Message from the President

Dear WIT members,

HAPPY NEW YEAR TO ALL OF YOU!!! 2014 has already caught speed - the 53rd Annual meeting in Phoenix is fast approaching! The meeting is packed with many interesting and current topics in a rich scientific program. Additionally, there are also a number of professional activities (Specialty Section and Special Interest Group meetings, receptions etc.) that allows renewing old networks and making new connections. The WIT Executive Committee (EC) has been working hard in the past few months to bring exciting events to the membership. WIT-related events of particular interest are summarized on page 3 of this newsletter.

The Mentoring Breakfast has been a huge success in the past 2 years and is planned for Monday, March 24th, 2014. A collaboration between WIT, CRAD (Career Resource and Development), PDA (Postdoctoral Assembly), and the SIG-CG (Special Interest Group Collaboration Group) - the breakfast is a strong testimony to the communication and collaboration between the various groups with a common goal towards establishing mentoring relationships. Many WIT members are enthusiastically participating to make it another successful event. Feel free to contact one of the WIT EC members or the organizing committee if you have any questions or need more information about the breakfast or the program. Mentors - please sign up through Mentor Match on the SOT website or update your current profile if you are already signed up as a mentor.

You are cordially invited to the WIT reception on Tuesday, March 25th from 6:00 pm to 8:00 pm to enjoy coffee, tea, and snacks, meet old friends, and network to make new ones. The awards ceremony, recognizing the achievements of 2 of our students, a postdoctoral fellow and 2 mentors, will be one of the highlights of the reception. Additionally, one student will be awarded the Hudson and Weisburger Student Award. The multiple mentoring and student awards were enabled by generous funding from Charles River Laboratories. We thank Charles River Laboratories for their continued support.

Come and hear 4 of our very own women leaders - Linda Birnbaum, Hollie Swanson, Marilyn Aardema, and Leigh Ann Burns Naas - share their testimony and perspectives on leadership in the current scientific landscape in an informational session “Leadership in Science: Skills and Styles” on Wednesday, March 26 (4:30-5:50 PM).

This year WIT received multiple high quality proposals for sponsorship. I would like to encourage you to think about proposals for the 2015 Annual Meeting and submit them for WIT sponsorship. See page 7 for details on the call for proposals.

As my Presidential tenure comes to a close in May 2014, I want to thank you for the opportunity to serve as the President of WIT. It has been a privilege working with a very talented and dedicated EC, enthusiastic volunteers and the members. Thank you for your continued support and interest in WIT. Please come meet the WIT leadership in the Pavilion (and outside), during the meeting, and at the reception. Please contact the executive committee with your ideas and thoughts to enhance the goals and objectives of the WIT-SIG. I look forward to seeing all of you in Phoenix.

Warm regards,
Prathibha Rao, PhD, DABT
President, Women In Toxicology (SIG)
Find Two More Women to form a WiTrio: Networking at the WIT Reception!

The 3 Musketeers, The 3 Amigos and The 3 Little Bears are not the only trios banding together! At the Annual WIT Reception, enjoy tea, coffee and delicious snacks and treats while searching for the other two comprising your “WiTrio!” - By Brittany Baisch

You’re invited to Tea at the Annual WIT Reception! Tuesday, March 25th 6:00 – 8:00 pm Sheraton Phoenix Downtown in Room Phoenix D

Come enjoy the networking, mentoring, awards ceremony and refreshments!

What is a “WiTrio?”
A “Women in Toxicology Trio” is a group of 3 attending the WIT Reception! Upon entering the door, you will receive a random sticker with a number on it. Wear it on your name tag, with the goal of finding the other 2 people with the same tag number. Once you meet up and form your WiTrio, have some tea together, light conversation and begin to build your network! Here are some great topics to discuss:

- Career paths – sector, discipline and location
- Scientific sessions or other networking receptions they are attending at the Annual Meeting
- History in WIT: Are you new to WIT and attending the Reception for the first time? Or are you a veteran? Have any of you served as an officer? On a subcommittee? Attended the Mentoring Breakfast? Applied for an award this year?

Remember to exchange those business cards! This is a great opportunity for all of our full and associate members to exercise their leadership and mentoring skills. Take the initiative and seek out the other members of your WiTrio! Remember that this is fun and casual way to educate one another, gain visibility, and network in a relaxed environment!

What if you already know the other people in your WiTrio? Then it is time to get caught up with your colleagues. Together you can get to know the 3rd member of your WiTrio or join another WiTrio and network with others.

See you in Phoenix!

Child Care Announcement

A reminder: Although many of us will be bringing children along for the experience as we travel to the SOT annual meeting, please note that it is a safety policy of SOT not to admit children under 15 years of age in the exhibit halls or scientific sessions (unless the session chair has provided consent).

Note: Child care services will not be provided during the Annual Meeting, but arrangements can be made by contacting the concierge desk at your hotel.
## WIT Events of Interest at the 2014 SOT Annual Meeting:

### Sunday, March 23rd

<table>
<thead>
<tr>
<th>TIME</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30-9:00 PM</td>
<td>Student/Postdoctoral Scholar Mixer <em>(ticket required)</em></td>
</tr>
</tbody>
</table>

### Monday, March 24th

<table>
<thead>
<tr>
<th>TIME</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:15–7:45 AM</td>
<td>Mentoring Breakfast <em>(ticket required)</em></td>
</tr>
<tr>
<td>8:00–9:00 AM</td>
<td>Plenary Lecture: The Origins and Future of Pluripotency and Cellular Reprogramming</td>
</tr>
<tr>
<td>10:00–11:00 AM</td>
<td>Trainee Discussion with Plenary Lecturer: Dr. Gurdon</td>
</tr>
<tr>
<td>11:45 AM–12:15 PM</td>
<td>Meet the WIT Officers at the SOT Pavilion</td>
</tr>
<tr>
<td>12:00 – 1:20 PM</td>
<td><em>In vitro</em> Toxicology Lecture and Luncheon for Students <em>(ticket required)</em></td>
</tr>
<tr>
<td>12:10 – 1:30 PM</td>
<td>The Role of Consultants in the Science and Practice of Safety Assessment <em>(education-career development session)</em></td>
</tr>
<tr>
<td>1:30 – 2:30 PM</td>
<td>Conversation with the Director of NIEHS: Dr. Linda S. Birnbaum</td>
</tr>
<tr>
<td>5:00 – 6:30 PM</td>
<td>SIG Collaboration Group Global Hot Topics Event: Air Pollution Around the World: Global Concerns</td>
</tr>
</tbody>
</table>

### Tuesday, March 25th

<table>
<thead>
<tr>
<th>TIME</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:00 AM</td>
<td>Past Presidents’ 5k Run/Walk – Steele Indian School Park</td>
</tr>
<tr>
<td>9:00 – 11:15 AM</td>
<td>Idiosyncrasies of Cells in Culture: Lessons from Genetic Toxicology <em>(workshop)</em></td>
</tr>
<tr>
<td>12:00 – 1:15 PM</td>
<td>Postdoctoral Assembly Luncheon <em>(ticket required)</em></td>
</tr>
<tr>
<td>6:00 – 8:00 PM</td>
<td>WIT Reception – Sheraton Phoenix Downtown, Room Phoenix D</td>
</tr>
</tbody>
</table>

### Wednesday, March 26th

<table>
<thead>
<tr>
<th>TIME</th>
<th>TITLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:15 – 3:00 PM</td>
<td>Undergraduate Educator Networking Meeting</td>
</tr>
<tr>
<td>4:00 – 5:00 PM</td>
<td>Undergraduate Student Meeting</td>
</tr>
<tr>
<td>4:30 – 5:30 PM</td>
<td>Leadership in Science: Skills and Styles <em>(informational session)</em></td>
</tr>
</tbody>
</table>
Let’s Reflect about Mentoring Once More

By Ofelia Olivero, PhD, ATS

Mentoring, an art that originated in Greece in reference to the care that Mentor took of Telemachus, is today the most successful approach to empowering individuals in multiple disciplines. Mentors have been critical in the lives of many politicians, athletes, actors, scientists, writers, doctors, musicians, to name just few.

Today, mentoring is regarded as a practice that develops new leaders, enhances career development, promotes diversity, improves technical knowledge, and helps manage organizational knowledge. Mentoring is the tool employed by many successful companies to increase productivity and to generate a solid and interconnected workforce.

Science has evolved in a direction of crosstalk and is becoming more multidisciplinary. Scientific dilemmas are now approached with multifocal teams that conduct science in an interdisciplinary fashion. The new concept of mentoring should therefore gravitate around this concept: The interdisciplinary aspect of science. So my aim today is to generate awareness and to awaken scientists to think about Interdisciplinary Mentoring.

Mentoring is a continuous and dynamic feedback between two individuals to establish a relationship through which an individual shares knowledge, skills, information, and perspective to foster the personal and professional growth of someone else.

Mentoring is not:

- **A vertical relationship**
  
  A vertical relationship implies hierarchy, steps and differences.

  Mentoring, on the other hand, is a relationship of mutual respect regardless of the professional position of the individuals involved.

- **A supervisory relationship**
  
  A relationship that involves supervision has been pre-established and is not necessarily leading to the personal growth of the individual. The figure of Mentor could overlap with the one of a Supervisor, but is not necessarily the best situation.

- **An uneven relationship**
  
  An uneven relationship implies that the benefit of the relationship goes in one direction, where one of the members is passive and expects to receive without control over the decisions.

  Mentoring is a relationship of equity where both members participate in a similar fashion, giving and receiving equally.

- **An imposed relationship**
  
  An imposed relationship is not necessarily the result of a mutual agreement. Usually does not follow codes or guidelines that are characteristics of relationships that rise from active selection.

  Mentoring is a spontaneous relationship based in mutual selection and implies the establishment of goals to be reached together.

- **A relationship based on self-interest**
  
  A relationship based on personal interest suggests an imbalance and favoritism to one of the two members.

  Mentoring is a disinterested relationship. The success is measured by the professional/personal growth of both parts.

- **A relationship with time constraints**
  
  A relationship limited by an artificial time frame does not warrant the success of the goals pre-established by both parts.

  Mentoring is a relationship without time limitations. The extent of it transcends the initial objective.

The Mentoring relationship produces mutual satisfaction. When Mentoring has been successful both parts feel comfortable and experience gratitude. Experiencing gratitude often leads mentees to increase their needs to transfer their experience to others,

(Continued on next page)
Let’s Reflect about Mentoring Once More
(continued)

generating a chain effect that results in a *Multiplicative Effect*. In most of the cases the best mentors are those that have received successful mentoring.

Scientific research is changing; interdisciplinary work and collaborative work are the most predominant styles in research today. Since science and research are multidisciplinary and based in a great amount of crosstalk, mentoring should reflect that. Interdisciplinary Mentoring is the mentoring of the future. It is the tool of the scientists to produce synergy in the groups, to generate multifocal ideas and complex solutions to complex challenges. In my recent book “*Interdisciplinary Mentoring: Strategies for Success*”, Academic Press, I develop the novel concept of the Interdisciplinary mentor called I-Mentor for short. This individual should be able to generate awareness of the new concepts in interdisciplinarity in biomedical science, to the diverse members of a group.

---

**SOT Mentoring Breakfast**

Monday, March 24, 2014  6:15-7:45 AM

The Mentoring Breakfast provides an opportunity to:
- Learn about the SOT Mentoring Program for all career levels
- Gain insights to develop a successful mentoring relationship
- Network with colleagues
- Discuss your mentoring needs with Facilitators

Pre-registration is required

*Remember: You will not meet your Mentor at the breakfast, but will receive their contact information after the Annual Meeting*
**Lean in: Women, Work, and the Will to Lead**
by Sheryl Sandberg

Reviewed by Kristina D. Chadwick

I’ll admit it: I’m not that into nonfiction books. I’d rather drift away from reality through fiction, but seeing a couple of interviews with Sheryl Sandberg during her book tour for “Lean In”, I thought I’d give it a go, since the development of women is an important topic to me.

I enjoyed the book greatly, amazed by the number of things I have in common with Sandberg, and no, I’m not talking about being a Silicon Valley executive or having a net worth just short of a billion dollars. Rather, I am talking about the doubt and fear that she encountered while in school (she has two degrees from Harvard) and throughout her career starting as a research assistant at the World Bank to her current position as COO at Facebook. There’s no question that she is extremely intelligent and committed to everything she does and that her position does allow her certain latitudes that may not be available to most women, which has been loudly voiced by some of her critics, but if you look beyond that, there are a lot of gems within the book. For example, she talks about how a career is more like a jungle-gym rather than a ladder, with multiple ways to get to the top and how it’s important for women not to “leave before they leave”, meaning you shouldn’t start taking on less ambitious assignments or positions before you’ve thought about getting pregnant simply because you’d like to have a family someday. She points out societal influences and expectations that play out in our everyday lives that subconsciously create gender-based differences, for example a boy showing leadership might be praised and encouraged while a girl might be called “bossy.”

After reading the book, I’ve even caught myself mentally making such judgments about women and then asking myself whether I would feel the same if a man had done the same thing.

This book is not a magic pill that will suddenly result in gender equality in the world or the workplace, but it’s a nice start, with a comprehensive bibliography and entertaining anecdotes. I’ve recommended the book to many of my male and female friends and colleagues with the goal of helping them interact better with their colleagues and direct reports of either gender.
WIT Wins the SOT Profile Picture Contest

As announced in December, SOT headquarters launched a ToXchange profile picture contest encouraging its membership to upload or update his/her profile picture on ToXchange. WIT is pleased to announce that our SIG won the profile picture contest in the “more than 250 members” category with 36.2% of our membership uploading their pictures. Thank you to all who submitted their photographs!

For those of you who have not yet posted your profile picture, you may want to consider doing so in the near future. Now is the perfect time to post your profile picture because the closer we get to the Annual Meeting (March 23–27, 2014) the more member searches there are on ToXchange. Did you know that from January through March, users’ My Pages are viewed more than any other time of year, averaging more than 5,000 lookups per month? It is an excellent way to connect with peers before, during, and after the Annual Meeting! Increase your visibility and get your face out there by uploading your profile picture today!

For more information on how to upload your photo on ToXchange, please see the step-by-step instructions posted on: http://toxchange.toxicology.org/p/bl/ar/blogaid=880

Call for Proposals for 2015 SOT Annual Meeting

While we are making travel arrangements to attend the 53rd SOT annual meeting, it is also time to start working on proposals for the 2015 annual meeting. The deadline to submit Scientific Session Proposals and Continuing Education Proposals for the 2015 annual meeting is April 30, 2014. The WIT Executive Committee encourages you to submit a proposal and to seek WIT sponsorship!

On the SOT website, under “Events & Meetings”, please click “Submit to the Scientific Program”, and you will find all of the information on submitting a scientific proposal.
A WIT member recently brought to my attention an article in the New York Times. It was entitled “Why Are There Still So Few Women in Science?” and was written by Eileen Pollack, a professor of creative writing at the University of Michigan. The article is based on a study by Yale researchers, documenting gender bias in American faculty members in three scientific fields—physics, chemistry and biology—demonstrating the subtle bias that a young male scientist is likely to be viewed more favorably than a woman, despite having the exact same qualifications (Moss-Racusin et al., 2012). In the study, professors of both sexes received one of two identical résumés (differing only in sex: randomly labeled either as “John” or as “Jennifer”) with a cover page stating that the applicant had recently obtained a bachelor’s degree and was now seeking a position as a lab manager. Each faculty member was asked to rate John or Jennifer on a scale of one to seven in terms of competence, hireability, likability and the extent to which the professor might be willing to mentor the applicant. The professors were then asked to select a salary range they would be willing to pay the candidate.

The results of their experiment were striking. Regardless of the participant’s age, sex, area of specialization or level of seniority, John received an average rating which was half a point higher than Jennifer in all areas except likability, where Jennifer scored nearly half a point higher. Moreover, John was offered an average starting salary nearly $4,000 higher than Jennifer ($30,238, versus $26,508).

Some of the possible causes for these biases:

1) Cultural signals and the self-fulfilling prophesy: In general, women tend to be perceived as being less competent than males in mathematics and the hard sciences. They generally receive less financial and administrative support, lab space, and guidance. The imbalance of these resources further reinforces the cultural signal that females are less competent than their male counterparts.

2) Life-course: Being married, having children, and prioritization of their partner’s professional career (career location, allocation of time, expectations for and division of labor at home), are all factors why women, especially in postdoctoral positions, do not continue on to higher level academic positions.

3) Feelings of isolation, incompetence, and lack of mentoring: The most powerful determinant of whether a woman stays in science may be whether anyone encourages her to continue to pursue a career in science. Often there is little encouragement to attend graduate school, to complete postdoctoral training, and even less to become a principal investigator, especially at a university. It seems that women tend to need more positive reinforcement than their male counterparts.

STEPS TO TAKE

Women: Join groups that support your interests, such as WIT, whose core goals are to facilitate mentoring, visibility in the scientific community, leadership experience, and education in support of women at all stages of their career development. Actively participate in the WIT ice breaker networking event at this year’s WIT reception. WIT members are encouraged to exchange business cards during the WIT reception to foster and maintain contact with colleagues after the SOT annual meeting.

Find multiple mentors, either formal or informal, to provide well-rounded advice. Mentors can be found at all levels of career development, including peers that have already faced similar experiences. Importantly, find mentors outside of your supervisor or boss. Take advantage of the mentoring networks provided by the Society of Toxicology, which offers Chat with an Expert and an online Mentor Match. By strengthening your connections, you’ll have the networks you need to succeed.

Be your own advocate, have confidence in your skill set and the work that you perform.

(Continued on next page)
Get informed! The NPA has a wealth of information on their website (www.nationalpostdoc.org) for postdoctoral fellows.

Make a career plan, set yourself milestones, and include a back-up plan. Thinking long-term is important, especially if visas are involved.

Advisors: First, be clear about your expectations and be proactive, plan realistic goals before maternity leave and for transitioning back afterward. Second, recommend other investigators who can serve as mentors in areas where you may not feel comfortable or know that you cannot offer insight. Thirdly, encourage the consideration of ALL opportunities based on the protégés’ life goals and encourage them to think “outside the box.” Introduce your students, postdoctoral fellows, and young faculty members to other senior scientists at scientific meetings, such as SOT.

Hiring committees: Be objective and watchful of subconscious biases. Go through résumés without regard to the gender of the applicant. If it helps, use the applicant’s initials, or replace a female’s name with a male’s to see if it changes your perspective.

Universities: Offer workshops on work/life balance, leadership and communication skills. Establish clear guidelines about benefits and maternity leave, as well as having career services available, such as counseling and alumni networking events. Support the development of day-care services. Recognize the contribution of your female faculty using the same standard as you would see in your male scientists.

It’s encouraging to note that, despite the number of challenges women face, more women than ever before have successful and fulfilling careers in science.

FOR MORE INFORMATION:


<table>
<thead>
<tr>
<th>Leadership Role</th>
<th>Number of Members Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>SOT Council</td>
<td>7</td>
</tr>
<tr>
<td>SIG, RC, or SS Executive Committees (PP,P,VP,S/T,C)</td>
<td>79</td>
</tr>
<tr>
<td>Education/Outreach committees</td>
<td>25</td>
</tr>
<tr>
<td>Career Resource and Development Committee</td>
<td>5</td>
</tr>
<tr>
<td>Communications/Membership/Awards Sub/Committees</td>
<td>17</td>
</tr>
<tr>
<td>Government Liaison Group/ Congressional Subcommittee</td>
<td>10</td>
</tr>
<tr>
<td>Postdoc Representative/Exec Cmte</td>
<td>19</td>
</tr>
<tr>
<td>Student Representative/Exec Cmte</td>
<td>17</td>
</tr>
</tbody>
</table>