist working for Centers for Disease Control. Her job involves assessing community exposure to toxic substances, providing technical assistance to the state health department, and developing public health emergency responses. Karen has a Ph.D. from the University of Chicago in molecular genetics and cell biology.

**Kathy May**, manager of the IT Business Intelligence group at Weyerhaeuser. She manages 25 analysts and developers who put together the business data used by corporate management to make critical business decisions. Kathy has a Master of Software Engineering degree from Seattle University.

**Cindy Pekow**, chief veterinarian at Veterans Affairs Puget Sound Health Care System and clinical associate professor of Comparative Medicine at UW. She specializes in laboratory animal care, use and medicine. She is involved in supervising and training animal caregivers as well as training and developing research protocols with researchers. Cindy has a B.S. and M.S. from Stanford University in biology and her DVM from the University of Illinois.

**Jane Potter**, a scientist-now-lawyer at the law firm of Davis Wright Tremaine LLP. As a partner and co-chair of the Life Sciences Practice Group, Jane evaluates invention disclosures, handles all aspects of patent applications, and evaluates patent portfolios. Jane has a Ph.D. in biochemistry from New York University and a JD from the University of Maine School of Law.

**Bryanne Wotherspoon**, previously a research scientist but now a scientific technology recruiter with Yoh Scientific. Her job involves interviewing job candidates, matching them with appropriate scientific positions, and following up with companies and candidates to evaluate the job performance. Bryanne has a BS in Cellular/Molecular Biology, BA in English and a minor in Chemistry.

Mark your calendars and invite your colleagues to the Jan. 14<sup>th</sup> meeting at FHCRC.

Lecture series on **Issues for Ethnic Minorities and Women in Science and Engineering** that will be offered during Winter Quarter '04 on Fridays from 1:30-2:30 p.m. More information can be found at <http://depts.washington.edu/webwomen/>

Dr. Evelyn Hammonds, Professor of the History of Science and African American Studies at Harvard University, will give a talk in Kane Hall at the UW on "The Marginalization of Experience: Women Scientists of Color in the United States." The talk will be at 7 p.m., FREE. For more information please check the Walker-Ames program's website, <http://www.grad.washington.edu/lectures/schedule.htm> - Hammonds

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## 2004 Women in Science Networking Breakfast and Leadership Skills Workshop

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Sunday and Monday, February 15 and 16, , AWIS will host three annual events at AAAS: a reception, a networking breakfast and a leadership skills workshop at the Seattle Sheraton Hotel & Towers (1400 Sixth Avenue), which also a site for other AAAS events. All Seattle AWIS members and associates should plan to welcome our visiting colleagues and showcase our talents and enthusiasm. Following the workshop, Seattle AWIS chapter members will lead an informal 1-hour walking tour of downtown Seattle attractions, ending with a no-host lunch. Please contact Sally at [fittsizer@hotmail.com](mailto:fittsizer@hotmail.com) to volunteer for the reception or the walking tour or to help now with publicity.

The *Women in Science Reception* will be from 5:30 to 7:00 p.m. on Sunday, February 15, 2004. AWIS fellows will be presented and local leaders will honor us with Women in Science Day.

The *Women in Science Networking Breakfast* will be from 7:30 to 9:30 am on Presidents' Day, Monday, February 16. Along with a great meal and a brief keynote speech (cost TBA), participants will enjoy an opportunity to meet and network with other women scientists.

The *Women in Science Leadership Skills Workshop* will be 9:30 AM to 12:30 p.m., immediately following the networking breakfast (free for AWIS members). This year's workshop theme is "Mastering Transitions: Growing into Leadership". The workshop will feature a panel of four distinguished women scientists who will describe one (or contrast two) major career transition(s), particularly addressing risk-taking and staying true to one's self while pursuing a career in science. The workshop will continue with small group discussions of challenges and strategies—and participants' role models for success—in career transitions. An AWIS board member and/or panelist will facilitate and join each group in this exercise to develop a "Personal Board of Directors" for guidance in future transitions.

The following panel includes physical and life scientists with careers in academia, industry and government:

**Nancy Haigwood**, Ph.D. (Bacteriology & Immunology, University of North Carolina, 1980) is Professor of Pathobiology & Microbiology at the University of Washington and Director of the Viral (HIV) Vaccine Program at Seattle Biomedical Research Institute. She previously worked in industry (Bristol-Myers Squibb, Chiron, and Genex) before following her interests in global health. ([Nancy.Haigwood@sbri.org](mailto:Nancy.Haigwood@sbri.org))

**Usha Varanasi**, Ph.D. (Organic/Biochemistry, University of Washington, 1968) has worked at NOAA's Northwest Fisheries Science Center since 1964, as Director since 1995. From Bombay India, she went to college at Cal Tech in Pasadena, California, before moving to Seattle for doctoral study. Dr. Varanasi's book on the science of oil spills was published in 1989—just days after the Exxon Valdez dumped 11 million gallons of crude oil into Alaska's coastal waters. Dr. Varanasi has received many honors, including a Meritorious Executive Award from President Clinton. ([Usha.Varanasi@noaa.gov](mailto:Usha.Varanasi@noaa.gov))

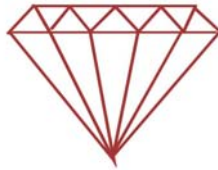
**Denise Denton**, Ph.D. (Electrical Engineering, MIT, 1987) is Dean of the University of Washington College of Engineering and professor in the department of Electrical Engineering. She began her professional career at the University of Wisconsin, spent four months at the Swiss Institute of Technology twice in the early 90's, and then came to the University of Washington in 1996. Her research focus is on the design and fabrication of MEMS (Micro Electrical-Mechanical Systems) and on new methods for evaluating and analyzing systemic change in science, math and engineering education. Dr. Denton has won many teaching awards and chaired national committees on women in science and engineering. ([denton@enr.washington.edu](mailto:denton@enr.washington.edu)).

**Viola Vogel**, Ph.D. (Physics, Johan-Wolfgang Goethe University in Frankfurt, Germany, 1987) is the Director of the University of Washington Center for Nanotechnology and Professor of Bioengineering. Dr. Vogel is principal investigator of the NSF Integrative Graduate Education and Research Training program in nanotechnology and a co-investigator of the University of Washington's NIH Center of Excellence in Genome Sciences. She conducts research on single molecule mechanics, matrix assembly of proteins, biomaterials, cell/surface interactions, and on molecular shuttles, tracks, motors and switches. ([vvogel@u.washington.edu](mailto:vvogel@u.washington.edu))

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# Girls in Engineering Math & Science

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The Girls in Engineering Math and Science (GEMS) have explored physics, engineering and math during recent meetings. Thirty-six girls from Seattle public middle schools are a part of the AWIS-funded science outreach and mentoring program held at the Hutchinson Cancer Research Center during the school year.

During their December meeting, the group became engineers for "Gummi Girls Inc." The GEMS used their newly acquired knowledge of potential and kinetic energy and two-dimensional vectors along with playing cards, straws, rubber bands, tape and string to design "Bear-a-pults" capable of flinging gummi bears at a target or over great distances. At the end of the evening the girls presented their designs and discussed what made them work (or not). The activity was led by AWIS member Sandra Merrick.

In November the girls solved mathematical problems encountered by scientists in different fields of work. As water engineers, the GEMS calculated the amount of water needed by a small town based on selected rates of consumption. The number of snakehead fish in a lake posed a problem for ecologists as the girls tracked the expanding population of predatory fish. Then as volcanologists, the GEMS determined how long it would take a tree to burn when surrounded by flowing lava with a given rate of heating and cooling. Other problems focused on activities of photographers, atmospheric scientists, and Apiarists. Natascha Muller designed the activity to introduce the GEMS to ways in which mathematics is used by scientists.

The first field trip of the year found the GEMS at the Center for Wooden Boats where they learned about the physics of keeping a boat afloat (even if made from cement) and how sailors navigate. They also applied principles of physics while paddling an Umiak around Lake Union.

Fran Soloman, a fish biologist and AWIS member, will lead the GEMS on a field trip to explore how alteration of the side channels on the Tolt River has allowed salmon to return to a favorable habitat for spawning. The trip is scheduled for Saturday, January 3 at 1:00. The next evening activity will be held on Tuesday, January 20 and will focus on environmental health.

Two of the current GEMS mentors will be leaving the program in February or March and the committee would welcome additional help. AWIS members interested in becoming involved in the program are welcome to contact Sue Amundsen (samundse@fhcrc.org) or Stephanie Namciu (snamciu@fhcrc.org).

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## A Success Story Elementary Science Education in Seattle Public Schools 2004 by Kitty Nelson

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Ever wonder what's happening in elementary science education since you graduated many moons ago? Frankly, I can't remember ever doing any

science lessons, especially hands-on experiments, during my elementary school experience. Perhaps this speaks to a fading memory. I do remember reading about the planets circling the sun and writing reports about strange and bizarre animals in far away Australia. For those of us in elementary school during the Eisenhower administration, science was not emphasized until sputnik circled

the globe. I am happy to report that today much has changed in Seattle's public school classrooms.

A quiet revolution has been happening in elementary science education in Seattle Public Schools since 1995. This revolution was funded by the National Science Foundation and has been implemented by a small, but very passionate cadre of talented educators in spite of budget crises and leadership changes that have plagued the district the past couple of years.

Three key concepts dominate this systemic change in education for kindergarten through fifth grade. The first concept is that science is inquiry-based and hands-on, which really captures students' attention and interest. Science units are available from a centralized science resource center. The units address state and local standards at each grade level and provide materials for each lesson. Teachers love it. No more running around buying supplies.

The second concept is that the lessons and supporting materials have been developed, tested and revised over time by professionals. They work. The topics chosen for grade levels are crafted to be developmentally appropriate and to provide a science experience that lays a foundation for understanding biology, physics, geology and chemistry in the future.

The third concept is that elementary teachers are actually supported by ongoing professional development and mentorship from the district through science resource teachers. These specialists model inquiry-based teaching techniques. No longer are elementary teachers expected to know everything. How could they in today's world? Teachers are trained to guide the student through the "inquiry process".

Seattle's science resource teachers have recently developed a unique addition to the elementary science program. Kindergarten students are now writing about their science experiences in journals. Yes, I said kindergarten students. This is truly revolutionary and speaks to the talent and innovation of the science resource teachers. Seattle's science notebook component of this inquiry-based science program is in high demand across the nation.

Finally, recent evaluation of Seattle's elementary students shows statistically significant gains for both girls and boys in science competency. This is the best news for Seattle Public School educators. Their efforts to improve science education are working and are expected to be validated during statewide competency testing in the near future.

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## Career Tips & Advice Avoid The Top 5 resume mistakes

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Over the years as a recruiter, career coach and resume writer, I've seen the consequences of poorly written resumes. Unfortunately, many don't seek professional career help until they experience the frustration of a long and fruitless job search. For most, their problems began by committing the top five resume mistakes: lack of focus, absence of marketing strategy, no accomplishments, lack of keywords and incorrect format. Avoid those mistakes by following these five simple resume rules.

### #1 Start with a clear focus.

The most effective resumes leave no doubt as to the job seeker's career objective. I learned early in my recruiting days that employers turn down perfectly qualified candidates when the resume's focus is diluted. A one-size-fits-all resume gives the impression that the job seeker is uncertain of his career goal. An employer once told me that if a candidate is interested in two completely different positions, he must not be very good at either. If you have more than one career objective you need more than one resume.

### #2 Think like a marketing professional.

Job seekers rarely see their search for what it is—a sales campaign. The best sales people use powerful marketing materials to help gain access to top decision makers. Think of your resume as marketing material designed to create a powerful first impression leading to a multitude of job interviews.

To translate your career history into an effective marketing piece, first consider your reader's buying motives. Every word on the page should demonstrate how you can solve their problems, save them time or money,

increase their net profit or improve customer relations. Once you understand your resume as a marketing piece, you are a long way toward fulfilling the third resume rule.

#3 Include accomplishments that demonstrate your selling points.

On any major job board, 95% of all resumes lack accomplishments. These all-important statements allow employers to visualize your contribution to their organization. Accomplishments motivate employers to call you before their competition finds you. For top effectiveness, state accomplishments quantifiably as dollars, percents or raw numbers. Quantified statements are more credible, concrete and objective. Time spent developing strong impact statements yields bargaining power at salary negotiation since you have dollarized your worth.

#4 Use appropriate key words.

Resumes are read by both humans as well as computers. A resume lacking in key words runs the risk of being read by neither. Those who write the job description also screen resumes. In the 15 seconds they give each resume, more attention is paid to resumes using the same words found in the job description. It's only human nature.

The high volume of resumes that employers receive make candidate tracking software essential. More often than not, a submitted resume is stored electronically and retrieved later by key words. Even the best candidates miss out on excellent opportunities due to lack of resume key words.

#5 Use correct resume format.

Basically, there are three resume formats; chronological, functional and hybrid. Once you understand which format best supports your career objective, you'll know which to use.

The chronological is best known and easiest to write. It allows the reader to quickly identify the "what" "where" and "when" of your work experience. This format works well if your objective is to remain in the same industry or occupation and when your most recent experience demonstrates your best accomplishments.

The chronological is not the best for showcasing transferable skills. If you wish to cross industry or occupational lines, a better format is the functional which places transferable skills and relevant accomplishments at the beginning of your resume allowing a stronger first impression. One problem with the functional is that, if not carefully crafted, the resume is confusing; causing the reader to believe the candidate has something to hide.

A solution to the sometimes confusing functional format and the often limiting chronological format is the hybrid format which combines the best of both. It allows the best showcase for skills and accomplishments while maintaining ease of reading. This is no doubt the best format for job seekers of all levels, however, the most difficult to write.

Once your resume is focused with marketing strategy using powerful accomplishments and keyword and showcased in the most effective format, you are well on your way to gaining your career objective quicker and with greater confidence.

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Call for FREE resume critique  
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## Directory of AWIS Board Members 2003/2004

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Seattle, WA 98109

**Scholarship Donations:** AWIS Scholarship Committee 5805 16<sup>th</sup> Ave NE, Seattle, WA 98105

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Mark Your Calendar!  
AWIS events at AAAS in Seattle  
Presidents' Day Monday, Feb. 16 2004!

Seattle will host the 2004 meeting of the  
American Association for the Advancement of Science  
(See [www.AAAS.org](http://www.AAAS.org) for more info.)

The national Association for Women in Science (AWIS) sponsors  
three events at the AAAS meetings in the Sheraton Hotel, 1400 6th  
Avenue  
(See [www.AWIS.org](http://www.AWIS.org) for more info.)

Reception: 5:30 PM to 7:00 PM Sunday 2/15  
Breakfast: 7:30 – 9:00 AM Monday 2/16  
Leadership Skills workshop: 9:30 – 12:30 Monday 2/16

Seattle AWIS is planning the workshop:  
“Managing Career Transitions: Growing into Leadership”

Many AAAS events are open and free to the public, including the AWIS  
reception and leadership workshop. Don't miss these excellent  
networking opportunities!

We need **volunteers** to help publicize Seattle AWIS and the workshop:

- \* Help us air a Public Service Announcement
- \* Post flyers during the first two weeks of February

\* Greet guests at the reception and workshop, assist with registration

Call 206-522-5969 or email [fittsizer@hotmail.com](mailto:fittsizer@hotmail.com) to volunteer

**Let's showcase Seattle AWIS talent and enthusiasm – plan now to participate!**

**Get acquainted with national AWIS leaders!  
Mark Your Calendar!**