In the spring of 2014 I received a phone call from Shawn Lamb at SOT HQ asking if the WIT-SIG would be interested in establishing a new endowment fund. The fund was inspired by the generosity of Ms. Anne Wolven Garrett, one of the early leaders in toxicology, with an initial $8,000 donation from Ms. Wolven Garrett’s estate. Ms. Wolven Garrett was one of the first women active in the Society’s leadership. Beginning in the early 1970s, she served on several elected committees, several appointed committees, as Historian, and as Vice President and President of a Regional Chapter. As the President of WIT in 2014, I remember being excited and anxious all at the same time regarding the possibilities for this new endowment fund. Excited because it was a wonderful opportunity to establish a fund that would enable more awards to be given to WIT members to recognize their achievements; anxious because raising funds to reach the $25,000 goal necessary to establish the endowment is no small feat given all the other funds that are in existence. I was also aware of the challenges and the time it takes to raise funds in a vibrant and multi-disciplinary environment.

However, my confidence was greatly boosted by the enthusiasm and “can do” spirit of my executive committee. Although there were concerns to accept the challenges, there wasn’t a single individual who said “no we cannot do it”. After a robust discussion of the challenges and the benefits, the committee drafted a roadmap to launch the endowment fund and solicit donations from members. SOT council approved the endowment fund based on a well thought-out proposal. The approval was received from the Endowment Fund Board on 25 March 2014 and the creation of the fund was announced at the 2014 WIT reception in the presence of Ms. Wolven Garrett’s dear friends including Shawn - a champion of the endowment fund.

Soon after establishing the fund, it grew steadily with member donations and corporate matching funds. As I completed my tenure as the President and Past President of WIT I remember thinking “we need to move on to the next phase for gaining momentum to add to the endowment fund...” and requested a meeting with the committee in September 2015. Before the meeting, Ashley Pomper, Liaison to Regional Chapters & Special Interest Groups, responded to my email with figures that required more than one reading. Not only had we met the $25,000 goal (total of $50,000.00 with the SOT match) but had exceeded the goal by 2.5X - all in LESS THAN 2 YEARS!!! On behalf of the endowment fund subcommittee, I am proud to announce that the Celebrating Women in Toxicology (CWIT) Award Fund is fully funded and WIT is now able to present the 1st CWIT award at the SOT annual meeting in March 2016 - 2 years earlier than the target date. The WIT Executive Committee and members of the endowment fund subcommittee would like to sincerely thank all the donors for their generosity. We would also like to specially thank Dr. Smith and Dr. Jerry Hook - the Society’s “first Visionary Contributors” - for their generous donation to the CWIT Award Fund and for helping WIT cross the finish line (and beyond).

“Helping promote the visibility of women in toxicology and the Society is one of the things I am most proud of accomplishing during my time as SOT President. This contribution will help continue the Society’s commitment to and support of female toxicologists.” –Jerry Hook (Adapted from the SOT website)

Proceeds from this endowment fund will be used to provide cash stipends to domestic or international students (undergraduate and/or graduate students) and/or postdoctoral fellows, whose studies and/or research interests are in the toxicological sciences. Award recipients will be selected on the basis of scientific merit, leadership, and service.
The WIT EC is pleased to introduce our new LinkedIn group for WIT members only! Our SIG strives to promote the recruitment and retention of women to a profession in the toxicological sciences and to provide leadership and mentorship for career development opportunities for women toxicologists. As a professional network that’s readily accessible on our mobile devices, LinkedIn offers an additional opportunity for women to help each other grow within the profession through the course of the year. This tool will complement SOT resources such as ToXchange, JobBank, and the mentor database. Our user’s policy is available on our website. Please join our LinkedIn group SOT - Women in Toxicology and broaden your network!

Call for Nominations!
Are you interested in becoming a WIT Officer?

WIT is seeking nominees for the 2016-2017 term. Elections will take place in the Dec 2015/Jan 2016 time frame. We are seeking candidates for:

- WIT Vice President- The VP will ascend through the Presidential line, ultimately serving a 4 year term.
- Secretary/Treasurer-The Secretary/Treasurer will serve a 2 year term
- Junior Councilor- The Jr. Councilor will ascend to Sr. Councilor and thus serve a 2 year term.
- Postdoctoral Representative- The Postdoc Rep will serve a 1 year term.
- We are also seeking a Graduate Student Representative (2 year term), but please note this is an appointed position

For more information visit the WIT website. Self-nominations are welcome. If you are interested in potentially being selected as a candidate, please send your CV/resume by 30 November 2015 to the WIT Past President, Brenda Faiola, Chair of the WIT Election Committee.

Upcoming WIT Sponsored Award Deadlines

Every year WIT presents several awards at the SOT Annual Meeting to recognize the accomplishments and support the career advancement of women toxicologists.

Please note the dates listed on the left for applications/nominations deadlines for awards to be given at the WIT Reception during the 2016 SOT Annual Meeting in New Orleans.

Information for these awards can be found here.

The award applications along with the supporting documents should be sent as a single PDF to the WIT Senior Councilor, Alexandria Lau, by the deadlines outlined to the left.

If you have any suggestions or questions about the WIT awards and the application process, please contact Alexandria Lau.

If you are interested in serving on the awards committee please contact Alexandria Lau.
**Gender Equality Study**  
*By Marie Fortin, PhD DABT*

Last month, Sheryl Sandberg (COO of Facebook and famous author of *Lean In*) and McKinsey & Company (arguably the largest consulting firm where my husband happens to work), released a study on gender equality. According to their website, Women in the Workplace is a comprehensive study of the state of women in corporate America. The study is part of a long-term partnership between LeanIn.Org and McKinsey & Company to encourage female leadership and foster gender equality in the workplace. They surveyed 118 companies and nearly 30,000 employees and concluded that there is still a gap in leadership ambition and that women see their gender as a disadvantage in their path for advancement. They highlight that while most companies report that gender diversity is important, it is not reflected in their employees’ beliefs. In addition, participation in relatively abundant employee programs (telecommuting, flexible scheduling) is low. Women and men have roughly equivalent rates of participation in these types of programs. Finally, they discuss the discrepancies in the nature of the networks of men compared to women. The full report is available online and key findings are summarized on a website where the study also proposes nine things that can help change trends.

**Confidence: Why Women Lack It and How It Hinders Success**  
*By Dana Walsh, BA*

Claire Shipman and Katty Kay have spent two decades as journalists in American politics interviewing highly successful women. In a May 2014 article written for *The Atlantic* entitled “The Confidence Gap”, Shipman and Kay discuss the surprising lack of confidence women appear to have despite their accomplishments. Although women have made great strides in equality over the last century, they tend to doubt themselves more compared to their male counterparts, which can hold them back from achieving the same kinds of success. Through interviews with several experts in psychology, economics, and business, Shipman and Kay discover that confidence may actually be more important for success than competence. People with true confidence in themselves inspire belief and trust in others that they are knowledgeable and capable, even when they may not be.

Confidence comes more naturally to men, although they are certainly not immune to self-doubt. The reason for this may be due to both nature and nurture. Hormones play a huge role, with high testosterone levels pushing men to take risks that, when successful, pay off in an increase in testosterone, resulting in confidence to take greater risks. The treatment of girls and boys during primary and secondary education may be another significant contributing factor. The faster development of girls than boys makes it easier for them to behave and do well in school. They are rewarded for complying with the rules and working hard. Boys, on the other hand, are more likely to be noisy, to get in fights with each other, and to be scolded. Shipman and Kay argue that this “playground mentality” lends itself to the adult working world, where it is advantageous to own your victories, to take insults and criticism and let them slide off your back without affecting your sense of self-worth. Girls are prepared to follow the rules and please others and expect words of praise in return. When this isn’t enough for success and they are confronted with harsh criticism, they take it personally and their confidence plummets, hindering their achievements.

What is further discouraging is that when women do try to assert themselves confidently in the workplace, they are often judged harshly and disliked. Female assertiveness is viewed as pushiness and bossiness. Fear of this negative label frequently holds women back, locking them into a vicious cycle of inaction. Shipman and Kay point out this dichotomy between a general lack of confidence in women and society’s negative view of confident women but ultimately do not pursue the issue. Instead, they conclude with a study implying that confidence can be self-perpetuating and that this means there is hope for improved confidence in women. All we have to do is learn to stop overthinking and just act. Based on their own article, Kay and Shipman’s advice is easier said than done.

Although this article provides insight on the differences in confidence among men and women, it ends with vague words of encouragement and fails to address the larger issue society has with confident women and the way in which subtle differences between the sexes are ingrained from birth. A revolution in the confidence of women needs to start at the beginning; we need to question the stereotypes we saddle our children with and consider how such imposed ideas will impact them later in life. We need to encourage our girls to take risks, to accept the losses along with the wins, and to stand up for their ideas and beliefs instead of blindly following the rules and accepting a pat on the head to avoid criticism. Our boys must be taught that a girl who confidently speaks her mind is to be respected and regarded as an equal, not looked upon with derision and ignored. Ultimately, we’ll end up with a generation of girls as resilient as their male classmates, confident and ready to take on the world. To read the article in full, click here.

Authors Claire Shipman (left) and Katty Kay (right). Shipman is a reporter for ABC News and Kay is an anchor of BBC News America.
Unconscious bias is the tendency of individuals to categorize others on the basis of obvious traits, such as age, gender, and race (1). The human mind performs a large number of cognitive functions that allow us to perform complex tasks such as walking or riding a bicycle without conscious thought. In this context, unconscious bias is a normal part of how humans make decisions (2). Similar unconscious cognitions also occur in social interactions. While some of these preconceptions are learned from our personal experiences, many are acquired indirectly from stories, books, movies, media, religion, and culture. Once formulated, they guide our responses, our first impressions and assumptions about the behaviors, capabilities, and potential of others. While not all forms of unconscious bias are harmful, some, such as gender bias, have the potential to influence fairness and equality of opportunity in the workplace, affect hiring decisions, performance evaluations, and promotions.

Professionals with higher levels of education often assume that they are immune to unconscious gender profiling and stereotyping. While it might be expected that great strides in the elimination of gender bias have been made by educated professionals, a recent study published in the Proceedings of the National Academy of Sciences (3) paints another picture. A group of 127 professors was asked to evaluate the resume of a fictitious candidate for a laboratory manager position. Half of the evaluators received the resume where the applicant was named John, while the other half received the same resume except the name of the applicant was changed to Jennifer. The professors invariably rated John as significantly more competent and hirable than Jennifer (identical resume), and proposed a higher starting salary for John. Critically, this was true regardless of the professors’ gender, such that female and male faculties were equally likely to exhibit bias against the female candidate.

Recently, the Society of Toxicology (SOT) Women in Toxicology Special Interest Group (WIT SIG) looked into unconscious bias within the Society. The impetus for this self-evaluation was to explore the possibility that the large number of male recipients of major awards, compared with female recipients, was an indication of unconscious gender bias by members, men and women alike, of the SOT. The data were surprising and sobering. The historical disparity among recipients of major SOT awards between 1961 and 2015 was significant, and the fraction of women receiving these awards was noticeably small (Table 1). While the percentage of our female members in the SOT has been increasing steadily from 24% in the year 2000 to nearly 40% in 2015, the number of female awardees per year has generally remained constant (Table 2).

Table 1. Major SOT Awards (from inception through 2015): Male and Female Awardees

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Table 2. Number of Total Awardees and Female Awardees by Year

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References


If unconscious biases are pervasive and insidious as many reports indicate, is there unconscious bias within the SOT by both its male and female members? Such studies, at the very least, remind us that all SOT members should be “conscious” of “unconscious gender bias” during their decision-making processes, such as reviewing award applications, inviting speakers, electing leaders, etc. Recognizing unconscious preconceptions can ensure that we all advocate for and nominate our most outstanding colleagues, independent of gender or any other factor not based on merit. Please do nominate your outstanding female and male colleagues for the various SOT Awards. This article is not meant to be a full critique and examination of the SOT awards. It is for igniting the conversation and recognizing that SOT should be aware of the issue that anyone can potentially fall into.

Still think that this does not apply to you? Take the test of unconscious bias developed by researchers at Harvard University. You may be surprised what you learn about yourself!


Engaging High School and Undergraduate Students in Toxicology at Rutgers University

By Kristin Bircsak, BS

Research programs geared towards high school and undergraduate students are invaluable to the future of toxicology. Such programs aim to introduce young scientists to laboratory research and various biomedical career paths. At Rutgers University, the Toxicology, Health and Environmental Disease (THED) High School Summer Program is available to high school students interested in learning more about science. The THED curriculum was developed by graduate students and faculty members of the Joint Graduate Program in Toxicology in 2013, and has successfully trained over 140 high school students to date. Each year, two week-long sessions are run during which high school students gain hands-on laboratory experience, learn how to analyze data with emphasis on its real world application, and interact with professionals from various career sectors including medicine, pharmacology, toxicology, environmental health, and research. Approximately 50% of the week is spent in the laboratory where students perform experiments involving DNA isolation, PCR, gel electrophoresis, enzyme activity measurement, and microscope slide staining. The week concludes with group presentations where the students are able to hone teamwork and presentation skills. Pre- and post-program surveys from summer 2015 revealed that students felt more comfortable using a microscope and scored themselves better in their ability to perform laboratory techniques by the end of the week.

For those interested in science at the undergraduate level, opportunities are also available to explore research as a career path. Rutgers University offers a variety of laboratory based summer research programs for undergraduates including the Summer Undergraduate Research Fellowship (SURF). For ten weeks during the summer, undergraduate students work on independent research projects in pharmaceutical and environmental science. In addition, a broad perspective of biomedical careers is brought to light through career development workshops and a field trip to a pharmaceutical company. Since the inception of SURF at Rutgers, fellows have published their research in toxicology journals, presented at the annual SOT meeting, and matriculated into PhD and PharmD/PhD programs.

Research training opportunities for high school and undergraduate students are instrumental to the future success of our field. Because of these young and enthusiastic scientists, the future of toxicology looks so bright!

For additional information on THED and SURF, please visit the Environmental and Occupational Health Sciences Institute website (http://eohsi.rutgers.edu/graduate-programs/). If you are interested in starting programs like these at your own institution, please contact Dr. Grace Guo (THED) or Dr. Lauren Aleksunes (SURF).

Marcia McNutt Nominated as First Female President for the National Academy of Sciences

By Lisa Prince, MS

The National Academy of Sciences (NAS) was established by Congress and signed into action by President Abraham Lincoln in 1863, in order to provide “independent, objective advice to the nation on matters related to science and technology.” In its 152-year history, no woman has before been nominated for the role of NAS president. This has recently changed with the nomination of Marcia McNutt PhD, current editor-in-chief of Science. McNutt stands out as a role model for women scientists everywhere with her numerous achievements and leadership roles, including becoming the first woman editor-in-chief for Science, in 2013, since its establishment in 1880. Although other candidates could be nominated by NAS members, McNutt will likely be sworn in to her new role in July 2016, as NAS has historically received only a single nomination per term. McNutt commented on the importance of her nomination to women in STEM fields, “The larger significance will possibly be one less reason for any person, male or female, to argue that women are not as capable as men in the role of scientist.”  Click here for additional information.
How to Make a Long Distance Mentoring Relationship Work

By Jessica Sapiro, M.S. and Kristina Chadwick, PhD DABT

Kristina (mentor) and Jessica (mentee) have participated in a long distance mentoring relationship for the past 3½ years via arrangement through the SOT Mentor Match Program. Mentoring is a professional and personal development activity between a more experienced individual (mentor) and less experienced individual (mentee). From a real world ‘been there done that’ perspective, a mentor helps guide a mentee in reaching their career goals and aspirations. Mentoring is a relationship sharing common traits with many other types of relationships (i.e., respect, strong communication, vulnerability and establishment of trust, authenticity). This relationship is one that typically involves a long-term ongoing commitment and a genuine investment in the accomplishment of the desired goals and well-being of the other person. This is different than an average networking contact that could be associated with introductions and communication as necessary. A mentor and mentee typically develop strong chemistry over time such that a real exchange of information becomes shared. In this relationship, both people have roles and responsibilities to fulfill whereas with a networking contact, no commitment is generally required. With the advancement of technology, mentoring meetings do not need to occur in person although periodic face-to-face interaction is helpful in advancing the goals and strengthening the connection. The following are tips we have experienced to make this relationship successful:

There are many opportunities for members of WIT to get involved in SOT-related activities; however, these opportunities are often not exploited. Two SOT-offered programs – the Domestic Outreach ToxScholar Grant and the Supplemental Training for Education Program (STEP) – are described below along with excerpts from recent awardees. I hope hearing about these opportunities will inspire many members to apply to these programs!

Domestic ToxScholar Outreach Grant: SOT provides funding for toxicologists to make presentations about toxicology and toxicology careers to give to undergraduate audiences, especially at campuses that do not offer toxicology in their curricula. Faculty can submit an application for a specific speaker, or faculty members/students can request that SOT assist with a speaker match. Any level member can apply. The deadline is rolling. https://www.toxicology.org/awards/gf/toxscholar.asp

Marie McGee (ORISE postdoc) and Erin Hines (US EPA federal employee) are recent recipients of this grant. Marie McGee visited North Carolina Central University (NCCU) and East Carolina University with her grant money. She heard of the ToxScholar Outreach Grant Program through an officemate who also participated in the program. Marie was involved in 2 separate events at NCCU – first she gave a talk about how to develop a research presentation, and second she was a panelist during a STEM career event offering information about the field of toxicology and what it means to be a toxicologist. Her audiences were a mix of faculty and students, and she had several students follow up with her asking for advice on preparing for graduate school and job opportunities in toxicology. She rated the experience as a 10.

Reflecting on her experience, Marie states: “I really enjoyed it and I hope that other postdocs will take advantage of this great opportunity.”

Erin Hines has visited multiple universities through the ToxScholar grant program. She has spoken at Eckerd College in Florida, Shaw and St. Augustine Universities in Raleigh NC, LeMoyne Owen and Rhodes Colleges in Memphis, and St. Jude Children’s Research Hospital. She heard about the program through the SOT Education Committee, as she was a former chair of the SOT Committee on Diversity Initiatives. As part of her many travels, Erin got the chance to talk with groups of undergraduate students, postdocs, and faculty. She discussed graduate school, jobs in toxicology, and openly answered any questions they had about the field. She also gave presentations and lectures on toxicology to the students/faculty members, met with them for meals, and even attended a football game at one of the colleges with the students and faculty! Erin was enthusiastic about the excitement of the students she visited, and she is still in contact with various students from her trips who are interested in employment or graduate school in toxicology.

Reflecting on her experience, Erin states: “I would rate the program with an A+. I would recommend everyone who reads this to apply for the ToxScholar program. Don’t put it off. There are universities in need of your speaking skills all over the US.”

Supplemental Training for Education Program (STEP): The STEP pilot program will enable outstanding doctoral students to pursue training in identified areas of professional/scientific development that are necessary for them to achieve their career goals but outside the immediate scope of their graduate training and research program. The Fall deadline to apply was October 9, 2015, but to submit a proposal after this date, watch for the next round of the STEP award competition.

Alisa Suen (UNC) and Jamie Moscovitz (Rutgers University) recently participated in the SOT STEP Program, and both women attended the Frontiers in Reproduction 6 week, intensive laboratory and lecture course held at the Marine Biological Laboratory in Woods Hole, MA. Both Alisa and Jamie believe that receiving funding from SOT to attend this "scientific boot-camp" greatly facilitated their ability to attend this course. They stressed that the application was short and straightforward, and both students had complete support from their PIs to apply for this program. More information about their experience can be found on the SOT Communique Blog.

Reflecting on her experience, Alisa says: “FIR provided me with new techniques and protocols to bring back and initiate in my home lab. It increased my confidence in conducting future research in different models than the ones I currently use.”

Reflecting on her experience, Jamie says: “I want to encourage potential future applicants to get creative and pursue their own academic or technical interests using the STEP award to help them get there. STEP awards allow you to develop a unique set of skills, and empower you to succeed in current and future professional endeavors.”
Long Distance Mentoring continued

Fully commit to the relationship: A successful mentoring relationship requires a small, but ongoing, commitment of time and effort from both the mentor and mentee. Both a mentor and mentee need to have a strong desire for the relationship to work and show it through actions (on time/engaged for phone calls, avoiding canceling meetings, following through on action items).

Strong communication: Especially with mentoring at a distance, excellent verbal communication is essential. Without body language, it is impossible to visually read the other person so keen listening skills are critical. During our first conversation, which was by phone, we mutually agreed upon the means and frequency of communication. Phone and email work well for our long distance communication, but other avenues such as Skype or chat rooms can work too. We talk on the phone approximately every 4-6 weeks (request initiated by Jessica, the mentee) and supplement with email when needed. But, we both make ourselves available if something comes up that needs to be discussed sooner.

Trust: Of utmost importance to the mentoring relationship is trust. While much of the interaction tends to be routine and not especially sensitive in nature, it is important for the partners to feel that what is shared remains within the partnership. Discussion and advice can be better tailored when all the details and concerns are on the table; the participants need to trust each other to know that sensitive matters will not be shared outside of the relationship. The ‘what happens in Vegas, stays in Vegas’ philosophy applies well in a mentoring relationship.

Take ownership of your mentoring relationship: As a mentee, you are seeking advice and input from your mentor so you need to take the lead in the relationship. Seek out a mentor (through the Mentor Match program, your advisor, and/or manager). Once you have established a relationship make sure to keep it going - scheduling/requesting meetings is not the responsibility of the mentor but of the mentee. The mentee should be driving the relationship in the direction of where they would like advice and/or assistance. Although I had specific goals for our relationship (some have been met and others still in progress), I have furthered my development in many additional ways as a result of asking questions, actively listening and reflecting, and making decisions and putting them into action.

Do not be afraid to ask your mentor for help: Although your mentor is likely a very busy professional and may be very senior, they cannot help you if you do not ask. Mentors look forward to discussions with mentees and will give of themselves to motivated and determined mentees who want to learn and grow. It is normal to feel somewhat nervous and think that you are taking valuable time away from your mentor’s daily occurrences but it will get easier over time.

If at first it does not work, try again: Sometimes people just do not mesh, perhaps it is personality differences or lack of time commitment by the mentor to meet the needs of the mentee. Do not discard the whole idea of a mentor; try a different one or two. Likewise, the mentoring partnership is not a life-long commitment and can last for a few months or several years but at some point the relationship will end. Some relationships are focused more on specific long term professional development goals while others are geared at a specific event (prelims, first job search, mid-career change, etc). It is perfectly reasonable to have a fit-for-purpose mentor. You work together for a limited period of time and then go your separate ways. This does not mean you cannot still reach out to them on a less frequent basis to get their thoughts or start a new mentoring relationship with someone else based on your current needs.

Overtime, in a strong mentoring relationship in which a deep connection may form, you will likely develop a strong amount of trust in your mentor and truly believe in the advice they share even if you feel some reservation as the action will take you out of your comfort zone. But, always remember to evaluate the advice and make your own decision.

Our mentoring relationship has been mutually beneficial for both of us; it is a two-way street. I (Kristina) really enjoy mentoring, I strive to apply the learnings that I have gained through my education and career to help others. I like to think of it as ‘what would I have liked to know when I was in their shoes?’ But I also learn from the mentees as well. What are their concerns, what does the future hold for a young scientist, how are their minds working? I find that mentoring helps me be both a better manager and mentee myself, as I too have a mentor. Some specifics in my (Jessica) growth through this relationship include enhancement of communication skills, strategies in working with challenging individuals, gaining a greater level of confidence, and developing thicker skin as a rising scientist. It has been a fun, rewarding, and enriching experience! We hope that all of you consider participating in a mentoring relationship as a mentor, mentee, or both. It is well worth your time and effort as the outcomes can be endless! Please refer to Mentor Match for more information on the SOT-wide mentoring program. If you would like to contribute a mentoring article for the WIT Spring 2016 newsletter, please contact Courtney Horvath.
The Girl Scouts of Eastern Massachusetts held its third Science Technology Engineering and Math (STEM) career expo “Changing the World through STEM” in Framingham, MA in March 2015. The goal of the expo is to encourage girls from 6th-12th grade to pursue careers in science and technology. For the second year, the Society of Toxicology was well represented at this event with the presentation of two workshops and a demo table at the tradeshow. Our first workshop had 14 girls in grades 9-12 and the second workshop had 25 girls in grades 6-8. Over 100 girls and their families visited our table at the tradeshow. The Northeast Chapter of SOT (NESOT) kindly provided the funds to support the activities and giveaways. The event was led by Courtney Horvath (Novartis) with the help of NESOT volunteers: Larry Thomas (Celldex), Allen Pierce (Alkermes), Supriya Kulkarni (Yale), Toni Williamson (Amgen), and Sule Karaman.

The workshops consisted of an interactive introduction to toxicology. The students then participated in a concentration demo called “Shark Blood.” The majority of the workshop time focused on a dose response activity called “Who Killed Yanni the Yeast.” The students used yeast as a model system to solve a CSI-like mystery. Yeast was added to test tubes with varying concentrations of “mystery chemicals.” Small balloons were attached to the test tubes and the girls measured the circumference of inflated balloons to generate dose response curves.

During the afternoon expo, Supriya and Sule led activities at the SOT tradeshow table which featured a salt water dose response curve (also used at last year’s event). Various handouts and giveaways were also distributed. Overall, it was a resounding success!

I would be happy to share the slide, decks, handouts, and protocols with anyone who is interested in running a similar event in your community. Contact Courtney for more information.

WIT is always seeking volunteers! Please contact a member of the WIT Executive Committee if you would like to be more involved in WIT!

Thanks to the volunteers Brittany Baisch, Leigh Ann Burns, Jaya Chilakapati, Laurie Haws, (co-chair), Janis Hulla, Nikita Joshi, Alex Lau, Jessica Sapiro, Stacie Schulze, Phoebe Stapleton, Mercedes Salvador-Silva, and Sharmilee Sawant, (chair) who served on the 2015 WIT-SIG Nomination Committee to assist with the nomination and application submission process of women toxicologists for 2016 SOT National Awards.
Celebrating YOUR Success!

WIT is pleased to present another installment of Celebrating Your Success! This is a great way for our membership to “toot their own horns” and for all of us to recognize the achievement and advancement of WIT members in the field of toxicology.

This information was gathered from the online survey that was announced via email to all WIT members in July 2015. Please keep your eye open as WIT will announce new surveys periodically to allow you the chance to share your career success with others. Please take action to fill out the survey that was recently announced. This survey will remain open until 01 Feb 2016 so remember to go back and fill it out with all of your end of year accomplishments! For those who know of WIT colleagues who might be reluctant to share their achievements, please send them the email and link to the survey and encourage them to fill it out. All accomplishments entered into the survey will be published in our newsletter. The accomplishments below were relayed to WIT between July and October 2015.

CONGRATULATIONS!!! Click here to submit your success story for the next issues of the newsletter!

Career Advancement / Transitions

Brittany Lynn Baisch, PhD
The Kraft Heinz Company
Promoted to Senior Toxicologist

Jennifer Diane Cohen, PhD, DABT
Takeda
Promoted to Senior Scientist

April Michelle Jackson, BA
Charles River
Accepted role as Global Marketing Manager in Safety Assessment

Marlene T Kim, BS
Rutgers University
Became an ORISE Fellow at the FDA

Nicole S Olgun, PhD
CDC/NIOSH
Moved from NY to WV to start Post-Doc at CDC/NIOSH

Jessica J Pellman, PhD
Advanced Testing Laboratory
Started position managing cell culture core facility

Mary Alice Smith, PhD
University of Georgia
Promoted to Full Professor

Grants/Funding

Thea Noreen Golden, BS, PharmD
Rutgers University
SOT STEP Award to Study at the University of Oxford & SFRBM
Research Mini Fellowship Grant to Study at the University of Oxford

Larissa Williams, BA, PhD
Bates College
Lead PI on NSF MRI grant to acquire confocal microscope

Awards (non-employer)

Lauren M Aleksunes, PharmD, PhD
Rutgers University
Selected “Mentor of the Year” from the Amer. Foundation for Pharmaceutical Education

Michelle Hernandez, MS
New York University
FDA STEM Mentoring Program recipient for women from historically under-represented groups in STEM & Society for Advancement of Chicanos and Native Americans in Science travel award to DC Fall 2015

Nikita Joshi, MS, MSc
Michigan State University
SOT Mechanisms SS Carl C Smith Graduate Student Award (2nd place) 2015 & SOT ASIO (Association of Scientists of Indian Origin) Graduate student best abstract award 2015 & SOT Graduate Student Travel Award 2015

Colleen Elizabeth McLoughlin, PhD
NIOSH
Best Poster Presentation Postdoctoral Fellow- Allegheny-Erie Chapter of Society of Toxicology Annual Meeting

Larissa Williams, BA, PhD
Bates College
Harward Center for Community Partnerships Faculty award for outstanding new community partnership

Earned Degree

Jessica J Pellman, PhD
Advanced Testing Laboratory
Defended dissertation, Indiana University School of Medicine, Dept. of Pharmacology and Toxicology

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