



sfAWIS Newsletter



UPCOMING EVENTS

MON, JUL 9

AWIS Potluck Supper

A Celebration of the Life of Fong-Yih (Caroline) Bih
7:00-8:45pm, San Mateo Library
55 W 3rd Ave, San Mateo
www.pa-awis.org

WEDS, JUL 11

sfAWIS Networking Social

6:30-8:00pm, UCSF Pub
1675 Owens St, San Francisco
www.sfawis.com

THURS, JUL 26

ebAWIS Chapter Meeting

A Crooked Career Path Can Still Provide Rewards
with Martha Booz, Bio-Rad.
6:30-8:30pm, UC Berkeley
2223 Fulton St #327, Berkeley
www.ebawis.org

WEDS, AUG 8

sfAWIS Chapter Meeting

Past, Present and Future
with Ellen Filvaroff, Genentech.
6:30-8:00pm, Genentech Inc.
Bldg 83 Rm 1A
611 Gateway Blvd, South SF
www.sfawis.com

WEDS, SEPT 12

sfAWIS Networking Social

6:30-8:00pm, UCSF Pub,
1675 Owens St, San Francisco
www.sfawis.com

Chapter News

Note from the Elections Chair

Summer is here in San Francisco—time to pretend the fog has lifted (even when it hasn't) and join the street fair, the graduation party, or whatever it is that gets you out of the lab and into the season of growth in the Bay Area.

Growth is coming to sfAWIS, too. As our current Executive Board members wrap up their two-year terms, we are actively recruiting new volunteers at all levels! Why should you get involved? Read on.

As an sfAWIS volunteer since our chapter's founding, and a member of the Board since 2005, I can hardly overstate the empowering role AWIS has played in my life for the past four years. I have gained unique insights from AWIS event speakers and met scientists from every career path at AWIS Networking Socials. Moreover, I have worked alongside sfAWIS volunteers, some of the most professional, talented, motivated women I could hope to encounter.

Now it's your turn. As I wrap up both my Board term and my doctoral thesis, I am looking towards a new job in a new city. The future of sfAWIS depends on you now! As Chair of sfAWIS' 2007 Elections Committee, I urge you to consider taking an active role in ensuring our chapter's future. All Board positions, as well as several Committee Chairs, are open for the summer of 2007:

- **President** ~ *conducts chapter meetings; presides over Board meetings; coordinates business and affairs of sfAWIS; distributes sfAWIS Bylaws to incoming Board members; acts as a liaison to National AWIS; submits sfAWIS Annual Report.*
- **Vice President** ~ *assists the President; conducts annual audit of financial records; performs duties of President when required.*
- **Secretary** ~ *keeps and distributes Board meeting minutes; archives sfAWIS correspondence, documents and reports.*

- **Treasurer** ~ *receives Chapter income; disperses all monies to be paid by sfAWIS; maintains financial records; prepares and presents annual financial report.*
- **Member-at-Large** ~ *attends Board meetings; actively participates in policy decisions.*

Board members serve 2-year terms beginning in Fall 2007. Committee Chairs are voluntary and serve indefinitely at the approval of their Committee members and the Board; for committee opportunities, please see the back page of this newsletter.

If you are interested in running for any Board position, or would like to take a more active role in any open Committee, please contact secretary@sfawis.com with the subject: SFAWIS ELECTIONS. If you know a terrific candidate other than yourself, we also welcome third-party nominations. Candidates should be AWIS members or actively applying for AWIS membership. **We have extended the nomination period through Friday, August 17.**

We will send ballots to all sfAWIS members during the third week of August. Voting will continue through Friday, September 7.

Volunteering with sfAWIS has been enlightening and inspiring for me. I hope you find the same insight and strength in your ventures, on and off your career path, in the coming year!



Sincerely,

Reba Howard
Secretary, sfAWIS
Chair, sfAWIS 2007 Elections Committee

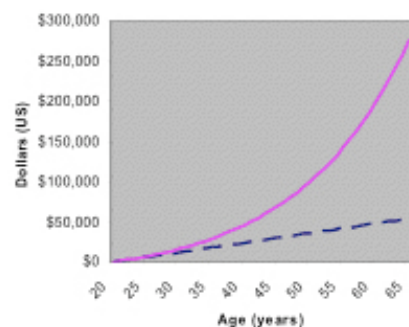
sfAWIS Financial Health Feature Financial Planning Considerations for Women Scientists

by *Edi Alvarez*

In this edition, I will explore a few areas of importance to scientists, particularly women scientists, and the value of planning for a healthy financial future.

First and foremost, we should acknowledge that as scientists we take longer to reach our full earning potential. The amount of education required to become a Scientist (which can include undergrad, graduate and one or several post-doctoral studies) consumes a large amount of our early earning years. If at 20 you started saving or instead waited until the end of a couple of post-docs -- what impact do you think this would have on your finances at 65 (assume 6% interest)? Although the amount you save is important as is the interest rate, time has a compounding impact on your investments.

Start Saving at 20
Invest \$100/month at 6% pa



Start Saving at 35
Invest \$100/month at 6% pa



These charts are meant only to remind us that late entry into the formal workforce leaves us with less time to catch-up on our long term financial goals. In addition, we will enter the workforce during a financially demanding phase of our lives when we are both developing our careers and our families.

Scientific endeavors can also be inherently risky. Our lab work exposes many of us to unknown risks. When we graduate our greatest asset is our knowledge, creativity and our ability to learn and digest information. Without realizing it, we may be exposing this most valuable asset to risk. To properly manage risks at different stages of our lives we need a clear understanding of our current finances, our family needs and our future goals.

Statistically, women are still shown to outlive men and must plan for a longer work or retirement life. Moreover, in our society women often take on the role of caretakers – caring and planning for their kids, elderly parents and their own future. As scientists we can use financial plans to coordinate all of our resources to meet life challenges on our own terms. Not planning will leave women disconnected and at the mercy of the changing realities with parental care, home costs, education costs, investment market changes, career consequences, relationship changes, health issues and meaning of life issues.

Throughout my career I seldom worked 9 to 5 – you might be the same?! I was in and out of the lab at all kinds of hours. And when not in the lab, I was striving to keep up with the most recent articles or planning for the next phase of my life. Later, I spent long hours working through business and government systems to

accomplish my career and personal goals. During this time our finances should be working in parallel so we have the buffer to live life on our terms.

Often we delay, putting off critical financial decisions until we can find enough time to research all the possible avenues, study them thoroughly, and make a balanced well-reasoned decision. The devil is in the details, after all. Our analytical approach can lead us to seek a lot of data and explanations before we feel confident enough to commit to a particular financial course of action. Scientists can be first-class over-thinkers – unable to see the forest for the trees! Then we wonder how others who work 9-5 can retire at age 55, put two kids through college and travel to Italy every summer with such apparent financial ease and nowhere near our education. Our financial resources need to be harnessed and shaped early, just like our education so that it can grow as we grow our careers. It is never too early to take stock of finances, review our goals and align the two.

Moreover, as scientists we are fortunate in that we are exposed to many investment and earning opportunities: 401K, stock plan, employee plan, alternative investment, new venture and venture capital. Matching these opportunities with our life goals will enrich our financial life and add flexibility to our personal and professional life.

Our career choices are many and each has implications. It is to our advantage that we understand the math and the logic behind complicated risk and investment decisions. Understanding those implications combined with a pro-active and informed approach on investment

and financial issues can best help us reach our goals. As women scientists, our greatest asset is that we are intelligent, well educated, life-long learners—let's align our financial health with our career and life goals so that we can reach our maximum potential in our chosen lives. Since we often also contribute to our community's well-being, planning early and clearly for our family's financial future will allow us to meet our personal, professional and philanthropic dreams.

Email the author at vicepresident@sfawis.com with the SUBj: Financial Health

sfAWIS Event Review

Mentoring in Academia, Industry & Beyond: Perspectives from AWIN/sfAWIS' Mentoring Panel

by Reba Howard

Bay Area bioscience is a fertile landscape for young scientists, filled with working academics, biotechnologists, industrial scientists, teachers, writers, consultants, and entrepreneurs. Yet the very diversity of the field can make it challenging to plot and pursue a clear career trajectory.

As many of us know from personal experience and published research, positive, constructive mentorship can be the key to navigating a successful career path. Women scientists and executives continually attest to the critical roles their mentors played in guiding their training, focusing their aspirations, and encouraging their efforts along the way.

But how do women scientists today find and nurture the mentoring relationships they need at each step of their careers? Organizations like sfAWIS hope to provide some help. At sfAWIS' June Chapter Meeting, cosponsored by the Amgen Women's Interaction Network (AWIN), three unique mentoring efforts in three very different venues

demonstrated how they have used new technologies to nucleate and support mentoring relationships at every level.

AWIN has worked closely with their sponsoring bodies at Amgen to integrate online surveys and database networking—capitalizing on online-dating methods—into their mentorship efforts. At Wednesday's program, Jennifer Litauszki described her work establishing web tools to facilitate matches between junior and senior Amgen employees. Laura Bloss and Kanaka Pattabiraman, a mentor-mentee pair, witnessed their positive experiences in the program—despite being located at distant Amgen campuses.

Beverly Falcon from UCSF's Postdoctoral Scholars' Association (PSA) gave a different story. She has helped organize various events and programs to help postdocs connect with mentors within the university and beyond; they are working towards developing a formal program like Amgen's, but currently are working on improving information and communication among postdocs. In her own experience, Beverly has sought out professors known to be good teachers, and has participated in peer mentoring groups when senior mentors were not forthcoming. Most importantly, she said, many postdocs fail to recognize the importance of developing multiple mentoring relationships beyond one's own faculty advisor.

Jennifer Chou-Green from MentorNet provided a third perspective, from outside both industry and academia. Since her organization focuses on connecting college and young graduate students with postdoc- or higher-level mentors, she encouraged attendees to consider the benefits to themselves as well as to others in becoming a mentor—even if all of one's own career concerns have yet to be resolved. She referenced testimonials from MentorNet members who gained new clarity and purpose in their own trajectories by sharing their stories with younger scientists.

A remaining question—one sfAWIS hears often from members and event attendees—concerns the options for scientists who have left their academic training but who are not yet entrenched in a particular corporate environment, or who wish to transition to a new one. Company-sponsored programs like Amgen's are primarily useful for only their own employees; programs like the PSA do keep in touch with former members, but are focused on academics; and MentorNet does not currently have the resources to go much beyond college and early graduate-level student mentoring. If you have thoughts on solving this problem—via AWIS or otherwise—please contact us! secretary@sfawis.com





JOIN THE SFAWIS DISTRIBUTION LIST

San Francisco AWIS 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, enter your name and email address, and click "Join."

sfAWIS Opportunities

Get Involved

Here are just a few ways you can be part of sfAWIS' continuing efforts to bring together Bay Area women scientists in biotechnology and beyond for career development, inspiration, and scientific and social innovation.

VOLUNTEER

There has never been a better time to join the sfAWIS volunteers! There are currently openings on every committee. Highlighted here are a few examples where your energy and expertise would be greatly appreciated by sfAWIS and the community we serve.

- **Membership:** Help recruit new members, update records, and maintain communication.
- **Programs:** Design programs, coordinate speakers, and help manage site details at sfAWIS events.
- **Publicity:** Maintain contacts with media organizations; prepare and disseminate sfAWIS announcements.
- **Newsletter:** Prepare and edit the sfAWIS bimonthly newsletter; coordinate distribution to sponsors, members, and future members.
- **Fundraising:** Manage event sponsorships; aid in NCC-AWIS centralized fundraising activities.
- **Web Design:** Design and update the sfAWIS website with current information and opportunities.

Interested in joining the sfAWIS team? Please contact us at volunteer@sfawis.com to get involved.

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 AWIS. Benefits include notification of upcoming sfAWIS and related events, an opportunity to participate in AWIS leadership conferences and national meetings, and a subscription to the quarterly AWIS Magazine. You'll also gain access to the AWIS Registry, a database of women in science and technology to assist in job searches, media inquiries, speaker invitations, review committees, and government appointments.

Three easy ways to become a member:

1. Go to www.awis.org; under "a Network," click "join AWIS." Fill out the online form, select your National Membership and California Chapter Membership categories, and submit.
2. Join us at our next event and talk to the membership committee. We will be happy to give you information and an application (look for the membership table).
3. Request information or assistance at membership@sfawis.com



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