

**Special Interest
Articles:**

- Career benefits of volunteering.
- Decompress.
- Profiles of Women in Science.

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East Bay Chapter of the Association for Women in Science
www.ebAWIS.org

Volunteering as Professional Development

The July meeting of ebAWIS, although intimate with only 23 attendees, focused on “volunteering” as a way to upgrade professional skills.

Each member of the four person panel expressed her personal view of volunteering and specifically addressed the benefits ebAWIS has provided.

Mara Jeffress, current

president, stated that her job as a research scientist at Lawrence Labs is “slow work.” “With volunteering,” however, she experiences “gratification and likes the variety.” As president, this role in the science community places her in front of sponsors, recruiters, and local schools seeking speakers. Through ebAWIS, she developed the skills of leadership, diplomacy, and negotiation, attributes

she would never have furthered in a lab. When volunteering, she suggests that you “give it your all because you will only get what you give. Decide what you want to learn and tailor your role to the need.”

Leala Thomas, a new member, came to ebAWIS about 5 months ago seeking professional connections during her job search. She immediately became involved and

De-STRESS ... Decompress by Leala Thomas

Life threw a curve ball and you were fired along with others as your company reorganized itself. Your financial situation has changed drastically. Perhaps you are also considering a career change or a return to school. Because of all this dramatic change, the number of arguments with your partner has increased and you may lose your home.

Using the Life Change Index Scale, Thomas H. Holmes documented that these situations and others taken cumulatively could cause stress levels to increase into crisis range indicating a serious medical event. Take careful note of the following symptoms: irritability, fatigue,

weight change, pounding heart, insomnia, intestinal issues, shortness of breath, anxiety or fearfulness. If you are experiencing any of these symptoms, it is important to learn to manage stress levels and live harmoniously with difficult life situations.

Some suggestions for managing stress:

1. **Prioritize.** Clarify your values and goals.
2. **Take action.**
3. **Get organized.** It is almost impossible to concentrate if your surroundings are cluttered.
4. **Set some boundaries.** Learn to say “no” when necessary.

5. **Control what you can.** Leave the rest alone.

6. **Learn to relax.** Try meditation, yoga, deep breathing, journaling, reading or a warm bath.

7. **Stay positive.** Use positive self-talk. Surround yourself with supportive people.

8. **Maintain health** by exercising, eating a healthy diet, and sleeping on a regular schedule. Minimize alcohol consumption and refrain from smoking.

For fun, try one of these to decompress: absorb some sunlight, jump rope, SHOUT in a closed room, pillow fight, blast music and dance, laugh.

Volunteering as Professional Development (continued from page 1)



“Give (volunteering) your all because you will only get what you give.”

“You can’t afford not to.”

With an interest in writing and editing, resurrected the ebAWIS newsletter after a two year absence. Her advice to potential volunteers, “don’t just attend meetings. Do something, even if it is small. The result is that you meet more people and they get to know you and want to help you in your career.”

Jamie Narberes, current Treasurer, began

attending ebAWIS meetings because they were held at her company, Novartis. She initially wanted to meet people, but became interested in science education and outreach. “The public does not understand science and the need for basic science education.” She suggests that “if you have a few hours, make a commitment. “ She has polished her networking

skills in this way.

Violet Viotin, a former board member, and current R&D scientist, said that when joining ebAWIS, she paired with mentors who guided her career. She was able to acknowledge her mentors by nominating them for awards. From ebAWIS, she has learned teamwork, how to meet deadlines, and attract new members. “Only put in as much time as you want. You can’t afford not to.”

Election Update

East Bay AWIS elections are scheduled to occur in October 2009 with the new term to begin in December 2009.

The nomination period for new board members took place from June 15th to August 31st. Currently, there are five positions available and there have been nominations for four of those positions as follows:

Vice-President: Veena Kumar

Secretary: Ginger Jamias

Treasurer: Cindy Chang

Member-at-Large: Leala Thomas

If you know of anyone who might be interested in running for president and assuming the helm of this organization, please contact us ASAP.



Suggested Reading by Janice Hamer

For Fall reading:

The Strange Case of the Broad Street Pump, Sandra Hempel - If you studied infectious disease, you may recall John Snow’s famous words condemning the Broad Street Pump after he determined it to be the cause of a Soho area cholera

outbreak. Hempel introduces the first puzzling appearances of this disease, as well as the Victorian physician who studied them. She walks readers through his training and the careful observations that led to that emphatic statement – not always obvious as suggested by water samples that

“looked pure and clear”. In following the emerging science, prominent scientific and medical persons from Newton - observing a strict vegetarian regimen - to Nightingale appear throughout the book. Included are shocking excerpts from *The Lancet*.

Seriously Stressed at Work?

By Janice Hamer

Christina Maslach, PhD, Psychology, is a researcher at Berkeley investigating the concept of job burnout. She also serves as Vice Provost for teaching and learning. In an interview last year with Mike Johnson from the Organizational Behavior Division of the Academy of Management, Christina Maslach described her findings as a pioneer in job burnout, a minimally explored area. She studied affected people from various professions, including manufacturing, teaching, and the medical field.

Traditionally, it was thought that workload alone led to job burnout. That may not be the total explanation as suggested in a collaborative 1999 *Psychology Today* publication

(<http://www.psychologytoday.com/articles/199909/take-job-and-love-it>). It appeared that the fault lay wholly with the employee for any disgruntlement. While heavy workload did correlate directly with exhaustion, Maslach determined that emotional stress was also influenced by other factors in the workplace environment such as lack of recognition for adhering to a hard workload. Other stress triggers included selective financial rewarding systems or requests that employees perform tasks contrary to their values. Maslach's work established certain warning signs: exhaustion, a cynical attitude towards the job, a negative perception of self.

Those warning signs, when accompanied by any of six other researched factors, become predictors of job stress induced burnout. The factors include:

- *Workload - demands placed to achieve a job;
- *Control - allowed digression in how an employee may accomplish the job;
- *Reward and Recognition - essentially those pats on the head were important;
- *Community - the on-site relationships were

important for personal success, even with vendors;
 *Fairness - that everyone had an equal chance at the rewards, in scheduling, bonuses, etc.;

*Values - core values between the individual and job needed to match.

"Burnout is *not* inevitable." In her interview, Christina Maslach hoped that employing organizations could use her research in a way similar to an annual physical - to identify the parts of the workplace that create stress. For an individual feeling hostility towards his or her job, "take a long hard look at how you might be able to work with your employer to create a workplace that fits and supports you." As a stressed employee, you would have to exercise a certain amount of leadership, by finding people to work with and striving to create a process that could help you - and possibly other affected colleagues - to resolve any stressors that arise in the workplace.

Sharing Ideas?

Write to us and tell us what you do to decompress. We will compile and share the best thoughts in the next edition.



Profiles of Women in Science

Meet Jamie Narberes....

“A teacher in high school recruited me for the math team. ... This teacher pushed us to set our sights high for college.”

“A successful career is not always a straight path.”



Name: Jamie Narberes

Degrees and names of colleges: B.S. Biology, Purdue University, West Lafayette, IN; M.S. Plant Biology, U.C. Berkeley

Current employer and title: Scientist II at Novartis Institutes for Biomedical Research (NIBR)

What led you to a career in science? A teacher in high school recruited me for the math team. We traveled around the state competing with other schools and we won most of the time. This teacher pushed us to set our sights high for college. In college, I had the opportunity to work in several labs for research credits. The young professors heading these labs were great mentors, and I really got into lab work. I'm still a bench scientist today.

Any other careers considered? Originally went to college to become an engineer. After two years of suffering, I realized I'd rather study biology, so I switched majors.

Jamie Narberes is the current Treasurer of the East Bay Chapter of the Association for Women in Science and is employed as a research scientist at Novartis.

Tell me about your biggest success? Raising two kids while working full time—still a work in progress!

Toughest decision? After being laid off years ago, I tried to find a teaching job, however, I could not afford to take the pay cut. I decided that while I wanted to be really excited about my work, the primary consideration was my family. So I took another industry job, and I fed my need to be involved in the community in other ways, including volunteering with AWIS, teaching some classes at Contra Costa Community College, hosting a summer intern at work, etc.

Favorite movie? *Willy Wonka and the Chocolate Factory*—I liked the movie as a kid because of the pure fantasy of it, but now I see that it encompasses the way I look at life. If you are honest and hard working, things will work out for you.

Favorite vacation spot? Lake Tahoe. I grew up in the flat Midwest, so mountains are a novelty for me. I like to hike, the lake is gorgeous and I can even visit snow once in a while.

“I fed my need to be involved in the community in other ways including volunteering, teaching, and mentoring.”

East Bay AWIS

2009 Board Members

President: Mara Jeffress

president@ebawis.org

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Vice President: Blisseth Sy

[vice-](mailto:vice-president@ebawis.org)

president@ebawis.org

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Treasurer: Jaime Narberes

treasurer@ebawis.org

Secretary: Tiffany Tsang

secretary@ebawis.org

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Public Relations: Joan Dowd

publicity@ebawis.org

Mentoring: Lysle Huang, Ruchi Sharma

mentorchair@ebawis.org

org

Sponsor Recruitment: Ginger

We're on the Web!

Contact us at:

[ebawis](http://ebawis.org)

board@yahoogroups.com

UPCOMING EVENTS:

September 17, 2009:

Chapter Meeting, Laura Heiser, Ph.D., Drug Analysis of breast cancer cell lines using Bioinformatics

October 13, 2009:

Networking Social at Jupiter in Berkeley, 6:30PM

November 19, 2009:

Chapter Meeting, Krista and Rosella, How to Manage Difficult Bosses

December 8, 2009:

Networking Social at Jupiter in Berkeley, 6:30PM

January 28, 2010:

Chapter Meeting, An evening of Networking

February 9, 2010:

Networking Social at Jupiter in Berkeley, 6:30PM

March 25, 2010:

Chapter Meeting, Mani Roy, Patent Agent from Wilson, Sonsini, Goodrich, Rosati, Patent Law

Directions to Novartis.....

PLEASE NOTE THAT THE MEETING WILL OCCUR IN BUILDING X ON Hollis St.

From I-80 West: Exit at Powell. Make a left on Powell at the stoplight. Continue on Powell until Hollis Street. Turn right.

Building X is on the left and the parking lot is open. Check in with the guard at the door.

From I-80 East: Exit at Powell. Make a left on Powell at the stoplight. Continue on Powell until Hollis

Street. Turn right. Building X is on the left and the parking lot is open. Check in with the guard at the door.

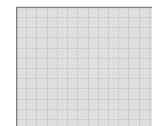
About Our Organization...

East Bay AWIS (ebAWIS) is a volunteer organization primarily established as a professional organization for women in science, yet also open to non-scientists and men.

Meetings are held on a bi-monthly basis, usually on the last Thursday of the odd months at Novartis in Emeryville. Security procedures at Novartis require that you sign in at

the front desk. A networking social is held on the second Tuesday of even months at Jupiter on Shattuck Ave. in Berkeley. **Please join us and invite your colleagues.**

EAST BAY AWIS



EAST BAY AWIS MEMBER