Dear WIT Members,

Did you know that the WIT Special Interest Group is SOT’s largest Component Group? As of May 31st, WIT membership totals 863 and includes: 448 full members, 131 associate members, 101 postdoc members, 178 student members, 3 retired members, and 2 non-SOT members.

In March, 548 WIT members, 63%, attended the 2019 SOT Annual Meeting and about 250 Annual Meeting attendees attended the WIT reception. Considering the large number of competing sessions, this is wonderful. I encourage all to attend the 2020 WIT reception and to bring friends. It’s a delightful opportunity to network and exchange witty ideas. The 59th SOT Annual Meeting will be held in Anaheim, California, March 15-19, 2020. Our reception is tentatively planned for Wednesday evening.

Do you have a vision for a WIT newsletter article? The next newsletter will be published in March prior to the 2020 Annual Meeting (email the editor, Virunya Bhat). Potential topics for a WIT webinar? How about an idea for an Annual Meeting Scientific or Continuing Education session? It’s never too early to start developing proposals for the 2021 Annual Meeting and considering WIT endorsement. The WIT Session Proposal Review Committee invites 2021 proposals for pre-submission feedback (email the committee chair, Susan Emeigh Hart).

I’d like to express my very sincere appreciation to those of you who continue to apply your time, energy and expertise to the mission goals of the Women In Toxicology Special Interest Group:

- Promote the recruitment and retention of women to a profession in the toxicological sciences.
- Provide leadership for career development opportunities for women toxicologists.
- Promote and recognize the accomplishments of women toxicologists.
- Sponsor scientific and educational programs.

I encourage everyone to work toward meeting these goals and to reach out to me or any member of the WIT Executive Committee with ideas, questions or feedback. We would love to hear from you!

Here are some important upcoming dates:

- October 9th: apply or nominate someone for an SOT Award.
- October 18th: submit a poster or platform session abstract.
- November 1st: WIT begins annual officer election process.

Very Respectfully,
Jan Hulla, PhD, DABT, ERT
President, Women in Toxicology
Charmed by our 2019 WIT Award Winners!

Outstanding Young Investigator Award

Lauren Aleksunes, PharmD, PhD, DABT
Rutgers University

Mentoring Award
with support from:

Rita Loch-Caruso, PhD
University of Michigan

Smith and Hook Distinguished Service Award

Brinda Mahadevan
MS, PhD, ERT, FATS
Abbott Laboratories

Celebrating Women in Toxicology Award
Provided by the Celebrating Women in Toxicology Endowment Fund

Rita-Josiane Gouesse, MS
Graduate Student
INRS-Institut Armand-Frappier, Quebec Canada

Saniya Rattan
Graduate Student
University of Illinois-Urbana Champaign

Lauren Lewis, BS
Graduate Student
Texas A&M University

Brittany Rickard
Undergraduate
University of the Sciences

By: Meghan E. Rebuli, PhD
University of North Carolina- Chapel Hill
Charmed by our 2019 WIT Award Winners!

Postdoctoral Achievement Award

Kimberly Keil, PhD (1st place) University of California, Davis

Courtney Roper, MS, PhD (2nd place) Oregon State University

Jessica Murray, BS (1st place) University of Pennsylvania

Elana Elkin, BA, MPH (2nd place) University of Michigan

Vera W. Hudson and Elizabeth K. Weisburger Student Scholarship Award

By: Meghan E. Rebuli, PhD

University of North Carolina- Chapel Hill

Charmed by our 2019 WIT Award Winners!

By: Meghan E. Rebuli, PhD

University of North Carolina- Chapel Hill

Apply for 2020 WIT Awards

More info: http://www.toxicology.org/groups/sig/wit/awards.asp

Applications due October 18 or November 8 (depending on award)

Questions? Contact: Jessica Sapiro (sot.wit.awards@gmail.com)
WIT continues to advocate for the recognition of outstanding women toxicologists at the national level. This past year, WIT assisted with several SOT national award nomination packages and excitingly, four female toxicologists were recognized with prestigious SOT National awards. Dr. Cheryl Lyn Walker received the Distinguished Toxicology Scholar Award which is presented to a member of SOT who has significantly contributed to the understanding of toxicology. Dr. Lois D. Lehman-McKeeman was awarded the Founders Award for Outstanding Leadership in Toxicology. This award is given to an SOT member who demonstrates exceptional leadership in fostering the role of toxicology in safety-decision making. Dr. Joy A. Cavagnaro was the recipient of the Arnold J. Lehman Award, which is presented to an individual who has made a major contribution to risk assessment and/or regulation of chemical or biologic agents, including pharmaceuticals. Dr. Mary Beth Genter was awarded the Public Communications Award which is presented to an SOT member who has significantly contributed to bringing awareness of the general public to toxicological issues. WIT is proud of these award winners and looks forward to supporting women toxicologists in the upcoming 2020 award cycle. Many thanks to all who served on the WIT 2018-2019 Nomination Committee!

**Congratulations to the WIT-supported 2019 SOT National Award Recipients!**
In today’s world, it is likely that working group members are located across the country or globe. Thus, virtual groups are an increasing reality and use email, teleconference, etc. to communicate, plan, and execute work products. However, due to time differences, periods between meetings, new faces without knowledge of group history, it is possible for conflicts to arise. A professional response to conflict is essential as role models for women in the work force, independent of sector. Here are some best practices for dealing with conflict in virtual groups.

- **Put yourself in the other person’s shoes.**
  
  Are they in a new role and are not aware of established ground rules? Could it be a simple mistake? If you made a similar mistake how would you like for someone to address it? After taking these and other situations into account, draft a strategy to address whatever is bothering you. Have an outside party review your strategy and talk through the potential issue in order to avoid unnecessary misunderstandings.

- **Try addressing the conflict with the person at fault one-on-one first, preferably in person.**
  
  These days with Skype, Zoom, and a variety of other online meeting platforms, face-to-face meetings are a great way to speak and allow for visual/facial cues to be transmitted along with verbal content. This way, tone is less likely to be misinterpreted.

- **If a one-on-one, face-to-face meeting is not possible, a phone call is the next best way to discuss issues.**

- **If one-on-one resolution does not work, try placing the general theme of the conflict on the next meeting agenda.**
  
  Have a member of the group outside the conflict moderate and get group feedback on how best to address the issue in the future. Don’t fall into the trap of using the opportunity to air your grievances with the other party, but allow the group to come to consensus on how to deal with the behavior or action in the future. Often times group discussion will dissuade the offending behavior, without prolonging conflict.

- **Email should be the last resort as it leaves a permanent record and if angry comments are made they can be misconstrued in the future.**
  
  If you must resort to email there are a few things that should not be included as they are unprofessional.
  
  a. **NEVER USE CAPS LOCK.**

  Words written in all caps are ALWAYS interpreted as yelling. As you likely know from previous conflicts, yelling is not a good way to get satisfactory conflict resolution, it leads to anger, frustration, and it is likely that the other person will think they are being bullied, putting them on the defensive.

  b. **Avoid long, painstakingly detailed emails.**

  While writing a long email with gross detail, e.g., why the person is wrong, feels good initially, it can be interpreted poorly. Instead try writing out one or two numbered points where you think they went wrong with suggestions for improvement or ways to correct the perceived error. Often, mistakes are innocent and colleagues welcome the suggestions for improvement.

  c. **Do not use dramatic adverbs.**

  Exaggerating the effect using adverbs like “horribly wrong” or “terribly harmful” introduce emotion to the situation, lowering the likelihood of peaceful resolution. Exaggerative adverbs often come across antagonistically or over-dramatic. Re-written phrases without these adverbs will get your point across without being immediately inflammatory.

  d. **Never send an email directed at mistakes of one or two people to an entire group.**

  Try to resolve conflict one-on-one. Mistakes pointed out in larger groups may embarrass the intended target and lead to resentment toward the attacker. The group may also blow an innocent mistake out of proportion or view the attacker as a bully and create a poor group dynamic. A mistake is more likely remedied in a private two-way conversation. If necessary, bring a mediator, such as a wise, senior individual with good historical group knowledge.

References:

  https://hbr.org/2015/03/you-can-have-constructive-conflict-over-email
- https://www.chronicle.com/article/E-Mails-Are-Forever/45900

Navigating Salary Negotiations to Decrease the Gender Pay Gap
By Esther Haugabrooks, PhD - Physicians Committee for Responsible Medicine and Lauren Lewis, PhD Candidate - Texas A&M University

At 2019 SOT, WIT hosted a standing room only workshop on “Improving Your Negotiation Skills to Close the Salary Gap”. Dr. Abigail Lewis from the American Association of University Women (AAUW) facilitated this interactive event, made possible with partial funding by SOT mentoring initiatives.

Dr. Lewis opened by stating that “women who work full time take home 80 cents for every dollar a full-time male employee earns.” She also shared statistics indicating that women of color receive 54-87% of white men’s earnings. This roused a question from an attendee: “Does this factor in education?” To which Dr. Lewis replied, “Yes.”

Dr. Lewis went on to explain that one of the main contributors to the salary gap is that historically women do not negotiate their salary. Culturally, women may be conditioned to feel the need to be “agreeable” and may be afraid to be assertive with salary needs. One attendee commented that, “Some women undervalue their own work.” Dr. Lewis used this comment to segue into the 4 goals—outlined below—of this workshop, all poised to help participants tackle closing the salary gap.

Know Your Value
During salary negotiations, it is necessary to articulate your value to your employer, such as with value statements that demonstrate your strengths, skills, and accomplishments. Dr. Lewis recommended writing a personal value statement that outlines the accomplishments that you are proud of and how you have improved the value of your organization.

Dr. Lewis also emphasized the importance of documenting activities that evidence your contributions to reinforce your value statements during your salary negotiation. Emailing yourself weekly reports is one way to collect an organized portfolio of your achievements.

Do Your Research and Know the Facts
To effectively negotiate a fair salary, it is important to know the worth of a specific job and its benefits. Dr. Lewis suggested searching for salaries of comparable job titles on websites that contain objective market-based information. There are numerous resources, like the Bureau of Labor Statistics, salary.com, payscale.com, and glassdoor.com, that help you understand what the average salary is for your current or pending position.

If you can’t find your position title, get creative with other position titles to find salary targets. Evaluate the job descriptions, job duties, and required education levels to see if the position is similar to your job of interest. Although it may seem taboo to talk about salary, ask a colleague or trusted resource what salary range you should expect based on known information.

Establish Your Desired Salary
Before you begin negotiations, it is important to identify your target salary, which is the desired salary you are striving for in your negotiations. Dr. Lewis recommended setting the target salary at the median of the salary distribution for your job. This will serve as the “anchor” for your target salary range when you begin negotiations. From there, stretching the target salary 10%–15% will create the top of your range. Don’t forget to negotiate for benefits (e.g., more vacation time, telework, etc.) along with your salary.

Dr. Lewis also stressed identifying your “walk-away” point, which is the lowest salary you will accept. This is intended to prevent you from accepting an offer that is too low based on your identified value.

Develop Your Negotiation Strategy
Enter your negotiations meeting with a plan. This is the time to incorporate your value statements and salary research. Brainstorm how your employer might respond to your requests and be prepared with various responses supported by your research and accomplishments. Most importantly, practice your strategy! Going through your plan with friends or family can help increase your confidence for negotiating with your employer. By knowing your value and target salary, you can successfully negotiate with a future or current employer. Negotiating may seem intimidating, but being prepared will help you achieve the salary you deserve.

While there is no magic bullet, tools and strategies are available to help women feel confident in the workforce. This workshop was invaluable for woman employees and all employers, particularly as an avenue to continue the conversation increasing the momentum of change in the gender pay gap.

For more information about AAUW and their free online course, visit aauw.org. AAUW’s organizational goal is to train 10 million women in salary negotiations within five years.
WIT Encourages Graduate Students to STEP up!
By Virunya Bhat, PhD, DABT - NSF International

The next deadline is October 9, 2019 to apply for the SOT Supplemental Training for Education Program (STEP) and receive an award of up to $1,000. Doctoral students are encouraged to apply with a strong application that proposes participation in a workshop or event that enables professional or scientific training needed to achieve career goals, but that is outside the scope of their graduate program. More details can be found here.

Another SOT Training and Funding Opportunity for Graduate Students:
Graduate Intern Fellowships in Toxicology (GIFT)!

Supported by the SOT Education and Career Development Committee, this program enables outstanding doctoral students to pursue an internship in toxicology that advances their professional and scientific development.

- Awards of up to $3,000 each to supplement available funds to make the experience possible (for example, travel to the internship site, local housing, stipend)
- Internship must last for at least six consecutive weeks between May and August 2020
- Application Deadline: February 15, 2020

New SOT Funding Opportunity for Postdoctoral Scholars:
New Experiences in Toxicology (NEXT)!

The goal of NEXT is to better equip postdoctoral scholars for successful careers.

The deadline is October 9, 2019 to apply for the new SOT New Experiences in Toxicology (NEXT) award of up to $1,000 to support postdoctoral trainees seeking to transition into a professional position in toxicology. This new program seeks to enable postdoctoral scholars to obtain training outside of their current sector with support from their postdoctoral mentor. More details will soon be available here.
On a brilliantly sunny Hawaiian day, the recent ICTXV2019 meeting held a Perspectives of Women in Toxicology session. The UNESCO Institute for Statistics reported in 2018 that <30% of researchers globally are women. What does this mean for women in the toxicology discipline? The event provided insight about the state of representation for women in toxicology from well-known, successful female toxicologists in Africa, Asia, Europe and North America, including session Chair, Tao Wang, Coherus BioSciences, USA, Co-Chair, Nursen Basaran, Hacettepe University, Turkey, Betzabet Quintanilla-Vega, CINVESTAV IPN, Mexico, Hanan Ghantous, Food and Drug Administration, USA, Mary Gulumian, University of Witwatersrand, South Africa, and Emanuela Corsini, University of Milan, Italy.

Dr. Basaran reported that in Turkey, female toxicologists, especially in academia, represent >50% of the total faculty. Indeed, in her Hacettepe University, the majority of toxicology faculty, staff and students are female and the Turkish Society of Toxicology boasts 60% female membership. Detailed data for female toxicologists across the Middle East was not readily available, but Dr. Basaran suspects that representation is low. Female toxicologists in Mexico are underrepresented, as we learned from Dr. Quintanilla-Vega. Only 0.4% of registered scientists in Mexico are women, and of this, about 65%, or 154, are toxicologists. There is only one toxicology program and less than 10 environmental sciences programs in the entire country. Despite this, female Mexican toxicologists show strong leadership; the Mexican Society of Toxicology was founded by a woman, Dr. Lilia Albert, and the leadership since has been predominantly female. The current president is Dr. Andrea de Viscaya Ruiz. The Mexican Academy of Sciences and the National Research System boasts female memberships of ~25% and 37%, respectively. These numbers, Dr. Quintanilla-Vega reports, are likely underreported since many female scientists in Mexico do not hold memberships within these organizations.

For the first time, the Mexican National Council for Science and Technology (CONACYT) is led by a woman. We also learned that Mexico is taking positive steps to allow more women to access science education. About 45% of graduate student fellowships are reserved for women. Support for Indigenous women is also in place to increase representation for greater inclusion of under-represented groups.

Dr. Gulumian noted that in South Africa, experts in toxicology are rare due to the lack of targeted programs. To improve expertise in this field, the South African government has taken steps to establish toxicology-specific training programs. Also, the Toxicology Society of South Africa (TOXSA), with the assistance of the International Union of Toxicology (IUTOX), has brought together toxicologists from across the country to promote toxicology education and careers in the country easier. Approximately 48%, or 100 members, of TOXSA are women and they are very involved in training junior scientists through short courses, seminars and workshops. The South African Council for Natural Scientific Professions is a governmental body that recognizes toxicology as a registered profession and allows practicing toxicologists to register as toxicology professionals thus increasing awareness. Dr. Gulumian is optimistic that with the growing recognition of toxicology as a legitimate profession, the next few years will see the field moving away from the ‘rare skills’ classification in South Africa.

Dr. Corsini shared data on the state of women in toxicology in Italy. She found that in her university the percentages were generally higher than for the rest of Europe with 47% women in the faculty categories, 60% in the staff categories and 60% at the trainee level. During 2007-2015, there was a steady increase of females entering academia in Europe. Despite these increases, Dr. Corsini depicted data showing a gender imbalance or clear decline in female scientists at higher levels of the career ladder in academia, with the majority of females also having slower career progression than their male counterparts. While Dr. Corsini could not identify any significant gender disparities in the filed of toxicology in Italy, she believes that the career progression disparities may also exist in the field. See Article Continued on Page 13.
2019 SOT WIT Reception

2018-2019 WIT Officers
WIT would like to take a moment to recognize and remember one of our pioneers. Dr. Elizabeth K. Weisburger passed away in February of this year and a memorial service in her honor was held this past June.

Dr. Weisburger was raised in a large family in rural Pennsylvania. She excelled in school at Lebanon Valley College and persevered to obtain her PhD from the University of Cincinnati in 1947, a rare accomplishment for a woman of that era.

We thank her for her service to Toxicology, promotion of women in science, her generous donation to permit the foundation of the Vera W. Hudson and Elizabeth K. Weisburger Student Scholarship Award, and for being a role model to the many generations of scientists that follow her example.

WIT Awards Spotlight: The Smith and Hook Distinguished Service Award

Dr. Jacqueline Smith and Dr. Jerry Hook, long time members of SOT and supporters of WIT’s missions, generously contributed to the Celebrating Women in Toxicology Endowment Fund. Their gift crystalized the fund and enabled the establishment of the Smith and Hook Distinguished Service Award. This award honors an individual for their long-term dedication to promote career development opportunities and recognition of the accomplishments of women toxicologists, and for their service and longstanding support to the SOT and/or WIT Special Interest Group (e.g., officer, committee member, volunteer, etc.).

Pictured: Drs. Jaqueline Smith and Brinda Mahadevan, 2019 recipient of the WIT Smith and Hook Award, pictured here at the 2019 WIT reception at the SOT Annual Meeting.
Please Consider Supporting SOT Endowment Funds
By Phoebe Stapleton, PhD – Rutgers University and WIT Endowment Fund Steward

Our two Endowment funds, the Celebrating Women in Toxicology (CWIT) Fund Vera and the W. Hudson and Elizabeth K. Weisburger Scholarship Fund are two permanently restricted endowment funds that enable WIT to provide awards for outstanding toxicologists who have shown dedication to science and leadership.

Thanks to the generosity of our endowment founders and members, we were able to award four Celebrating Women in Toxicology Awards and two Vera W. Hudson and Elizabeth K. Weisburger Student Scholarship Award in 2019 to our junior members. This is how our recognition of their accomplishments and financial support has benefited their early careers:

Rita-Josiane Gouesse, ‘I was very honored to receive the Women's Toxicology Celebration Award this year. Although it has only been a few months, this award has allowed me to gain a better visibility of my work in my scientific community. It also added more value to my CV and allowed me to be more competitive and win the first place in the Edward W. Carney Trainee Award, which will fund my trip to the next IUTOX congress in Hawaii. Many opportunities open to me every day. I am very grateful to have received this award.’

Lauren Lewis, ‘The WIT Celebrating Women in Toxicology award has significantly impacted my graduate school career by providing financial support to travel to the SOT Annual Meeting to present my research and network with toxicologists across all sectors. This experience has helped me decide on pursuing a career as a toxicologist in the pharmaceutical industry after graduation.’

Brittany Rickard, ‘The Celebrating Women in Toxicology Award is a constant reminder that my undergraduate research efforts did not go unrecognized, and that gives me so much confidence and excitement for what my graduate research has in store. Receiving this award so early on in my career was not only an incredible honor, but I also think that in the future it will separate me from others in the field.’

Jessica Murray, ‘I am incredibly grateful for the WIT Vera W. Hudson and Elizabeth K. Weisburger Scholarship Fund Student Award which helped offset the costs of attending SOT to present my thesis research. The networking and learning opportunities at SOT for trainees are amazing and have played a vital role in building my career in toxicology.’

Elana Elkin, ‘I was very honored to be selected as a WIT Vera W. Hudson and Elizabeth K. Weisburger Student Scholarship Award recipient. I am planning to use the award to attend the Superfund Research Annual Meeting this fall in Seattle. This conference brings together different disciplines who are all working towards the common goal of reducing the impact of Superfund Sites on human health and the environment. At the meeting, I will present my research and learn about the role that other disciplines play in achieving this common goal such as environmental engineering, hydrology, geology and epidemiology. I would like to again thank WIT again for the great honor of being a recipient of this prestigious institution award.’
“Celebrating YOUR Success!” announcements are a way to recognize WIT member achievements and advancements. These accomplishments were earned January 2019-August 2019. CONGRATULATIONS!

To have your recent accomplishments highlighted in the next newsletter edition, click here and log-in. This link will remain active until February 15, 2020. We look forward to hearing your good news!

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**Earned Degree**

Emily Biggane, PhD  
University of North Dakota  
PhD in Biomedical Sciences

Mina Mahdavi-Yekta, PhD  
Islamic Azad University

Allison Phillips, PhD  
Duke University  
PhD in Environmental Toxicology and Chemistry

Brittany Rickard, BS  
University of the Sciences  
BS in Pharmacology and Toxicology  
Class of 2019 Valedictorian

Lauren Walker, PhD  
University of California - Riverside  
PhD in Environmental Toxicology

**Career Advancement/ Transitions**

Aina Olubukola Adeogun, PhD  
University of Ibadan  
Promoted to Professor of Aquatic Ecotoxicology

Melissa Badding, PhD, DABT  
Exponent, Inc  
Promoted to Managing Scientist

Linda Birnbaum, PhD  
US National Institutes of Environmental Health Sciences and National Toxicology Program  
Retiring after 40 years of federal service

Kristina D Chadwick, PhD, DABT  
Bristol-Myers Squibb  
Expanded role with Drug Safety Evaluation (current) to support Global Regulatory Affairs

Darcey L Clark, MS, DABT  
Flow Contract Site Laboratory  
Promoted to Chief Scientific Officer

Zelieann R Craig, PhD  
University of Arizona  
Promoted to Associate Professor with Tenure

Vanessa A Fitsanakis, PhD  
Northeast Ohio Medical University  
Received tenure  
Accepted as Fellow of the Academy of Toxicological Sciences

Ellen Glista-Baker, PhD  
SC Johnson & Son  
Promoted to Manager of US Toxicology Group within Product Safety

Gagandeep Kaur, MSc  
Southern University and A&M College  
Industrial Internship at Takeda Pharmaceuticals

Allison Phillips, PhD  
Arcadis US, Inc  
New Toxicologist

Saniya Rattan, PhD  
National Institute of Environmental Health Sciences  
New Postdoctoral Fellow

Brittany Rickard, BS  
University of North Carolina- Chapel Hill  
New Toxicology Graduate Student

Courtney Roper, PhD  
University of Mississippi  
New Assistant Professor

Mai F Tolba, PhD  
Ain Shams University  
Promoted to Associated Professor of Pharmacology and Toxicology

Lauren Walker, PhD  
Rutgers University  
New Postdoctoral Fellow in Lauren Aleksunes’s group

Tao Wang, MD, PhD  
Coherus Biosciences  
New Executive Director of Translational & Development Sciences

**Grants/Funding**

Krisa Camargo, PhD candidate  
Texas A&M University  
2019 Science, Mathematics, and Research for Transformation (SMART) Scholarship

Sarah Carratt, PhD  
Oregon Health and Science University  
Ruth L. Kirschstein National Research Service Award (Postdoctoral Fellowship)

Laura Ewing, PhD candidate  
University of Arkansas for Medical Sciences  
Pharmacology/toxicology fellowship, PhRMA Foundation

**Elected/Appointed Leadership**

Brittany Baisch, PhD, DABT  
Henkel  
Appointed to SOT Education and Career Development Committee

Barbara D Beck, PhD  
Gradient  
Appointed to US EPA Science Advisory Board

Sarah Carratt, PhD  
Oregon Health and Science University  
Elected as Vice Chair of SOT Postdoctoral Association Executive Board

Mary Ellen Cosenza, PhD, DABT, ATS  
MEC Regulatory & Toxicology Consulting, LLC  
Treasurer-Elect to International Union of Toxicology

Jessica Graham, PhD, DABT  
Bristol-Meyers Squibb  
Appointed to Board of Scientific Counselors, National Institute for Occupational Safety and Health

Annelise Nguyen, PhD  
Kansas State University  
Appointed by KSU President as Chair of Institutional Biosafety Committee

Tao Wang, MD, PhD  
Coherus Biosciences  
Appointed Adviser on International Union of Toxicology Education Committee  
Appointed as SOT representative on FASEB Excellence in Science Award Committee

**Grants/Funding**

Lisa Kobos, BS  
Purdue University  
SOT Graduate Student STEP Award

Courtney Roper, PhD  
Oregon State University  
NIH Loan Repayment Award

Annelise Nguyen, PhD  
Kansas State University  
National Cancer Institute

Judith T Zelikoff, MS, PhD  
New York University School of Medicine  
R21 grant, National Heart Lung Blood Institute
Continued from page 12

“Celebrating YOUR Success!” announcements are a great way to recognize WIT member achievements and advancements. These accomplishments were earned January 2019-August 2019. CONGRATULATIONS!

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Awards (employer)

Brittany Baisch, PhD, DABT
Hench
Leadership Commitment Award

Jennifer Freeman, PhD
Purdue University
Charles B. Murphy Teaching Award (highest teaching award at Purdue)
Inducted into Purdue’s Book of Great Teachers

Vanessa A Fitsanakis, PhD
Northeast Ohio Medical University
P1 (1st year pharmacy student) Teacher of the Year

Jean F Regal, PhD
University of Minnesota Medical School
Carole J Bland Outstanding Faculty Mentor Award

Lauren Walker, PhD
University of California – Riverside
Robert A. Scala Scholar Award
Recognizing outstanding contributions to toxicology while in graduate school

Kazi Tasneem, PhD candidate
Vanderbilt University
Best Research Paper Award, Chemical and Biochemical Engineering

Awards

Bevin Blake, MS
National Institute of Environmental Health Sciences/ University of North Carolina – Chapel Hill
Fellows Award for Research Excellence
Impact Award (UNC Graduate Education Advancement Board)

Sally Perreault Darney, PhD
National Institute of Environmental Health Sciences
2019 Jansen Distinguished Service Award from Society for the Study of Reproduction

Rita-Josiane Gouesse, PhD
INRS - Centre Armand-Frappier Santé Biotechnologie
Award for exceptional scientific dedication and impact to the fields of reproductive and developmental toxicology

Gagandeep Kaur, MSc
Southern University and A&M College
Best Oral Presentation Award, 76th Joint Meeting of Beta Kappa Chi & National Institute of Science, Atlanta GA

Awards (non-employer)

Annalise Nguyen, PhD
Kansas State University
2019 Zaffarano Memorial Lecturer, Toxicology Graduate Student Organization, Iowa State University

Monika Roy, MSPH
University of Massachusetts Amherst
SOT Graduate Intern Fellowship in Toxicology (GIFT) Award

Kazi Tasneem, PhD candidate
Vanderbilt University
2nd Place, Lighting Talk and Poster Presentation, WE Local Conference, Society of Women Engineers, Tampa FL

Other

Gagandeep Kaur, MSc
Southern University and A&M College
Invited Speaker, Amity University, Lucknow, India

Krystal Rychlik, PhD
Johns Hopkins University
Bloomberg School of Public Health
Earned JHU Teaching Academy Certificate

Mai F Tolba, PhD
Ain Shams University
Earned membership to African Academy of Sciences

Candace Wong, PhD candidate
University of Rochester
International Life Sciences Institute
North America Summer Fellowship

Promoting Career Development and Enhancing the Status of Women Toxicologists Around the World

Dr. Wang shared data on the state of women in toxicology in the USA. She touched on unconscious bias in hiring and salary practices. A study of resumes evaluated by professors of both genders showed that females were consistently evaluated at a lower level compared to male candidates with an identical resume applying for the same lab manager position. Also, male candidates were proposed a higher starting salary than females. She shared data showing that the recipients of all major Society of Toxicology annual awards have historically been primarily male, with the only exception being the Achievement Award for early career toxicologists, supporting a gender imbalance as female toxicologists progress in their careers. Some of the disparity is attributed to the reluctance of women to nominate themselves due to the notion that they are not worthy of such recognition. The Women in Toxicology Special Interest Group took steps to correct these disparities by actively supporting the nomination of deserving women over the past 5 years and there has since been a steady increase in female awardees by the Society of Toxicology. Dr. Ghantous shared data on the training and certification that toxicologists globally may pursue. She presented on the three primary certifications in toxicology that may be considered international: the ABT, ATS and ERT, offered by the American Board of Toxicology, Academy of Toxicological Sciences and the European Registry of Toxicology respectively. Dr. Ghantous also shared information on toxicology courses offered by various IUTOX member organizations annually.

Thanks for reading!

Editor-in-Chief: Virunya Bhat, PhD, DABT – NSF International
Assistant Editors: Lauren Lewis, BS, Texas A&M University
Meghan Reboli, PhD – University of North Carolina-Chapel Hill
Lauren Walker, PhD – Rutgers University

Interested in contributing to future WIT newsletters? Email Virunya (bhat@nsf.org)