


Members-at-Large NEWSLETTER



National Honor Society for Women
in Chemistry March 2005

MAL Coordinator

One of the things done at convention is to elect a new national council. My term as MAL Coordinator is ending this triennium. Consider running for MAL Coordinator. You would get to edit this newsletter, communicate with lots of neat folks all over the world and work with the MAL treasurer and MAL Scholarship Committee to manage the Educational Re-entry Award. It's a great way to support  without being enormously time consuming. I like being able to communicate with so many different people. Please contact Kathryn Thomasson, kthomasson@chem.und.edu if you might be interested.




Call for Nominations for the MAL Educational Re-Entry Award

A flyer is enclosed describing the Members-at-Large Educational Reentry Award. The award is \$1,000 of unrestricted cash and a plaque. If you have a qualified student, nominate them. IF YOU THINK YOU KNOW SOMEONE WHO MIGHT BE ELIGIBLE, TALK TO HER AND CONSIDER NOMINATED HER. IF YOUR COLLEAGUES KNOW SOMEONE, PLEASE HAVE THEM NOMINATE THEIR STUDENTS. Nominators don't need to be Iotans. The students don't need to be Iotans either. If the student is not an Iotan and wins and meets membership qualifications, she will receive a year's complementary membership is Iota Sigma Pi

Serve on the MAL Award Committee

If you don't know anyone to nominate for a particular award you can still participate! Volunteer to serve on the MAL Award Committee. Just let me know (see return address or email me at kthomasson@chem.und.edu).

2005 Triennial Convention

The Lanthanum chapter of  will host the triennial convention June 6/9-6/12, 2005 in Lynchburg, VA at the beautiful facilities of Sweet Briar College. The location provides a beautiful retreat atmosphere a short drive from the beautiful Blue Ridge Mountains. If you wish to join us and have  foot the bill, consider being an MAL delegate. Contact Kathryn Thomasson, MAL Coordinator, kthomasson@chem.und.edu for more information. This is a great way to participate in . We only have one volunteer so far so there's still space too!

MAL Listserv


Any user can subscribe or unsubscribe by sending a blank message to:
ispmal-subscribe@whitman.edu or

ispmal-unsubscribe@whitman.edu

Make sure you send from the email address to which you wish to receive mail. You will receive a confirmation request to make sure you control the subscription address. Once this address is verified the user is either subscribed or unsubscribed, depending upon the message sent to the list.

To send messages to the list, address them to ispmal@whitman.edu. It is a private list, meaning that only those of us subscribed can read the messages. If there are questions about the listserve, please contact Ruth Russo at russorn@whitman.edu

Websites


For the national 

<http://www.iotasigmapi.info/>

For MALs

<http://www.iotasigmapi.info/MAL/>

Member Get-a-Member Campaign

As MALs, we have a policy in place for nominating new members. If you get two new members to join within a year, you are eligible for free  merchandise from the supplies coordinator. National council lets you use the honor system so when you've found to tell the supplies coordinator and she will send you something. The new supplies coordinator is

QuynhGiao N. Nguyen
NASA John H. Glenn Research Center at Lewis Field
Mail Stop 106-1 Environmental Durability Branch
21000 Brookpark Road
Cleveland, Ohio 44135
Email: Quynhgiao.N.Nguyen@NASA.gov

Look around you. Are there colleagues, subordinates, friends or students who qualify? Qualifications for membership can be found on our website mentioned above. Remember, *students don't need to be majoring in chemistry, but must have taken the minimum of chemistry courses (see the undergraduate qualifications). Professionals also just need to meet the minimum number of Chemistry credits, they don't need to be working as Chemists.* You can contact me for application forms. I look forward to seeing your nominations for new members. institutions and chemists in the area must be included.

Questions for Thought & Response. Can Professional Women Have Children?

Here is a recent comment on this column. "I've really enjoyed the Iota Sigma Pi MAL newsletter series on professional women balancing career and children. However, to the best of my memory, so far we have heard from women who have chosen to stay home, women who have chosen to work part time, and women who have managed to arrange flexible work schedules. Are there members out there who would be willing to share their stories and compromises of motherhood and the 8 to 5, 40+ hour workweek? Thanks!"

Elizabeth Knight

I have a couple of responses. First, long time medical researcher and active Iotan, J. P. "Perky" Kilbourn, has written an editorial on

the choices she made for her career. It originally appeared in the November, 2004 issue of *Software Development* under the title of "Murphy's Law" concerning why there are so few women in open source software.

Perky writes: "I am now "sort of" retired but I can remember some of the hassle of managing children, career, husband and house etc. I have a Ph.D. from Oregon State University in Corvallis, Oregon with a major in Microbiology and minors in Biochemistry and Mathematics. I loved mathematics and if computers had been more prevalent in the 50's I would have majored in mathematics. Unfortunately, I received no encouragement so decided on pre-medicine with the idea of doing research.

After three years in pre-medicine at Willamette University I was interviewed for acceptance to the local Medical School. It was suggested that I take a year of Medical Technology training to receive a B. S. in General Science, and then do the "M. S. - Ph.D. route" which would make me better qualified to do research. This is what I did - took my M. S. degree with a major in Microbiology and a minor in Biochemistry at the University of Oregon Medical School in Portland, Oregon (now called Oregon Health Science University - OHSU). My husband received his first B. S. degree in General Science from Oregon State University at the same time I received my Ph.D. My husband was finishing his second B. S. degree in Architecture while I taught microbiology in the Biology Department at the University of Oregon in Eugene, Oregon.

After my husband finished his architecture degree and found a job in Portland, Oregon, we decided to start our family. We were successful and I was working at the University of Oregon Medical School in the Pediatrics Department in Portland, Oregon when our first child arrived. I stayed home with the baby for a couple of months and worked part time and job shared so I could nurse our daughter. I nursed her in the morning before work and then picked her up when she was ready for her lunch meal. I wrote papers on my research while she took her naps at home in the afternoons. Unfortunately, when I got pregnant with our second child things went tilt. I could not be pregnant, care for a two year old, keep a husband happy, keep a home neat and tidy, do research and write papers. Something had to go and it was doing research. I still wrote papers and took care of the two year old, kept the husband happy and the home sort of neat and tidy while being pregnant. I also created (formed) a support net of other women who were coping with husband, children and careers. We would sometimes trade childcare to allow our children to interact with other children as well as give us time to pursue our careers. There is a group of chemists (who happen to be women) who have been getting together for 30 some years. You might want to look for a support group of "software people" who happen to be female. By the way, I read about the orchestra that couldn't

tell the difference in playing when the audience couldn't see the musician (or hear them walk up to the piano in high heel shoes). There used to be two standard "jokes". First that anonymous was probably a female and if you use initials rather than a first name in signing manuscripts, you are probably a female. I am at the age when I can use my nickname as well as initials and get away with it. I hope this proves "Murphy's Law" and good luck!"

J. P. "Perky" Kilbourn

The first article published in this column was from a full time Associate Professor in Chemistry and Biochemistry at the University of Okalahoma. Donna Nelson. This article was published in the Winter of 1999. She writes "This is a re-run of Donna Nelson's recount of her excellent experience while she was a postdoc in H.C. Brown's lab. She says she will forever be grateful for his letting her do exactly what she wanted during pregnancy and after childbirth. Her son is now a chemical engineering major at OU."

At the 1999 Triennial Convention in June, I found myself in the company of several very bright energetic graduate students from some prestigious schools who were discussing various aspects of being a female in what is still largely a man's field. The subject of the limited number of role models arose, and it occurred to me that they might be interested in how I balanced my career and my personal life the week that my son, Christopher, was born. (Although there are now many more women in chemistry, they do not have children frequently enough to guarantee a female graduate student exposure to that situation close enough to perceive it as an example.)

At the time I became pregnant, I was a postdoctoral fellow in the laboratories of Dr. Herbert C. Brown. I was fortunate to work for him because in addition to being an excellent chemist, he is a terrific mentor. One of my favorite characteristics of his is that he is not afraid to share his personal life experiences with his students. Often people are reluctant to share their personal experiences with others due to possible criticism or disapproval. For those of us who are normally excluded from "locker-room discussions," his recollections were invaluable. Three practices were reinforced in me by his discussions; (1) work hard, (2) be ingenious to find ways around problems you can't solve, and (3) don't ever give up on something you really want.

I made a decision that I was going to hide my pregnancy from everyone as long as I could because I didn't want my male colleagues to regard me any differently because of it. Everyone in his group worked so hard, I knew that as soon as it became obvious that I was pregnant, there might be an assumption that I would no longer need glassware, time on equipment, etc. I had no problem with going on as usual except for moving around the heavy gas cylinders; I had to stop doing that at about 4 or 5 months.

My husband volunteered to replace any empty gas cylinders for me during his noon hour. I continued with my work, and wore a big winter sweater or a jacket constantly in lab as Christopher's birth (on January 21) approached. Around December 10th, my monthly progress report was due, and I would have to discuss my plans for the next month. I would not be able to delay telling Dr. Brown any longer. I decided to write him a memo.

I wrote him a very short memo that I was pregnant with a due date in January, and I planned to take off a week. He asked to meet with me, and as I walked into his office, he stared at my "waistline," and he said "I knew you had put on some weight, but I had no idea you were pregnant." (Remember, I was trying to hide my pregnancy, and I only gained about 25 pounds during by the time Christopher was born.) He told me that I couldn't take off just a week; I must determine Purdue's maternity leave and take it. That day, I found that Purdue's maternity leave was 6 months! When the benefits officer saw the expression on my face, she said "You don't have to take all of it"; I replied "I don't intend to take any of it." Its application form was about 6 pages long; I believe pregnancy was considered a disability at that time. I opted for the short-term leave form which entitled me to a maximum of 2 weeks, and which was only a half page long. (I didn't have the time to fill out all that paperwork, I had to get back to the lab!)

The early Thursday morning my water broke, I drove to the lab, picked up my mail, and told my colleagues that I was going to the hospital to have a baby. I arrived at the hospital about 1:30 PM and Christopher was born shortly after 8 PM on Thursday.

My husband and I decided each to take half-days off during the first week to stay with Christopher. So on the Monday following his birth, I surprised my lab-mates by appearing back in lab from about 1 PM to 4 PM to get my mail, check on everything, and to wrap up the work that had been started the previous Wednesday. Each Monday in Dr. Brown's lab, we had group seminar. I was later told that Dr. Brown announced in seminar that day "I guess women have been fooling me all these years regarding how hard it is to have a baby, because I saw Donna here today walking down the hall." I was able to continue coming in afternoons that first week while my husband kept Christopher.

After the first week, for 6 hours a day we left Christopher at day care home that specialized in only tiny babies, and we gradually increased the time to 8 hours per day. He started when he was 8 days old; when I took him in, everyone wanted to look at him because he was the first baby they had seen there with its umbilical cord still attached. The day care arrangement enabled me to continue working in the lab. In the evenings, I took Christopher to the lab with me or wrote at home.

The arrangements I made might not work for anyone else, but they are one example of how a woman can manage a pregnancy and

still work. If a woman has one or more examples of handling such situations, she has at least a starting point from which to work and something to modify to suit her own special situation. After telling the graduate students this story, I received feedback that it was appreciated and considered valuable.

Dr. Donna J. Nelson

Chapter News

Te Hosted Seminar: *How to Feel As Bright & Capable As Everyone Seems to Think You Are - What Every Woman Needs to Know About Competence, the Impostor Syndrome, & the Art of Winging It.* Dr. Valerie Young, an internationally known workshop leader and public speaker presented the seminar. Her work focuses on helping women recognize the sources of chronic self-doubt, perfectionism, procrastination, and other self-limiting obstacles to success.

The following is excerpted from Dr. Young's website, where there is even more information:

<http://www.impostorsyndrome.com/index.htm>

I'll never forget the day I first learned about the Impostor Syndrome. It was 1983. A chronic procrastinator, I was in my fourth year of a doctoral program. Like a lot of graduate students, my status was what was commonly referred to as "A-B-D," meaning I'd completed "all but the dissertation." I was sitting in class one day when another student rose to present the findings of a study conducted by psychology professor Pauline Clance and psychologist Suzanne Imes called *The Impostor Phenomenon Among High Achieving Women* (1978). In a nutshell, Clance and Imes found that many of their female clients seemed unable to internalize their accomplishments. External proof of intelligence and ability in the form of academic excellence, degrees, recognition, promotions and the like was routinely dismissed. Instead, success was attributed to contacts, luck, timing, perseverance, personality or otherwise having "fooled" others into thinking they were smarter and more capable than these women "knew" themselves to be. Rather than offering assurance, each new achievement and subsequent challenge only served to intensify the ever-present fear of being...**Found Out!**

Clearly flustered, I quickly scanned the room checking to see if anyone had caught me nodding in dismayed recognition. No one had. At least not the female students. It's hard to describe what it was like to discover that these vague feelings of self-doubt, angst and intellectual fraudulence had a name. This, along with the realization that I was not alone, was utterly liberating. This experience proved to be a profound turning point in my life, both academically and personally.

I decided that very day that I would learn everything I could about the Impostor Syndrome and all the ways that women undermine themselves in achievement realms.

Valerie Young

Member News

Agnes Riley, our member who shares her birth year with □□□ writes her thanks to everyone at the 2002 convention that congratulated her on her 100th birthday. She also says that although she is no longer teaching chemistry, she rejoices in the success of her former students, one of who was greatly honored by □□□.

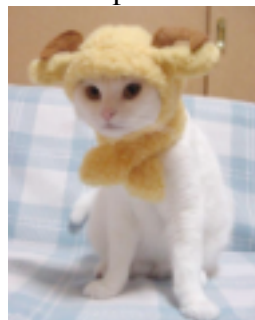
General News

Magnetic Resonance Imaging Better than Traditional Mammography for Detecting Breast Cancer. According to researchers from the Abramson Cancer Center at the University of Pennsylvania, the use of magnetic resonance imaging (MRI) has proved to be considerably more effective than traditional mammography in detecting the presence and extent of breast cancer. MRI is a non-invasive procedure that uses powerful magnets and radio waves to construct pictures of the body. Unlike conventional X-rays, MRI uses the magnetic properties of atoms to differentiate organs, and to contrast benign and malignant tissue. Imaging planes from

any part of the body can be projected, stored in a computer, or printed on film. The American Cancer Society estimates that in 2004 over 200,000 American women will be diagnosed with breast cancer and 40,000 will die from the disease. For more information, please visit: <http://www.news-medical.net/default.asp?id=2341>.

Joke of the Day

Why cats attack their owners. Pictures are worth 1000 words. If I were one of these cats I'd be tempted to bite too.



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