



Happy twentieth anniversary to Seattle AWIS-SA!  
by Amy Springer

This June represents the 20th anniversary of the founding of the Seattle Area chapter of AWIS. Specifically, the first meeting was held on June 12, 1985 at the University of Washington. The chapter has grown and sponsored a number of important programs over the years. The first undergraduate networking reception was held in 1987, it was the beginning our ongoing commitment to mentoring undergraduate women that continues as our mentor/protégé program. Our scholarship committee was formally constituted in 1989 and in its first year raised over \$1200, enough to award two undergraduate scholarships in 1990. Since then, of course, our scholarship program has been very successful, and has now raised a total of more than \$90,000 and last year awarded eleven scholarships. Fran Solomon, who has been the chair and driving force behind this program from the beginning, was named an AWIS fellow this year, in part because of her efforts for these scholarships. In 1997, the AAAS meeting was held in Seattle and our chapter was asked to help National AWIS organize its annual leadership conference.

## June Annual AWIS Potluck

Come and meet your board members and share ideas for next year. The annual potluck is a great opportunity to meet members, catch up with good friends and share really good food.

June 15, 2005  
6:30 p.m. Potluck  
7:30 p.m. Elections

Home of Fran Solomon  
5805 16<sup>th</sup> Avenue  
Seattle, Washington  
206-522-6441



The speakers that year included Shirley Malcom of AAAS, Mildred Dresselhaus of MIT, Florence Haseltine of NIH and Jill Shapiro of Ch2M Hill. In 1998 the “Bridge to the Future” program was started as an outreach activity for girls in high school. The program, headed by Laura Streichert and Debra Paros, selected 20 girls from all ten Seattle Public high schools and included hands-on activities, job shadows with women scientists, and volunteering at a national biotechnology conference held in Seattle that year. The next year, the “Bridge” program became GEMS (Girls in Engineering, Math and Science) and in 2002 it was revised to its present form, which serves middle school girls. Last year, in February 2004, we were again asked to help national AWIS host the annual leadership workshop at the AAAS meeting. Sally Fitts headed the committee that chose speakers for our “mastering career transitions” theme from Seattle institutions. That theme may have been prophetic, as two of the four speakers have since moved on to more prominent positions elsewhere. They were: Denice Denton (now of UC Santa Cruz), Nancy Haigwood of SBRI, Usha Varansi of NOAA and Viola Vogel (now of ETH in Zurich). We hope to kick off another twenty years of similarly wonderful programs at our anniversary bash and annual meeting potluck on June 15, 2005 and I hope to see many of you there.

## AWIS May Program Summary: Life at Immunex by Jaime Forbes

On Wednesday, May 18<sup>th</sup>, three women who were part of Immunex from the beginning came and spoke at our monthly meeting. They shared their experiences and explained the science and culture that made the start-up company so successful.

Linda Park started working at Immunex in the very early days and described how the culture was established. She explained that Immunex wanted its employees to pursue passions and develop scientific careers, not just churn out something preconceived. She said the success of the company was because the employees were project oriented, doing what was necessary to keep the project going. She explained that the science there was very collaborative and crossed a lot of departmental boundaries. It was sort of like working in academia without having to worry about writing up grants proposals.

Ginny Price was hired when the company was still less than 30 people. She explained that the culture of Immunex was what drew her there. She gets to do great science, and loves her job. Because of how flexible the company was, when she had children and wanted to be home more, she was able to negotiate a partial work week. She took advantage of the opportunities at Immunex, including taking two sabbaticals in her time there.

Beth Fortmueller was the first Human Resources person at Immunex. She helped develop their maternity leave policy, and helped decide who was hired into the company. She explained that the attitude at Immunex was a can-do attitude and the question was always “**how** can we make it work?” not just “can we make it work?”

Another important point she made about how Immunex was such a great company to work for was that the staff was seen as the base of the company and they were always able to influence what was going on; the leaders of the company listened to them.

All three women talked about their experiences, and told wonderful stories about Immunex. They were having as much fun talking about the company as the group was having listening to them. It was evident that they had all really enjoyed their positions there. Another important point about how Immunex was such a great company to work for was that the staff was seen as the base of the company and they were always able to influence what was going on, the leaders of the company listened to them.

## Scholarship Committee Update by Fran Solomon

The Scholarship Committee thanks the following Seattle area companies for their contributions to the scholarship fund: Rosetta Inpharmatics - \$2000, URS Corporation - \$400, and OnSite Environmental - \$200. Thanks also to AWIS member Laura Streichert for her continuing support of the scholarship fund.

The committee is currently interviewing finalist candidates and would like to award scholarships to as many of these outstanding applicants as possible. It is not too late to help make this happen! If you have not yet had an opportunity to contribute to the 2005 scholarship fund, please take a minute to write a check to the AWIS-SA Scholarship Fund and mail to 5805 16th Avenue NE, Seattle WA 98105. If you have a birthday, anniversary, graduation or other special occasion coming up in the next month, please consider asking friends or family to contribute to the scholarship fund in your honor.

## Small Group Mentoring by Becky Klein

What is a mentor? A friend? An advisor? Someone whose opinion you value and trust and therefore seek out for advice? If you pose this question to a roomful of people you will get a range of answers, but all will encompass the qualities mentioned above. With a description like this it is little wonder that so many professionals attribute some part of their career successes to the guidance and advice of their mentors. Often good mentoring, or the lack of it, can have a tremendous impact on one's career.

Mentoring in the sciences is an issue that has been the subject of much discussion. Most of us can identify the mentor that first encouraged our interest in science. Numerous studies of mentoring in science have shown that good mentoring leads to happy and productive scientists and, for women, improves their chances for success. This result has given birth to a multitude of mentoring programs at the pre-college and undergraduate levels, including the GEMS and WISE programs here in the Seattle area. Attracting and encouraging young women in the science and engineering fields has been hugely successful, with about 50% of the bachelor's degrees and 42% of the graduate degrees awarded to women in these fields (NSF statistics from 1998 and 2001). It has not been so easy to keep women in these fields as their careers advance, often for multiple reasons. It is at this later stage in their careers when women scientists can benefit from mentoring. But how can we implement mentoring for these early and mid-career scientists?

One way is through small group mentoring. Small group or peer mentoring is exactly what it sounds like. Small groups of mentees and a mentor meet to discuss and strategize career decisions. The advantages of such a mentoring arrangement are numerous.

The traditional benefits from mentoring, such as connecting with a person who has been where you are and has succeeded, drawing from a professional's more extensive experience, and receiving advice are all present in the small group structure. Additionally, being involved with a group of mentees allows one to take advantage of the expertise, opinion, and experiences of the entire group. The small group structure can also provide a support network for each mentee and allow the mentees to tap into one another's professional networks. Most importantly, it gives the mentees a chance to see other women who are at the same career stage and often dealing with

the same issues. Being able to see that you are not alone in dealing with a difficult situation is a tremendous help and often helps to put your issues into perspective.

The success of group mentoring helps to dispel two myths about mentoring: 1) it can only be done effectively in a traditional one-to-one format and 2) you only need one mentor. If we relied on traditional one-to-one mentoring for all of the women scientists who wanted mentors, we would never be able to pair off everyone. Often mentors do not have the time to meet individually with several mentees. Good small group programs at several institutions like UCSF are the best argument that the format is effective. It is not often that one can

find a single mentor that is an expert on every career issue that may arise. Different mentors will have different areas of expertise; being able to draw from the diverse experiences of a group exposes one to several mentors in a single group.

Our chapter would like to start a small group mentoring program for our members who are at the early stages of their careers in science. We're aiming to recruit lots of mentors, both in and out of AWIS, from all different types of science career paths. If you are interested in participating, either as a mentor or mentee, please e-mail me, [rklein@fhcrc.org](mailto:rklein@fhcrc.org). We're looking forward to creating a successful program that will help our AWIS members.

## BOARD NOMINEES FOR 2005/2006

My name is **Maralee McVean** and I am running for President of AWIS. I am a Senior Scientist at a start-up biotech called Illumigen Biosciences. I have been on the AWIS Board for the last year as the Co-Director of Programs. Although I have not been involved with AWIS for very long, I have come to appreciate greatly the intelligence, wit, and warm helpfulness of the women in this organization. I know that I can draw on the experience of other members who have been with AWIS for longer periods. I will bring a great deal of enthusiasm to the position of President. I envision continuing to increase community awareness of and participation in AWIS and forging bonds with other like-minded organizations. It would be my great honor to serve you as President.

I am **Reitha Weeks**, and I am running for Treasurer. I have a BS from Oregon State Univ. and a Ph.D. from UW in Genetics. After 13 years in the biotech industry in Seattle, I joined the non-profit science education organization, Northwest Association for Biomedical Research (NWABR) in Nov. 2005. I develop curriculum for middle and high school teachers and plan education conferences. I have been a member of AWIS since 1986 and have held numerous positions - president, mentor-protege chair, membership chair, and most recently, treasurer.

My name is **Libby Colasurdo**. I am a research lab manager at the VA Medical Center in Seattle. The basic research conducted in this neuroendocrinology lab is aimed at understanding changes in hormones with Alzheimer's disease, aging, and stress. I have been a member of AWIS since 1994 and have served on the AWIS Board for the past 8 years. I would like to continue to serve as Secretary.

I am **Jaime Forbes** and have been one of the Programs co-chairs for AWIS during the 2004-2005 year. I work as a Biologist in the Process Engineering Department at Rosetta Inpharmatics. Over the past year in working with AWIS I have met many wonderful people, both speakers and members. I have really enjoyed my position and would like to run for Programs co-chair again next year.

My name is **Jenny Garnett** and I am running for AWIS Programs co-chair. Currently, I am working as a biologist for Rosetta Inpharmatics. I would really enjoy working with the speakers and the members to bring informative presentations, covering a variety of topics, to the meetings. I would be open to suggestions and ideas from anyone on what you would like to hear about at the meetings. I look forward to serving on the AWIS board in the coming year.

**Fran Solomon** is a Senior Ecologist at

the King County Water and Land Resources Division, where she works on salmon habitat recovery and water quality issues. Last summer, she was a Visiting Professor in the Environmental Science Department at Northwest University in Xi'an, China. Fran has a bachelor's degree in Biology from the University of Rochester, and a M.S. in Environmental Health and Ph.D. in Fisheries from the University of Washington. She was a co-founder of the Seattle AWIS chapter 20 years ago and has served the chapter in a variety of roles including President, Vice-President, mentor, and founder and chair of the Scholarship Committee. This year, National AWIS selected Fran as an AWIS Fellow in recognition of her contributions to advancing the mission of AWIS. Fran finds her work with the Scholarship Committee to be especially rewarding and wishes to continue to serve the chapter as Scholarship Committee Chair next year.

This is **Natascha Mueller**. I wish to help chair the GEMS program again next year. I have a number of years working with the program now and have chaired during the year of 2004-2005, making me the most experienced person. I hope to get a second person to help chair this coming year as it would be easier to split some of the main tasks between two people rather than one.

I am **Noelle Ebel**, and I have been

AWIS is just one of many organizations in the Seattle area that provides science outreach programs. We will have the opportunity to meet and share program ideas with those other organizations at a special one-day conference on Friday, June 17. This event, the Life Science Education Advancement Partnership (LEAP) Outreach Summit, is expected to draw one hundred attendees representing approximately 40 different life science outreach organizations. AWIS will send four representatives and two poster exhibits promoting our chapter and GEMS program. The keynote speaker for the program will be Dr. John Bransford, editor of "How People Learn" and "How Students Learn in the Classroom." There will be facilitated discussions on multiple topics including fund raising, marketing, evaluating programs, and how to reach adult populations. The conference will be at Amgen, from 9am - 4:30pm. More information is available at [www.nwabr.org/education/summit05.htm](http://www.nwabr.org/education/summit05.htm).

the Mentor-Protégé chair/co-chair since 2003. After graduating from the University of Washington in 2004 with a degree in Cell and Molecular Biology, I took a full-time position as a Research Technician II at Fred Hutchinson Cancer Research Center, focusing on chromatin research. I hope to attend medical school and specialize in the field Neurology.

My name is **Becky Klein** and I am currently at postdoctoral associate at the Fred Hutchinson Cancer Research Center. My background is in neuroscience and I am continuing in this field, studying the pheromone sensory system in mice. I received my graduate degree at Yale University in 2004. While at Yale I started and co-directed a mentoring program for female undergraduates majoring in science and engineering. The program was very successful, having close to 25 mentoring pairs every semester and it continues at Yale now. I am looking forward to working on the mentoring programs in AWIS and would like to start a new mentoring program for advanced graduate students and postdocs.



Science Education Outreach Summit

My name is **Chelsea Leader** and I would love to continue to be the Webmaster of the AWIS Web site. I have 6 years of Web design experience under my belt and am in the process of re-designing the AWIS Web site to become more useful and helpful to members, prospective members, and all who find us.

My name is **Jamie Massart** and I have been part of AWIS for about 1 and half. I was on the board this year as the publicity chair. I like being involved in different groups and activities especially ones that support women in science. I would like to be on the publicity chair again. I feel that I was able to distribute the information about our meetings and events to other groups with the intent of increasing meeting size and member enrollment.

I am **Jessemine Fung**, and I am running for Membership Committee chair. I work at CommEn Space, a non-profit that brings Geographic Informations Systems (GIS) technology to other non-profits and the general public. I have been a Seattle AWIS Membership co-chair for the past two years and am interested in the same position for the 2005-2006 year. I have the needed experience and capability to maintain the Seattle AWIS membership database.

My name is **Jenny Madeoy**, and I have been the Newsletter co-chair for two years. I work in the University of Washington's Genome Sciences department, and I am formally trained as an editor through the UW's Editing Program. I hope very much to share the newsletter responsibilities with at least one other person next year.

At the June meeting, members will be asked to approve the proposed budget for next year, July 2005-June 2006. The sources of chapter income are membership dues and contributions. The chapter's expenses include newsletter costs, the GEMS program for middle-school girls, program refreshments and outreach/mentoring events. This year we initiated a contract for a web-hosting service for more efficient use and updating of our database and web site. Next year, we plan to have five hard-copy newsletters during the year, which accounts for the proposed increase in newsletter expenses. The proposed budget expenses exceed our expected income, however, there are several categories of expenses that may come in under their projections. Our current assets can cover the difference in income and expenses. If you have any questions or would like more information about the chapter finances, please contact Reitha Weeks at [rsweeks@msn.com](mailto:rsweeks@msn.com).

**Current Budget Spent as of Proposed Budget**

<b>Expenses</b>	7/03 - 6/04	5/22/05	7/05 - 6/06
Newsletter	\$700	\$498*	\$1100
Special Events	175	0	0
Membership	50	22	50
Website host	0	120	120
Program	175	98*	125
GEMS	650	132*	560
Banking Fees	0	20	0
Scholarship	25	0	20
Publicity	100	0	100
Outreach & Mentor-Protégé	125	40*	125
<b>TOTAL</b>	<b>\$2000</b>	<b>\$930*</b>	<b>\$2200</b>

\*More expenses are expected

<b>Income</b>	7/04 - 6/05	Proposed 7/05 - 6/06
Member Dues, received	\$1470	\$1550
Expected	70	
Member contributions	190	50
Microsoft Contributions	613	
<b>TOTAL</b>	<b>\$2273</b>	<b>\$1600</b>

**Current Assets (5/05)**

Savings, Outreach Fund & Checking \$7691

Scholarship funds (currently \$7,600) are accounted for separately from other chapter funds.

**Kiosk**

Wanted: someone to adopt genetics workshop for Girls in Science conference.

Every spring for the past few years, I have run a workshop at the Expanding your Horizons conference (for 6, 7, and 8th grade girls) entitled "How do black cats and orange cats differ?" It teaches them about genetics and reading DNA sequences in the context of cat coat colors. I have all the materials and a script written up; it just requires some copying and some pasting to prepare each time. It would be easy for anyone with basic training in genetics to present. Please let me know if you would be interested in taking over. Contact me: [a\\_springer@yahoo.com](mailto:a_springer@yahoo.com)

## AWIS Board Members 2004/2005

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