

**Women in Bioscience Conference 2001
Book List**

This book list is the same as the one in the link above except that this one has editorial descriptions from Amazon.com

Negotiation Skills

- **1) Play Like a Man, Win Like a Woman: What Men Know About Success That Women Need to Learn Gail Evans**

Editorial Reviews

Amazon.com

The fact that there are few women occupying top-level positions in corporate America has, for a long time, been blamed on a ubiquitous "glass ceiling." But according to Gail Evans, this is a tired myth implying a woman is a "person-who's-done-to instead of a person-who's-doing." In *Play Like a Man, Win Like a Woman*, CNN's ebullient--and successful--executive vice president puts forth a new thesis: women are not in star positions because they haven't yet learned how to play the game.

The game of business is played on a field where males have been comfortable since they were very young, says Evans. It's a game where winning is the obvious (and only) objective and where aggression, self-promotion, a tough skin, and an effective display of power are the signs of a winner. Women, on the other hand, enter the game disadvantaged, having been taught to be cooperative rather than competitive, to enjoy the process rather than simply the result, and to seek approval rather than assume success. In her entertaining, informative, and practical book, Evans sets out to level the playing field by providing instructions on how men play and by teaching women to play smarter and win on their own terms. In one section, where she offers such advice as "Toot Your Own Horn," "Accept Uncertainty," and "Be an Imposter," Evans presents a common business scenario. She shows the typical male and female responses to it, analyzes the problem with the woman's reaction, and offers advice on what to do differently. Writing in light, accessible prose, Evans supports her observations with both personal and professional anecdotes and covers the gamut of women's experiences on the corporate path. Evans's message is inspiring: women can learn to play the game as well as any man and bring with them a unique set of skills and experiences.

It's impossible to ignore a woman who has reached the top of her profession in a tough business and is still prepared to claim that "everything I ever needed to know about business I learned driving the car pool." --S. Ketchum

Book Description

Women make up almost half of today's labor force, but in corporate America they don't share half of the power. Only four of the Fortune 500 company CEOs are women, and it's only been in the last few years that even half of the Fortune 500 companies have more than one female officer.

A major reason for this? Most women were never taught how to play the game of business.

- **2) The Male Mind at Work: A Woman's Guide to Working with Men Deborah Swiss**

Editorial Reviews

Book Description

For every woman who works with men--an immediately empowering guide to rising above gender politics and succeeding in the workplace

Knowledge is a powerful tool. *The Male Mind at Work* answers troublesome and intriguing questions about how men behave on the job. This thought-provoking book shatters myths about what really goes on in the male mind while confirming for women the realities about gender differences that have always existed. It offers clear strategies for women who feel frustrated and confused because male colleagues speak a different language or play by different rules, and contains valuable truths about the male psyche so that women can more effectively operate in the workplace.

By looking through this gender lens, a woman will gain a better understanding of the male perspective in order to network with men, manage a difficult male colleague, boss, or subordinate, and compete with confidence. *The Male Mind at Work* arms women with the power to use this knowledge effectively--without sacrificing their own identities and personal strengths.

Book Info

Reveals how successful men approach and handle power struggles with their female colleagues, and discloses how male managers use gender to cultivate their most effective business traits. Arms women with the power to use this knowledge effectively, without sacrificing their own identities and strengths.

- **3) Swim with the Dolphins: How Women Can Succeed in Corporate America on Their Own Terms Barbara Steinberg Smalley, Connie Brown Glaser**

Editorial Reviews

From Booklist

Glaser and Smalley differentiate among sharks, guppies, and dolphins. Their point? That the teamwork, nurturing, and listening abilities common to most women (and, of course, to dolphins) now serve them well in corporate America. The stress here is on using those skills. A profile of one of the more than 200 female executives interviewed for the book (having shattered the glass ceiling being the primary qualification for being interviewed) begins each chapter: so, for instance, Karen Himle, vice president of corporate communications for the St. Paul Companies, talks about the unwritten rules for beginning a new management job, which are then articulated in the chapter that follows. Virtually every topic indispensable to good managers is covered, from an analysis of innate tools to the how-tos of getting a promotion. What's unusual is the clarity of instructions, explaining exactly what women need to do in order to move up the business ladder. Barbara Jacobs --This text refers to an out of print or unavailable edition of this title.

- **4) High Five! The Magic of Working Together Ken Blanchard Sheldon Bowles**

Editorial Reviews

Amazon.com

Organizational guru Ken Blanchard has long had a knack for writing management books that are easy and fun to read (*The One Minute Manager*, plus 11 other bestsellers). Now, in his latest, he becomes (with the help of three coauthors) something of a novelist, relating the saga of the Riverbend Warriors, a come-from-behind boys' hockey team, to teach a broader lesson about the importance of, and the key dynamics behind, good teamwork in organizations of every sort.

High Five! starts with otherwise exemplary exec Alan Foster losing his job because--you guessed it--he isn't a team player. Unemployed, bored, and demoralized, he decides to coach his fifth-grade son's failing hockey team into better

shape. But it's not until he enlists the help of Miss Weatherby, an aging African-American retired teacher and champion girls' basketball coach that things really start to turn around. As we follow the struggle of the increasingly well-oiled Warriors machine as they drill, strategize, and bond their way through the season, we learn some of the fundamental lessons of what makes good teams--and good team-building by coaches and managers. Among them are "repeated reward and repetition," the guiding notion that "none of us is as smart as all of us," and four key traits that shall here remain undisclosed (hint: their acronym spells PUCK).

As fiction goes, don't expect high literature here. But to its credit, the book's ending isn't 100 percent happy, either. If you worry that the aged but whip-smart Weatherby might die at the end, don't--instead, she becomes perhaps the world's first octogenarian, black female management consultant. As books on teamwork go, Blanchard's latest is on the lighter side, but it still packs a fair share of commonsense wisdom when it comes to putting together, motivating, and sustaining work teams worthy of the Stanley Cup. And it may even have inaugurated a new fiction genre: the organizational tearjerker. --Timothy Murphy

Book Description

High Five! combines the spellbinding charm of a timeless parable with cutting-edge information about why teams are important and what individuals and organizations can do to build successful ones.

Through the story of Alan Foster, a workplace one-man band, High Five! identifies the four key ingredients of winning teams. Although Alan is an effective producer, he is unwilling to share the spotlight by partnering on projects and is fired because, as his boss puts it, "Alan, we need good producers... read more

- **5) Getting to Yes: Negotiating Agreement without Giving In. Roger Fisher et al.**

Editorial Reviews

John Kenneth Galbraith

"This is by far the best thing I've ever read about negotiation. It is equally relevant for the individual who would like to keep his friends, property, and income and the statesman who would like to keep the peace." --This text refers to the Hardcover edition.

Ingram

This is by far the best thing I've ever read about negotiation. It is equally relevant for the individual who would like to keep his friends, property, and income and the statesman who would like to keep the peace. --John Kenneth Galbraith.

- **6) Three Steps to Yes: The Gentle Art of Getting Your Way. Gene Bedell**

Editorial Reviews

Book Description

Everybody has to sell something sometime. We're not just talking about salespeople making quotas. Parents have to sell their kids on the idea of eating vegetables and not taking drugs; managers have to sell their employees on the idea of showing up on time and producing. Getting your message across requires selling yourself and your ideas in a way that guarantees a positive response from the most stubborn listener.

Gene Bedell spent a lifetime selling, but he changed his method when he discovered a better way. Three Steps to Yes shows you how to move anyone from no to yes in just three simple steps. It enables you to get people to do what you ask them to do and believe what you want them to believe without being a bully, damaging your relationships, or compromising your principles. All the old-fashioned persuasion techniques -- authoritative power, punishment, rewards, verbal manipulation, relationship selling, negotiation -- will be a thing of the past once you make this breakthrough three-step technique a part of your life.

Three Steps to Yes isn't a book of selling tricks. It's a new paradigm that shows you how to persuade your customers, your kids, or your coworkers to let you have your way by recognizing their needs, showing them your core values, and communicating effectively.

Full of helpful hints, invaluable tactics, and illuminating anecdotes, Three Steps to Yes is required reading for everyone from managers to mothers, bankers to business execs, and, yes, even salespeople.

Entrepreneurship

- **7) Success on Our Own Terms: Tales of Extraordinary, Ordinary Business Women Virginia O'Brien**

Editorial Reviews

Boston Globe

O'Brien's book "offers an inside look at the corporate and personal lives of women who have crashed through the glass ceiling, many of them with the help of a mentor.

From Booklist

O'Brien sets out to track the business journey that women have taken over the last 25 years. Her research includes interviews of 45 women in companies that she considers friendly to women, presenting her findings on how these professionals feel about the level of management they have attained, what motivates them, what their visions and goals are, and what strategies helped them achieve their objectives. Also, she references the 700 responses received from a survey with Executive Women magazine... read more

- **8) Built to Last, Successful Habits of Visionary Companies. James Collins et al.**

Editorial Reviews

Amazon.com

This analysis of what makes great companies great has been hailed everywhere as an instant classic and one of the best business titles since In Search of Excellence. The authors, James C. Collins and Jerry I. Porras, spent six years in research, and they freely admit that their own preconceptions about business success were devastated by their actual findings--along with the preconceptions of virtually everyone else.

Built to Last identifies 18 "visionary" companies and sets out to determine what's special about them. To get on the list, a company had to be world famous, have a stellar brand image, and be at least 50 years old. We're talking about companies that even a layperson knows to be, well, different: the Disneys, the Wal-Marts, the Mercks.

Whatever the key to the success of these companies, the key to the success of this book is that the authors don't waste time comparing them to business failures. Instead, they use a control group of "successful-but-second-rank" companies to highlight what's special about their 18 "visionary" picks. Thus Disney is compared to Columbia Pictures, Ford to GM, Hewlett Packard to Texas Instruments, and so on.

The core myth, according to the authors, is that visionary companies must start with a great product and be pushed into the future by charismatic leaders. There are examples of that pattern, they admit: Johnson & Johnson, for one. But there are also just too many counterexamples--in fact, the majority of the "visionary" companies, including giants like 3M, Sony, and TI, don't fit the model. They were characterized by total lack of an initial business plan or key idea and by remarkably self-effacing leaders. Collins and Porras are much more impressed with something else they shared: an almost cult-like devotion to a "core ideology" or identity, and active indoctrination of employees into "ideologically commitment" to the company.

The comparison with the business "B"-team does tend to raise a significant methodological problem: which companies are to be counted as "visionary" in the first place? There's an air of circularity here, as if you achieve "visionary" status by ... achieving visionary status. So many roads lead to Rome that the book is less practical than it might appear. But that's exactly the point of an eloquent chapter on 3M. This wildly successful company had no master plan, little structure, and no prima donnas. Instead it had an atmosphere in which bright people were both keen to see the company succeed and unafraid to "try a lot of stuff and keep what works." --Richard Farr

How to be a Mentor

- **9) The Art of Mentoring: Lead, Follow and Get Out of the Way Shirley Peddy**

Editorial Reviews

Booklist, February 15, 1999

"Peddy uses storytelling as a tool to illuminate the key elements of a mentoring culture and to examine how mentoring works in practical situations. Peddy's frame story is the temporary assignment of her narrator, Rachel Hanson, a corporate training specialist for Perry Winkle Enterprises, to supervise the Houston marketing office of a recently acquired subsidiary, To Your Health, a health food producer and distributor. To complicate Rachel's situation (appropriately) her own rather disaffected college-dropout son needs mentoring, too, during the months she spends in Houston-but can she (via long distance) or his father (face-to-face) provide the advice and support he requires? This frame makes Peddy's key points accessible and entertaining, and she addresses thoughtfully the wide range of issues mentors face over the "life" of a mentoring relationship."

New York Metropolitan News, March 1999

"This book is about more than mentoring. It covers contentious and prevalent issues of the workplace: learning the unspoken rules, improving interpersonal skills, dealing with job dissatisfaction, workaholism or lack of motivation-and anyone looking for advice or looking to advise another will find this book an indispensable reference."

- **10) Managers As Mentors: Building Partnerships for Learning Chip R. Bell**

Editorial Reviews

Amazon.com

According to consultant and trainer Chip R. Bell, mentoring is a highly synergistic, two-way performance that, when properly engaged, takes on the synchronized qualities of a well-executed dance. In *Managers As Mentors: Building Partnerships for Learning*, he explains what mentoring is (and is not) and provides a way for readers to assess their own attributes for the practice. Subsequent information--designed to be personalized and read in any order--deals with such specifics as giving advice properly, gaining protegee acceptance, lessening the fear factor, and finding time to commit to the process.

- **11) Learning from Other Women: How to Benefit from the Knowledge, Wisdom, and Experience of Female Mentors Carolyn Duff**

Editorial Reviews

Boston Globe, September 26, 1999

Their true stories throughout her book give it unusual strength and a lively authentic flavor.

Book Description

For women who want to enhance their careers and lives using a virtually untapped resource--other women.

Just because mentor begins with "men" doesn't mean that mentors must BE men. In fact, many women are now discovering the enormous rewards of having other women as their mentors.

It makes perfect sense. After all, women share common experiences, must overcome common difficulties--and only women can completely empathize with other women. *Learning From Other Women* is a breakthrough book... read more

- **12) Mentoring Means Future Scientists. A Guide for Developing Mentoring Programs Based on the AWIS Mentoring Project AWIS Staff**

Appropriate Responses to Inappropriate Situations

- **13) You Are Not the Target Laura Archera Huxley**
- **14) Working with Difficult People Muriel Solomon**

Editorial Reviews

Amazon.com

Have you ever agonized over how to handle a bully in the workplace--with pie-in-the-face retribution or a saintly smile? "The 100 people you'll meet on these pages," Muriel Solomon teases in her introduction to this hard-hitting and entertaining guidebook, "should be founding members of E.O.O.--Equal Opportunity Offenders. They show no bias. They are as obnoxious to their bosses as they are to their bookkeepers." But the teasing segues into practical advice for those seeking to do their work in--if not kind circumstances--at least unthreatening ones.

Designed as an at-a-glance reference tool, this 10-part guide describes 10 kinds of culprits, from tyrants, bullies, and sadists to the pushy and presumptuous to connivers and camouflagers. Each type is first defined, allowing for a peek inside the heads of both victim and victimizer and offering a helpful strategy for facilitating tactful dialogues that serves as excellent advice for diffusing workplace tensions and hostilities.

You may recognize these types as thorns in your side or--worse--real threats to your sense of well-being and work performance. This reference book packs a wallop, not only restoring your self-esteem but allowing you to create better relationships with the people at work who make your life miserable. *Working with Difficult People* may not disarm the despicable, but it will supply you with the ammunition you need to put the control back in your camp.

- **15) Difficult People: How to Deal with Impossible Clients, Bosses and Employees. Robert Cava**

Editorial Reviews

Ingram

Shows how to deal with angry customers, annoying subordinates, difficult co-workers, and cantankerous bosses by becoming an effective communicator and understanding different personality types. Original.

The publisher, Firefly Books , June 22, 1998

Nasty customer?Boss on the rampage?Uncooperative colleagues?

"[This book] is full of strategies to control your anger and improve your skills when dealing with impossible clients and employees." --Business97 magazine

At one time or another, everyone has to deal with irate, rude, impatient or aggressive people in the workplace. "Difficult People" is the book for learning how to handle these stressful situations and how to diffuse tensions calmly and professionally.

Author Roberta Cava outlines the useful techniques that will help... read more

Leadership in Academia vs Industry

- **16) First, Break All the Rules: What the World's Greatest Managers Do Differently** Marcus Buckingham, Curt Coffman

Editorial Reviews
Amazon.com

Marcus Buckingham and Curt Coffman expose the fallacies of standard management thinking in First, Break All the Rules: What the World's Greatest Managers Do Differently. In seven chapters, the two consultants for the Gallup Organization debunk some dearly held notions about management, such as "treat people as you like to be treated"; "people are capable of almost anything"; and "a manager's role is diminishing in today's economy." "Great managers are revolutionaries," the authors write. "This book will take you inside the minds of these managers to explain why they have toppled conventional wisdom and reveal the new truths they have forged in its place."

The authors have culled their observations from more than 80,000 interviews conducted by Gallup during the past 25 years. Quoting leaders such as basketball coach Phil Jackson, Buckingham and Coffman outline "four keys" to becoming an excellent manager: Finding the right fit for employees, focusing on strengths of employees, defining the right results, and selecting staff for talent--not just knowledge and skills. First, Break All the Rules offers specific techniques for helping people perform better on the job. For instance, the authors show ways to structure a trial period for a new worker and how to create a pay plan that rewards people for their expertise instead of how fast they climb the company ladder. "The point is to focus people toward performance," they write. "The manager is, and should be, totally responsible for this." Written in plain English and well organized, this book tells you exactly how to improve as a supervisor. --Dan Ring

- **17) The Inner Work of Leaders: Leadership as a Habit of Mind** Barbara Mackoff, Gary Wenet

Editorial Reviews
Book Description

There is no script for being a great leader, and no way to play act in the role. It's the inner work that creates the difference between a manager and a leader.

Leaders who shine have the insight to examine their own lives--the influence of their families, the guidance of teachers, and the force of momentous events--and translate that information into habits of mind for persevering in the face of obstacles and instilling commitment and confidence in others.

In this bold, fresh approach to leadership, two psychologists profile more than 50 leaders who have leveraged the legacy of their life experiences into five powerful habits of mind to shape the way they think about, and respond to, challenges in their leadership.

Readers learn about the inner work of leaders such as Sara Lee CEO John Bryan, Hearst Magazine President Cathleen Black, Cherokee Chief Wilma Mankiller, Princeton President Harold Shapiro, Chicago Cubs President Andy MacPhail, and Ogilvy & Mather CEO Shelly Lazarus.

Each leader tells a compelling story of translating the lessons of a lifetime into habits of mind that are central to his or her success, including:

- * Framework: The strategy of interpreting negative events with a resilient response
- * Reflection: The capacity to observe and analyze his or her own behavior
- * Attunement: The practice of learning from every person in the organization
- * Conviction: The ability to draw upon inner authority and purpose
- * Replenishment: The craft of restoring perspective and renewing resources

THE INNER WORK OF LEADERS is a book with a clear, strategic message: Leadership develops from within. Only when leaders do this inner work (and understand the experiences that have influenced them) can they develop powerful habits of mind for leading and inspiring others.

- **18) Breaking the Glass Ceiling: Can Women Reach the Top of Americas Largest Corporations?** Ann Morrison, Randall White, Ellen Van Velsor, Ann Momson
- **19) America's Competitive Secret: Women Managers** Judy Rosener

Editorial Reviews
Book Description

The United States has a large number of well educated, experienced professional women ready, willing and able to move into the boardrooms and executive suites of corporate America, representing a great, untapped economic resource no other country in the world can claim. This is America's competitive secret, argues Judy B. Rosener in this refreshingly pragmatic new book for managers who want to improve their bottom line.

A leading expert on women and men at work and a highly sought-after speaker, Rosener argues that not only are men and women different, so are male and female managers. Drawing on in-depth interviews with top-flight executives and middle managers and the latest research on working women and organizational change, she describes the unique contribution of female professionals. Her profiles of top women managers reveal that they cope well with ambiguity, are comfortable sharing power, and they tend to empower others--leadership traits that Rosener contends lead to increased employee productivity, innovation, and profits.

As businesses today struggle with corporate reorganization and an increasingly diverse workforce, America's Competitive Secret offers compelling evidence that the changes that help organizations more fully utilize the talents of women are the same changes that will give them an important edge in today's fast-changing, service oriented, global workplace.

- **20) The Female Advantage: Women's Ways of Leadership** Sally Helgesen

Editorial Reviews

Ingram

Sally Helgesen's classic study of female leaders documents how women leaders make decisions, schedule their days, gather and disperse information, motivate others, delegate tasks, structure their companies, and hire, and fire employees.

From the Publisher

Now in Currency paperback -- Sally Helgesen's classic study of female leaders and how their strategies represent a highly successful revision of male leadership styles. Sixty thousand copies in print! In her bestselling 1990 book, Sally Helgesen discovered that men and women approach work in fundamentally different ways. Many of these differences hold distinct advantages for women, who excel at running organizations that foster creativity, cooperation, and intuitive ... read more

- **21) Why the Best Man for the Job is a Woman: The Unique Female Qualities of Leadership Esther Wachs Book**

Editorial Reviews

Book Description

Playing With The Boys--And Beating Them At Their Own Game!

With revolutionary changes in corporate structures, a new leadership style is emerging, and that style is uniquely female. Gone are the days when men called the shots. Women are rising in the ranks of dozens of industries that have not been traditionally welcoming or supportive of females--telecommunications, computing, e-commerce, advertising, consulting, and information technology. More and more women have replaced men or excelled over rivals in male-dominated industries because they possess the qualities of leadership that top firms are seeking today.

But what are these qualities?

In this incisive and engaging book, Esther Wachs Book reveals the seven key uniquely female qualities of leadership that are turning the entire world around and allowing more women to achieve success in arenas that once were not open to them. These new paradigm leaders are able to sell the vision. They are unafraid of reinventing the rules. They possess a laser focus to achieve. They exhibit courage under fire. They can turn challenges into opportunities. They are keenly aware of customer preferences. They maximize high touch in an era of high tech.

From Meg Whitman of eBay to Marcy Carsey of Carsey-Werner and Oxygen Media, from Martha Ingram of Ingram Industries to Shelly Lazarus of Ogilvy & Mather Worldwide, this book is filled with compelling insights gleaned from the country's highest-ranking businesswomen. Why the Best Man for the Job Is a Woman reveals how these new paradigm leaders excelled and introduces the world to a new breed of leader--The Female Leader--and captures her strategies for success.

- **22) Women and the Leadership Q: The Breakthrough System for Achieving Power and Influence Shoya Zichy, Bonnie Kellen**

Editorial Reviews

Publishers Weekly, August 21, 2000

"Although Zichy's intent is to educate women...the book's strength is in its engaging profiles..."

From Booklist

"Leadership skills can be learned and developed," states Zichy in her well-organized book on leadership. She showcases many natural styles through interviews of 36 women, mostly Americans (ages 38 to 80), who have distinguished themselves in their fields. Using the Myers-Briggs type of indicator as a frame of reference, the author presents a model to maximize natural leadership talent. Although it can apply to men, too, the author focuses on women and offers a roadmap for each reader to... read more

- **23) Advancing Women in Business—The Catalyst Guide: Best Practices from the Corporate Leaders (Jossey-Bass Business & Management Series)**

Editorial Reviews

Amazon.com

Advancing Women in Business--The Catalyst Guide: Best Practices from the Corporate Leaders is literally a self-help manual for anyone interested in expanding management opportunities for women while simultaneously advancing larger business objectives. Produced by the nonprofit Catalyst organization and opening with a foreword by its president Sheila Wellington, the book presents an array of practical suggestions for developing programs that ultimately benefit all employees and positively impact the bottom line. A variety of helpful resources are identified, and laudable programs at companies such as Eastman Kodak, Sara Lee, and Motorola are described. --Howard Rothman

Book Info

Tells companies how they can develop change initiatives that will help them retain their most valuable employees in ways that support strategic goals. DLC: Businesswomen.

- **24) Beyond the Double Bind: Women and Leadership Kathleen Hall Jamieson**

Editorial Reviews

Book Description

"I can remember," says lawyer Flo Kennedy, "going to court in pants and the judge remarking that I wasn't properly dressed, that the next time I came to court I should be dressed like a lawyer." It was a moment painfully familiar to countless women: a demand that she conform to a stereotype of feminine dress and behavior--which would also mark her as an intruder, rising above her assigned station. Kennedy took one look at the judge's robe--essentially "a long black dress gathered at the yoke"--and said, "Judge, if you won't talk about what I'm wearing, I won't talk about what you're wearing." In Beyond the Double Bind, Kathleen Hall Jamieson takes her cue from Kennedy's comeback to argue that the catch-22 that often blocks women from success can be overcome. Sparking her narrative with potent accounts of the many ways women have beaten the double bind that would seem to damn them no matter what they choose to do, Jamieson provides a rousing and emphatic denunciation of victim feminism and the acceptance of inevitable failure. As she explores society's interlaced traps and restrictions, she draws on hundreds of interviews with women from all walks of life to show the ways they cut through them. Unlike other breakthrough feminist writers, she finds grounds for optimism in areas ranging from slow improvements in women's earnings to newly effective legal remedies, from growing social awareness to the determination and skill of individual women who are fighting the double bind.

With intensive research and incisive analysis, Jamieson provides a landmark account of the binds that ensnare women's lives--and the ways they can overcome them.

Ethical Issues in Bioscience

- **25) An Introduction to Bioethics Thomas A. Shannon**

- **26) The Ethics of Human Cloning** Leon Kass, James Wilson

Editorial Reviews
Amazon.com

This slim volume is the best introduction to the ethical debate over human cloning now available, as two of America's most respected public intellectuals tangle over the question of whether it's a good idea to let people make genetic duplicates of themselves. Kass is firmly against human cloning; Wilson, although not exactly an enthusiast, sees no essential problem with it as long as cloned children are raised in loving, two-parent households.

The book is divided into two parts, with each writer laying out an initial position followed by mutual critiques. Kass seems to get the better of the exchange, but both writers present their views clearly, with occasional humor. (Wilson at one point shrugs off the concern that cloning will replace sexual reproduction: "Sex is more fun than cloning.... Procreation is a delight.") This outstanding book will shape a debate that's only just gotten underway. --John J. Miller

From Book News, Inc.

Kass, a noted teacher, scientist, and humanist, and Wilson, a political scientist, explore the ethics of human cloning, reproductive technology, and the teleology of human sexuality. Although in their lively dialog both authors share a distrust of the notion of human cloning, they base their reticence on different views of the roles of sexual reproduction and the family. 5.25x8.5<">. No index. Book News, Inc.®, Portland, OR

- **27) Cloning the Buddha, The Moral Impact of Biotechnology** Richard Heinberg

Editorial Reviews
Book Description

With penetrating common sense, eco-philosopher and journalist Richard Heinberg tackles some of the thorniest ethical questions we face; Are cloning, organ farming, genetic engineering, and other "wonders" of biotechnology developments morally aware people can support? If biotech research can cure diseases and feed starving people, wouldn't it be morally wrong not to pursue it?

From the Back Cover

"We anticipate lively discussion of the ethical issues Heinberg raises. Readers with very little scientific background ... will be awakened to how greatly knowledge has expanded. Yet, as Heinberg so well describes, knowledge -- especially technical knowledge -- is not wisdom. And it is wisdom he advocates. --from the foreword by Dorion Sagan and Lynn Margulis, Ph.D.

- **28) Clones and Clones. Facts and Fantasies about Human Cloning.** Martha Nussbaum, Cass Sunstein

Editorial Reviews
Amazon.com

Nussbaum and Sunstein have collected a comprehensive set of essays on the implications of cloning, which has not been attempted with humans as of this writing, but almost surely will be within a few years. The editors include Ian Wilmut's original research paper reporting the existence of Dolly, the cloned sheep, as well as ethical analysis papers by popular science writers such as Stephen Jay Gould and Richard Dawkins. Four fiction pieces round out the collection. Opinion pieces on topics ranging from the soul of a clone to clones raised for body parts are the most interesting essays in the bunch. In the horror-scenario category, Andrea Dworkin takes the position that in a world where cloning is possible, men will clone only compliant women, at last gaining the control over reproduction they've always wanted. (Dworkin ignores the fact that no gene for compliance has yet been isolated.) Questions of nature versus nurture will presumably be answered in the brave new world of cloning, and many of the writers in Clones and Clones imagine the ramifications of finding out how much our lives are predestined by our DNA. Read this book before you donate your cells to the local lab. --Therese Littleton --This text refers to the Hardcover edition.

- **29) Genetic Dilemmas: Reproductive Technology, Parental Choices and Children's Futures.** Dena Davis

Editorial Reviews
Book Description

In Genetic Dilemmas and the Child's Right to an Open Future, Davis examines perplexing medical cases as a means to discussion of ethical dilemmas raised by the availability of new reproductive technologies. Her discussion covers genetic ethics, as well as the ethics of parenthood. The author advances an ethical theory that can guide health care professionals, policy makers and parents when the rights and interests of parents collide with those of their "potential children" or children. Davis addresses four ethical issues in genetics in Genetic Dilemmas including disabled parents who seek assistance in conceiving a child who shares their disability; genetic testing of children with no immediate medical benefit; sex selection and determination of fetal sex; and the cloning of human beings.

Interfacing Your Science Degree

- **30) The Scientist as Consultant: Building New Career Opportunities.** Carl Sindermann et al.

Editorial Reviews
From Book News, Inc.

Provides advice for scientists considering consulting, explaining how to organize a scientific consulting group, obtain clients and start-up funds, deal with lawyers, and work with international agencies. Other aspects discussed include ethics, marketing and selling scientific expertise, dealing with clients from hell, and advantages and disadvantages of employment with superconsultant corporations. For scientists at all levels. Book News, Inc.®, Portland, OR

- **31) Guide to Nontraditional Careers in Science.** Karen Young Kreeger

Editorial Reviews
Book Info

Univ. of Pennsylvania, Philadelphia. Practical guide to evaluating and finding career opportunities in nonacademic research fields. Provides examples of fields in which people use their knowledge and 100 one-on-one interviews with people who have taken various career paths. Softcover.

Card catalog description

For the past several years the scientific press has been filled with headlines of the overproduction of Ph.D.s and growing unemployment and underemployment of researchers. Packed with practical advice and stories from dozens of scientists and professionals, this guidebook aids the reader in evaluating and finding career opportunities in nonacademic research fields. By demonstrating to the reader that choices are available, this resource provides many examples of fields (e.g., publishing, law.... read more

- **32) Great Jobs for Biology Majors** Blythe Camenson

Editorial Reviews

Ingram

These books are a big help to students as they plan to enter the working world. They discover the common career paths taken by graduates in their field. From assessing individual talents and skills to taking the necessary steps to land a job, every aspect of identifying and getting started in a career choice is covered: writing a resume, researching professional fields and career paths within those fields, networking, interviewing, and evaluating job offers. Students learn how to:

Explore options and select the best career path
Make a smooth transition from college to career
Conduct an effective job search
Follow through and get results
Evaluate offers, bonuses, salaries, and more
Plan for on-the-job success

Included are sample resumes and job descriptions, statistics, salary ranges, and sources for more information.

- **33) Career Renewal: Tools for Scientists and Technical Professionals. Stephen Rosen et al.**

Editorial Reviews

Ingram

Suffering from career burnout, career regret, or job dislocation? Learn how to measure your own "career health" with "Career Renewal"--the only guide available to professionals who find themselves in career limbo. Throughout the book the authors provide numerous real-life career placement success stories along with step-by-step career wellness exercises to help readers explore new options. These tools ensure long-term career health and well being and improve your career attitudes and beliefs Pub: 10/97.

The publisher, ACADEMIC PRESS , May 6, 1998

Recent Review (Chemical & Engineering News)

"Although job search books are never a one-size-fits-all proposition, I hope this book's subtitle doesn't deter nonscientists and nontechnical professionals from picking it up. Its exercises and inventories are applicable to a wider range of professions. Many people find this book a useful road map in negotiating their way to a more satisfying career." - Corinne Marasco, Co-author of "Careers for Chemists: A World Outside the Lab"

Your Stay or Leave Equation

- **34) Leaving the Ivory Tower. Barbara Lovitts**

Editorial Reviews

Book Description

Graduate schools have faced attrition rates of approximately 50 percent for the past 40 years. They have tried to address the problem by focusing on student characteristics and by assuming that if they could make better, more informed admissions decisions, attrition rates would drop. Yet high attrition rates persist and may in fact be increasing. "Leaving the Ivory Tower" thus turns the issue around and asks what is wrong with the structure and process of graduate education. Based on hard evidence drawn from a survey of 816 completers and noncompleters and on interviews with noncompleters, high- and low-Ph.D productive faculty and Directors of Graduate study, this book locates the root cause of attrition in the social structure and cultural organization of graduate education.

Strategy for Balance

- **35) Simplify Your Work Life Elaine St James**

Editorial Reviews

Amazon.com

Now that Elaine St. James has helped readers simplify their homes, closets, and holidays, she shares her expert advice on simplifying the workplace. St. James points out that most of the conveniences Americans rely upon to make work easier--such as fax machines, e-mail, and cell phones--really make it "easier to do more work" at any time of day or night. As a result, the 40-hour workweek is a distant memory. "American workers could learn a lot from the European workplace," she writes. "In most European countries, the 32 hour work week is mandated by law."

How is it possible to be like the Europeans and still get the job done? This is where St. James gets specific. At first she asks readers to set firmer boundaries between work and home. She makes seemingly radical suggestions, such as "stop working weekends," "add one day to your vacation" (to allow for transition time), and "eliminate your commute." She also offers on-the-job advice, such as "be selective in giving out your e-mail [address]" (to eliminate distracting messages) and "double your estimate" ("face it, things always take twice as long to complete as you think"). Ultimately, she suggests ways to be more efficient spenders in order to have more flexibility (which results in saner and more meaningful work). This Queen of Simplification may seem simplistic to her detractors, but her advice-packed books really do get results. --Gail Hudson

From Booklist

St. James is the author of five best-selling books, including Simplify Your Life (1994) and Inner Simplicity (1995). She divides her latest book into seven sections: cutting back on the amount of time you work, learning to seize time, being more productive, being more effective with people, being more efficient with your money, changing the way you work, and changing the way you think about work. Within these sections are 89 recommendations, which include using modern phone technology, getting... read more

- **36) Getting Things Done: The Art of Stress-Free Productivity David Allen**

Editorial Reviews

Amazon.com

With first-chapter allusions to martial arts, "flow," "mind like water," and other concepts borrowed from the East (and usually mangled), you'd almost think this self-helper from David Allen should have been called Zen and the Art of Schedule Maintenance.

Not quite. Yes, Getting Things Done offers a complete system for downloading all those free-floating gotta-do's clogging your brain into a sophisticated framework of files and action lists--all purportedly to free your mind to focus on whatever you're working on. However, it still operates from the decidedly Western notion that if we could just get really, really organized, we could turn ourselves into 24/7 productivity machines. (To wit, Allen, whom the New Economy bible Fast Company has dubbed "the personal productivity guru," suggests that instead of meditating on crouching tigers and hidden dragons while you wait for a plane, you should unsheathe that high-tech saber known as the cell phone and attack that list of calls you need to return.)

As whole-life-organizing systems go, Allen's is pretty good, even fun and therapeutic. It starts with the exhortation to take every unaccounted-for scrap of paper in your workstation that you can't junk. The next step is to write down every unaccounted-for gotta-do cramming your head onto its own scrap of paper. Finally, throw the whole stew into a giant "in-basket"

That's where the processing and prioritizing begin; in Allen's system, it get a little convoluted at times, rife as it is with fancy terms, subterms, and sub-subterms for even the simplest concepts. Thank goodness the spine of his system is captured on a straightforward, one-page flowchart that you can pin over your desk and repeatedly consult without having to refer back to the book. That alone is worth the purchase price. Also of value is Allen's ingenious Two-Minute Rule: if there's anything you absolutely must do that you can do right now in two minutes or less, then do it now, thus freeing up your time and mind tenfold over the long term. It's commonsense advice so obvious that most of us completely overlook it, much to our detriment; Allen excels at dispensing such wisdom in this useful, if somewhat belabored, self-improver aimed at everyone from CEOs to soccer moms (who we all know are more organized than most CEOs to start with). --Timothy Murphy

- **37) When Money Isn't Enough: How Women Are Finding the Soul of Success** Connie Glaser, Barbara Steinberg Smalley

Editorial Reviews

From AudioFile

Connie Glaser and Barbara Smalley tell how real women are redefining the meaning of success, bringing balance and fulfillment to the business world. In emphatic syllables, reader Connie Glaser states the book's premise: that affluence is not delivering the kind of meaning and satisfaction it promised. Glaser's performance will inspire the confidence necessary to take control of one's work life in the new millennium. E.K.D. (c) AudioFile, Portland, Maine --This text refers to the Audio Cassette edition.

Book Description

Women in the '70s and '80s who broke through the corporate glass ceiling have discovered that sitting in the corner office and "having it all" has not made them happy. The traditional definitions of success - money, a fast-track career, etc. - are coming up empty for many "successful" women. This audiobook presents profiles and interviews with women across the country who have found success on their own terms and offers these empowered people as updates role models. --This text refers to the Audio Cassette edition.

Saving and Managing Money

- **38) Money Order: The Money Management Guide for Women.** Gail Shapiro

Editorial Reviews

Book Description

Make Your Money Work for You

Thirty or forty years ago, most women depended on a weekly allowance from their husbands to run the household and care for children. Although today's women share the breadwinning with their husbands or support families on their incomes alone, their money management skills simply haven't kept pace with their earning power. It's time for women to embrace a new paradigm, doing away with the notion that control of finances is a man's job.

Like no other book on personal finance, Money Order offers a new model for managing your money, one that reflects women's constantly changing money needs and helps you develop real financial savvy and resourcefulness. Based on Womankind's grassroots Financial Literacy Project, Money Order covers all the basics, including how to

- Establish and maintain good credit
- Save for your children's college education
- Manage debt
- Finance car and home purchases
- Insure yourself and your property
- Prepare for retirement

But it doesn't stop there. Packed with insider tips from women financial experts, as well as real-life stories, exercises, and useful charts and graphs, Money Order is a comprehensive primer that teaches you to treat your money as your greatest asset -- not as an endless burden.

Once you have your day-to-day financial life on track, this book will provide you with new options to save, spend, and invest your money. Money Order encourages you to share your financial knowledge with other women and to make meaningful investments that will effect real economic change in your life and the lives of others.

Advancing Without a PhD

- **39) Alternative Careers in Science.** Cynthia Robbins-Roth

Editorial Reviews

From Book News, Inc.

Provides 23 contributions on alternatives to the lab or research institution for those with science degrees. Alternative careers presented include technical writing, publishing, science journalism, consulting, entrepreneurial business, patent agent, public policy analyst, and research funding administration. Each career choice is explored by someone who has already followed that particular path. Book News, Inc.®, Portland, OR

Kevin Ayelsworth, Ph.D., Founder of the Young Scientists' Network and Co-author of Rethinking Science as a Career

"This book is a must-read for anyone pursuing a degree in science. The detailed and honest case studies provide precisely the kind of career guidance that scientists-in-training desperately need, but cannot find at most colleges and universities."

Biotechnology: Past, Present and Future

- **40) The Biotech Century: Harnessing the Gene and Remaking the World.** Jeremy Rifkin

Editorial Reviews

Amazon.com

When two Scottish scientists successfully cloned a sheep in July 1996, the news sparked fierce scientific, ethical, theological, and philosophical debate, momentarily pulling biotechnology from the laboratories and thrusting it onto the front pages. With living proof that such advancements are no longer the stuff of science fiction, a whole new world of possibilities--and dangers--presented itself. Jeremy Rifkin is more concerned with the dangers of this technology, and in The Biotech Century, he presents numerous compelling reasons why we should be, too. Many of these dangers revolve around the seemingly inevitable commercialization of genetically engineered life forms that would come if corporations battled for the rights to patents on new or modified species of plants, animals, or even human beings. Rifkin warns that "designer" babies and genetically perfect humans, along with any other artificial creations, would wreak havoc with the gene pool and the natural environment. While he concedes that there are benefits to biotechnology, he makes it clear that the risks far outweigh the rewards at this time, urging for greater restraint and responsibility before opening what could be a Pandora's box. --This text refers to an out of print or unavailable

edition of this title.

- **41) The Coming Biotech Age. The Business of Bio-Materials. Richard Oliver**

Editorial Reviews
Amazon.com

Thanks to the impending completion of the human genome project and related endeavors, virtually everyone agrees, biotechnology will have as much economic and social impact on the start of the new century as the Internet had on the end of the last one. But Richard Oliver, a Vanderbilt professor and former marketing executive, makes even that prediction look restrained, as he broadens the playing field and assesses the future in *The Coming Biotech Age*. Focusing on what he calls "bioterials," Oliver provocatively projects nothing but good times from developments in biology and advanced materials--which encompasses technologies and businesses "whose aim is to understand, alter, or direct the function of a wide set of organic cells, including plant, animal, and human," as well as those "aimed at 'conquering' inorganic materials" likewise to meet commercial needs. Some may find the book too one-sided, as Oliver generally glosses over opposition to the revolution by simply dismissing those who challenge its inevitability or possibilities. Readers comfortable with this proselytizing position, however, will immediately pick up on his enthusiasm and grow to believe (as Oliver does) that this is the story of the 21st century. --Howard Rothman

- **42) Biotechnology From A to Z. William Bains**

Editorial Reviews

From Book News, Inc.

An introductory guide to the ideas and terminology of biotechnology for non-specialists, using straightforward language and concrete examples to explain some 1,000 terms in slightly over 350 short entries, arranged alphabetically from Adenovirus to Yuk factor. Annotation copyright Book News, Inc. Portland, Or. --This text refers to the Paperback edition.

Book Description

Biotechnology, one of the fastest growing and most exciting areas of science, is a complex combination of scientific disciplines beset by jargon and buzz words. Now fully updated to incorporate the most current terminology, this second edition of *Biotechnology From A to Z* offers an illuminating and practical introduction to the ideas of biotechnology. Starting from ADEPT (antibody-directed enzyme prodrug therapy) and finishing with zoonosis (infection by an organism that usually infects other... read more

- **43) From Alchemy to IPO. The Business of Biotech. Cynthia Robbins-Roth**

Editorial Reviews

Amazon

Despite unnering swings in individual stock valuations--or perhaps because of them--many knowledgeable observers still believe the 21st century will ultimately earn its stripes as the Age of Biotech. Cynthia Robbins-Roth, named by *Forbes* magazine as one of the industry's top insiders, certainly is among them. And in *From Alchemy to IPO*, she persuasively argues investors better take heed because they ain't seen nothin' yet. "Most of us think of biotech as medicine or genetically engineered crops," writes Robbins-Roth. But in the very near future, she continues, it also "may make it possible for humans to reach the stars and to change the environment on other planets." Think that's far-fetched? She says developments like this are already in early stages and, in a deliberately proselytizing manner, traces their roots to the current business nitty-gritty, finally focusing on the long-term moneymaking potential. "The biotech world will never be an easy place for investors," she cautions, but with hundreds of ongoing projects "poised to power into the marketplace," there will be plenty of "opportunities for investors and employees alike." Recommended for readers seeking an informed tutorial on this field of the future. --Howard Rothman

Bioinformatics

- **44) Virtual Organisms: The Startling World of Artificial Life Mark Ward**

Editorial Reviews

From Booklist

For a generation entertained with images of talkative computers like HAL and R2-D2, artificial life (AL) forms a fixed part of the anticipated future. But for computer scientists--denied the shortcuts available to screenwriters--AL remains a steep challenge. Yet without recourse to Hollywood illusions, Ward can report dramatic progress toward creating companionable robots and numerous other forms of AL. From simulations of bacteria emerging from primordial seas to working models of the human brain, Ward traces one vibrant thread: information processing. Indeed, in the processing of information, Ward perceives the key not only to creating artificial new forms of life but also to defining the origin and essence of all existing natural life forms. He thus conceptually bridges the gap between life and nonlife. Skeptics may spot a shaky plank in this bridge: Ward avoids the mystery of consciousness. But he does probe the secrets of software agents that evolve through sexual reproduction, so transforming themselves into forms that defy the control and even the understanding of human programmers. A provocative survey of a rapidly changing science. Bonnie Smothers

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Book Description

Harmless artificial life forms are on the loose on the Internet. Computer viruses and even robots are now able to evolve like their biological counterparts. Telecommunications companies are sending small packets of software to go forth and multiply to cope with ever-increasing telephone traffic. Protein-based computers are on the agenda, and a team in Japan is building an organic brain as clever as a kitten. Welcome to the startling world of Artificial Life.

- **45) Cracking the Genome: Inside the Race to Unlock Human DNA Kevin Davies**

Editorial Reviews

Amazon.com

What makes science happen? The confluence of politics, commerce, and the age-old quest for knowledge is nowhere better seen than in the ongoing Human Genome Project. Kevin Davies, founding editor of *Nature Genetics*, picks apart the personalities and technologies involved in the great sequence race in *Cracking the Genome: Inside the Race to Unlock Human DNA*. Written not long after President Clinton's premature announcement in 2000 of the Project's completion, it assesses the state of public and private genomic knowledge during what Davies calls "halftime." He is in a unique observational position; as a prominent scientific journalist, he has had unparalleled access to the scientific figures involved. Through interviews with HGP director Francis Collins, rogue scientist-entrepreneur J. Craig Venter, and many other scientists and insiders, Davies illuminates the often-tortured processes that contributed to the speedy sequencing of most--but not quite all--of our genes in just a few short years. Shifting styles characterize the different storylines: technological, political, and intensely personal tales unite under the author's direction without ever alienating the reader. The book is a bit softer on Venter than many scientists (who may perceive him as traitorous or, worse, too hasty to publish) would like, taking the position that his shotgun approach and competitive spirit improved the project without sacrificing quality. Conversely, Davies sits out the gene-patenting controversy, offering all sides a fairly equal voice, but never quite finding sympathy with any of them. Summing up his subject, Davies reports:

If the double helix is the prevailing image of the twentieth century, just as the steam engine signified the nineteenth century, then the sequence--the vast expanse of 3 billion As, Cs, Gs, and Ts--is destined to define the century to come.... The childhood of the human race is about to come to an end.

These are strong words, but few other fields provide a stronger basis for such hope. Cracking the Genome gives us the chance to catch up with the present while the future races on. --Rob Lightner

- **46) The Century of the Gene Evelyn Fox Keller**

Editorial Reviews
Amazon.com

We've been under the spell of DNA for too long. Science historian and MacArthur Fellow Evelyn Fox Keller makes the case for radically new thinking about the nature of heredity in *The Century of the Gene*. This short, magisterial treatise examines 100 years of genetic thinking and finds outdated elements of Victorian beliefs still permeating our scientific writing. Despite compelling evidence that cytoplasmic and other nonchromosomal factors play important roles in development and even in the inheritance of traits, most discussion still relies on the master-slave (or manager-worker) relationship between the nucleus and the cell. Keller wants to move on; her proximate goal is to proceed from talking about genes to talking about genetic talk, the better to understand our biases. Her excitement at developments such as the Human Genome Project, despite her initial doubts, is only heightened by the prospect of vast stretches of uncharted intellectual territory. Ultimately, of course, her program matches that of the scientific enterprise--to more fully understand ourselves and our world. What comes after *The Century of the Gene*? It's an excellent question, and one that can only be answered once we leave behind the baggage of the past. --Rob Lightner

From Booklist

Its coiner airily defined the word gene as "an expression for the 'unit factors' . . . demonstrated by modern Mendelian researches." It wasn't until the 1953 description of DNA that the little word's meaning solidified. Since then, Keller shows, it has deliquesced, because what a gene did and how it did it proved more complicated than anyone had anticipated. "One gene-one trait" developmental presumptions didn't pan out, nor could it be shown that genes alone stabilized traits from generation to... read more

How to be a Boss

- **47) Going to the Top: A Road Map for Success from America's Leading Women Executives Susan Golant, Carol Gallagher**

Editorial Reviews
Amazon.com

Much has been written about the glass ceiling women encounter in business, but Carol Gallagher isn't having it. Of the 200 women executives she interviewed for *Going to the Top*, many had already found "windows" through the ceiling; many others, Gallagher says, will get through eventually. To her, the future looks bright for women in corporations: she notes they earn more than one third of all MBAs and more than 42 percent of law degrees. Women also hold close to half of all managerial and professional jobs. Sure, about 30 percent of those women leave corporate life, but the other 70 percent keep on going. It's for them Gallagher has written this guidebook.

What does it take to make it to the top in today's corporate world? Gallagher shows that the same qualities top male managers have--a desire to win, an ability to learn the complex unwritten rules of an organization, the emulation of role models--are absolutely essential for women, too. One large section of the book debunks female myths of achievement--that a single mentor will lift you to success; that endless networking is productive; that you can't afford to be nice and help others if you want to succeed. "If people trust you--if you can lead, build a team, and get the job done without alienating others--higher-ups will think of you first for promotions," Gallagher writes. The last section of the book presents strategies for juggling marriage, family, and career choices, and there's also a chapter for minority women. But it's chapter 12, "Fifteen Proven Strategies That Will Advance Your Career," that many will undoubtedly read first. Most guys should probably read this chapter, too, because ultimately, *Going to the Top* demonstrates that competence, leadership, and corporate political savvy are gender neutral. --Lou Schuler --This text refers to the Hardcover edition.

- **48) The Promotable Woman: 10 Essential Skills for the New Millenium Norma Carr-Ruffino**

Editorial Reviews
Ingram

The Promotable Woman concentrates on guiding women to becoming outstanding leaders by focusing on two key areas: a woman's own image of what her role should be and the stereotypes others have about women. The author guides women in finding the appropriate level of femininity, firmness, friendliness, and assertiveness in order to maintain a successful, fulfilling business and personal life.

Book Info

Presents to the business woman, a detailed plan for developing solid relationship skills in order to overcome career obstacles and stereotypes and get ahead in business. Guides to find the appropriate level of firmness, friendliness, and assertiveness in order to maintain a successful life. Paper. DLC: Woman executives.

- **49) America's Competitive Secret: Utilizing Women as a Management Strategy Judy Rosener**

Editorial Reviews
From Booklist

Much of the recent attention devoted to diversity in the workplace has focused on such management issues as overcoming cultural barriers, avoiding stereotypes, and eliminating discrimination. But works such as John Fernandez's *The Diversity Advantage* (1993) and *Workforce America!* (1991), coauthored by Rosener and Marilyn Loden, stress that a diverse workforce is actually an important asset that places the U.S. at an advantage over countries with a more homogeneous workforce. Rosener, a management professor at the University of California, Irvine, and author of the widely praised 1990 *Harvard Business Review* article "Ways Women Lead," echoes that same line but this time focuses on women managers. She argues that women possess leadership abilities particularly suited to today's organizational structures and that no other country has as many educated and experienced professional women as the U.S.; however, women, men, and organizations must change to take full advantage of this competitive edge, and Rosener suggests ways to do so. David Rouse

Book Description

The United States has a large number of well educated, experienced professional women ready, willing and able to move into the boardrooms and executive suites of corporate America. Together they represent a great, untapped economic resource, a resource no other country in the world can claim. This is America's competitive secret, argues Judy B. Rosener in this refreshingly pragmatic new book for managers who want to improve their bottom line.

- **50) Finding and Keeping Great Employees Jim Harris, Joan Brannick**

Editorial Reviews
Book Description
FINDING AND KEEPING GREAT EMPLOYEES

What makes an employee great? According to Harris and Brannick, great employees are those who match the culture of the company they work for and whose personal values align with the organization's core purpose.

Finding and Keeping Great Employees identifies four basic organizational purposes—operational excellence, customer service, unleashing technology, and spirit. By focusing on one of these as their core purpose and using it to drive their selection and retention strategies, organizations will gain a long-term competitive advantage and create a workplace full of self-motivated employees who are highly -purpose-driven.

Based on research into best practices at more than 250 companies, this breakthrough book shares how some of today's most progressive organizations are doing just that -- and shutting down the revolving door -- by leveraging their core purpose and corporate culture to attract and retain great employees. Written in a crisp, reader-friendly style, with numerous examples and case studies, it shows managers and HR professionals how to:

- * simplify and streamline the recruiting process
- * improve organizational focus by benchmarking their company's practices against the world's best-run companies
- * achieve a good 'fit' between employees and corporate culture
- * become the employer of choice within their industry, their market, and their community.

In today's tight labor market, finding employees that are 'keepers' is critical to success. This book offers a powerful new action plan to help companies find and keep employees who will enable them to find and keep success.

Dr. Jim Harris, President of The James Harris Group (Pensacola, FL), is a professional speaker who tracks workplace trends and their impact on employee motivation and retention.

The Big Picture

Managing Your Boss

- 51) **Managing Up—59 Ways to Build a Career Advancing Relationship with your Boss** Michael Dobson, Deborah Singer Dobson

Editorial Reviews
Book Description

Behind every successful manager is a successful employee. The key to moving up? MANAGING UP For readers seeking a surefire career-booster or simply looking to improve their relationship with their boss, this is a welcome guide written specifically to provide them with the skills needed to build a productive, mutually beneficial relationship with their boss.

With the inspiring collection of ideas, strategies, and tactics found in MANAGING UP, readers will learn to: * Enhance their relationship with their supervisor in a constructive and effective manner * Accurately read their boss's likes and dislikes * Provide the kind of support that helps their boss succeed * Make sure they're in tune with their boss's goals * Build mentoring and networking relationships throughout the organization * Handle criticism, deal with problem bosses, and more.

- 52) **Managing Upward—Strategies for Succeeding with your boss** Patti Hathaway

Theme

- 53) **Athena Unbound: The Advancement of Women in Science and Technology** Henry Etzkowitz, Carol Kemelgor, Brian Uzzi

Editorial Reviews
From Booklist

This in-depth inquiry into why there are so few women scientists isn't the first study of its kind, nor is it likely to be the last. Certainly advancements have been made since such famous pioneers as Lise Meitner and Rachel Carson faced blatant resistance to their quests. More girls and young women study science than ever before, resulting in a notable increase in the number of women science graduate students, yet, compared to their male colleagues, few go on to achieve professional success. Etzkowitz and his coauthors, Carol Kemelgor and Brian Uzzi, conducted numerous interviews with women and men to determine the difference in their academic and professional experiences, and they have identified some subtle and insidious factors that contribute to women scientists' marginalization. The authors balance their extremely detailed analysis with a humanistic perspective as they compare and contrast the status of women scientists in different countries, characterize both exclusionary and supportive forms of networking, and, ultimately, offer some surprising and hopeful conclusions. Donna Seaman
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- 54) **Women's Science: Learning and Succeeding from the Margins** Margaret Eisenhart, Elizabeth Finkel

Editorial Reviews
From Book News, Inc.

Challenges the prevailing statistics showing that girls progressively lose interest in science as they grow into women, and that few are working in hard science. Profiles women engaged at the margins of science and engineering, finding that in fact women are highly represented where the science is actually being put to public, social, or community use. Among the situations described are an innovative high-school genetics class, a school-to-work internship for prospective engineers, environmental action groups, and a nonprofit conservation agency. Book News, Inc.®, Portland, OR

Book Description

Are there any places where women succeed in science? Numerous studies in recent years have documented and lamented a gender gap in science and engineering. From elementary school through college, women's interest in science steadily declines, and as adults, they are less likely to pursue careers in science-related fields.

Women's Science offers a dramatic counterpoint not only to these findings but also to the related, narrow assumption that "real science" only occurs in research and laboratory... read more

- 55) **Seven Secrets of Successful Women: Success Strategies of the Women Who Have Made It—And How You Can Follow Their Lead** Donna Brooks, Lynn Brooks

Editorial Reviews
Amazon.com

After carefully studying hundreds of prosperous businesswomen, coresearchers (and twin sisters) Donna Brooks and Lynn Brooks identified a handful of specific skills and practices that were common to those at the top. Their Seven Secrets of Successful Women shows how finding a mentor, increasing visibility, understanding office politics, and other

such activities can be employed for personal and professional advancement. --This text refers to the Hardcover edition.

Book Description

What skills and strategies do women really need to be successful? Donna and Lynn Brooks profiled hundreds of professional women like Pat Schroeder, Jane Pauley, Toni Morrison and others less well known, but no less successful, to discover the key to their success. What they discovered is that a good education and hard work are simply not enough. They found that behind every working woman's success, whether she realizes it or not, is a common strategy essential skills that run up again and... read more

WIB Speakers and AWIS Members

- **56) The Door in the Dream: Conversations with Eminent Women in Science** Elga Wasserman, Rita Colwell (preface)

Editorial Reviews

From The New England Journal of Medicine, October 26, 2000

Equality in the workplace and equal access to leadership positions for women are issues that have stirred considerable debate among scientists during the past several decades. Despite affirmative action, several well-publicized cases of discrimination, and organized efforts to raise awareness, women still lag behind their male colleagues. An increasing number of young women aspire to careers in research science and pursue and complete graduate training. However, only a few emerge as strong contributors, and still fewer rise to leadership positions. Even in the biologic sciences, which are chosen by more women than the physical sciences, mathematics, or engineering, only a fraction of the women who earn their degrees or finish postdoctoral training find independent positions in academia, government, or industry and advance further. Indeed, Wasserman, who holds a doctoral degree in organic chemistry from Harvard but went on to obtain a law degree from Yale, is herself an example of the many women who complete scientific training but find success in other careers.

Wasserman examines these complex issues through the experiences of women who have been elected to the National Academy of Sciences. These 86 women, who constitute about 5 percent of the membership of the Academy, are the elite women of American science; their accomplishments clearly identify them as having succeeded in a traditionally male-centered environment. Do the career paths taken by these women provide a formula that can be followed by young women who strive to reach the same heights?

Wasserman contacted all the women in the Academy. Most of them chose to participate in her survey and were interviewed in person or by letter. A subgroup of these women are profiled in detail, in brief biographies that are eminently readable and that convey insights into the personal and professional hurdles each woman overcame. These are presented in chronological order, beginning with women born before 1920 and ending with those born in the 1940s and later. This approach allows the reader to appreciate the progress that has been made since the early days, when women were actively discouraged from pursuing science, to more recent days, when this message has sometimes been delivered in more subtle ways.

Each woman's experience is refreshingly different. However, some important parallels can be found among most of the stories. Talent, intelligence, flexibility, and incredible perseverance are traits that shine through in every instance. Most of the women profiled in the book received critical encouragement, often from a family member who made it clear that it was not only acceptable but also highly desirable to ignore convention and find security through a career. Others received support from at least one mentor who likewise was willing to ignore convention and provide encouragement at a crucial juncture. Of paramount importance to the women who married was the active support they obtained from their spouses. As one of the women interviewed commented, "If a husband does not support his wife's career,... the wife has only two choices -- give up her career or give up the husband."

Some long-prevailing myths concerning the path to a productive scientific career are dispelled in this book. For example, most of the women married, and most raised a family; thus, the idea that success in science almost always involves total devotion, at the expense of other activities, cannot be correct. However, as noted by several of the women, choices have to be made, and the use of all of one's energy for family and science, at the expense of other personal pleasures, is a sacrifice that will probably have to be made. In addition, many of the women who raised families did not follow a conventional career path but, instead, either took time off or worked part time when their children were young. They managed successful reentry in different ways; strikingly, however, many of these women were married to highly successful scientists, who helped smooth what otherwise might have been a rocky path.

The book clearly illustrates that women can both be successful and enjoy full, rewarding family lives, but it also raises sobering issues. The flexibility enjoyed by the women who were able to spend time away from research is becoming increasingly unusual. The ability to divide all of one's energy between family and bench research is not afforded to most junior faculty members, who often bear heavy teaching and administrative responsibilities while trying to establish and fund their research programs. Combining these pressures with the unrelenting biologic clock that limits women's childbearing years and the often self-driven conflict between caring for one's children and managing one's career remains a heavy burden. Nearly every woman interviewed identified the availability of support during these years as critical if women are to make a larger contribution to scientific research. As the vignettes of women coping with these issues today illustrate, creative solutions are difficult to find.

Reading the stories of women scientists who have risen to the top of their profession should provide hope and inspiration to those who strive to make the climb themselves. Mentors, both male and female, will gain a new appreciation of the positive and negative influence their actions can have. The book should also heighten our awareness of the job that lies ahead. Constructive suggestions, such as fostering the creation of more job-sharing positions, implementing improved child care, and adopting a tenure clock that recognizes the need for family leave, are issues that all scientists need to espouse, actively and vigorously. Most of the elite women profiled in the book recognize their responsibility to future generations of women scientists. The Door in the Dream should remind other senior women researchers who enjoy established, productive scientific careers of their obligation to follow suit.

- **57) Nonculturable Microorganisms in the Environment** Rita Colwell, D. Jay Grimes, Editor

Editorial Reviews

From Book News, Inc.

Colwell (marine biotechnology, U. of Maryland) and Grimes (marine sciences, U. of Southern Mississippi) present 18 contributions which explore that class of opportunistic human pathogen bacteria which were discovered to have the ability to remain extremely viable in the vicissitudes of the aquatic environment yet are not culturable. Such bacteria include *Vibrio cholerae*, *Escherichia coli*, *Salmonella enteritidis*, *Campylobacter jejuni*, and *Legionella pneumophila*. Topics include a general discussion of terminology and brief history of the field, the morphology of the cells, nonculturability in relation to luminous symbionts of marine and estuarine animals, strategies for survival in the environment, and other topics. Book News, Inc.®, Portland, OR

Book Description

Many bacteria in the environment exist in a "viable but not culturable" state, sometimes even dominant and not yet possible to culture in the laboratory. This book presents the most up-to-date and comprehensive discussion of this

remarkable phenomenon available. From a historic overview to the cutting-edge future of the field, it highlights the wide implications of the VBNC in medicine, public health, environmental science, agriculture, and biotechnology.

WIB Speakers and AWIS Members cont.

- **58) The Global Challenge of Marine Biotechnology** Raymond Zalinskas, Rita Colwell
- **59) The San Diego-La Jolla Underwater Park Ecological Reserve Vol 1: A Field Guide** Judith Garfield
- **60) The San Diego-La Jolla Underwater Park Ecological Reserve: La Jolla Shores & Canyon** Judith Garfield

AWIS recommended

- **61) When Mothers Work: Loving our Children Without Sacrificing Ourselves.** Joan Peters

Editorial Reviews

Amazon.com

Here's a radical concept: motherhood, as it is currently envisioned and practiced in American culture, is bad for the family. This theory is the heart of Joan K. Peters's controversial *When Mothers Work*, a book guaranteed to make readers question everything they thought they believed about parenting. In Peters's view, the myth of the perfect mother, who is not only willing but glad to make huge sacrifices for her children, is really a trap that creates unhappy, unfulfilled parents and miserable children. Why, Peters asks, do we assume that the transformation into primary caregiver and ultimate authority on all things having to do with home and child is welcomed by women? Why is it that the birth of a baby radically changes most mothers' lives while fathers often go essentially untouched? Peters is not afraid to question the sanctity--or the satisfaction--of motherhood; she points out that parenting, as it is organized today, requires women to make most of the sacrifices and take on most of the stress while depriving men of both the responsibilities and the rewards of being a parent.

Many of these arguments have been made before, but what makes Peters's book both unique and persuasive is that she doesn't assign blame to men only; she is quick to point out that it is women themselves who are often reluctant to give up the lion's share of responsibility for child rearing. Yet, in order for families to be truly functional, mothers must share parenting equally and accept that, while men may nurture children differently, they are just as effective. Happy children require happy parents, Peters argues, and having a life and identity outside of the home is essential to both men and women. *When Mothers Work* is a thoughtful critique of the state of American parenting today and a blueprint for change. --This text refers to an out of print or unavailable edition of this title.

- **62) Working Women: Opposing Viewpoints** Mary Williams, Brenda Stalcup, Karin Swisher
- **63) When Work Doesn't Work Anymore: Women, Work and Identity** Elizabeth Perle McKenna

Editorial Reviews

Entertainment Weekly

With this book, former bigwig publisher McKenna joins the Sarah Ban Breathnach (Simple Abundance) brigade of women advocating voluntary downsizing. Only she's armed with a tape recorder instead of a trowel, counting Gloria Steinem, Anna Quindlen, and Letty Pogrebin among some 200 other empathetic interviewees. --This text refers to the Paperback edition.

The New York Times Book Review, Carol Tavis

McKenna interlaces her personal story with interviews with other women; many will find themselves in these pages... McKenna understands the importance to women of the satisfactions of work and the need to earn a living. She wants women to feel free to discuss their disappointments with work without being judged 'whiners, political heretics, part of the backlash or throwbacks'. She wants readers to examine the values that guide our lives, the moral compromises we make at work, the small... read more

- **64) No Mountain Too High: A Triumph Over Breast Cancer** Andrea Gabbard

Editorial Reviews

From Booklist

In 1989, outdoorswoman Laura Evans, 40, lost part of her breast and several lymph nodes to cancer. She was determined not only to survive but to continue mountain climbing, and in 1992, less than two years after ceasing treatment, she undertook to climb Mount Kilimanjaro, Africa's highest peak. Heartened by her success, she decided to climb another mountain, but for breast cancer. Thus, Expedition Inspiration was born. With Andrea Martin, founder of the Breast Cancer Fund, she led 17 women who had fought breast cancer, ranging in age from 21 to 61, on an incredible internal as well as external journey. They challenged the western hemisphere's highest peak, Argentina's Mount Aconcagua (22,841 ft.), to heighten awareness of breast cancer. Gabbard, the journalist who accompanied the expedition, has each of its members speak of her diagnosis, treatment, successes, disappointments, and hopes and of overcoming fear and self-doubt to get to the summit. Gabbard's account deserves to reach readers concerned with women's health issues as well as those who enjoy true outdoor adventure stories. Whitney Scott

- **65) Has Feminism Changed Science?** Londa Schiebinger

Editorial Reviews

Amazon.com

Titles that pose rhetorical questions are generally attached to books that answer them affirmatively; *Has Feminism Changed Science?* is no exception. In the professional culture of science, Londa Schiebinger argues, the feminist perspective has profoundly affected both the types of questions being asked and the substance of new theories proposed as answers. Schiebinger, who has explored this territory in previous books (including *Nature's Body*), focuses on deconstructing the types of science women have been drawn to for careers and the obstacles they've faced inside and outside the laboratory. Balancing the roles of wife, mother, or domestic partner with the demands of a rigorous professional discipline can be career threatening; finding acceptance within the traditionally male culture of science and changing it to reflect new paradigms challenges even the most gifted researchers and teachers. Schiebinger breathes new life into a much-discussed subject, buttressing her arguments with a wealth of statistical analysis that makes her conclusions difficult to refute. Ultimately, she writes, the role of gender in scientific thinking has been forever altered by feminism, just as the role of women in the sciences has. From fetal development and drug testing to the way that archeologists look at primitive tools, the elimination of masculine bias has profoundly reshaped just how science views the world. --Patrizia DiLucchio --This text refers to the Hardcover edition.

From Scientific American

Schiebinger's answer to the question can be summarized as "Yes, but..." Since the 1950s, "expectations about who will become scientists have undergone a sea change" favorable to women. "More important, feminism has in many instances changed the content of human knowledge." But women still face many forms of discrimination--in hiring, promotion, respect for their contributions to science and expectations about how they will handle the tension between career and family. Schiebinger, professor... read more

Other

- **66) Now, Discover Your Strengths** Marcus Buckingham, Donald O. Clifton

Editorial Reviews

Amazon.com

Effectively managing personnel--as well as one's own behavior--is an extraordinarily complex task that, not surprisingly, has been the subject of countless books touting what each claims is the true path to success. That said, Marcus Buckingham and Donald O. Clifton's *Now, Discover Your Strengths* does indeed propose a unique approach: focusing on enhancing people's strengths rather than eliminating their weaknesses. Following up on the coauthors' popular previous book, *First, Break All the Rules*, it fully describes 34 positive personality themes the two have formulated (such as Achiever, Developer, Learner, and Maximizer) and explains how to build a "strengths-based organization" by capitalizing on the fact that such traits are already present among those within it.

Most original and potentially most revealing, however, is a Web-based interactive component that allows readers to complete a questionnaire developed by the Gallup Organization and instantly discover their own top-five inborn talents. This device provides a personalized window into the authors' management philosophy which, coupled with subsequent advice, places their suggestions into the kind of practical context that's missing from most similar tomes. "You can't lead a strengths revolution if you don't know how to find, name and develop your own," write Buckingham and Clifton. Their book encourages such introspection while providing knowledgeable guidance for applying its lessons. --Howard Rothman

- **67) Maximum Success: Changing the 12 Behavior Patterns That Keep You from Getting Ahead James Waldroop, Timothy Butler**

Editorial Reviews

Book Description

Maximum Success is a compelling exploration of the behavior patterns that cause people to undermine their careers--as well as specific advice on how to overcome them. Have you ever wondered why some people seem to rise effortlessly to the top, while others are stuck in the same job year after year? Have you ever felt you are falling short of your career potential? Have you wondered if some of the things you do-or don't do-at work might be hamstringing your ambitions?

In *Maximum Success*, James Waldroop and Timothy Butler, directors of MBA career development at the Harvard Business School, identify the twelve habits that over and over again--whether you are a retail clerk or a partner in a law firm, whether you work in technology or in a factory--are almost guaranteed to hold you back.

While an examination of the habits of highly effective people has made Stephen Covey's book *The Seven Habits of Highly Effective People* a self-help classic, the fact is that most people learn their greatest lessons not from their successes, but from their mistakes. *Maximum Success* offers the flip side to Covey's approach, zeroing in on the most common behavior patterns that can impede a career. The authors claim, based on over twenty years of research as business psychologists, that the reasons people fail in their jobs are the same everywhere. Yet, once these detrimental behaviors are identified, the patterns that limit career advancement can be broken.

Using real-life accounts of clients they have worked with at Harvard and as executive coaches at such companies as GTE, Sony, GE, and McKinsey & Co., Waldroop and Butler describe the habits that have derailed even the most successful people. More important, they offer invaluable--and, in some cases, job-saving--advice on how readers can modify their behavior to get back on track.

- **68) Creating Women's Networks: A How-To Guide for Women and Companies (Jossey-Bass Business & Management Series)**

Editorial Reviews

Amazon.com

Creating Women's Networks is a comprehensive manual for female employees who truly want to accomplish as much as possible in corporate America, and employers of either gender who honestly want their entire workforce to be the best that it can be. Based on a variety of extensive studies conducted over the past 15 years by Catalyst--a respected non-profit research and advisory group "dedicated to helping women achieve their full professional potential and showing businesses how to capitalize on those talents"--it examines successful women's groups that are operating today in companies such as Kimberly-Clark, Texas Instruments, Kodak, and Dow Chemical, and offers detailed instructions for both creating new ones and increasing the effectiveness of those already in existence. Filled with checklists, charts, breakout points, and first-person suggestions that turn the advice into a hands-on program, the book follows the life cycle of the very organizations it helps to define. The first section, for example, lays out all critical initial steps like understanding the company environment, building support, and actually getting underway. The second deals with ongoing maintenance, focusing on ways to keep the coalition on track and tackle challenges that inevitably develop. --Howard Rothman

- **69) Why So Slow? The Advancement of Women Virginia Valian**

Editorial Reviews

From Kirkus Reviews

A scholarly and convincing explanation of women's slow progress in the professions. Whether in business, law, medicine, or academia, women are not advancing at the same rate as men. They're not paid as well, they occupy less-powerful positions, and they are not as respected. In this copiously researched book, Valian (*Psychology and Linguistics/Hunter Coll.*) attempts to explain why. She argues that we all have unarticulated, often subconscious ideas about gender that affect both our behavior and, perhaps even more importantly, our evaluations of one another. For instance, we think men are logical, women are social; men are competent, women are flaky. As a result, men are consistently overrated and women underrated by coworkers, bosses--and themselves. The resulting advantages and disadvantages may be small, but they accrue over time to create large gaps in advancement. Valian reviews numerous studies, enlivens her material with personal anecdotes, and offers both personal and societal solutions. She looks not only at the workplace, but at its context--data on how girls and boys are raised and educated differently and the extremely inconclusive biological research on men and women's "inherent" differences (she has a refreshingly balanced take on the latter, noting that there may be a few differences, but they don't justify our discriminatory assumptions and practices). Throughout much of the book, Valian is in effect synthesizing the work of other researchers--but her take on the material, which draws richly on a linguist's sensitivity to nuances of verbal exchanges, is fresh, and it's worth doing, since few readers will ever see the obscure studies she cites. Probably too academic in tone for most readers, but for anyone concerned about gender inequality--or perhaps even more importantly, readers who think they aren't--it's worth a look. -- Copyright ©1997, Kirkus Associates, LP. All rights reserved. --This text refers to an out of print or unavailable edition of this title.

- **70) Who Moved My Cheese? An Amazing Way to Deal with Change in your Work and in your Life Spencer Johnson**

Editorial Reviews

Amazon.com

Change can be a blessing or a curse, depending on your perspective. The message of *Who Moved My Cheese?* is that all can come to see it as a blessing, if they understand the nature of cheese and the role it plays in their lives. *Who Moved My Cheese?* is a parable that takes place in a maze. Four beings live in that maze: Sniff and Scurry are mice--nonanalytical and nonjudgmental, they just want cheese and are willing to do whatever it takes to get it. Hem and Haw are "littlepeople," mouse-size humans who have an entirely different relationship with cheese. It's not just sustenance to them; it's their self-image. Their lives and belief systems are built around the cheese they've found. Most

of us reading the story will see the cheese as something related to our livelihoods--our jobs, our career paths, the industries we work in--although it can stand for anything, from health to relationships. The point of the story is that we have to be alert to changes in the cheese, and be prepared to go running off in search of new sources of cheese when the cheese we have runs out.

Dr. Johnson, coauthor of *The One Minute Manager* and many other books, presents this parable to business, church groups, schools, military organizations--anyplace where you find people who may fear or resist change. And although more analytical and skeptical readers may find the tale a little too simplistic, its beauty is that it sums up all natural history in just 94 pages: Things change. They always have changed and always will change. And while there's no single way to deal with change, the consequence of pretending change won't happen is always the same: The cheese runs out. --Lou Schuler

- **71) Managing Transitions Making the Most of Change William Bridges**

Editorial Reviews

Ingram

Business consultant William Bridges attacks an area of managing change that many not only avoid, but also do not even recognize--the human side of change. Directed at managers and employees in today's corporations, where change is necessary to revitalize and improve corporate performance, this book addresses the fact that it is people who have to carry out the change.

Book Info

Provides a clear understanding of what change does to employees and what employees in transition can do to an organization. DLC: Organizational change.