

Inspiring Women in STEM Conference 2019

AstraZeneca | Wilmington, DE | Thursday, September 26 | 8 AM - 5 PM



KEYNOTE SPEAKER

JENNIFER COHAN


SECRETARY, DELAWARE DEPARTMENT OF TRANSPORTATION

PRESENTING SPONSOR



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ADVANCING BIOSCIENCE INNOVATION

DELAWARE
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ALLIANCE**
Enabling innovation through chemistry



STEM is vital to everyone's future.

DuPont is proud to be
the presenting sponsor
of the 2019 Women in
STEM Conference.



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Inspiring Women in STEM Conference 2019

AstraZeneca | Wilmington, DE | Thursday, September 26 | 8 AM - 5 PM

Welcome to the 7th Annual Inspiring Women in STEM Conference!

Today's event has been designed to focus on helping women involved in all aspects of science, technology, engineering, and math overcome setbacks and navigate their careers. Our presenters today are successful women leaders who have done just that, leading by example and forging their pathways with determination and strength.

You will learn valuable and actionable skills to help you define your own version of success and forge your own path.

Please be sure to visit the Exhibitor Showcase to connect with the featured STEM education programs for girls. Explore opportunities for you and your company to support their important efforts through volunteering and mentoring the next generation.

On behalf of the Boards of Directors of both the Delaware Sustainable Chemistry Alliance and the BioScience Association, we extend special thanks once again to DuPont as our presenting sponsor and to AstraZeneca for hosting us.

Thank you to all our conference sponsors - we could not make this event possible without your generous support! And to all our attendees we welcome your feedback and suggestions for future programs and speakers.

Forge ahead!



Dora Cheatham
Co-Chair



Helen Stimson
Co-Chair

Conference Organizers



The Delaware BioScience Association (Delaware Bio) is a 501(c)6 non-profit trade association formed in 2006 to support the needs of the growing life science community in Delaware and the surrounding region. Delaware Bio serves as the unified voice for Delaware and the region's bioscience community to accelerate the growth of human, animal, plant, and industrial biosciences and ultimately keep these industries thriving within the state. Learn more about Delaware Bio at www.delawarebio.org



The DE Sustainable Chemistry Alliance is dedicated to entrepreneurial scientists innovating in materials, chemicals, agri-science, renewable energy, water conservation, and many other technologies. Formed in 2010, the mission of the organization is to build on a strong, existing foundation in these industries to enable partnerships and foster a pipeline of platforms that enable innovation, attract investment and foster future growth in high-wage jobs. DESCA works with thought leaders in industry, government, and academia, to help link resources in ways that translate the benefits of new and sustainable discoveries into commercial opportunities. Learn more about DESCA at www.desustainablechem.org

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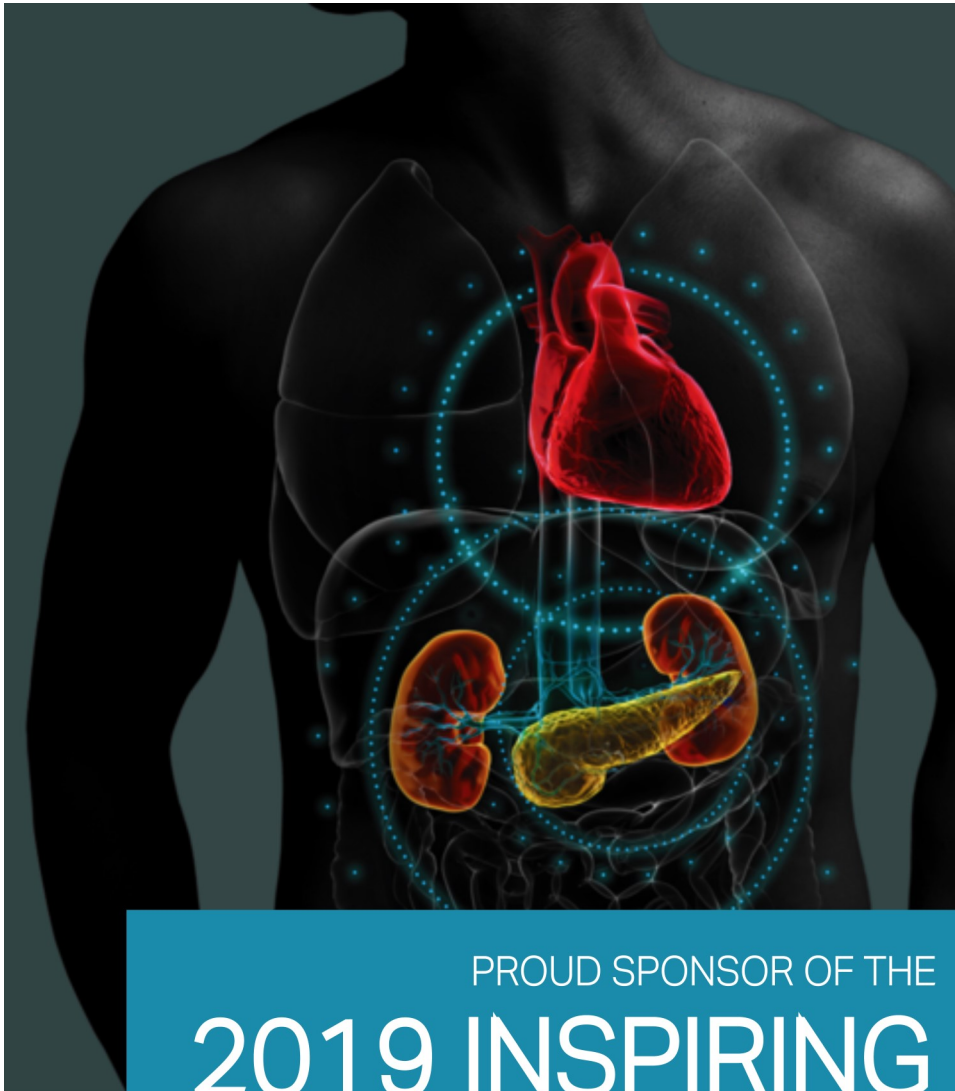
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2019 INSPIRING WOMEN IN STEM

CONFERENCE

AstraZeneca 

2019 Program

8:00 AM—8:30 AM

Registration & Networking
Breakfast

8:30 AM—8:50 AM

Welcome & Opening Remarks

8:50 AM—9:20 AM

Keynote Address by **Jennifer Cohan**, Secretary, Delaware Department of Transportation

9:20 AM—10:20 AM

Stand Out by Standing Up:
Self-Advocacy for the Reluctant

10:20 AM—10:25 AM

Morning Mindful Movement Break

10:25 AM—10:45 AM

Networking Break & Exhibitor
Showcase

10:45 AM—11:45 AM

Help! I've Been Stung by the Queen Bee

11:45 AM—12:45 PM

Mentor of the Day Luncheon

12:45 PM—1:45 PM

Fireside Chat
A Conversation with STEM Leaders

1:45 PM—2:45 PM

Afternoon Breakout Sessions
Leadership Development Through
Volunteerism OR
Be A Climber: Benefits of Advancing Your
Career Within Your Current Company

2:45 PM—3:00 PM

Networking Break & Exhibitor
Showcase

3:00 PM—4:00 PM

Bounce Back From a Setback: It's All
About Building Resilience Mastery

4:00 PM—4:10 PM

Closing Remarks

4:10 PM—5:00 PM

Afternoon Tea & Desserts

Co-Chair

HELEN STIMSON

President & CEO

Delaware BioScience Association



Helen Stimson is the President & CEO of Delaware BioScience Association (Delaware Bio). Prior to her new position at Delaware Bio, she was the Vice President and General Manager of the Chemistries and Supplies Division at Agilent Technologies.

At Agilent Technologies, she was responsible for development, direction, strategy and P&L for the \$500M division headquartered in DE.

She joined Hewlett Packard in 1981 as a sales representative for analytical instruments. She held many roles within the company, including District Service Manager, Product Manager for software, Marketing Manager for next generation Gas Chromatography Instrument development, European Field Marketing Manager and Marketing Manager for the Chemistries and Supplies operation.

Helen holds a Bachelor's degree in Chemistry from Lafayette College. She has completed many programs in on-going Executive Education at Kellogg, Columbia and Wharton Business Schools. She is a member of the Board of Directors at the Delaware Small Business Development Center (SBDC), a member of the Board of Directors for TechForum Delaware, a member of the Board of Directors for WHY? public television and radio, Chairs the External Advisory Council for the Biomedical Engineering department at UD and was formerly on the Board of Directors for Delaware BioScience Association, New Castle County Chamber of Commerce, Mid Atlantic Food and Wine Festival and on the External Advisory committee to the UD Lerner Business School.



DORA CHEATHAM

*Operations Director, Delaware Sustainable
Chemistry Alliance and Owner/Founder Austen
Marketing & Communications*

Dora Cheatham is the Founder and Principal of Austen Marketing & Communications, as well as the Operations Manager of the Delaware Sustainable Chemistry Alliance.

Prior to this, she led International Business Development with Celeste Industries Corp—a subsidiary of ITW, Inc—where she implemented and managed New Product Development & Marketing procedures to create and commercialize new products on the global stage, generating several million dollars in new business and helping to establish Celeste Industries as a world leader in aviation industry specialty chemicals, publishing several articles and editorials in aviation industry publications on sustainable, innovative cleaning technologies in aviation industry cleaning.

A passionate believer in innovation and economic development, Dora also recently led the New Castle County Chamber of Commerce’s Economic Development and Incubator activities, helping startups and small businesses build a sustainable business model, and supporting county and state initiatives to help drive Economic Development in Delaware with a focus on the support of key innovation and industry hubs and driving discussions to enable the development of programs to build Delaware’s talent and workforce pipeline. Dora also works with FAME, Inc., and is a Board Member of the Delaware Founder’s Initiative.

Dora holds degrees in foreign languages and international business from Thames Valley University and the University of London, and speaks fluent French, Spanish, and Greek. In 2018 Dora received Delaware Today’s “Women in Business” award and was named one of Delaware’s “People to Watch in 2019” by Delaware Business Times.

Welcome Remarks

WILLIAM MONGAN

Vice President, Business Development, New Product Planning and Mature Brands
AstraZeneca



William Mongan oversees US business development activities to fuel AstraZeneca's pipeline and leverage transformational commercial capabilities.

Prior to his current role, William held a range of positions of increasing responsibility in AstraZeneca's commercial, business development and legal organizations.

Of particular note, he managed a multi-billion dollar portfolio of primary care brands. Previously, he led AstraZeneca's Healthcare Innovation Center, which focused on pharmaceutical adjacencies such as devices, diagnostics and other healthcare technologies. During his career William has managed the creation of a broad spectrum of Healthcare alliances both within and beyond traditional Pharma/biotech.

William earned his Bachelor of Science in Chemical Engineering at the University of Delaware and his Juris Doctor at Villanova University School of Law in Villanova, PA

Welcome Remarks



TERI QUINN GRAY, Ph.D.

*Global R&D Operations & Portfolio
Management Leader*

DuPont Transportation & Industrial

Dr. Gray is a global R&D operations and portfolio management leader at DuPont Transportation and Industrial, and education advocate in Delaware.

In 2009, Dr. Gray was appointed by Governor Jack Markell to serve as the president of the Delaware State Board of Education, a position she held for eight years. In addition, she was the co-chair of the Delaware STEM Council.

Teri is a founding member of the American Chemical Society (ACS) Diversity & Inclusion Advisory Board and served on the ACS Women Chemists Committee in various roles for more than 10 years.

A seasoned business professional with more than 20 years of operations and technology experience, she serves on a variety of community boards, including the Delaware Foundation for Science and Math Education, the Delaware Campaign for Action Now (DECAN), and the Community Education Building (CEB). Dr. Gray is the first woman to be appointed to the Zip Code Wilmington Board of Directors since it was established in 2015.

Dr. Gray, a resident of Newark DE, earned her Ph.D. in Analytical Chemistry from the University of Maryland College Park and a National Research Council Postdoctoral Fellow at the National Institute of Standards and Technology.

Teri and her husband, Bernard celebrate 29 years together and have one son and a 2-year old grandson.



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Keynote Address



JENNIFER COHAN

Secretary, Delaware Department of Transportation
State of Delaware

Jennifer Cohan was appointed in January 2015 to lead the Delaware Department of Transportation (DelDOT), becoming the third woman to serve in this role in the department's 100 year history. Prior to her appointment, Jennifer served as the Director of the Delaware Division of Motor Vehicles for eight years, and her state public service career has spanned more than 28 years. Her previous work includes serving as the Financial/Program Manager at the Delaware Department of Natural Resources and Environmental Control (DNREC) managing the state's Clean Water Program, and working with the Delaware State Legislature within the Office of the Controller General.

Ms. Cohan has also held an array of leadership positions within DelDOT in the areas of planning, finance, and Motor Carrier Safety. Jennifer graduated summa cum laude from Wilmington University with a Bachelor of Science in Business Management and a Master of Science in Public Administration and also attended the Fels Institute of Government at the University of Pennsylvania. She remains involved with Wilmington University as an adjunct professor teaching leadership and public policy in the master's program.

Secretary Cohan currently serves as the Vice President of the Northeast Association of State Transportation Officials (NASTO), Vice-Chair of ITS America Board of Directors and Chair of the I-95 Corridor Coalition's Executive Board. In addition, she is also a member of:

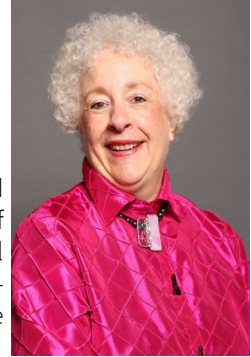
- The American Association of State Highway Transportation Officials (AASHTO) Board of Directors
- The Northeast Corridor Commission
- The National Operations Center of Excellence (NOCoE) Board of Directors and Vehicle to Infrastructure Deployment Coalition.

Beyond her professional duties, Jennifer is an active board member of the Greater Dover Boys and Girls Club and serves as Chair of the Southern Delaware American Heart Association Board of Directors. In 2016, Jennifer was honored with the Kent Distinguished Citizen Award by the Del-Mar-Va Council of the Boy Scouts of America for her commitment to public service.

Stand Out By Standing Up: Self-Advocacy for the Reluctant

SUSAN MORRIS

Consultant & Business Coach
Susan Morris Coaching



Susan Morris, an instructional designer, consultant and business coach, has more than 25 years of experience in partnering with individuals, functional groups, new and mature teams and organizations exclusively in the pharmaceutical and healthcare industries.

Susan observes that scientists are intellectually brilliant but may not share that same level of brilliance in managing and leading others. Susan's expertise is her ability to assess client management and leadership challenges by designing and implementing custom solutions.

Her clients include 7 of the Forbes Top 10 global pharmaceutical organizations, medical device companies and contract research organizations.

Susan holds a Master's in Education from Temple University and a Bachelor's degree from Douglass College. Susan is a Certified Professional Co-Active Coach (CACC) graduating from the Coaches Training Institute and is an Associate Certified Coach (ACC) through the International Coach Federation. Susan has an additional accreditation as a group coach through the Institute for Life Coaching Training.

Susan served as a co-chair for the Healthcare Businesswomen's Association Coaching Committee for the 2010 Leadership Conference and is a frequent speaker for HBA chapters. Susan has presented repeatedly for the Association of Women in Science, Association of Training and Development, Project Management Institute chapters and global conferences for the Drug Information Association and the American Association of Pharmaceutical Scientists.

Help! I've Been Stung by the Queen Bee!



NAKETA THIGPEN, LCSW

Author, Empowerment Speaker, Balance & Relationship Advisor

ThigPro Balance & Relationship Management Institute

Naketa R. Thigpen, LCSW, regarded as the #1 Balance & Relationship Advisor in the World, is the President & CEO of ThigPro Balance and Relationship Management Institute, a global personal development company headquartered in Philadelphia, PA that's revivifying the industry.

From main stage keynotes, through intensive virtual cohorts, coaching circles, and live micro-retreats, Naketa and her team set out every day to inspire, equip and empower the willing ambitious women (and a few brave men) who are ready to change the narrative to amplify intimacy and have more freedom, flexibility, and confidence to thrive in work/life (and love). Ultimately, helping you to create your balance (and) create your joy.

Ignited to Activate others, Naketa's authored several books and workbooks with her latest scribe being her personal transformation book *Selfish: Permission to Pause, Live, Love & Laugh Your Way to Joy*. Featured on the Lifestyle Channel, International Radio shows and broadcast, recipient of the NAACP award as one of 101 Top Influencers in Philadelphia and NAPW Women of Excellence, Naketa has set her daily intention to empower and motivate the willing and shares lessons, tools and techniques through her weekly *Balance Boldly* Podcast and upcoming internet show, *The Intimacy Advantage*.

While prioritizing her first ministry to her family, as a wife, mother, and newly appointed charge as g-bunny (grandmother), Naketa has earned several post-graduate certifications, and is active in the community as a mental health advocate, passionate champion for healthy relationships, and marketplace-minister.

A photograph of Amira Idris Radović, a woman with dark hair, wearing a white lab coat and a black wrist device. She is standing in a laboratory with wooden walls and various equipment. The background includes a sign that says "SHIPPING AND RECEIVING" and some text on the wall that is partially obscured.

Amira Idris Radović, Founder & CEO, TheraV
B.S. Biomedical Engineering, 2015
M.S. Entrepreneurship and Design, 2016

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SHIPPING
AND
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supports women in STEM.**

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A photograph of two women in white lab coats and safety goggles working in a laboratory. One woman is pouring liquid from a beaker into a funnel. The background is a laboratory setting with various equipment.

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Delaware's Biomedical Research Catalyst

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IN STEM**

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Downstate Luncheon
Wednesday, December 4, 2019
11 a.m. - 2 p.m.
Lighthouse Cove Event Center
Dewey Beach, DE

Upstate Luncheon
Thursday, December 12, 2019
11 a.m. - 2 p.m.
Chase Center on the Riverfront
Wilmington, DE



KEYNOTE SPEAKER
Judy Aliquo
President & CEO
Beebe Medical Foundation



KEYNOTE SPEAKER
Cheryl Ecton
President
Elite Building Services

TICKETS: VISIT DELAWAREBUSINESSTIMES.COM/WIB

Exhibitor Showcase



Delaware Nature Society's mission is to improve the environment through conservation, advocacy, and education. We need clean water, clean air, and a sustainable environment. The natural world provides us a relevant, hands-on framework to engage students in science, including STEM, through camps, Youth Counselor programs, Teen Naturalist Series, Reaching & Engaging through Nature to Empower Wilmington (RENEW), Delaware Futures Youth Marsh Restoration and STEM Career Exploration. Internships and volunteer opportunities, such as our Watershed program, Teen Ambassador, and Watershed Fellows, motivate young women in the local community to further pursue STEM interests often with funding to make these opportunities accessible.



FourYouthProductions implements project-based learning to explore the relationship between photography, engineering, and science. This approach enhances academic skills while students create remarkable artwork. Our students learn to be entrepreneurs by selling their artwork. Profits are contributed to our student college fund initiative. We introduce a multitude of career opportunities available in STEM fields to our young women in grades 3 through 12. Professionals often join us as speakers and mentors. Visit our booth today and discover creative ways you can work with us. Together we can truly make a difference.

Exhibitor Showcase



4-H girls are two times more likely to participate in science programs compared to girls in other out-of-school time activities. The University of Delaware's 4-H develops strong leadership and citizenship skills through programs, opportunities, and experiences designed to educate youth in STEM topics including animal science, agriculture, applied mathematics, consumer science, environmental science, earth science, life science, technology, and engineering. The mission of 4-H is positive youth development through experiential learning built on partnerships with caring adult volunteers. 4-H volunteers mentor youth as project leaders, workshop instructors, and competition judges. 4-H expands self-confidence and promotes career awareness.



More than 100 years ago, the first Girl Scout troop was founded on the Delmarva Peninsula. Today, **Girl Scouts of the Chesapeake Bay** (GSCB) supports close to 6,500 girls by 3,500 adult volunteers. GSCB unleashes the G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)™ in every girl, preparing her for a lifetime of leadership—from hiking under the stars to accepting a mission on the International Space Station. Our STEM programs focus on building 21st century skills needed to succeed in the world.

GSCB has programs in 14 counties in Delaware and the Eastern Shores of Maryland and Virginia.

Fireside Chat—A Conversation with STEM Leaders

ALEXA DEMBEK

Chief Technology & Sustainability Officer
DuPont



Alexa Dembek is the Chief Technology & Sustainability Officer for DuPont. A 28-year DuPont veteran, Alexa is a born problem-solver, innovator and education advocate. She champions the entrepreneurial mindset to spur growth, while fostering close collaboration with customers and strategic partners alike.

The business success Alexa has achieved is emblematic of her passion for enabling innovation to flourish, a consistent theme spanning her career at DuPont. Among her many accomplishments, she played a pivotal role in transforming the company's centralized R&D model to a more responsive, market-oriented innovation machine embedded within each of the company's businesses.

Today, Alexa leads business and innovation strategy alignment to make the most impactful portfolio choices for DuPont. Her goal is to make every investment dollar count to quickly drive innovation to market. She is passionate about elevating the role sustainability plays in these investment decisions and how DuPont can help customers achieve their own sustainability ambitions with our solutions.

Alexa has impacted many areas of the business in her tenure. She joined DuPont as a research chemist and a technical manager, and she has experience in supply chain, operations, sales and marketing. By way of background, she held leadership positions in Advanced Fibers Systems, Building Innovations and Performance Polymers, and served as Global Business Director for the corporate new business development venture in Energy Storage. Prior to assuming her current role in 2017, Alexa led DuPont Central Research and Development. This wide range of experiences, coupled with her commitment to talent development and inclusion has prepared her to serve as Chief Technology and Sustainability Officer for the new DuPont.

Both in her work for DuPont and her personal endeavors, Alexa is an ardent champion of the next generation of innovators. Through various education initiatives, she has seen the value that comes from diverse, cross-generational collaboration. She serves on the dean's advisory board for Penn State's Eberly College of Science and is active with the Delaware Innovation Space, a partnership between the University of Delaware and the state that incubates startups.

Fireside Chat—A Conversation with STEM Leaders



BARBARA McCULLOUGH

*Vice President, North America—Compliance
AstraZeneca*

Barbara McCullough leads the compliance program across the US and Canada and serves as a member of the US Leadership Team.

Barbara has led high-performing teams since joining AstraZeneca in 2005. She is passionate about cultivating talent and developing others. In her most recent role as Americas Assurance Lead, Barbara transformed the assurance program for Latin America and the United States.

Prior to her global role, Barbara managed an optimized speaker program strategy across the enterprise. She provided oversight for audit activities and was Secretariat to the Compliance and Ethics Leadership Team. Additionally, she formed the first Healthcare Compliance Committee Review Board.

Barbara started her AstraZeneca career in Operations managing drug sample programs, a role she similarly held at Wyeth. Earlier in her career, Barbara held various positions with DuPont Merck, including sales representative and business services director.

Barbara holds a Business Management degree from Wilmington University and is a member of the Healthcare Businesswomen's Association.

Fireside Chat—A Conversation with STEM Leaders

KATHLEEN SHELTON, Ph.D.

Vice President & Chief Technology Officer
FMC Corporation



Dr. Kathleen Shelton, Vice President & Chief Technology Officer for FMC Corporation, joined FMC in November 2017 with the FMC-DuPont transaction.

As the global leader of the Company’s robust discovery and development pipelines, Dr. Shelton leads an organization of nearly 800 scientists located around the world, with laboratories in India, Brazil, France, Denmark and the United States. The largest site, located in Newark, Delaware, United States, has over 350 employees working in chemistry, biology, regulatory sciences, engineering and analytical science. Under her leadership, the FMC Crop Protection Research and Development organization won the prestigious 2018 Agrow Award for the “Most Innovative Pipeline” in the agricultural industry

Prior to her current role, Dr. Shelton was the Director of DuPont Crop Protection Research and Development. She held several leadership roles in businesses across DuPont, both in Wilmington, Delaware, United States as well as Geneva, Switzerland. Dr. Shelton earned a doctorate in microbiology and immunology at Drexel University, and continued her research in a post-doctoral position at the University of Pennsylvania.

Fireside Chat—A Conversation with STEM Leaders



ADRIENNE SOULE

Vice President, Global HRBP
The Chemours Company

Adrienne Soulé studied to earn a BS in Business Management from LeTourneau University and an MBA in Human Resources Management from the University of Dallas. She began her career with American Airlines as a Human Resources Generalist.

From there, she landed a role as a Regional Manager of Human Resources at Target Corporation. She was responsible for designing, driving and executing human resources strategy for a region consisting of 95 stores and almost \$2B in sales. Adrienne was then recruited by Home Depot as Regional Director of Human Resources. Here she was accountable for both strategic and tactical HR management across the Gulf Region, which consisted of approximately 120 stores and over \$3B in sales.

After her time at Home Depot Adrienne transitioned to the Ann Taylor group of stores as Director of Human Resources responsible for the development and implementation of company-wide human resources strategies and programs. She reorganized the Talent Management organization and was a key member of the team responsible for reorganizing the field structure to enable profitability during the financial crisis.

Adrienne then transitioned out of the retail space as Vice President Human Resources at Pon North America. Here she was responsible for developing and deploying HR strategy, processes and programs in support of the short- and long-term business goals of two operating companies: Equipment Depot and Pon Valves International. She integrated and aligned HR structure and processes across five separate organizations and led the due diligence process and subsequently integrated four companies after acquisitions.

Since April 2018, Adrienne has been serving as Vice President, Global HRBP at the Chemours Company where she leads the HR function for the Fluoroproducts organization. Adrienne has four children that she is immensely proud of, is a life-long learner and lover of the sun and ocean.

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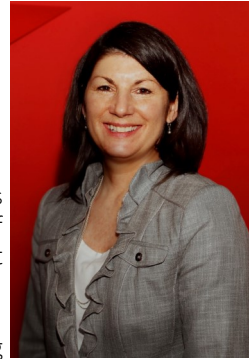
Together, Improving life



Leadership Development Through Volunteerism

MARY TILLEY

Senior Leader
W L Gore & Associates



Mary Tilley is a senior leader at W.L. Gore and Associates with over 30 years of experience in a broad range of commitments and is currently leading the Enterprise effort to develop and implement digital capabilities.

Mary earned her bachelor's degree in chemical engineering and her MBA from the University of Delaware and joined Gore in 1983 as a process engineer. During her 30-plus years with Gore, Mary has initiated and driven broad organizational efforts related to operational excellence, engineering functional excellence, people and culture initiatives and Enterprise strategy development and execution. Mary championed the Enterprise Strategy Project (ESP) 2025—looking at both the external and internal factors likely to affect Gore through the year 2025. This initiative formed the basis for an updated Enterprise strategy that rolled out broadly in 2015.

Prior to her current commitments, Mary held commitments in the Industrial and Medical Product Divisions and Core Technology, including process and new product development engineering, product specialist roles and engineering and operations leadership, Human Resources and most recently, Global Human Resources Leadership. In that role, Mary drove the implementation of HR Source in 3 regions and HR centers of expertise in Talent Development, HR Services and HR Operations.

Externally, Mary was a member of the governing body of Evanta HR, a global HR leadership organization. Mary provides consultation and partnership to numerous organizations seeking insights on engaging workplace practices. And as a member of the Corporate Executive Board, Mary has partnered to author case studies in leadership development and performance measurement that are used in webinar and seminars offered by the CEB. Mary served on the board of directors for Union Hospital for three years and now serves on the board of Bartlett and West, an employee-owned engineering firm in the Mid-West. Mary is married, has a daughter and grandson and lives with her husband in New Garden, Pennsylvania. Mary loves the outdoors and particularly enjoys cycling.

Leadership Development Through Volunteerism



ELLINOR CARLSON

Senior Staff Scientist
Solenis

Ellinor Carlson, Ph.D. joined Solenis as a Senior Staff Scientist in 2017 and has since been focused on technology development within the water and paper business of Solenis.

Her passion for sustainability and the acknowledged need for innovative solutions drove her to pursue her Bachelor of Science in Chemical Engineering from the University of Massachusetts-Amherst. After graduation, her roots pulled her back across the pond to Germany in order to obtain a Master of Science focused on Biotechnology from RWTH Aachen University.

Later Ellinor moved back to the Delaware Region to obtain her doctorate in Chemical and Biochemical Engineering from the University of Delaware. Her research focused on anaerobic fermentation of clostridia, with an emphasis on CO₂ fixation through the native Wood-Ljungdahl pathway. Her work included a collaboration with White Dog Labs in achieving increased product yields through mixotrophic fermentation.

She currently lives in Newark, Delaware with her husband and both enjoy the State Parks and outdoors that Delaware has to offer.

Be A Climber: The Benefits of Advancing Your Career Within Your Current Company

MELINDA BURN

Vice President, Marketing
Solecta Membranes



As a scientist turned business woman, **Dr. Melinda Burn** thrives on creating and executing growth strategies to help organizations to meet their performance objectives utilizing innovation as a source of competitive advantage. For more than 25 years, Melinda has worked in the specialty chemicals industry creating novel ways to bring complex scientific solutions to the marketplace. Most recently, she was the VP of Global Marketing and Innovation for the Industrial Water Treatment (IWT) division of Solenis (formerly Ashland). Prior to that, she spent 2 years in Switzerland as Global Director, Strategic Innovation developing an enterprise-wide approach for innovation for Solenis.

Melinda began her career with DuPont spending 13 years in roles of increasing responsibility in research, operations, marketing, sales and product management. In 2006, she joined Hercules as Global Marketing Manager, Energy and Specialties. Shortly after Hercules was acquired by Ashland in 2009, she moved into a business leadership role to run the Sustainable Building & Construction business.

She has a Ph.D. in Organometallic Chemistry from the University of California at Berkeley, a BSc in Honours Chemistry from the University of Alberta and has completed executive programs at Penn State University's SMEAL College of Business and the Wharton Business School, Avery Institute of Executive Education.

Melinda volunteers with DESCAs, UD Lerner Executive Mentoring Program, Wilmington University MBA Advisory Committee and has served as a Trustee for the Boys and Girls Club of Delaware.

Melinda is a musician, ballroom dancer, photographer and global traveler. She and Jim live in Wilmington with their two dogs.

Be A Climber: The Benefits of Advancing Your Career Within Your Current Company



ANN O'BRIEN

*Associate Director, Analytica Development
Incyte*

Dr. Ann O'Brien joined Incyte in 2016, fulfilling various roles within the Drug Discovery and Development organizations. As Associate Director of Analytical Development, she supports the development and registration of Incyte's preclinical and clinical drug candidates.

She received her B.S. in Chemistry and Biochemistry from Sacred Heart University and her Ph.D. in Analytical Chemistry from the University of Delaware. Upon completion of her graduate studies she worked as a Research Chemist at Merck Research Labs, and then moved to DuPont Central Research and Development.

Ann became a certified yoga instructor in 2018 and has since held weekly yoga classes for her Incyte colleagues. She is passionate about exploring the mind/body connection in relation to personal wellness. She guides people to work with their bodies, not against, to overcome the stresses of work and life.

Ann is also on the Advisory Board at Immaculate Heart of Mary Elementary School and a member of the IQ Consortium, Pediatric Drug Development Working Group. Beyond being a chemist, yogi, and avid volunteer, Ann is an active mother, wife, daughter, and sister in a large, crazy but joyful family.

Be A Climber: The Benefits of Advancing Your Career Within Your Current Company

HELEN STIMSON

CEO & President

Delaware BioScience Association



Helen Stimson is the President & CEO of Delaware BioScience Association (Delaware Bio). Prior to her new position at Delaware Bio, she was the Vice President and General Manager of the Chemistries and Supplies Division at Agilent Technologies.

At Agilent Technologies, she was responsible for development, direction, strategy and P&L for the \$500M division headquartered in DE.

She joined Hewlett Packard in 1981 as a sales representative for analytical instruments. She held many roles within the company, including District Service Manager, Product Manager for software, Marketing Manager for next generation Gas Chromatography Instrument development, European Field Marketing Manager and Marketing Manager for the Chemistries and Supplies operation.

Helen holds a Bachelor's degree in Chemistry from Lafayette College. She has completed many programs in on-going Executive Education at Kellogg, Columbia and Wharton Business Schools. She is a member of the Board of Directors at the Delaware Small Business Development Center (SBDC), a member of the Board of Directors for TechForum Delaware, a member of the Board of Directors for WHYY public television and radio, Chairs the External Advisory Council for the Biomedical Engineering department at UD and was formerly on the Board of Directors for Delaware BioScience Association, New Castle County Chamber of Commerce, Mid Atlantic Food and Wine Festival and on the External Advisory committee to the UD Lerner Business School.

Be A Climber: The Benefits of Advancing Your Career Within Your Current Company



PAULA SWAIN

*Executive Vice President Human Resources
Incyte*

Paula J. Swain joined Incyte in January 2002 and serves as Executive Vice President of Human Resources with additional responsibility for Facilities, Environment, Health & Safety & Internal Communications. Paula is also the Chair and Secretary of the Incyte Charitable Giving

Foundation.

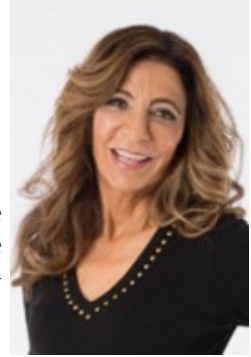
Prior to joining the company, Ms. Swain spent nearly 10 years with DuPont Pharmaceuticals Company (acquired by Bristol-Myers Squibb Company in 2001) where she served as Vice President and Senior Vice President of Human Resources.

She has also held human resource planning and employee relations positions with Chase Manhattan Bank, Marine Midland Bank and Delaware Trust Company. Ms. Swain received her B.A. in psychology from Rockhurst University and graduated from the strategic human resources planning program at Harvard Business School. Paula serves on the boards of the Cancer Support Community Delaware, The Committee of 100, the Executive Compensation and Succession Planning Committee of Christiana Care Health System, the Wilmington Renaissance Corporation and Delaware Bio. She is also a Trustee of Christiana Health Care.

Bouncing Back From a Setback: It's All About Building Resilience Mastery

NINA SHERAK, MS, CHES, CAPP

Certified Resilience Trainer & Positive Psychology Coach



Nina Sherak is an inspirational speaker, Life Coach, and impactful workshop facilitator specializing in Resilience Mastery training. Nina helps individuals and teams thrive resiliently using the science of positive psychology to better navigate the waves of life.

Nina brings great passion for resilience in the STEM community based on her career in both life sciences and positive psychology. With over a decade first-hand experience in the pharmaceutical and medical device industries she incorporated expertise as a licensed behavior change coach, certified positive psychology practitioner, and resilience trainer.

Nina currently leads multiple positive psychology programs and Mastermind groups to help participants develop mental toughness, grit, and resilience. Nina created and facilitates highly successful women's peer mentoring programs in Philadelphia, NJ, and Delaware. She has also provided group coaching and resilience programs to companies such as Gore, GSK, AstraZeneca, DuPont, and M&T Bank.

In the Resilience Mastery journey of discovery and paradigm shift, participants gain practical insights and guidance in how to apply positive psychology to make tangible improvements in their daily life and bounce back better from challenges. Nina guides women in building their Resilience Mastery toolkit so they can go from survive to thrive as they navigate the Big 3: Uncertainty, Conflict, and Change. Resilience Mastery teaches:

- Resilience is both a teachable mindset and skillset. The two together are a recipe for wellbeing, success, productivity, and engagement.
- We can recognize our natural resilience and amplify it with specific mental, emotional, and physical skills that are the essential components for bouncing back better.
- The benefit of learning resilience skills is that you gain a sense of personal mastery to handle whatever life throws your way.

Building Resilience Mastery

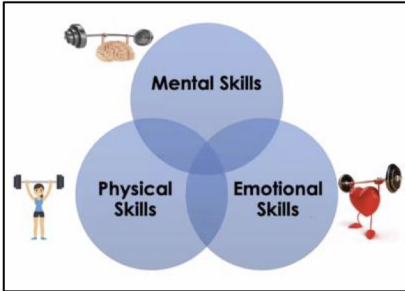


Resilience is:



You can't stop the waves or direct the wind; however, you can learn how to adjust your sails. Resilience can be cultivated!

Components
of Resilience



Growth Mindset vs Fixed Mindset



Learner Path vs Judger Path



First your brain fires and then it wires!



Explanatory style and reframing

Building Resilience Mastery



Negative emotions/reactions narrow and focus awareness



Positive emotions/reactions broaden and build awareness

Model for Building Resilience Mastery



Questions to Jump Start Resilience



1. _____
2. _____
3. _____
4. _____
5. _____
6. _____



The Power of Choice



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