

# NOGLSTP *Bulletin*

Winter 2011

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NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

## NOGLSTP 2011 Recognition Award Winners Announced

The NOGLSTP Recognition Awards were established in 2005 as a means of identifying, honoring, and documenting the contributions of outstanding GLBT science, engineering and technology professionals, as well as corporations, academic institutions, and businesses that support GLBT professionals in the fields of science and technology. NOGLSTP is pleased to announce the recipients of our 2011 Recognition Awards. They are Bill Hendrix, Ph.D., Scientist of the Year; Bill Huffman, Engineer of the Year; and Ron Buckmire, Ph.D., Educator of the Year.

**Bill Hendrix** is currently the Biology team leader for insect traits and seed treatment at Dow AgroSciences. During his 21 years at Dow, he has worked to develop and advance agricultural solutions to help feed a hungry world. Currently, Bill is working with the R&D and Commercial groups to launch SmartStax, the first eight-way corn trait stack, in addition to managing the seed treatment work to develop new actives for control of important seed pests covering a range of commercial crops in North America. Bill has worked to replace highly toxic molecules with safer alternatives in developing economies. In addition to Bill's outstanding professional record of achievement in the entomological community, Bill is a MentorNet mentor for students and has been an adjunct professor at the University of Arkansas. Out and Equal Workplace Advocates honored Bill with their 2010 Trailblazer Award, which recognizes a LGBT person who has made a significant contribution to advancing workplace equality by helping improve their own workplace or contributing to equality nationally. Among his many LGBT leadership activities, Bill has been the Global Leader of the Dow GLAD (Gays, Lesbians, and Allies) Employee Resource Group since 2006. During his tenure, Dow Chemical has added gender identity to the EEOC statement, added domestic partner benefits and full parity with traditional marriage, added full transgender medical benefits and voluntary self-disclosure on the Dow employee survey. He has also provided congressional testimony for domestic partner benefits and transgender rights in the workplace.

**Bill Huffman** has been involved with computerized axial tomographic x-ray machines, high power amplifier systems, planned and developed a test facility for high power multi-frequency transmitters, and the production/testing of broad range radios and wireless communications devices for over 20 years. His career has developed from technician to Electrical Engineer and he is currently employed by Northrup Grumman Electronic Systems-Marine Systems. A Reliability Engineer, Bill is the technical tactical analyst at the Trident Reliability Engineering Test and Evaluation Laboratories, the worldwide repair center for select tactical  
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## NOGLSTP Activities at the AAAS Annual Meeting

"Science Without Borders" is the theme of the American Association for the Advancement of Science 2011 Annual Meeting, to be held February 17-21 in Washington, DC. As always, NOGLSTP will have a presence at the meeting. This year we will be a presenter at a career pathway workshop, will hold our annual business meeting, and will host our annual recognition awards ceremony and reception, as follows:

**NOGLSTP will present a Career Development Workshop on Friday February 18th 2:30 PM-3:30 pm at the Washington Convention Center, Room 144B:** "Lesbian, Gay, Bisexual, and Transgender: On Campus and at Work" This workshop features a roundtable discussion on being open as a lesbian, gay, bisexual, or transgender (LGBT) on campus and in the scientific and technical workplace. The relative state of LGBT equality will be discussed. Experiences from NOGLSTP's inaugural "Out to Innovate" LGBT STEM Summit workshops will be presented, and ways to improve the campus and employment/professional workplace environment through "safe space" programs, employee resource groups, and visibility. Programming to provide role models of successful LGBT STEM professionals, networking, and mentoring will be shared. Audience participants will be able to share experiences and network. This meeting is open only to registered AAAS meeting attendees.

**NOGLSTP will hold its annual business meeting on Sunday, February 20, 9:30-11:30 am,** in the Wilson Room of the Grand Hyatt, Washington, DC, at which NOGLSTP Board of Directors and members make plans for the coming year. This meeting is open to all dues-paying NOGLSTP members, whether or not they are registered for the AAAS meeting. Members who want to attend by conference call must make arrangements with the NOGLSTP office by February 16 (office @ noglstp.org).

**NOGLSTP's Annual Reception and Recognition Awards Ceremony will be held on Sunday, February 20, 3-5pm in the Wilson Room Grand Hyatt, Washington, DC.** All DC-area NOGLSTP people and allies are welcome to attend this reception, whether or not they are registered for the AAAS meeting. See separate article for more information about the awardees.

### Inside this Issue:

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## “Out to Innovate” Proves Its Worth

On October 9, 2010, NOGLSTP presented its inaugural Out to Innovate career summit for LGBT students and professionals in the areas of science, technology, engineering and mathematics (STEM). Proudly hosted by the University of Southern California at their new campus center, the event drew nearly 200 people, including faculty, students, and professionals from a variety of southern California schools and industries. Among the notable sponsors were Northrop Grumman, Raytheon, Genentech, Dow Chemical, Texas Instruments, Chevron and Intuit, Caltech, and Harvey Mudd College. Conceived by Rochelle Diamond, NOGLSTP chair, and Dr. Amy Ross, NOGLSTP’s program coordinator, Out to Innovate was developed as a pilot project to address the lack of support for LGBT people in the STEM fields. The all-day summit included panel discussions, workshops, and a career fair. Kei Koizumi, Assistant Director for Federal Research and Development at the White House Office of Science and Technology, kicked off the event with a resounding motivational address, which included a commitment to STEM fields from President Obama. The keynote address was delivered at lunch by Dr. Dean Hamer, Section Chief of the Gene Structure and Regulation Section of the Vaccine Branch of the National Cancer Institute, entitled “Out in Science: Science, Sex, and Society.” Dr. Hamer is best known for his work on the biology of homosexuality and its relation to the X chromosome in a cohort of gay men, research which sparked a national debate over nature versus nurture. The responses from the attendees and sponsors have assured the organizers that Out to Innovate was an overwhelming success and that similar events should be conducted on a broader basis. Be sure to look for an upcoming video of the event, soon to be released by NOGLSTP on the web. Photos of the event are already available at the Out to Innovate webpage: [www.outtoinnovate.org](http://www.outtoinnovate.org)

### *NOGLSTP Award Winners (continued from p.1):*

gear. He determines root causes for failures to key elements of the Trident Nuclear Submarine Weapons System, where he designs and builds test fixtures to simulate field conditions to challenge reported failures returned by the US Navy submarine fleet, in addition to live testing surveillance in the field. Bill is recognized as the worldwide authorized repair expert on these tactical electronic systems. Bill has also been an active participant in PriDA, the Pride in Diversity Alliance of Northrop Grumman, and Vice Chair of the Employee Resource Group for the Sunnyvale LGBT+ Marine Systems of the Northrop Grumman Corporation. He is also an active in volunteering in Life Cycle and the Silicon Valley AIDS Coalition and AIDS Walk San Francisco, among other activities. He has been with his life partner for 29 years.

**Ron Buckmire** is currently an Associate Professor and Chairman of the Mathematics Department at Occidental College in Los Angeles, California. Besides teaching numerous mathematical courses, Ron has taught courses at Occidental College on “Gender, Race, and Gay Rights in the Obama Era” (Fall 2009) and “Race, Gender and Justice”. In 1991, Ron created the online Queer Resource Directory, the oldest and largest online resource of information about GLBT people, and on HIV/AIDS. In 1995, Ron co-founded Digital Queers Los Angeles. In 1997, *Out* magazine named Ron one of the Top 100 Gay and Lesbian Activists of the Year and *The Advocate* named Ron a member of “Generation Q”, 30 activists under 30 who have made a difference. In 2006, Ron co-founded the Barbara Jordan/Bayard Rustin Coalition, a Black LGBT civil rights organization. Ron has served on numerous LGBT boards and is currently Chair of the Board of the Center for Health Justice, which works to empower those impacted by HIV and incarceration, and is Secretary of the Board of Overnight Productions, which produces the international GLBT radio newsmagazine “This Way Out.” Ron also serves on the boards of the Stonewall Democrats and Immigration Equality. Ron manages e-mail lists for GLBMATH (a network of LGBT mathematicians), GLBPOC (GLB people of color), QueerLaw, QueerPolitics, and others.

These three people will be recognized during the AAAS Annual Meeting at NOGLSTP’s Annual Reception on February 20, from 3-5 pm in the Wilson Room at the Grand Hyatt in Washington, DC. We are delighted to announce that Johnson & Johnson GLOBAL will sponsor the NOGLSTP Recognition Awards Reception.

## NOGLSTP Nominates A New Face of Engineering for EWeek, February 20-26

Each year the National Engineers Week Foundation asks its members to nominate colleagues 30 years old and younger for consideration as one of the New Faces of Engineering. NOGLSTP is a founding member of the NEWF’s Diversity Council, where this nomination has been submitted. The Diversity Council will then select one person to represent the Council in this program.

Congratulations go to **Heidi Bauer**, NOGLSTP’s nominee for the annual “New Faces of Engineering” recognition awards program of the National Engineering Week Foundation. Should Heidi be selected, her picture will appear in an *USA Today* full-page ad during National Engineering Week, February 20-26. NOGLSTP will celebrate her recognition during its Recognition Awards Reception on February 20th at the AAAS Meeting in Washington, DC, as our National Engineering Week activity.

NOGLSTP member Heidi Bauer earned her environmental engineering degrees from the Colorado School of Mines, and currently works as a project engineer in wastewater treatment for CH2M HILL. Her focus has been on developing improvements to wastewater treatment processes for several municipalities in Colorado to enhance nutrient removal and consequently improve river water quality. Heidi serves as the chair for the Young Professionals Committee, a joint committee of the Rocky Mountain Section of the American Water Works Association and the Rocky Mountain Water Environment Association, which facilitates the exchange of knowledge between more experienced members of the water treatment industry and young professionals, including engineering students. The committee is also teaching youth about water conservation. In addition, Heidi serves as an alumni mentor to the Gay, Lesbian, Bisexual and Transgendered Engineers, a student organization at the Colorado School of Mines. Heidi is helping link the students in this organization with speakers and/or mentors in the engineering community.

## Affiliates News

### LGBT Chemists and Allies

Larry Wagner, a member of NOGLSTP and the Gay and Transgender Chemists and Allies ACS Subdivision, will be speaking about LGBT needs at the NSF National Diversity Equity Workshop (NDEW) this January, an effort by the Open Chemistry Collaborative in Diversity Equity (OXIDE). The workshop series brings together chemistry department chairs and social scientists to develop a better understanding of the underlying causes for the continued reduced representation of underrepresented groups in academia and to investigate effective practices to counteract this trend. Chemistry department chairs from the top 50 universities are taught how to be inclusive of all people, and how to assure equity in compensation, benefits, and opportunities. The January workshop will be the first time the LGBT perspective is presented at an NSF workshop. Larry will talk about the real diversity issues we face in the 21st century. Success in this era relies heavily on being able to recruit and retain the best and brightest in our fields. Respect for all types of diversity is critical to this endeavor. Stereotypes and their role in our behaviors will be presented. The impacts of subtle discrimination and unique challenges of LGBT diversity will be discussed.

The ACS Subdivision for Gay and Transgender Chemists and Allies will be presenting a symposium at the Spring American Chemical Society National Meeting in March, entitled "Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion." This is the first official program of the subdivision, and will include presentations from NOGLSTP members Barbara Belmont, Rochelle Diamond, James Nowick, Cianin Russel, and Larry Wagner. This symposium is scheduled for Tuesday morning, March 29, 2011. It is open to all ACS meeting registrants.

### Mathematicians

The Association of Lesbian, Gay, Bisexual and Transgendered Mathematicians held its annual reception during the Joint Mathematics Meeting this January in New Orleans.

### Regional NOGLSTP Groups

NOGLSTP welcomes its most recent affiliates, San Diego LGBTQ Scientists and Engineers, and NOGLSTP at Oregon State University. These groups join our growing family of affiliates, which include: Los Angeles Gay and Lesbian Scientists, NOGLSTP Chesapeake Region, NOGLSTP at Indiana University, NOGLSTP at Purdue, LGBT Chemists and Allies, and the Association of Lesbian, Gay, Bisexual and Transgendered Mathematicians.

### Friends

gAyGU held its annual dinner during the American Geophysical Union Fall Meeting this past December.

### Partnerships

NOGLSTP renewed its partnership agreements with MentorNet and the National Postdoctoral Association last month. This means that all student and early career faculty who are NOGLSTP members are eligible to participate in the MentorNet community and the One on One on-line mentoring program. Postdoctoral Fellows may join both NOGLSTP and NPA at a discounted price.

### From the Editor

Starting with this issue, I will be editing the *NOGLSTP Bulletin*. Articles and announcements for consideration for publication in the newsletter can be sent to me at editor@noglstp.org. The deadline for the next issue is March 11. Many thanks to Barbara Belmont for her past editorial efforts and for her assistance as I have taken on these tasks.

- Daniele Cherniak

## 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](http://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. LAGLS and NOGLSTP-CR people: please renew through your regional group to enjoy discounts on dues.

### 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 

## Nominate Someone for a Presidential Appointment

NOGLSTP partnered with the Presidential Advisory Coalition to suggest science and engineering candidates for federal panels and commissions. As part of the Presidential Appointments Project of the Gay & Lesbian Leadership Institute, NOGLSTP can nominate candidates for federal jobs and seats on boards and commissions that advise the administration on important policy issues. NOGLSTP and the coalition are working to make sure LGBT Americans have a fair shot at these appointments and create a talent bank for openly LGBT professionals seeking appointed positions in the presidential administration. The community has to be ready with candidates when positions open up, as high-profile positions sometimes have only a few days to fill and other communities will be putting names forward as well. Most commissions and panels are advisory and not paid, full-time positions, however they are prestigious with travel, per diem, and honoraria paid for participation. For more information, see the Presidential Appointments Project Coalition Partners site at [www.glli.org/presidential](http://www.glli.org/presidential)



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 Indiana University
- NOGLSTP at Oregon State University
- NOGLSTP at Purdue
- OSTEM
- San Diego LGBTQ Scientists and Engineers

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 \_\_\_\_\_



## Mark Your Calendars

- February 17-21: AAAS Annual Meeting, Washington, DC. NOGLSTP events:
  - Career Development Workshop, February 18
  - NOGLSTP Annual Business Meeting, February 20
  - NOGLSTP Annual Reception and Recognition Awards Ceremony, February 20
- February 20-26: National Engineers Week
- March 29: Symposium "Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion" at the Spring American Chemical Society National Meeting

## NOGLSTP at IU President Receives Awards from Indiana University

Chris Kase, the founder and president of NOGLSTP at Indiana University, was named as a 2010 GLBT 'Spirit' Award recipient from the GLBT Student Support Services (GLBTSSS) Office at Indiana University. Established in 1999 on the occasion of the fifth anniversary of the GLBTSSS at Indiana University, the GLBT 'Spirit' Award is given to students, faculty, staff and organizations/offices/departments who complement the efforts of the GLBT Office. Chris was also named the sole winner of an academic scholarship from the Indiana University GLBT Alumni Association (GLBTAA). This scholarship recognizes and rewards students who have improved the climate and atmosphere on their IU campus for GLBT students, faculty, staff, and/or alumni while also achieving their own academic and personal goals. This \$2000 scholarship is for the 2010-11 school year.

### ABOUT NOGLSTP

National Organization of Gay and Lesbian Scientists and Technical Professionals is a 501(c)(3) educational organization and professional society 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 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. 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](http://www.noglstp.org)

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

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The **NOGLSTP Bulletin** is published quarterly, most of the time. Contributed articles are encouraged, and may be e-mailed as plain text to [editor@](mailto:editor@noglstp.org). Next publication deadline (for Spring 2011 newsletter): March 11. Please acknowledge the **NOGLSTP Bulletin** as your source if you choose to reproduce any of these articles.