

NOGLSTP *Bulletin*

Fall 2008

©National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc.
NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

NOGLSTP Partners with Point Foundation

NOGLSTP now has a partnership with the Point Foundation. All Point Scholar STEM students will be eligible for free membership to NOGLSTP. Point will be sending a letter to the scholars and those interested will email NOGLSTP. Point Foundation would like NOGLSTP's help to add Gay and Lesbian Scientists and Technical Professionals to their Point application evaluators. NOGLSTP encourages members to volunteer their services. In order to be selected for this, the potential application readers would have to submit their resume for review by their Point's Selections Subcommittee. Once interested persons have been reviewed, Point will provide extensive training and support to readers. Volunteering entails reading on average 30 applications. This year Point foundation had 1300 applications to read from which 27 scholars, 5 in science tracks were selected. Ninety Point Scholars are currently supported for tuition, room, board, and transportation.

NOGLSTP Renews MentorNet and Post-Doc Partnerships

NOGLSTP has renewed its partnership with MentorNet. This will continue its on-line mentoring program for undergraduate and graduate students, post-doctoral fellows, and early career professionals. MentorNet has revamped their brochures and web presence to promote stronger LGBT inclusion. In addition, the NOGLSTP office is now able to independently match protégé and mentor outside of MentorNet's computer matching service for inclusion into the MentorNet community. As always, NOGLSTP is in need of members willing to mentor.

National Post-Doc Association (NPA) has renewed its partnership and joint membership program with NOGLSTP for another year, promising to promote NOGLSTP in their literature and outreach. In addition, the Editor-in-Chief of The POSTDOCKET, the quarterly publication of the National Postdoctoral Association is interested in covering issues facing GLBT post-docs. If you know of a post-doc(s) that would be willing to be interviewed, please refer them to the NOGLSTP office. They would like to generate some story ideas and identify specific areas on which feature articles could be based.

Introducing CareerLink

NOGLSTP now has a presence on the Out and Equal's CareerLink website: www.lgbtcareerlink.com. Our members can register and post their resumes and also get resources on career development. LGBT-friendly companies will be posting their job opportunities on the site and looking at the registered profiles and resumes for the best and brightest talent. CareerLink is brought to you by Out and Equal Workplace Advocates and the National Gay and Lesbian Chamber of Commerce.

Biological factors are being implicated in gender identity

As reported in the *journal Biological Psychiatry*, Australian researchers headed by molecular geneticist Vincent Harley of the Monash Medical Centre in Melbourne, Australia, have identified a significant link between a gene involved in testosterone action and male-to-female transsexualism. DNA analysis of three hormone-related genes from 112 male-to-female transsexual volunteers from Melbourne and Los Angeles showed they were more likely to have a longer version (allele) of the androgen receptor gene compared to 258 non-transsexual males who had shorter alleles. This genetic difference may cause weaker testosterone signals. Although other biological factors definitely are in play as well, it is known that longer versions of the androgen receptor gene inhibit receptor activity leading to less efficient testosterone signaling. This reduced action of the male sex hormone may have an effect on gender development in the womb, the researchers speculated. The findings support a biological basis of how gender identity develops. Although this is the largest genetic study of transsexualism to date, the researchers now plan to see if the results can be replicated in a larger population.

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NOGLSTP's Nominees for "New Faces of Engineering"

Once again, NOGLSTP has nominated an outstanding young LGBT engineer for the Engineers Week Diversity Council's slot in the annual "New Faces of Engineering" recognition. Featured individuals are nominated by engineering professional societies and other engineering organizations. The selected individuals will be the subject of a full-page feature in *USA Today* during Engineers Week (third week of February).

NOGLSTP's nominee this year for the Diversity Council slot is Robert Castor of Freescale Semiconductor in Austin TX. Robert is an environmental engineer who works to ensure Freescale's compliance with state and federal regulations regarding air emissions, waste water, and storm water runoff. His work has resulted in numerous process improvements reducing environmental damage and saving Freescale substantial amounts of money.

Others submitted to the NOGLSTP board for nomination this year included Anna Levitt, an energy engineer with Newcomb Anderson McCormick in San Francisco CA, and Michael Vacirca, a software engineer with Lockheed Martin in Orlando, Florida.

Last year's nominee was Tye Jordan, a wastewater treatment engineer at Boyle Engineering in Denver CO. Tye is an environmental engineer specializing in modeling biological processes in wastewater treatment. He is also the Young Professionals liaison for the Rocky Mountain Water Environment Association and the Rocky Mountain Section of the American Water Works Association.

The NOGLSTP board extends its appreciation to these young engineers for their willingness to be "out there" for NOGLSTP and all LGBT scientists and engineers. We also are grateful to those who put their names forward and wrote endorsement letters. We look forward to your participation in determining our nominee for next year's "New Faces" recognition.

-Tim Wilson

NOGLSTP's Activities with Engineers Week Diversity Council

This past summer Tim Wilson, NOGLSTP board member and NOGLSTP's representative to the Engineers Week Diversity Council attended several Diversity Council-related events in Washington, DC. In July, members of the Diversity Council met with Steve Robinson, then Senator Barack Obama's Legislative Assistant for Education. Later in July, the Diversity Council met with Douglas Holtz-Eakin, Senior Policy Advisory to Senator John McCain's campaign for President. At both meetings discussion was centered around the Diversity Council's statement on the importance of diversity and non-discrimination in relation to meeting America's innovation demands. The Diversity Council continued to maintain communications with representatives of both campaigns during the Presidential election, in order to ensure that diversity and non-discrimination are seen as elements of any science, engineering, and technology policies considered by the new administration.

While in Washington, Wilson also attended a reception for members of the House of Representatives' Diversity and Innovation Caucus. The reception was sponsored by the Society of Women Engineers and co-sponsored by NOGLSTP as well as number of other diversity-related engineering, science, and technology organizations.

-Tim Wilson

Interested in One-on-One e-Mentoring with an LGBT Mentor or Protégée?

NOGLSTP has renewed its Affiliated Plus Partnership with MentorNet. This gives our members access to:

- MentorNet's award-winning One-on-One E-Mentoring Program, pairing community college, undergraduate and graduate students, postdoctoral scholars, and untenured faculty with experienced professionals in their fields for email-based mentoring relationships.
- The MentorNet E-Forum: web-based discussion groups for anyone interested in topics such as Work/Life Balance, Job Searching, and Graduate School.
- Resources for and about mentoring, diversity, and careers in engineering and science.
- A Résumé Database for students seeking jobs or internships.

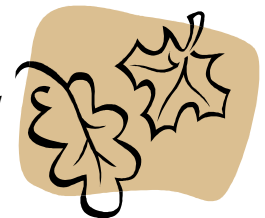
NOGLSTP has made a special arrangement that allows us to personally match protégées with mentors. Upon request to the NOGLSTP office, we will search our membership database and recruit appropriate mentor matches to participate in the e-mentoring relationship. This personal matching service will assure that mentors are matched to LGBT protégées.

2009 National Science Foundation's East Asia and Pacific Summer Institutes Competition is Now Open

The National Science Foundation (NSF) has announced that the 2009 East Asia and Pacific Summer Institutes for U.S. Graduate Students (EAPSI) program is now open for applications. The EAPSI is a flagship international fellowship program for developing the next generation of globally-engaged scientists and engineers knowledgeable about the Asia and the Pacific region. The Summer Institutes are hosted by foreign counterparts who are committed to increasing opportunities for young researchers to work in research facilities and with host mentors abroad. Fellows are supported to participate in 8-week research experiences at host laboratories (10 weeks) from June to August. The program provides a \$5,000 summer stipend, a round-trip air ticket to the host location, living expenses abroad, and an introduction to the society, culture, language, and research environment of the host location. Deadline: 12/9/08 Website: www.nsf.org

Happy Holidays!

Warm wishes for a bountiful Thanksgiving, a peaceful winter, and a prosperous new year from the NOGLSTP Board of Directors!



Diversity Day at the Naval Undersea Warfare Station, Keyport, WA

The day started with some trepidation. When I signed up months ago to have a National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) table at NUWC Keyport's Diversity Day, it seemed like such a great idea, but now that it was here I was nervous. Much of that was soon forgotten as I began to set up and met the people next to me, as well as the very welcoming event coordinators. It helped that nearby at the booth for the Kitsap County Council for Human Rights, one of the members was wearing his t-shirt from our local GLBT Pride event. The NOGLSTP booth was one of 47 booths at Diversity Day, which is a lunchtime event on base with hundreds of civilian employees visiting, as well as some active duty military.

With Native American drumming in the background, and some occasional harmony from a local Barber Shop group, I talked with people and handed out information about NOGLSTP.

I still know many people from when I worked at Keyport and I got mixed reactions from them. Many were friendly and came over and talked with me, but others smiled and waved while they stayed about 6 feet away. Most that stopped to talk never mentioned why I was there.

I chatted with one civilian employee that was very supportive and he talked about his experience in the Coast Guard. Another woman stopped to talk and mentioned how frustrating it was that none of her federal pension would go to her partner. I had one man stop by very briefly and tell me to keep up the good work, but he did not seem to want to stay long enough to be seen talking with me.

Also, had a long discussion with an active duty Navy man who has two moms, and easily speaks up in their defense.

My most common comment was "Wow, I didn't even know there was such an organization."

One woman commented when she walked up that I must be having a hard time of it. She told me how she was from San Francisco, where being gay is of course a non-issue, and she never knew until she moved here that people thought "like that." (She was referring to the narrow minds she has encountered in Kitsap County.) I assured her that I was fine, but agreed with her that our county is not as progressive as San Francisco.

Raytheon, a previous recipient of NOGLSTP's National Corporate Award, had a booth since they are a major contractor with Keyport, and the person that I talked to was aware of their progressive diversity policy there.

In addition to the NOGLSTP materials, I had copies of a booklet from the Office of Personnel Management titled "Addressing Sexual Orientation Discrimination in Federal Civilian Employment: A Guide to Employee's Rights" that many people took copies of.

The event, overall, was a positive experience and I hope to be able to return to the event next year. While many people did stop and talk to me, I have a feeling that there are many more people that did not feel comfortable stopping at the table but now feel better knowing that NOGLSTP was there.

Thank you to the NOGLSTP national office for sending a banner and informational materials!

-Marcie Mathis



Out and About: Meetings, Career Fairs, and Receptions

The American Statistical Association Committee on Gay and Lesbian Concerns in Statistics sponsored a number of activities in August at the Joint Statistical meetings. These included an invited session entitled "Best Practices in Collecting Survey Data on Sexual Orientation". The panelists included Christopher Carpenter, University of California, Irvine; Gary Gates, Williams Institute, UCLA; Larry Bye, Field Research Corporation; Jana Asher, Carnegie Mellon University. The discussion centered around the Institute of Medicine report on lesbian health that recommended broader data collection in order to enrich the analytical possibilities of a data set. The panel discussed when it is appropriate to collect data on sexual orientation or behavior, how to sample and contact potential respondents, what to ask, how to design a survey instrument, what mode of data collection is most effective, and what effect asking these questions has on response rates, drawing extensively on cognitive studies and experiences gained through state and national surveys. The committee also

(Continued on page 4 "Out and About")

National Coming Out Day Activities

NOGLSTP's 2008 LGBT Engineer of the Year, Michael Steinberg, and his partner, Alan Taylor, both of whom work for Raytheon in Tucson AZ, were members of a panel at this year's National Coming Out Day celebration at Embry-Riddle Aeronautical University in Daytona Beach FL. Michael and Alan's participation was made possible by the generosity of Raytheon and Raytheon Tucson's GLBTA Employee Resource Group.

Caltech's PRISM group invited Paula Jones, senior diversity manager at Genentech and a workplace advocate for Out and Equal, to give a talk called "Making A Difference: How Authentic Leaders Change Their Worlds." NOGLSTP chair, Rochelle Diamond was on hand to introduce the speaker and tell the audience how Paula Jones changed her ability to lead and propel NOGLSTP forward.

On October 7th, Salutaris (NIHGLBTEF), FDA GLOBE and NCR GLOBE honored the life of Matthew Shepard by meeting together at the Hard Times Café of Bethesda MD to socialize, to support the Erase the Hate Campaign and to raise money for the Mathew Shepard Foundation. "Replace Hate with Understanding, Compassion & Acceptance".

Out and About *(Continued from page 3)*

had a table in the exhibit area.

Caucus of NOGLSTP held a reception at the American Chemical Society Meeting in Philadelphia. This reception was billed as an ACS Presidential Reception, meaning that it was sponsored by the president of ACS as part of his diversity outreach. The ACS president has promised to sponsor this event again next year.

NOGLSTP board members Rochelle Diamond and Bob Ryan (representing Northrop Grumman) attended the Out and Equal Workplace Summit in Austin TX, September 10-13, 2008. NOGLSTP did not have a booth this year but instead worked the exhibit hall with literature. Rochelle networked with the human resource managers from the many technology and pharmaceutical companies that attended the summit. There were several workshops on ERG partnering with Non-Profits and one on corporate philanthropy with the LGBT community. Several ERG officers met with Diamond regarding liaisons with NOGLSTP including Freescale and Boeing. Talks with both groups are presently ongoing to see how they might work with us. At the summit, Out and Equal launched their beta version of CareerLink in which NOGLSTP is participating. Please see article on the CareerLink resource in this issue.

NOGLSTP once again shared a booth with the American Association for the Advancement of Science (AAAS) at the Out for Work Career Fair in Washington DC, September 28, 2008. AAAS donated NOGLSTP's portion of the booth, while NOGLSTP members Ric Weibl (Director of the AAAS Center for Careers in Science and Technology) and Jeanine Taylor staffed the booth for the two organizations. Ric and Jeanine let us know that it went well and they enjoyed doing it, Jeanine is interested in doing more promotion for NOGLSTP. She is active in the LGBT "Greek" fraternity/sorority community.

NOGLSTP hosted a reception at the Society for the Advancement of Chicano and Native American Scientists on October 9 in Salt Lake City UT. NOGLSTP member Brit Ventura, hosted the gathering on the first night of the meeting and wrote that the event was successful with 35 to 40 attendees, so the upward trend continues! This year, based on suggestions from participants last year, they had a roundtable discussion. Everyone sat in a circle and freely asked questions, which was great because there were so many people. It was nice to hear many different perspectives regarding the concerns raised. Brit also talked about the NOGLSTP organization, and promoted the use of MentorNet through being a NOGLSTP member. Hopefully NOGLSTP will see some new members.

NOGLSTP teamed up again with Dupont to sponsor a reception in conjunction with a workshop at the Society for Women Engineers on November 7th. The workshop entitled "LGBTs and Allies in the Workplace: The Conversation Continues" was part of the Inclusion and Cultural Awareness Track. Dupont's coordinator for the event reported that the session was well attended this year -over 40 women- and everyone attending would like to have the discussion continue at next year's meeting which will be held in Long Beach CA, October 15-17.

NOGLSTP chair Rochelle Diamond traveled to Phoenix AZ to outreach at the exhibition for the Society for Hispanic Professional Engineers (SHPE) November 15 in Phoenix AZ. Exhibitors and attendees alike were surprised and excited to see NOGLSTP's presence at the conference. SHPE made the booth available to NOGLSTP at no cost and made it clear that they were happy to have us there.

Regional News:

PURDUE

Please give a warm welcome to the newest addition to NOGLSTP's growing family of regional and caucus affiliates: NOGLSTP at Purdue. As the name implies, this regional group serves people associated with the Purdue University community in West Lafayette, Indiana. Spearheaded by aeronautics/astronautics graduate student Kay Johnson, the group's mission is "to encourage and promote an environment for LGBTQ students, faculty, staff, and their partners at Purdue (especially in the Colleges of Engineering, Science, and Technology) that is supportive and inclusive and free from discrimination and bias." Only 6 weeks old, NOGLSTP at Purdue reports that they have 12 very active members and held a Transgender Day of Remembrance on campus November 8th. Committees are forming to take on various activities. More information and upcoming event announcements can be found at their website: www.noglstp.net/purdue

LOS ANGELES

Los Angeles Gay and Lesbian Scientists met for their 29th anniversary at the Griffith Park Observatory and had a bite to eat at the End of the Universe Café. They are planning another event in several months. Also, they hosted NOGLSTP at the local Models of Pride Career Fair at Occidental College in early November. LAGLS meets quarterly throughout the year for social and popular science events. More information about LAGLS can be found at their website: www.lagls.org

CHESAPEAKE REGION

NOGLSTP-Chesapeake Region has been continuing to hold member-inspired events in the Baltimore-Washington area. Members met for two different museum exhibitions this year. In February, they toured through the widely acclaimed "Human Body" exhibit at the Maryland Science Center. Later in June, they attended several planetarium showings at the Smithsonian Air and Space Museum. Social hours were held after each event over lunch.

They held an interesting presentation in April by the CEO of Asset Recovery Technologies about her company's recovery efforts of high-tech equipment following numerous disasters nationwide, including the terrorist attacks on September 11, 2001.

Chesapeake had tables at both of the regional Pride Day events to expand NOGLSTP's visibility in the community, attracting a good amount of interest in our growing membership.

They also held a September canoe excursion at the Smithsonian Environmental Research Center during a day of ecologically-themed activities. These included an overview of research at the Environmental Research Center as well as a talk about Red Tides and Dead Zones.

Chesapeake is continuing to plan future events; interested people in the Baltimore Washington area should stay in touch with their website, www.noglstp.net/chesapeake

Continued Improvements to Member Services Site

NOGLSTP upgraded its member services site last year to a more robust package that allows for self-serve member update, email notification of manual dues updates, automates renewal notices, and integrates on-line and off-line data keeping. Automated renewal notices were enabled this past summer, and you will receive email reminders to renew your membership — two weeks before expiration, and 30 and 60 days after expiration if you don't renew. This member services area is also the gateway to access protected members-only areas, such as the membership roster, the NOGLSTP OutList, the opt-in e-list, the current newsletter, and more yet-to-be-announced member benefits. Point your web browser to www.noglstp.org/memberservices and log in to explore or update your profile, or to renew your annual dues. If you don't know how to log in, enter your email address and you will be sent your user name and password. Of course, you're welcome to renew or join the old-fashioned way with pen, paper, and check. You can use the tear out form in this newsletter, or fill out a downloadable form from our website. We're happy to have your support any way you want to give it! *Attention LAGLS and NOGLSTP-CR Members: Please renew manually through your regional group and enjoy significant discount on your NOGLSTP annual dues.*

Mark Your Calendars

NOGLSTP Annual Recognition Awards Reception during the AAAS annual meeting in Chicago on **Sunday, February 15th 2009, 4-6pm**, Hyatt Regency Chicago. This event is open to all interested people; registration for the AAAS annual meeting is not required unless you plan to attend other AAAS symposia or events.

NOGLSTP Annual Members and Board of Director's Business Meeting Sunday, February 15th 2009, 9:30am-11:30, Hyatt Regency Chicago. This business meeting is restricted to NOGLSTP members only. Contact the NOGLSTP office to arrange to participate in person or by conference call.

The Association of Lesbian, Gay, Bisexual and Transgender Mathematicians reception will be held during the Joint Mathematics Meeting in Washington, D.C. Jan.5-8, 2009, hosted by George Bradley and NOGLSTP.

LGBT colleagues will be meeting for dinner on Tuesday, Dec. 16, 2008 while attending the American Geophysical Union Fall Meeting in San Francisco. Contact Aron Meltzner for details and RSVP. Aron's contact information can be found on the NOGLSTP OutList www.noglstp.org/outlist

In Gratitude...

We are grateful to our Fall benefactor Raytheon, who has contributed \$2000 in support of our Annual Recognition Awards program.

As you consider your end-of-year philanthropy, please remember NOGLSTP. Contributions of any size are deeply appreciated.

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. Your renewal date is in the upper right section of your address block. Your membership number is just to the left of your expiration date. If you have a trial membership, it says "trial" instead of a membership number. You may renew online at www.noglstp.org/memberservices, or fill out the form below (and on the other side of this page), and return it with your check to NOGLSTP, PO Box 91803, Pasadena CA 91109. You may also use this form to inform us of any address or area code changes.



Membership Form

To renew your NOGLSTP membership or become a member of NOGLSTP, support its activities, and receive a newsletter, complete this form and send it with a check or money order to:

NOGLSTP
PO BOX 91803
Pasadena CA 91109

Annual Membership Dues are:

\$25-40 (sliding scale) (tax deductible after the 1st \$10)

\$20 for postdocs

\$45 NOGLSTP/National Postdoc Association discounted joint membership dues

\$10 for students and unemployed*

*inquire about our limited free memberships to 'starving students'

Please pay in US Funds only.

Renewal New Info change only

Date:

Name:

Address: (don't forget your zip code!)

Telephone:

Email/URL:

Latest Degree/Subject:

Job Title:

Do you want your name and phone/email printed on a membership roster to be released to other NOGLSTP members?

YES

NO

Do you want your email/URL to be placed on the NOGLSTP web page?

YES

NO



Don't forget to fill out the other side →

Queer Social Scientist of Contemporary Note: Eve P. Fielder 1941-2008

Eve Picardy Fielder began her survey research career as a coding supervisor for Eric Marder Research Associates and Audits and Surveys when she was an adolescent fending for herself on the streets of Manhattan NY. She moved to Los Angeles in 1966, where she worked as a Project Supervisor for the Behavior Science Corporation and Haug Associates, Inc. In 1972, the late Leo G. Reeder appointed her to supervise survey operations in the UCLA Survey Research Center (SRC). In 1976, SRC was incorporated into the Institute for Social Science Research (ISSR) at the University of California, Los Angeles, and Fielder was named SRC's first director. She subsequently served under three ISSR directors, the late Howard Freeman, Marilyn Brewer and David Sears. In 2004, the Survey Research Center moved to the Health Services Research Division in General Internal Medicine, where Fielder served as Associate Director until she retired in 2006.

In contrast to most professionals, Dr. Fielder established her career as an expert in the design, administration and data processing of questionnaires and surveys before she began her formal education. After obtaining a GED and an AA degree at Los Angeles Community College, she received a BA in sociology (*Magna Cum Laude*) at UCLA in 1983, followed by a Masters of Public Health (MPH) degree (1985) and a Doctor of Public Health (DrPH) degree (1991) from the Department of Community Health Sciences in the UCLA School of Public Health.

In 1977, Dr. Fielder conducted one of the first computer-assisted telephone interviewing (CATI) surveys for UCLA Professor Ralph Turner. Over her career, Eve managed over a thousand academic survey research projects. These studies covered a broad range of topics, and utilized all available survey methodologies. Many of these studies focused on public policies related to social issues and service delivery in the areas of health and welfare. Dr.



Membership/Renewal Form (continued):
Special Techno-Interests or Expertise:

Please list any other professional organizations/societies that you belong to:

Are you a member of any of these groups?

- American Chemical Society
- Los Angeles Gay and Lesbian Scientists
- Mathematics Association of America or American Mathematical Society
- National Postdoctoral Association
- NOGLSTP—Chesapeake Region
- NOGLSTP at Purdue
- OSTEM

For New Members: How did you learn of NOGLSTP?

WHAT WOULD YOU LIKE TO HELP US WITH? (CHECK ANY THAT INTEREST YOU)

- BOARD OF DIRECTORS
- HOLD OFFICE
- AAAS
- FUNDRAISING
- MENTORING PROJECT
- NEWSLETTER ARTICLES
- EDIT NEWSLETTER
- PRODUCE NEWSLETTER
- NEW PAMPHLET TOPICS
- GRANT WRITING
- G/L/B/T CAUCUS OF PROFESSIONAL SOCIETIES (which one?)
- OTHER _____

Fielder was particularly adept at the development and management of surveys that focused on the full range of racial, ethnic, cultural, language and socioeconomic groups represented in the United States. Fielder's own research focused on issues of relevance to the Hispanic/Latino communities.

A member of the American Sociological Association, the American Public Health Association, and the American Association of Public Opinion Research, Dr. Fielder co-authored *How to Conduct Self-Administered and Mail Surveys* and *How to Conduct Telephone Surveys*. She served as a consultant in survey design for many national groups, including Union Oil, Harbor General Hospital, the National Center for Research in Vocational Education, the American Heart Association, and the Los Angeles Unified School District, and worked pro-bono with many community organizations.

Dr. Fielder passed away peacefully October 2008 after a long illness. She is survived by Tonya Hays, her longtime companion, her brother Kai Rawlins, and numerous close friends. See evefielderblog.blogspot.com for additional details.

ABOUT NOGLSTP

NOGLSTP is a national organization of gay, lesbian, bisexual, and transgender people (and their advocates) employed or interested in scientific or high technology fields. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving our members' employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring among our members. NOGLSTP is a non-profit educational organization under IRS section 501(c)(3) (TIN # 95-4358685), and is incorporated in the State of California. NOGLSTP is an affiliate of the American Association for the Advancement of Science, a participating professional society in the MentorNet® Affiliated Partners Plus program, a sustaining member of the National Postdoctoral Association, an endorsing society of National Engineers Week, and a Founding Partner of the Engineers Week Coalition Diversity Council. Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web site at www.noglstp.org

Board of Directors (append each incomplete address with [noglstp.org](mailto:noglstpchair@)):

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Newsletter: The *NOGLSTP Bulletin* is published quarterly, most of the time. Contributed articles are encouraged, and may be e-mailed as plain text to office@. Next publication deadline: Jan 30 2009. Please acknowledge the *NOGLSTP Bulletin* as your source if you choose to reproduce any of these articles.

