



Welcome

From the Editor

Now that fall is here, we're all ramping back up with work and activities after what I hope has been a relaxing summer. As you may know, sfAWIS takes a break from hosting events in summertime so that we all have a chance to regroup and come back fresh in Autumn. I hope you enjoy our upcoming events through the rest of the year!

The sfAWIS web site team has been hard at work putting together a new look for sfawis.com. The site has a new look and feel, but it still provides information and resources about sfAWIS, our events, news, and community. You'll also find new links to our presence on Facebook, LinkedIn, and Twitter. Please join us online! If you have any comments or questions about the new website, we'd love to hear them at webmistress@sfawis.com.

This fall, we're debuting the sfAWIS Mentorship program. You'll find complete information and details about the program on page 2 of this newsletter. We're looking for mentors to share their expertise and mentees to learn from them. Anyone with a scientific career can be a mentor—no special training needed! Anyone looking for support can be a mentee. Membership in AWIS is encouraged, but not required. You can find us at sfawis.com/mentorship.html or email mentorshipprogram@sfawis.com for more information.

In this issue you'll also find a profile of scientist Krista McCutcheon, written by sfAWIS contributor

Barbara Dau. Krista is a Senior Research Association of Antibody Engineering at Genentech and has a great life story and career to share with us.

Page 3 includes a recap of our most recent sfAWIS event: Professional Development Through Volunteering. In June, members of sfAWIS as well as past and future volunteers gathered for an evening of networking and getting to know one another. If you missed the volunteering event, it's not too late to get involved! Contact volunteer@sfawis.com for more information.

On page 4, contributor April Doherty responds to a *Forbes* magazine article focused on women leaving science and engineering, which they do at higher rates than they leave other fields. April is a chemistry graduate of Rensselaer Polytechnic Institute and a retired chemistry teacher. She's learned a lot about women in science throughout her career and shares a little of her perspective with us.

Also on page 4, you'll find a volunteering opportunity with Expanding Your Horizons, a national group that encourages girls and young women to pursue careers in math and science. They are hosting a workshop here in San Francisco on November 20, and they are looking for workshop leaders.

Finally, as always, this newsletter offers a calendar of events and suggests some great ways to get involved with sfAWIS.

Thanks for reading!

Elena Strange
Editor

Corporate Sponsors	sfAWIS Board	Committees	Contact
Agilent	Anita Joubel, President	Volunteering	sfAWIS
Bayer Corp.	Amy Borchard, Vice-President	Publicity	PO Box 6711
Genencor Corp.	Melissa Erickson, Treasurer	Newsletter	Albany, CA
Bio-Rad Labs	Melissa Erickson, Secretary	Website	94706-6711
E&K Scientific	Carolyn Malestic, Marketing	Programs	www.sfawis.com
OnAssignment		Membership	
Genentech			

sfAWIS Mentorship Program

sfAWIS is proud to launch a new mentoring program for junior and mid-career professionals in science and engineering. This new initiative provides a unique opportunity for women to assist one another in developing critical skills and fostering career growth in scientific and technical disciplines of all stripes.

About the Program

Here's how it works: A mentee grad student, post-doc, or professional in science and engineering is paired with a peer volunteer mentor who works in academia or industry to provide one-on-one guidance and coaching. Most mentoring programs focus mainly on women training to become scientists. Our program, however, offers customized support and advice to any woman in academia or the private sector. Mentorship spans all career levels, from entry-level to mid-track, from taking time off to ramping back into the job world, we help you tackle issues like breaking through the glass ceiling, defining work-life balance, and changing fields. Draw upon the experiences of women who have been there and build your management skills by helping others in need.

Who Can Be a Mentor?

If you have a degree in science, engineering or technology, if you have professional experience as a researcher in academia (including postdoctoral research), if you have industry experience in pharmaceuticals or biotech, or if you've held management or executive positions in a non-bench scientific role, we need you! There is no special training required. Post-docs and other early-career professionals can become mentors or be mentored.

While the time commitment is flexible and negotiable, the impact of sharing your experience with a graduate student, post-doc, or other professional can be really tremendous. Membership to AWIS isn't required, although it's highly encouraged.

Who Can Be a Mentee?

The ideal mentee is eager and enthusiastic, open to input, feedback, advice, and suggestions. She respects her mentor and is openly appreciative of her mentor and the mentoring process.

We expect each mentee to commit to a 6-month or one-year match with her mentor, maintain regular conversations with her mentor (at least once every two months) through email, phone calls, or in-person meetings.

Membership to AWIS isn't required, although it's highly encouraged.

Join Us

To get involved in our mentorship program, you can find us online:

- Email: mentorshipprogram@sfawis.com
- Web: <http://www.sfawis.com/mentorship.html>

The mentor/mentee pairing will be suggested by the sfAWIS mentorship team—no computer generated match. The information you share will help us to pair you with an appropriate mentee based on scientific field, career interests, or topics you would like to discuss or are interested in discussing.

Please join us!

sfAWIS Perspectives

Profile of Krista McCutcheon

Barbara Dau

Every issue, sfAWIS brings you a profile of a woman in science. This newsletter's featured scientist, Krista McCutcheon, is a Senior Research Associate of Antibody Engineering at Genentech in South San Francisco.

Current research

Krista generates recombinant antibodies from animal hybridoma cells or synthetic libraries for use in basic research through clinical studies. Using methods of genetic engineering, she changes the DNA sequence of the antibody to encode for the desired biochemical, biophysical and biological activities. The targets of these antibodies can be soluble or cell surface proteins causing disease. The antibodies that she creates can be used to deplete pathological cells, deliver a toxin to a tumor cell, and block or enhance signals on, in or between cells.

Background

1. B.Sc. in Biochemistry and Genetic Engineering (1992), McMaster University, Hamilton, ON, CA

2. M.Sc. in Neuroscience (1996), University of British Columbia, Vancouver, BC, CA.
3. Grew up in the Toronto, Ontario, Canada area.
4. Married for 18 years to Ian Milne, electrical engineer and telecommunications systems expert.
5. Two daughters, aged 11 and 7.

Krista's characteristics for success

1. Focuses on her research goals.
2. Has the creative mind of a scientist.
3. Knows herself well.
4. Understands the biotechnology culture.
5. Sees herself as a mentor.
6. Believes that the advancement of knowledge is more important than her personal success.

What she would have done differently

Krista was discouraged from continuing her studies to earn a Ph.D by her supervisor; she would have ignored that advice and trusted more in herself.

During undergraduate and graduate training, she should have sought a mentor, job-shadowed, and requested informational interviews from professionals to gain insight into career paths and job functions.

Through experience, Krista has learned to be less straightforward, not assume everyone had the same goals that she has, and to be more diplomatic and sensitive to the different motivations driving the work of individual coworkers.

sfAWIS Event

Professional Development Through Volunteering

On June 30, members of sfAWIS as well as past and future volunteers spent quality networking time getting to know one another while developing the 2010/2011 speaker events for our chapter.

Even if you missed the event, it's not too late to join us! The following are some ways you can volunteer your time and talent with us:

- **Programs Coordinators** Programs is a core committee that plans, organizes, and produces

the public Chapter Meetings. As a Programs Coordinator, you will help select future programs, interact directly with speakers and venue sponsors, and gain practical experience organizing nonprofit events.

- **Marketing and Publicity Coordinators** The marketing and publicity team helps to formulate the organization's identity, provide outreach toward other scientific and technological communities in the Bay Area, and promote the organization's objectives and programming using all media properties and events at its disposal.
- **On-site Publicity Support** On-site publicity support makes posters, fliers, and other publicity materials, for use during our events, that promote our association and its goals. This group works with the publicity coordinators to ensure consistency and continuity. This program will help you to develop your presentation skills.
- **Fundraising Coordinators** Fundraising ensures that sfAWIS continues to attract the resources necessary to host high-quality programs. As a Fundraising Coordinator, you will make connections with myriad Bay Area bioscience companies by interacting with sales representatives, human resources professionals, and corporate giving representatives.
- **Newsletter Contributors** The sfAWIS Newsletter keeps members, corporate sponsors, and event attendees up to date on chapter activities and other topics of interest. As a contributor, you will gain opportunities to engage event speakers in depth, build your writing, and make your perspective on sfAWIS-related topics heard.
- **Web Editor and Contributors** The sfAWIS website connects our chapter with the Bay Area community and beyond. As a website editor or contributor, you will interact with the sfAWIS community as well as other local chapters to identify and update website content.

How to get involved

If any of the volunteering opportunities appeals to you, please contact volunteer@sfawis.com for more information. You can also find us online at sfawis.com.

Women Leaving Science and Engineering

Thoughts on Balancing Work and Home Life

April Doherty

April Doherty a retired high school science teacher. She discovered a love of science in Hunter College High School in upstate New York, learned both the rigor and misogyny in science at Rensselaer Polytechnic Institute, and the ethics of science and the horrors of bureaucracy at Lawrence Livermore National Laboratory.

Forbes magazine recently published an article on the topic of women leaving science and engineering. They cite many factors, including work hours, pay disparities, and the lack of promotion opportunities. Whatever the reasons, women leave science and engineering in far greater proportions than they leave other fields.

I once went to an AAUW meeting at Dartmouth College about women majoring in the hard sciences, and they used 1972 as the baseline because almost no women were majoring in hard sciences way back then. That was the year I entered RPI as a physics major, where I was the only girl in my calculus class, and one of two girls in my physics and chemistry recitations. The professors could say openly that if a girl did the work that would get a guy an A, she would be lucky to get a C. Can't say that I wish for the good old days.

In general:

1. Women are taught to compensate for others, so we end up caretaking at work and expending time and energy on others that men do not. We get tired.
2. We have an easier time of maintaining balance if we actually like going home and not working. Unless we have good taste, we often pick partners who are not as generous as we are, so going home often means more compensating and caretaking. Work can look more attractive: At least there's a payoff.
3. Women have more connections between the left and right hemispheres, so we can have more difficulty compartmentalizing. It is easier for men to separate work/home/play, where we see responsibility/responsibility/guilt in the same trifecta. They also take less energy to

make any decisions because they confine themselves to one simpler moral or ethical or practical code.

4. Women have been fighting since we were undergrads to be in science and be accepted, whereas men were hailed and patted on the back all the way. Looking at 20 more years of fighting, proving yourself over and over, yet still being paid less and offered less advancement would make anyone get the FIs (the Fooey Its) and move on.

Volunteering Opportunity

Expanding Your Horizons

Expanding Your Horizons (EYH) is a national program that nurtures girls' interest in science and math courses, and encourages them to consider careers in science, technology, engineering, and math.

EYH is holding an event at San Francisco State University on November 20, 2010. The event is a one-day conference for middle school girls to allow them to explore career opportunities in mathematics and science. We hope that you will be interested in presenting a hands-on workshop for the young women.

EYH is soliciting presenters to put together hands-on workshops for the girls. Each workshop should involve at least one fun-filled hands-on activity that engages the young women for the vast majority of the time. This is a great opportunity to get involved in the community and inspire and mentor the next generation of women.

In the morning, we host a dynamic keynote speaker, followed by the opportunity for girls to participate in three hands-on sessions featuring women who use mathematics and/or science in their professional lives. There will be two workshop sessions in the morning and one in the afternoon, with a maximum of 20 girls attending each workshop (because of the nature of the registration process, we cannot tell you exactly how many girls you will have in a workshop ahead of time).

Contact EYH

To get involved in EYH, you can find us online:

- www.sf-eyh.com
- www.expandingyourhorizons.org

sfAWIS and Other Community Events

<p>September 29, 2010 PA AWIS Chapter Collaborative Negotiation 7:00–9:00 P.M. PARC Auditorium Palo Alto www.pa-awis.org</p>	<p>October 8, 2010 Helen Diller Cancer Center Seminar Holly Ingraham 4:00–5:00 P.M. San Francisco www.ucsf.edu</p>	<p>October 12, 2010 EB AWIS Chapter Networking Social 6:30–8:00 P.M. Jupiter Bar Berkeley, CA www.ebawis.org</p>
<p>October 13, 2010 sfAWIS Chapter Networking Social 6:30–8:00 P.M. Bissap Baobab San Francisco www.sfawis.com</p>	<p>October 28, 2010 PA AWIS Chapter Chapter Event 7:00–9:00 P.M. Palo Alto www.pa-awis.org</p>	<p>October 30, 2010 SuperNatural Festival California Academy of Sciences 9:30 A.M.–5:00 P.M. San Francisco www.calacademy.org</p>
<p>November 1, 2010 Determining the Age of the Universe George V. Coyne, S.J. 7:30–8:00 P.M. San Francisco www.calacademy.org</p>	<p>November 18, 2010 What Are We Managing For? Josiah Clark 7:30–9:00 P.M. Randall Museum San Francisco</p>	<p>November 20, 2010 Expanding Your Horizons Workshop presenters wanted 8:30 A.M.–2:45 P.M. San Francisco State University www.sf-eyh.com</p>

sfAWIS Involvement

Join us!

Here are just a few ways you can be part of our continuing efforts to bring together Bay Area women scientists, engineers, and technologists for career development, inspiration, scientific and social innovation.

1. Volunteer

Help recruit new members, design programs, manage event sponsorship, and much more. Contact volunteer@sfawis.com for more information.

2. Join the sfAWIS Distribution List

sfAWIS invites members and non-members to join the sfAWIS listserv. You'll receive regular, low-traffic updates on sfAWIS and related events. To join, visit www.sfawis.com/subscribe.html.

3. Become a member

Women, men, scientists in industry and academia, professionals, teachers, students, and any who wish to support and promote women in science are welcome to join sfAWIS. Visit www.sfawis.com to learn more.

4. Submit an article

This newsletter appears quarterly, and we would love to hear from women in science throughout the Bay Area. Tell us about your job, your research, your life, and how you got there. Submissions on any topic are welcome! Please email newsletter@sfawis.com.

5. Follow us

sfAWIS is on Facebook, Twitter, and LinkedIn. Find us on www.sfawis.com.