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# AWIS-PHL News

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February 2005

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## AWIS-PHL Events for Winter/Spring 2005

**Thursday, February 10** - "Sound Concepts for Women Investors" - Presented by John Cameron, MBA and Sheila Seus, MBA (from A. G. Edwards), at Glaxo SmithKline (Upper Merion site). Thanks go to GSK for their support.

**March (date/location to be announced)** — Anne Preston, Ph.D. (associate professor, Haverford College). Partial sections of her recent book: Leaving Science: An Analysis of Occupational Exit of Men and Women from Science and Engineering can be found at: [http://www.haverford.edu/econ/faculty/preston\\_research.html](http://www.haverford.edu/econ/faculty/preston_research.html)

**Tuesday, April 19** — Barbara Schindler, MD (Vice Dean for Educational and Academic Affairs, College of Medicine, Drexel University) will be speaking at the University of Pennsylvania. Thanks go to Helen Davies and Erin Sommers for their help with this meeting.

**May (date to be announced)** - This year's winner of the AWIS-PHL's Elizabeth Bingham Award will speak on her career and mentoring activities. Arcadia University. AWIS-PHL is currently accepting nominations for this award; see elsewhere in this issue (deadline is March 1).

## Web Address and Webmaster

Thanks to Becky Pearson, our Webmaster for the past two years, we can be found on the web at the URL below. The website is undergoing renovations — *be sure to check out its new look in the near future!*

### AWIS on the Web

AWIS-PHL: <http://www.awisphl.org/>  
National AWIS: <http://www.awis.org/>

## AWIS-PHL Host of National AWIS Board Meeting

AWIS-PHL was the host of the AWIS National Executive Board meeting on June 3-5, 2004. It began with a dinner Thursday night at the Joseph Poon Asian Fusion restaurant in Chinatown with national board members and several chapter members. The meal was served as numerous courses and was very tasty, with great presentation. Helen Davies is a personal friend of the owner, which helped to get us special attention!



The National Board met at Thomas Jefferson University on Friday and again on Saturday morning. Later in the morning, members of several local chapters joined the national board members for a panel discussion on National AWIS: Initiatives and Career Paths. This was followed by a networking luncheon. A group of local members also participated in a focus group to aid in the development of a strategic plan for the national organization. This was the last board meeting for departing Executive Director, Catherine (Kitty) Didion. In her honor, National AWIS initiated the AWIS Didion Intern Fund to endow a full-year internship. During the meeting, AWIS-PHL announced that we were making a donation to this fund.

Photos of select highlights of the events are shown on page 2.



## HEADLINES

We need your input!

### Call for Nominations for Chapter Officers

If you wish to nominate someone, or be nominated, for a position on the AWIS-PHL Board for 2005-2006 contact Tara Barrett by e-mail <president\_elect@awisphl.org> or phone at 215-285-4399 (cell). The deadline for nominations is March 15, 2005.

Briefly, the duties of each officer are:

**President-Elect** (first year-coordinate elections, second year-President, third year-Past President, coordinate travel awards)

**Vice-President** (one year term) - coordinate meeting programs for the chapter

**Secretary** (one year term) — record minutes of Board meetings and coordinate all mailings for the chapter (meeting announcements, newsletters, etc.)

**Treasurer** (one year term) - coordinate finances for chapter (chapter bills, membership status, etc.)

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### Call for Nominations for the 2005 Elizabeth Bingham Award

Think back on your career, no matter how long or short it has been. Has there been someone who has had a great impact on your career as a role model, or as a mentor? Was there someone who helped you and others select or advance in your careers or who was willing to listen to your problems and give you support when needed? If so, you now have an opportunity to recognize that person's contribution.

AWIS-PHL is now accepting nominations for our Elizabeth Bingham Award. This award, which honors the contributions of the late Elizabeth Bingham, a founding member of AWIS and AWIS-PHL, is given to a distinguished scientist who has significantly influenced the advancement of women in science. An engraved plaque is presented to the winner at our May awards banquet. Nominating letters, accompanied by a brief biography (no set format for nominations) are due by March 1, 2005, to Dr. Suzanne McCahan, 120 Spur Lane, West Chester, PA 19382. Contact Suzanne by email <president@awisphl.org> or phone at 302-651-6817.

### Winners of Student Travel Awards Announced

The winner of the 2004-2005 Robert E. Davies Student Travel Award is Ruth Hough. Ms Hough, a M. Sc. candidate in Organic Chemistry at Villanova University, will present her research on "Determination of bromonium ion structure: single symmetric structure vs. rapid equilibrium" at the American Chemical Society meeting. The Davies award supports a female graduate student from the Delaware Valley region to attend a *national or international meeting* of the scientific society appropriate for her discipline at which she will be presenting *her own research*. AWIS-PHL awards \$500 each year, to be applied to the costs of transportation, registration, housing, and meals for the student.

AWIS-PHL also administers the University of Pennsylvania Women's Club Student Travel Grant, which is also for \$500, with the same criteria but with the stipulation that the student (graduate or undergraduate) attend the University of Pennsylvania. The 2004-2005 winner is Mary Robinson. Ms Robinson, a VMD-PhD student in the School of Veterinary Medicine, will present her research on "The kinetics of nitric oxide

production by activated hypoxic macrophages" at the annual meeting of the American Thoracic Society.

## Kelly George Recipient of L'Oréal 2004 Fellowship

L'Oréal recognizes the need to applaud women for their work in the sciences. On May 5, 2004 at the New York Academy of Sciences, L'Oréal presented fellowships to five young women under the age of 35 who were graduate students or postdoctoral fellows in the fields of science, engineering, and mathematics. As part of the L'Oréal Women in Science Fellowship Program, each recipient received a grant worth \$20,000. One of these five women was Kelly George, a chemistry graduate student at the University of Pennsylvania and an AWIS-PHL member. To read more about the award and Kelly, follow the link to the article in the AWIS magazine:

<http://www.awis.org/voice/magazine/33-3/loreal.pdf>

## AWIS-PHL Delaware Valley Science Council Award

AWIS-PHL sponsors an annual award as part of the Delaware Valley Science Council (DVSC) Awards program. Select high school seniors from the area take written exams in at least two disciplines of mathematics, biology, chemistry, and physics. Those with high scores are then interviewed as part of the evaluation process. Awards are sponsored by a number of local organizations and companies. For several years we have given a \$200 award to a female student to encourage her pursuit of a career in science. We present this at the annual banquet in March hosted by the DVSC. It was just learned that an anonymous donation from outside the chapter will increase our award for this year to \$450! This is in recognition of the value of our award to female science students and will hopefully provide a greater motivation to the winner. Our heartfelt thanks to this benefactor.

## Panel Recommends Policies and Practices to Penn State University

Unfortunately, sexual assault and harassment continues to be present in some academic institutions. Fortunately, there are organizations

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and individuals who are working to change this. In the fall of 2004, a panel of experts provided an extensive report that included recommendations to Penn State University for its policies on sexual assault and harassment. This report can be found on the web at

[http://www.womenslawproject.org/reports/Penn\\_State\\_Final\\_Report\\_04-04.pdf](http://www.womenslawproject.org/reports/Penn_State_Final_Report_04-04.pdf). The Women's Law Project (WLP) supports the recommendations of this report and released a statement that indicates what the WLP believes to be the most critical recommendations. This statement is available on the web at [http://www.womenslawproject.org/reports/WLP\\_Supports\\_Panel.pdf](http://www.womenslawproject.org/reports/WLP_Supports_Panel.pdf).

## Dr. Margaret Kasschau Winner of 2004 Bingham Award



Margaret Kasschau, PhD, of University of the Sciences in Philadelphia (USP) received the 2004 Elizabeth Bingham Award at our awards dinner on May 25, 2004 at Arcadia University. The award is given to a distinguished scientist who has significantly influenced the advancement of women in science throughout her career. Dr. Kasschau was selected after receiving nominating letters from women at many stages of their careers around the country. Margaret embodies the spirit of our organization as a dedicated and energetic scientist, teacher, and friend who has mentored women in many capacities and taken the extra step to provide support and assistance. Among her many accomplishments, she was successful in obtaining a National Science Foundation Visiting

Professorship for Women grant, and she has been an active participant in the organizational and outreach activities of the Association for Women in Science. Dr. Kasschau is a professor of biology, and has recently been promoted from chair of the department of biological sciences to Associate Vice President for Academic Affairs at the University of the Sciences in Philadelphia. Her presentation recounted a variety of professional and personal milestones and insights and was titled "Eand mentoring along the way." The award was presented by then chapter president, Dr. Nancy Rawson. Also recognized that night were the winners of the DVSC AWIS-PHL award, Jean Y. Hsu from Princeton High School; the Robert E. Davies Student Travel Award, Heather Browne of Lehigh University (pictured with Nancy Rawson); and the University of Pennsylvania Women's Club Student Travel Grant, Kathryn Matthews from the University of Pennsylvania (pictured alone).



## The Science of Ergonomics — Part III

On April 22, 2003 the AWIS-PHL chapter sponsored a presentation on The Science of Ergonomics by Lisa Clayton, BSN, MBA, ergonomics consultant for DuPont Safety Resources. After the meeting, Lisa provided the following information on Ergonomics in the Office, courtesy of DuPont Safety Resources. This is the third and final installment.

### Desk

The area in which you perform your paper work and reading activities seems to be of less ergonomic risk than the previous components mentioned. However, if you spend more than 4 hours a day (total) at this area, take care to adhere to the following guidelines. As always, prolonged periods of time engaged in these activities should be avoided. Two to three minute stretch breaks every 30 minutes is recommended.

The height of the desk is a compromise. If it is too low, it places a strain on your neck while looking down. If it is too high, it places a strain on your shoulders while your arms rest on its surface. Therefore, your desk should be about two to three inches above your seated "elbow height". If it is not, consider raising or lowering your chair accordingly.

As you review your desk, measure the amount of clear, open space on the worksurface. You should have 24" from side to side so that your postures

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are not confined by stacks of paper, printers and so on.

It is also important that the area under your desk is free from obstruction. Items such as boxes, trash cans, and briefcases should be removed so that you can pull up close to the work surface and have adequate legroom. Although we did not mention this in the computer remarks, the same principle applies.

As you sit in your chair and begin to work, notice if your forearms are contacting the edge of the work surface. If the edge is rounded, this is not a problem. If the front is a 90-degree angle, avoid the pressure of your forearms on this edge. One way to alleviate this is to raise your chair so that your forearms clear the edge completely.

One last issue. Look around your desk and determine which items you use frequently. As you sit in your chair, sweep one arm forward in a half circle over your desk. The items that are used frequently should be positioned no further away than your fingertips.

### **Lighting**

To prevent eye fatigue your computer monitor should be free of glare and reflections. If your computer monitor is located in a room with a window, place the monitor at a 90-degree angle to the window. Never face the window or place the window at your back. Glare and reflection problems can be addressed by tilting the screen at a different angle, reducing overall room illumination, adding or utilizing window coverings or applying a glare screen. Lamps to illuminate paper work may also prevent tired eyes.

### **Telephone**

If your job requires frequent and/or long telephone conversations, or you must write or type while speaking on the phone, a headset or speakerphone is recommended. Avoid cradling the phone receiver between your shoulder and ear. Ensure that you place your telephone in a position, which will be easily accessible, avoiding over extended reaches, and reaching across your body.

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If you haven't joined (or rejoined) AWIS, please consider doing so. Your membership dues help support our local chapter and allow us to present programs of interest to all. Contact Edyth Malin for more information at [membership@awisphl.org](mailto:membership@awisphl.org). Or you can now join online at [www.awisphl.org](http://www.awisphl.org). A chapter information form is on our site with a link to the national site to join both organizations online. Current members are asked to use the information form on the AWIS-PHL web site to update contact information, especially e-mail addresses.

## New AWIS-PHL Members

### New members since January 2004:

Nancy Buford, Kourtney Buck,  
Patricia Stranen Connelly, Lygia Cruz,  
Eleni Dokou, Patricia A Elkins, Mary J. Egbert,  
Josephine H. Fox, Christine M. Gajewski,  
Sarah M Gibbs, Ruth Hough,  
Allison M. Lewandowski, Donna H. Mueller,  
Irina A. Orlova, Elizabeth A. Ottinger,  
Michelle Lynne Previterra, Sarah E. Reybuck,  
Mary Robinson, Emily A. Rowell,  
Karen A. Schindler, Mary Ellen Smith,  
Sue Spadoni

### Contact us at:

Suzanne McCahan, Ph.D., President  
[president@awisphl.org](mailto:president@awisphl.org)  
Nancy Rawson, Ph.D., Past-President  
[past\\_president@awisphl.org](mailto:past_president@awisphl.org)  
Tara Barrett, President-Elect  
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## The Library Corner

*Ellie Cantor, Ph.D.*

AWIS-PHL is fortunate to have a small library of books and electronic documents most focusing on career-related topics. The library resides in my office, and any member may borrow the books simply by contacting [books@awisphl.org](mailto:books@awisphl.org). A list of our holding is on our website [www.awisphl.org](http://www.awisphl.org).

One of our most recent acquisitions is a pdf file of a manual called *Making the Right Moves, A Practical Guide to Scientific Management for Postdocs and New Faculty* (kindly contributed by Margaret Kasschau, Ph.D.). The manual addresses the gap in practical training experience by young investigators as they attempt to establish their scientific careers. It is based on the *Course in Scientific Management for the Beginning Academic Investigator*, held in July 2002 at Howard Hughes Medical Institute (HHMI) headquarters in Chevy Chase, Maryland, and sponsored and developed by the Burroughs Wellcome Fund (BWF) and HHMI. Although it was written with an academic career focus, much of the material is relevant to scientists in other environments.

Chapter headings include:

- Defining and Implementing Your Mission
- Staffing Your Laboratory
- Mentoring and Being Mentored
- Time Management
- Project Management

We may share this manual in pdf form or even print and distribute it if the copyright information is preserved, it is for educational noncommercial use, there are no modifications, and no figures, etc., are used separately from the text. The manual is available on CD-R or by email. The HHMI has also posted this book on its website at <http://www.hhmi.org/grants/office/graduate/labmanagement.html>.

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### Response Letters Support Women in Science

On January 14, 2005, Lawrence H. Summers, president of Harvard University, delivered controversial remarks at the National Bureau of Economic Research conference. These remarks can be read at <http://www.president.harvard.edu/speeches/2005/nber.html>. Five days later, Dr. Summers wrote a letter of apology, which is available at <http://www.president.harvard.edu/speeches/2005/womensci.html>.

There have been numerous responses to Dr. Summers remarks. The following is a sampling of these responses.

National AWIS joined several other women's organizations in a reply that was sent to the Boston Globe, the New York Times, the Los Angeles Times, Science and the Chronicle of Higher Education and can be found at <http://www.awis.org/harvard.html>.

The American Association of University Women (AAUW) response of January 18 can be found at <http://www.aauw.org/newsroom/pressreleases/050118.cfm>. In addition, Nancy Rustad and Mary Ellen Smyth, presidents of the AAUW and the AAUW Education Foundation, respectively, sent a letter to the New York Times ([http://www.aauw.org/newsroom/presskits/harvard\\_nytletter.cfm](http://www.aauw.org/newsroom/presskits/harvard_nytletter.cfm)).

A thoughtful response by Shirley Tilghman, John Hennessy and Susan Hockfield, presidents of Princeton University, Stanford University and MIT, respectively, can be read on <http://news-service.stanford.edu/news/2005/february16/henop-021605.html> or <http://www.princeton.edu/pr/news/05/q1/0211-womensci.htm>.

On January 31, Jack Charest's column for the Times-Leader featured a commentary by Anne Preston, associate professor of economics at Haverford College and author of *Leaving Science: Occupational Exit from Scientific Careers*. This commentary is posted on [http://www.timesleader.com/mld/timesleader/living/columnists/jack\\_charest/10776672.htm](http://www.timesleader.com/mld/timesleader/living/columnists/jack_charest/10776672.htm)