Dear WIT Members,

I am privileged to serve as WIT President this year. I started serving WIT as a grad student rep (over a decade ago!) and WIT has been a constant in my evolving scientific career. Many thanks to any volunteer, EC member, award winner, collaborator, and advocate affiliated with WIT over the years! Each person has been an important piece to WIT’s puzzle, and the masterpiece is only getting bigger and better. This newsletter recaps the 2022 Annual Meeting highlights, and some important announcements for the rest of the year. Please check out our updated website and read the bios of our EC!

This year’s EC transcends many time zones ranging from the Pacific to Central Europe. Our EC also represents our membership quite well – we work across the scientific sectors, have diverse backgrounds and are in various stages of our careers. The dedication, breadth of perspectives, and enthusiasm are unmatched. (Of course, we say that every year!)

We are already preparing for a fantastic WIT Reception in Nashville, TN! Based on the stellar attendance from 2022, we are anticipating at least 250 guests! WIT would be humbled and honored to receive any sponsorships for our reception before the end of January. Many institutions have corporate matching! As long as donations are not from tobacco companies or from an institution that is an SOT Global Partner (individuals at these institutions are ok), you are eligible to donate. The full list of WIT Donation levels for the 2023 WIT Reception are listed in the table below.

We appreciate your sponsorship but above all, your engagement in WIT.

We are all busy in the throes of work and life. By the time you read this newsletter, October is upon us! Be sure to check out how to upload pictures on our upcoming WIT’s photo sharing site, the latest and greatest researcher spotlights on LinkedIn’s #WITwonderwomanwednesday, and always fill in your transitions, promotions, awards and grants in our biannual Celebrating YOUR Success announcements. Our WIT members never have any dull moments!

I recently started a new job and was in the thick of being brought up to speed, learning a lot and having fun doing it, but it was still difficult. I also relocated my family, which is always stressful.

In the evenings, I found myself needing a break from my work laptop and unpacking boxes. I started reading for leisure once again, and recently finished The Lost Apothecary. The themes of the book reminded me so much of WIT (except the murdering and deception) – women researchers who support each other, their curiosities and questions, challenges, and their lives intersecting regardless of time. There’s a dose of toxicology in there too (pun intended)!. I highly recommend disconnecting and diving into a book or doing something for you before the next round of deadlines.

Stay well, bring peace, be bold.

Brittany Baisch, PhD, DABT
President, Women in Toxicology
Congratulations to our 2022 WIT Award Winners!

Smith and Hook Distinguished Service Award
Barbara Beck PhD, DABT, ATS, AAAS Fellow
Principal Toxicologist at Gradient

Vera W. Hudson and Elisabeth K. Weisburg Scholarship Fund Student Award
Emily Stevenson MS
Graduate Student at Rutgers University

Mentoring Award
Pam Lien MSEH, PhD
Professor of Neurotoxicity at UC Davis

Celebrating Women in Toxicology Award
Jamie Young
Graduate Student at University of Louisville

Postdoctoral Achievement Award
Emma Karey PhD
Postdoctoral Fellow at NYU School of Medicine

Shannah Witchey PhD
Study Director at Inotiv
2022 SOT Sessions Generated by WIT EC

Women in Toxicology Special Interest Group Career Agility Panel

Translating Lead Toxicology: Engaging Stakeholders and Communities

Communicating Science in an Age of Misinformation and Mistrust

2022 SOT Sessions Endorsed by WIT

PM11: Next Level Neurotoxicology: New Technologies to Advance Visualization of Spatial Molecular Alterations and Behavioral Phenotyping
(CE Course)

PM12: Principals and Applications of Read-Across in Human Health Risk Assessments
(CE Course)

A Holistic View of the Impacts on Climate Change
(Workshop Session)

Let's Talk About Sex – Through Lenses of a Toxicologist!
(Workshop Session)

Cross Species Extrapolation: Opportunities of 21 Century Regulatory Nonanimal Testing World
(Roundtable Session)

Disparities in Environmental Chemical Exposure and Health Risks
(Symposium Session)

Hypertensive Disorders of Pregnancy: Environmental Influences, Biomarkers, and Models
(Symposium Session)

State-of-Science on Thyroid Hormone Regulation and Disruption During Neurodevelopment
(Symposium Session)

2022 SIG-Collaborative Group Events

Linking The SOT-SIGs Through Mentorship and Career Development

Diversity, Equity and Inclusive Excellence Through the Lens of Global Community

HOT-WIT Joint Webinar: Panel Discussion on Immigration and Visa Challenges
The 62nd SOT Annual Meeting and ToxExpo is approaching!
The meeting will be held in 2023 in Nashville. Check out the meeting website for the program, registration, ToxExpo Exhibits, and information about award opportunities.
Abstract Submissions Due on December 1st, 2022

Start Considering Session Proposal Topics for SOT 2024!

Interested but unsure where to begin?

Reach out to:
Dr. Krisa Camargo
(kmcamargo@aggienetwork.com)
to indicate your interest in developing a session with a fellow WIT member.

WIT Volunteer Opportunities

WIT Newsletters — contribute an article, help edit/format, aid in compiling the newsletter (year round opportunity)

WIT Awards Committee — review award applications (November – January involvement)

WIT SOT Awards Nomination Committee — identify, select, and help deserving female candidates apply for the SOT awards (June-October involvement)
**Apply for WIT Awards**: Deadline January 7th, 2023

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<th>Award Name</th>
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<td>Mentorship Award</td>
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<td>Celebrating Women in Toxicology Award</td>
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<td>Outstanding Young Investigator Award</td>
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<td>Smith &amp; Hook Distinguished Service Award</td>
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<tr>
<td>Vera W. Hudson &amp; Elizabeth K. Weisburger Scholarship Fund Student Award</td>
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**Contacts:**
- Dr. María-Carmen Rubio-Armendáriz (WIT Senior Councilor)
- Dr. Aleksandra Buha Djordjevic (WIT Junior Councilor)
- Email: sot.wit.awards@gmail.com

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**Do you have photos that highlight WIT’s pillars of visibility, leadership, mentoring, and education?**

If so, SOT and the WIT EC are working to create links where you can share your photos! Stay tuned for more details in the Winter Newsletter!
Interested in serving as a WIT Executive Committee (EC) Officer?

Biosketches are Due Friday
October 14th, 2022 by 5pm EST

Email biosketches to Dr. Courtney Sulentic (WIT Past-President) at:
courtney.sulentic@wright.edu

Positions open for 2023 are:

- **Vice-President Elect**
  (Serve total of 4 years)
- **Junior Councilor**
  (Serve total of 2 years; 1 position)
- **Postdoctoral Representative**
  (Serve total of 1 year with the option to renew for an additional year)

Detailed officer duties can be found on the WIT website (scroll to the bottom to find the PDF) and the WIT Bylaws.

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**Job Opportunity: Assistant Professor of Biochemistry**

**Application Review Start:** Sept 9th, 2022 (updated review occurs Sept 30th, 2022)

**Tentative Start Date:** March 1st, 2023

**Search Committee Chair:** Dr. Josh Kelley (Joshua.b.kelley@maine.edu)

**SOT Job Board ID:** 65554481

**Location:** Orono, ME

**Qualifications:** Ph.D. in Biochemistry, Molecular Biology, or a closely related field; postdoctoral experience; ability to teach and mentor students at undergraduate and graduate levels

Candidate will develop and maintain a research program that utilizes experimental wet-lab approaches to study biochemical topics (e.g., cellular signaling, molecular toxicology). Computational work can be a component of the program, but should not be the sole focus. The position is a 50/50 teaching/research appointment. Candidates should be able to effectively teach undergraduate Biochemistry courses and develop a graduate course in their specialty.


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**Job Opportunity: Assistant Professor in Translational and Biomedical Toxicology**

**Priority Application Deadline:** Oct 14th, 2022 (review will continue until the position is filled)

**Contact:** Dr. Jason Cannon (cannonjr@purdue.edu)

**SOT Job Board ID:** 65268233

**Location:** West Lafayette, IN

**Job-type:** Full-Time

**Expected Start:** August 2023

**Degree/Experience:** PhD in toxicology or a related field and productive postdoctoral research experience

**Min Experience:** 2-5 years

Candidate will work to develop an extramurally funded research program that elucidates risks associated with chemical exposures to human health outcomes through expertise in integrating sentinel, laboratory, and human studies. Preferred Area of Research Interest maximizes current topic areas in Purdue’s School of Health Sciences. Teaching courses within biomedical sciences or translational toxicology is also expected. Those with experience in environmental justice are especially encouraged to apply. The job posting can be found on the SOT job bank.
Upcoming Webinars & Events:

A 3-Part Webinar Series “The Ethics of Conducting Toxicological Research and Communicating Novel Findings” Sponsored by the Sustainable Chemicals through Contemporary Toxicology (SCCT) and Ethical, Legal, Forensics, and Social Issues (ELFSI) Specialty Sections

Toxicologists, safety scientists, and risk assessors must convey the substance and importance of their work to non-toxicologists, but often the general public is skeptical, prone to questioning a scientist’s credibility due to mistrust, biases, censorship, and perceived conflicts of interest and issue advocacy. In this three-part webinar series, which features two speakers per webinar, these topics will be addressed through the lens of emerging scientific research and toxicological concerns. The speakers will provide insight drawn from their experiences and give pointers on how toxicologists can earn trust, particularly as related to the assessment of novel scientific and sustainable innovations.

Webinar 1 of 3: Combating Censorship and Vilification - Fri., Sept. 23, 11-12:30pm Eastern (EST)
Description: Speakers will: 1) highlight recent examples of censorship of inconvenient viewpoints in toxicology, or “consensorship;” 2) speak to the importance of credibility and due diligence as an expert witness in toxicology, and how to combat vilification by focusing on the science.
- Censorship and Issue-Specific Advocacy – Is “Consensorship” the New Paradigm?
  Chris Borgert – President and Principal Scientist, Applied Pharmacology and Toxicology, Inc.
- Expert Witness Testimony and Ethics: Science Over Advocacy
  Laura Plunkett – Managing Partner, Biopolicy Solutions, LLC

Webinar 2 of 3: Toxicologists can be Trusted through Integrity and Transparency - Wed., Oct. 5, 12-1:30pm Eastern (EST)
Description: Speakers will 1) provide tips for communicating a toxicologist’s role to the general public, and why we can be trusted; 2) highlight the importance of scientific integrity and transparency; and how to disseminate your knowledge effectively.
- Who is a toxicologist and how are they different than my medical doctor?
  Michael Dourson – Director of Science, Toxicology Excellence for Risk Assessment (TERA)
- Knowledge Mobilization, Scientific Integrity, and Transparency
  Wendelyn Jones – Executive Director, Institute for the Advancement of Food and Nutrition Sciences (IAFNS)

Webinar 3 of 3: Avoid Being Toxicology’s Worst Enemy - Fri., Nov. 4, 12-1:30pm Eastern (EST)
Description: Speakers will 1) provide tips for interacting with the press to share your novel findings; 2) how to leverage the applied ethics framework and being a steward of scientific integrity.
- The Press is Not your Enemy! How to Engage and Interact with the Press
  Janet Raloff – Editor, Science News Media Group
- Applied ethics analyses of bias, conflict of interest, censorship, and issue advocacy
  Lyle Burgoon – Executive Chairman and Chief Scientific Officer, Raptor Pharm & Tox Ltd.

Keep up to date with upcoming events through SOT’s Calendar of Events!
“Link In” to LinkedIn!

Have you checked out LinkedIn lately? Our trainee representatives, Dr. Lauren Walker and Danielle Kozlosky, are working to highlight our standing members and their contributions to toxicology on the [WIT LinkedIn Group](https://www.linkedin.com/groups/Women-In-Toxicology-WIT/).

Member engagement is key, and we ask that WIT members join, comment and post in the group to connect with us and your fellow members.

We’re currently showcasing classic articles from the WIT Newsletter and the diverse career paths of our highly established members as part of our “WIT WonderWoman” series.

If you would like to nominate yourself or a fellow WIT member to be featured, please reach out to Lauren directly at Lauren.M.Walker@Rutgers.edu.

How to Turn on LinkedIn Notifications

1. Click the bell to open “Manage notifications”
2. Select “SOT - Women in Toxicology”
3. Choose which notifications you want to receive:
   - All new posts
   - Highlights
   - No new posts
4. Click “Save” to apply your settings.
Am I the imposter in the room? Coping with imposter syndrome.

By Erin A. Huber, MS, PhD

Picture yourself after years of hard work and developing your skills; you are accepted into a graduate program or perhaps starting a new job. You are ecstatic and overjoyed with this new adventure and opportunity. However, once you are there, these intrusive thoughts fill your mind: “What if I got this job out of pure luck?”; “I only got in because I knew that person.”; “What if I exaggerated my skill set?”; “I can’t ask that question because they’ll see I’m not good enough”; “They’ll know I am a fraud, an imposter.”. These intrusive thoughts may lead to mental health issues, diminished self-confidence, and even setbacks in your career until the cycle is stopped. What has been described above is a psychological occurrence known as imposter syndrome.

Specifically, imposter syndrome is defined as a phenomenon of feeling inadequate or like a fraud intellectually or in a professional role despite having numerous accolades and qualifications (Cader, et al., 2021). An imposter type syndrome was first described in 1978 by the psychologists Pauline Rose Clance and Suzanne Imes but did not receive public attention until 1985 with Dr. Clance’s publication, Imposter Phenomenon (Bravata et al., 2020). The syndrome was first identified by Dr. Clance as a syndrome impacting high-achieving professional women, but in modern times imposter syndrome has been identified in multiple professional settings, ethnic and racial groups, and in all sexes (Bravata et al., 2020). While imposter syndrome is commonly discussed on social media and in the workplace and is an identified syndrome by professionals, it is not considered a psychological disorder. In fact, imposter syndrome is not found in the American Psychiatric Association’s Diagnostic and Statistical Manual and is not a diagnosis in the International Classification of Diseases, Tenth Revision (Bravata et al., 2020 & Cader et al., 2021). As a result of imposter syndrome not being recognized as a disorder, there is a lack of clinically-peer-reviewed studies on the prevalence, diagnosis, and proper treatment of the syndrome (Bravata et al., 2020). This then begs the question: how can we help ourselves, our friends, and colleagues who may be suffering from imposter syndrome? Adding on to that question would be: how can we push the funding for clinical research on imposter syndrome for inclusive studies that include demographics negatively impacted by this syndrome?

While I am not a psychologist, I have been impacted by imposter syndrome and have found ways to cope with this condition. Personally, I cannot remember the first time I felt the feelings of being a fraud, but I know by the time I reached graduate school, imposter syndrome had crept into every crevice of my being. As a first-generation college student, navigating the waters of higher education was foreign to me and my family—and even more unfamiliar was graduate school. I recall thinking to myself that I knew I worked hard but it must be luck. Those thoughts led me to perfectionism to mask the things I thought were inadequate about me as a PhD student. This led me to develop anxiety and impacted my overall health. During bouts of imposter syndrome, it was helpful for me to talk to my friends and colleagues about the emotions I was feeling. I also talked to my mentors about imposter syndrome and how they overcame it. Other ways to ease
imposter syndrome are through celebrating your achievements and wins. Many of us brush these achievements aside and remain modest but we should celebrate our successes and growth. Other ways to get through imposter syndrome are to be kind to yourself and release perfectionism. Finally, I am a huge supporter of seeking therapy and professional help even if it is just someone to talk about your day. A therapist can look at the entire picture to help put into perspective what you’re going through and the tools to cope when these thoughts or issues come back.

I recently started a postdoctoral fellowship—I cannot describe the excitement I have had for this opportunity—and have felt small drips of imposter syndrome within myself. This time it feels different because I have the tools to help get me through it. The biggest coping mechanism for when I am having a tough day is reminding myself of all that I have accomplished to get me here. I remind myself that when I started my PhD, I knew none of those techniques, but I learned them and I have those same capabilities today. And when all else fails, I take a breath and hold space and patience for myself as a human being. I hope in the near future, with a push from women such as us, that imposter syndrome will have an official diagnosis and a treatment plan. In the meantime, I encourage all of you to be kind to yourselves, to look out for your friends and colleagues, and to continue to change the field of toxicology to be an ever inclusive and welcoming profession.

For further readings on imposter syndrome and publications from Dr. Clance, I have included Dr. Clance’s webpage.
Celebrating YOUR Success!

CONGRATULATIONS! These announcements are a great way to recognize WIT members' achievements and advancements.

Please share your recent accomplishments to be highlighted in the next newsletter edition! Click HERE to fill in a short questionnaire. This link will remain active until November 4th, 2022. We look forward to hearing your good news!

Career Advancement/Transition
Anne Chappelle, PhD, DABT, Life Sciences Group
Hired as Senior Managing Toxicologist at Life Sciences Group.

Erin Huber, PhD, ORIS/EPA
Hired as ORIS Postdoctoral Fellow in Shaun McCullough’s group.

Sarah Carratt, PhD, Seagen
Joined Seagen as Senior Scientist.

Alicia Timme-Laragy PhD, University of Massachusetts Amherst
Promoted to Full Professor effective Sept 1, 2022.

Michelle Hernandez, PhD, Merck & Co., Inc.
Promoted to Director of Occupational Toxicology

Saniya Rattan, PhD, FDA
Hired as Toxicology Reviewer at FDA.

Agnes Karmaus, PhD, Inotiv-RTP (Formerly ILS)
Promoted to Principal Toxicologist & Manager.

Deacquita L. Diggs, PhD, FDA
Promoted to Senior Toxicologist at FDA.

Kristina Chadwick, PhD, DABT, Bristol-Myers Squibb (BMS)
Promoted to Sr. Director, Early Development Project Leader

Degree/Professional Certifications
Erin Huber, PhD, ORIS/EPA
Received PhD in Pharmaceutical Sciences with a concentration in toxicology from St. John’s University.

Janet Thompson, PhD, NIOSH
Earned PhD from WVU School of Pharmacy, Department of Pharmaceutical Sciences.

Other
Anne Chappelle, PhD, DABT, recorded another segment for Wired Magazines, “Tech Support,” where she answered questions from Twitter about poisons. The first segment aired in Oct 2021 & has 4.8 million views. Look for the next segment was in July. In addition, Anne was on the “boredwithnelly” podcast talking @ careers in toxicology (https://podcasts.apple.com/us/podcast/world-famous-toxicologist-dr-anne-chappelle-ep61/id1526223931?i=1000567599472).

Awards (Employer)
Kristie Willett, PhD, University of Mississippi
University of Mississippi 2022 Distinguished Research and Creative Achievement Award

Awards (Non-employer)
Lauren Walker, PhD, Rutgers University, SOT Reproductive & Developmental Toxicology Specialty Section Postdoc Award, SOT Out Toxicologist & Allies Special Interest Group Postdoctoral Achievement Award, & SOT Immunotoxicology Specialty Section Best Postdoctoral Fellow Presentation Award

Valérie Phien, MS, PhD Student, Universidad de las Americas Puebla, Hispanic Organization of Toxicologists, PhD Student-International Travel Award 2022 to attend and present at SOT.

Ruth Roberts, Apconix, Codirector & Cofounder, & University of Birmingham UK, 2022 Queen’s Award for Enterprise award to Apconix for exceptional performance.

Ishita Choudhary, DVM, Louisiana State University PhD Student
Received Society of Toxicologic Pathology (STP) Young Investigator Award 2022, STP meeting, Received STP Student Travel Grant Award 2022, Received Immunotoxicology SS Best Paper of the Year Award 2022, SOT meeting, Received poster presentation award (4th Place) on Phi Zeta Research Emphasis Day, LSU 2022. Received Graduate Student/Postdoctoral Fellow Annual Retreat award 2022 (2nd Place) platform presentation.

Michelle Hernandez, PhD, Merck & Co., Inc.
Awarded as a Top Women in Safety by the American Occupational safety Magazine.


Janice Chambers, PhD, Mississippi State University,
Elected as a Fellow of the American Association for the Advancement of Science (AAAS), a prestigious recognition based on career accomplishments.

Anna Enstrom, PhD, Genentech, Inc.
Recognized by alma mater, University of Wisconsin-Madison School of Pharmacy, as a “2022 Five of the Future.” This feature recognizes School of Pharmacy alumni who are leading and leaving an “indelible mark” on their fields. (https://pharmacy.wisc.edu/2022-five-of-the-future/)

Grants/Funding/Publications
Kelly Vaughan, PhD, King University,
Howard Hughes Medical Institute Inclusive Excellence 3 Award.
Program Director for the King University/ Northeast State Community College partnership, a part of the IE3 Learning Community network focused on identifying and removing barriers to STEM transfer student success
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Grants/Funding /Publications


Mary Ellen Cosenza, PhD, MEC Regulatory & Toxicology Consulting, LLC

Co-edited a new book with Joy Cavagnaro (also a WIT member): Translational Medicine Optimizing Preclinical Safety Evaluation of Biopharmaceuticals CRC Press.

Elected/Appointed Leadership

Virunya Bhat, PhD, DABT, Independent Consultant, elected Vice-President of the Toxicology Forum beginning Sept, 2022.

Gloria Post, PhD, NJ Dept of Environmental Protection

Appointed to the chartered (main) EPA Science Advisory Board, the EPA Science Advisory Board Chemical Assessment Advisory Committee, and the EPA Science Advisory Board PFAS Review Panel.

Deacqunita L. Diggs, PhD, FDA

Elected to Membership Committee of American College of Toxicology (ACT) & appointed to the Committee on Diversity Initiatives for SOT.

Lauren Walker, PhD, Rutgers University

Middle Atlantic Reproduction & Teratology Association (MARTA), Councilor

Ruth Roberts, Apoconix, Codirector & Cofounder, & University of Birmingham, UK

Elected Chair of the HESI Board, 2022-2024

Marina Fernadez, PhD, Conicet

Appointed as member at the Research Affairs Core Committee of the Endocrine Society, from June 2022 to June 2025. Appointed as Associate Editor at the Journal of the Endocrine Society from January 2022 to December 2024.

Krista Enos, MS, HP Inc.

Elected Social Change Chair of the HP Corvallis Women’s Impact Network

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~ Thanks for reading! ~

Interested in contributing to a future WIT newsletter? If you have an interest in sharing a story, opinion, experience, or comment in a future newsletter, send us an email (kmcmargo@aggienetwork.com). We want to hear from you!

Contact WIT Secretary-Treasurer: kmcmargo@aggienetwork.com