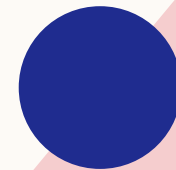


# **MOTHER, SCIENTIST, AND SMALL TOWN DREAMER:**

## **MY PATH INTO PHARMA**

Penny P Peterson, M.S. (she/her/hers)  
Scientist I, Analytical Development at Tolmar  
Fort Collins, CO





# DR. DWINITA MOSBY TYLER, PH.D.

The Tolmar DE&I Keynote Speaker for 2024

- Former Senior Vice President and Chief Inclusion Officer for Children's Hospital Colorado - the 1<sup>st</sup> Black woman to hold that position in the organization's 100+ year history.
- She is also the former Executive Director of the Office of Human Resources for the City and County of Denver - the first Black woman to hold that position in the 63+ year history of the agency.



# DR. DWINITA MOSBY TYLER, PH.D.

*“Diversity to me **describes all people**, it just means differences, the richness and beauty of our differences.”*

*“Difference is not a flaw and difference is a strength.”*

*“Elevate differences”*

*“Small acts, like making sure you accommodate differences.”*

***“There is no such thing as  
‘I’m not diverse enough’.”***



# **ABOUT ME AND MASS SPECTROMETRY**

# PENNY PAXTON PETERSON

Hometown	Brighton, Colorado USA
Interests	Running, swimming, hiking, singing, reading, soldering
Favorites	Studio Ghibli films, Kasie Musgraves music
Fun Facts	Failed rodeo queen, nickname: The Hammer



# MASS SPECTROMETRY

Graduate Work

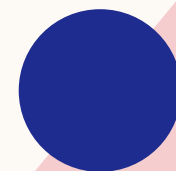
Alpha Radiation Ionization for Mass Spectrometry and MS/MS

Industry: Breaking Silos

Gate Keeping in MS

Industry: Community of Growth

Co-Chair of MS Council







# MASS SPECTROMETRY COUNCIL

Full Inclusive | Company Wide MS Support

## **OUR MISSION IS TO PROVIDE COMPANY WIDE MASS SPECTROMETRIC SUPPORT THROUGH A FULLY INCLUSIVE ENVIRONMENT**

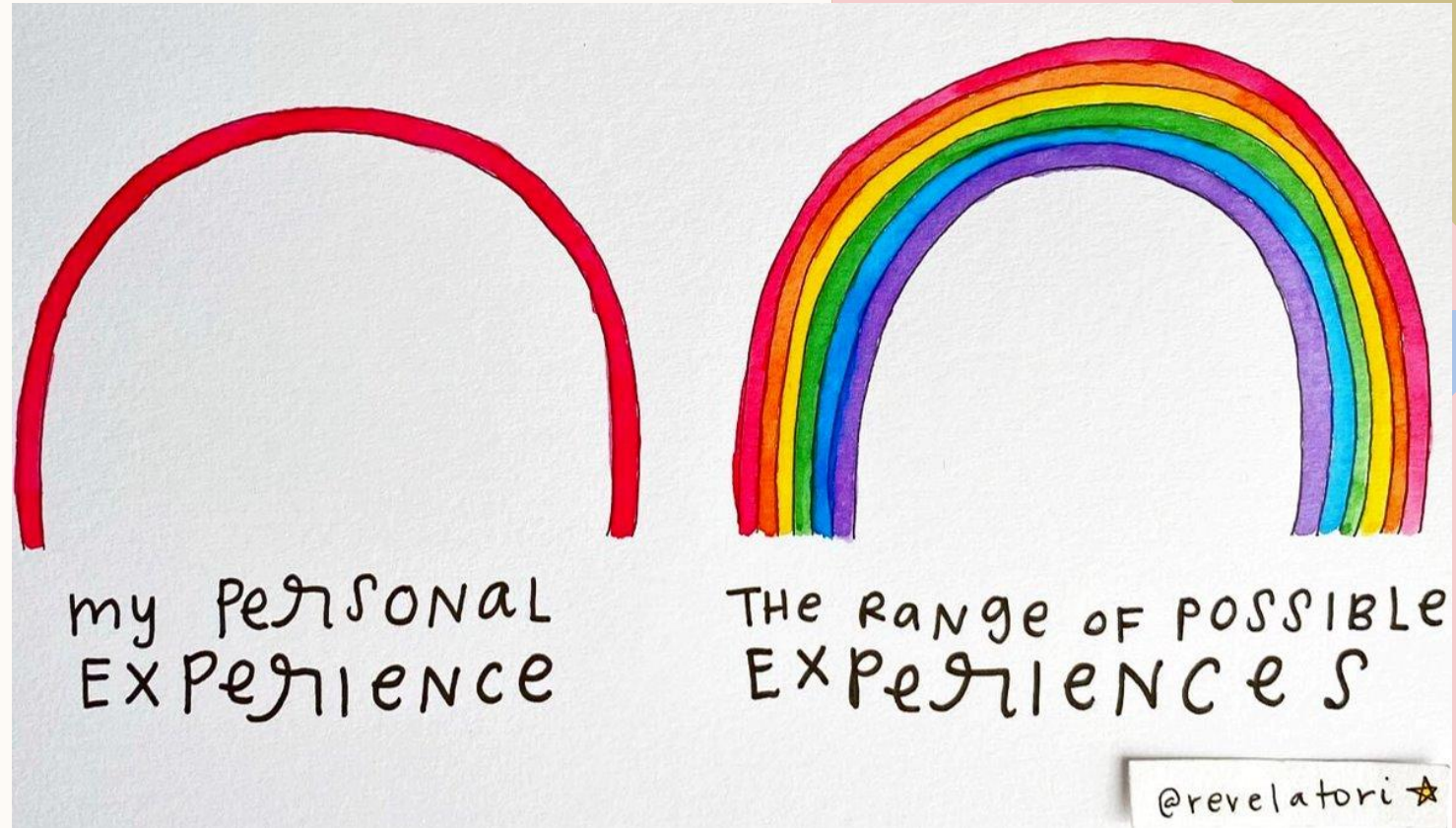
Our scope and purpose is to ensure heightened product characterization needs are satisfactorily supplemented through mass spectrometric applications, as needed, to guarantee business goals are met at the highest product quality level.

# MASS SPECTROMETRY COUNCIL

Full Inclusive | Company Wide MS Support

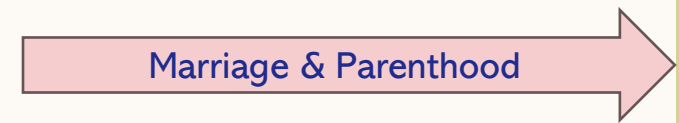
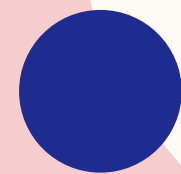
*“Quite simply, people who come from different backgrounds will have unique perspectives and ways of thinking.”*

- Forbes  
JAN2024

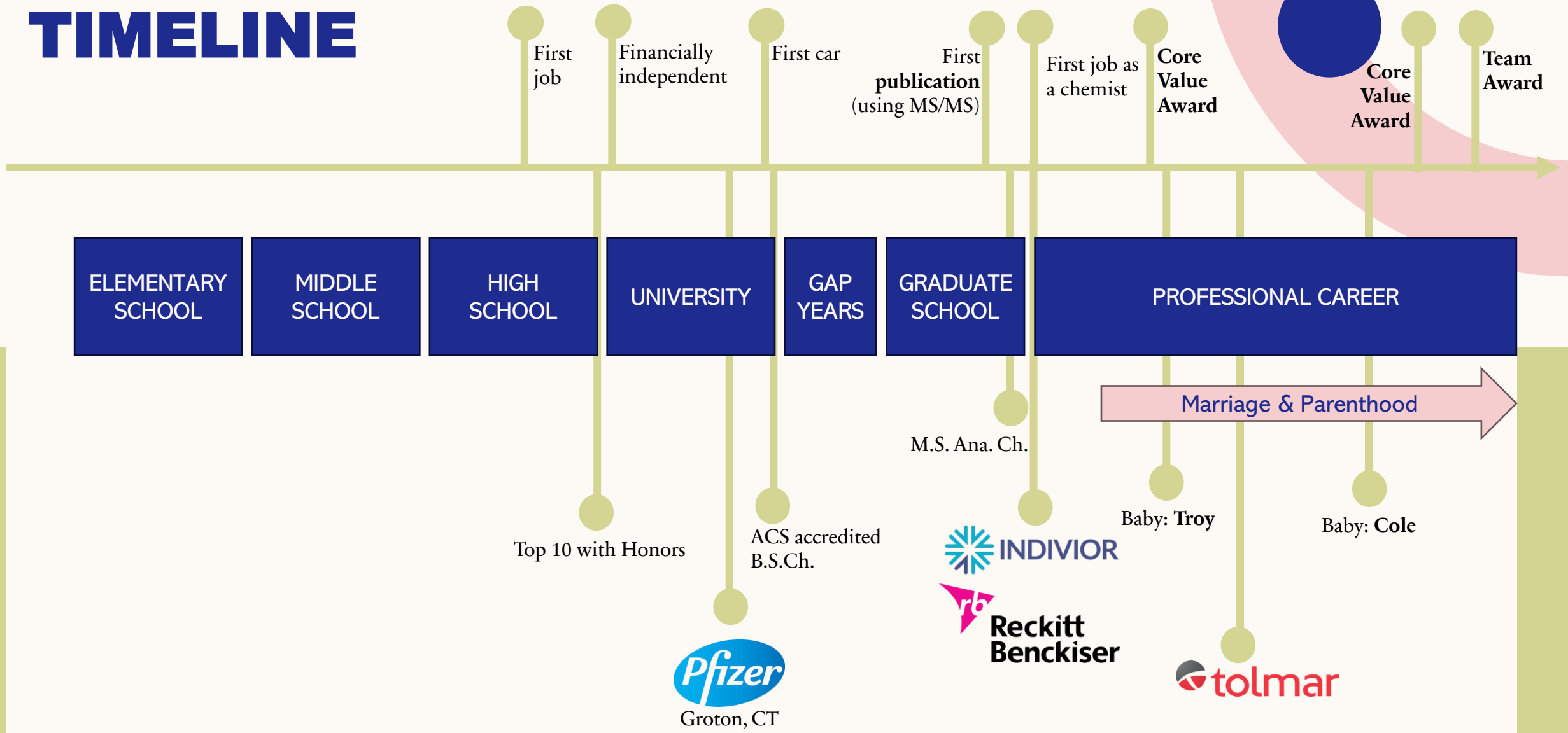


The image features a central white circle containing the title text. The background is split into three vertical sections: light blue on the left, a dark blue curved shape at the bottom, and light pink on the right.

# **MY PATH INTO PHARMACEUTICALS**

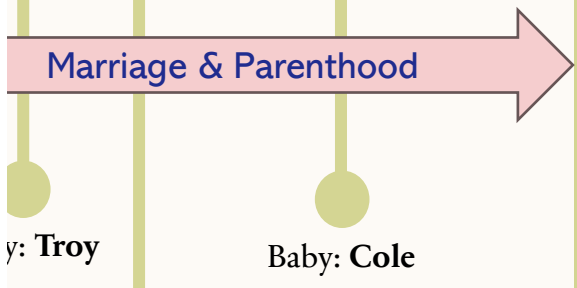
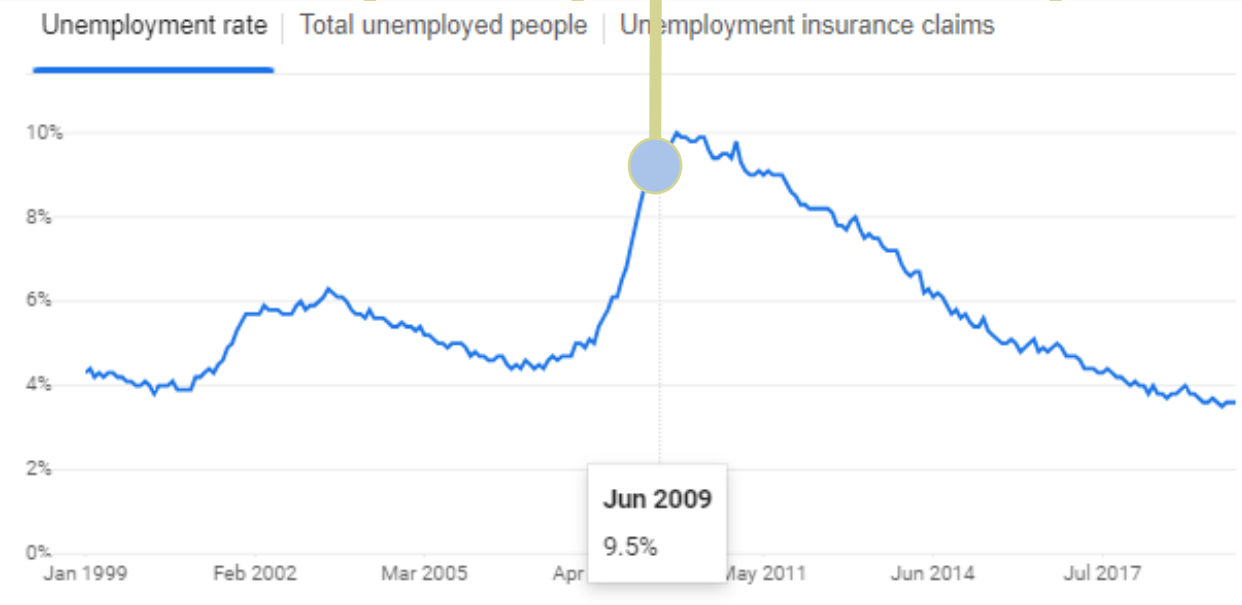


# TIMELINE



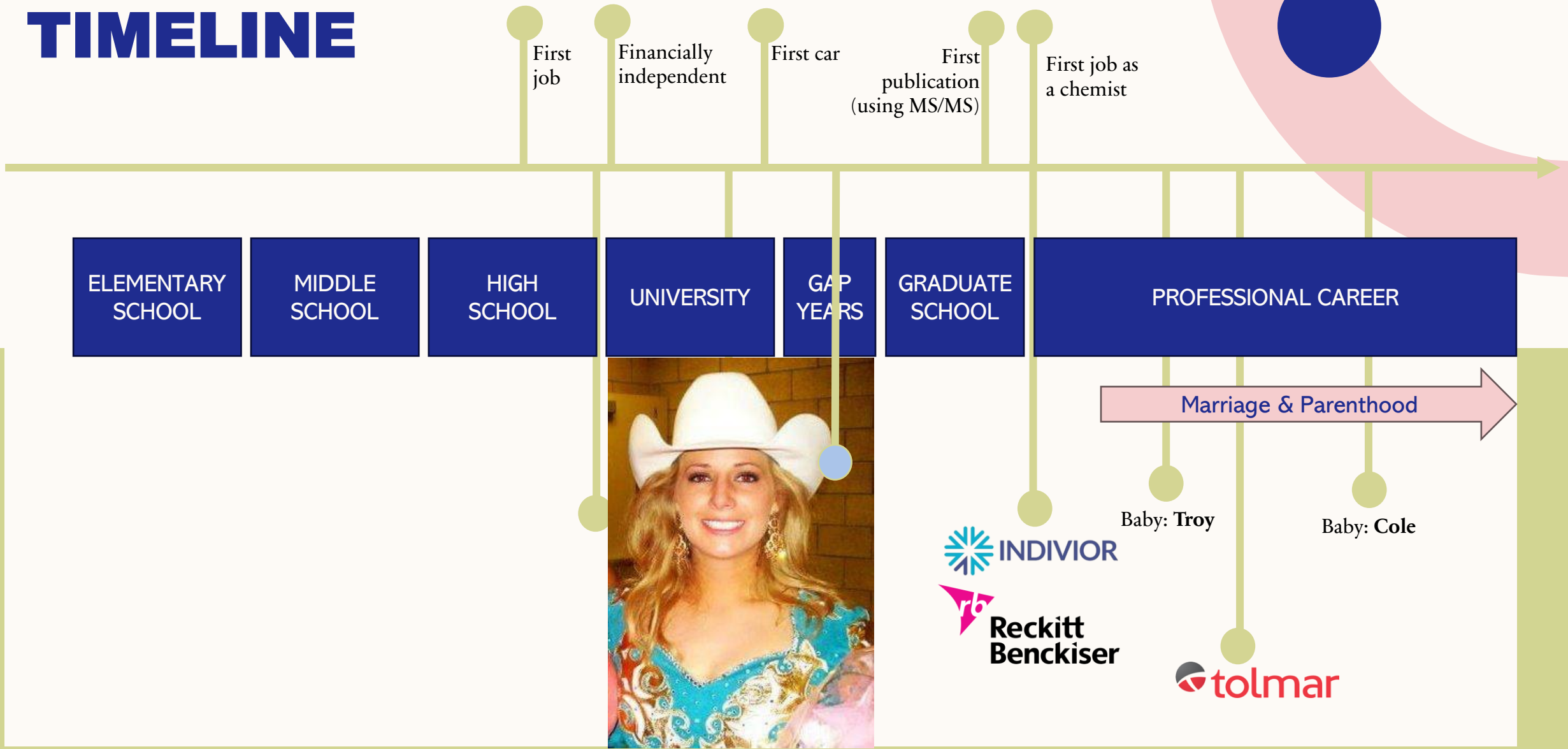
# TIMELINE

- First job
- Financially independent
- First car
- First publication (using MS/MS)
- First job as a chemist



From Bureau of Labor Statistics, United States Department of Labor

# TIMELINE



First job

Financially independent

First car

First publication  
(using MS/MS)

First job as a chemist

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

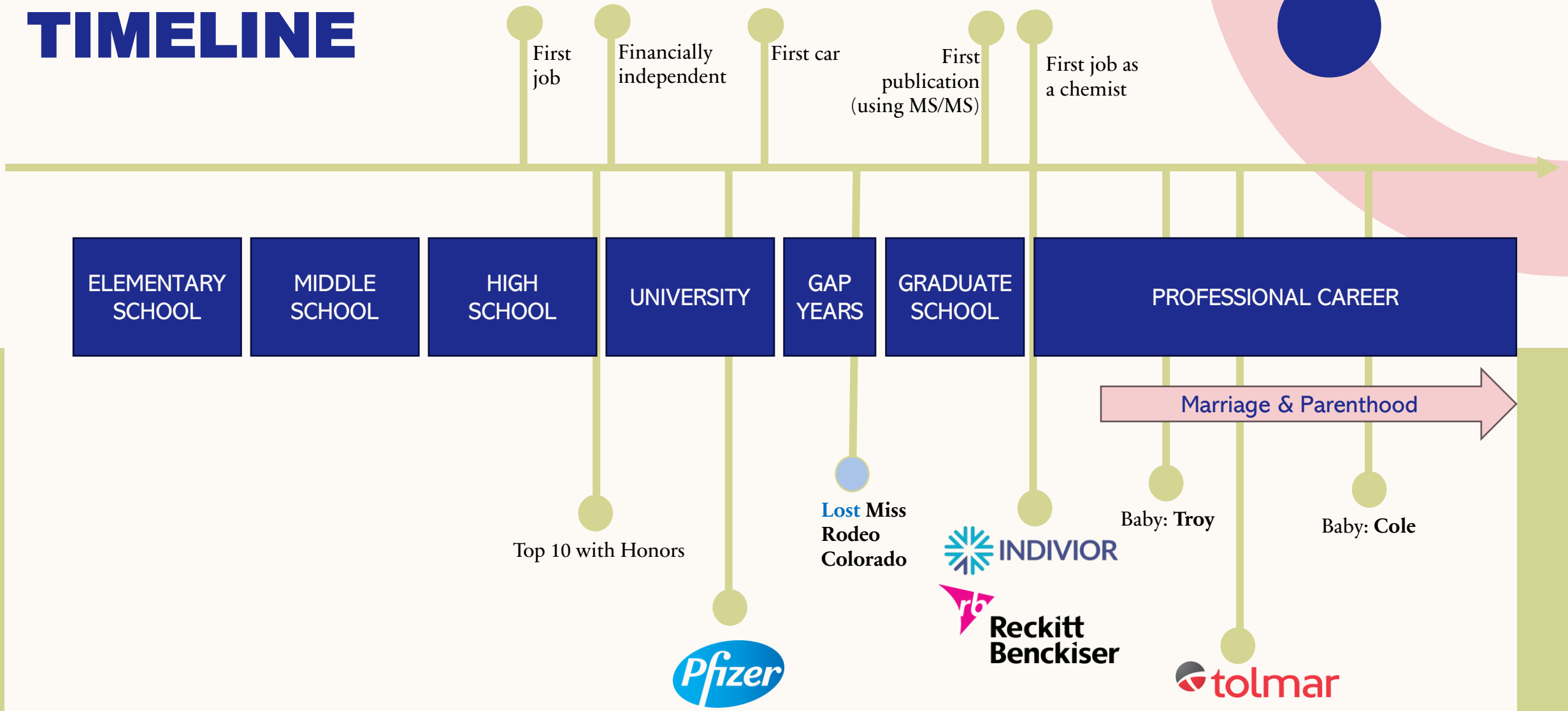
Marriage & Parenthood

Baby: Troy

Baby: Cole



# TIMELINE





# CHALLENGES TO SUCCESS

Learning Barriers

Money Barriers

Health Barriers

Raised by a Single Mother

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

Held back in the 3rd grade. **Learning disabled: dyslexia**

**Pell Grant Eligible student**

**Rejected from MBA program**

**Lost Miss Rodeo Colorado**

**Panic Attack oral examination**

**Anxiety treatment begins**

**Baby 2: Miscarriage**

**Covid-19**

**Baby 3: Clubfoot**

**Endometriosis & Hysterectomy**

Marriage & Parenthood

# DYSLEXIA

- 1 At least 1 in 10 people are dyslexic.
- 2 Dyslexia is genetic so it runs in families.
- 3 Dyslexic brains are 'wired' slightly differently meaning they have a different way of processing information.
- 4 This difference results in a pattern of strengths like critical thinking, creativity & communication skills.
- 5 It also results in challenges affecting traditional learning such as reading, writing, spelling, rote learning, memory, concentration.
- 6 Each dyslexic will have a different pattern of strengths & challenges.
- 7 Early identification is key to success in education & in preserving self-esteem.
- 8 If we place as much importance on dyslexic strengths as difficulties...they'll likely go far!
- 9 4 in 5 successful Dyslexics attribute Dyslexic Thinking Skills to their success.
- 10 We've known how to identify & support dyslexia since the 1930's!

# CHALLENGES TO SUCCESS

Learning Barriers

Money Barriers

Health Barriers

Raised by a Single Mother

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

Held back in the 3rd grade. **Learning disabled: dyslexia**

**Pell Grant Eligible student**

**Rejected from MBA program**

**Lost Miss Rodeo Colorado**

**Panic Attack oral examination**

**Anxiety treatment begins**

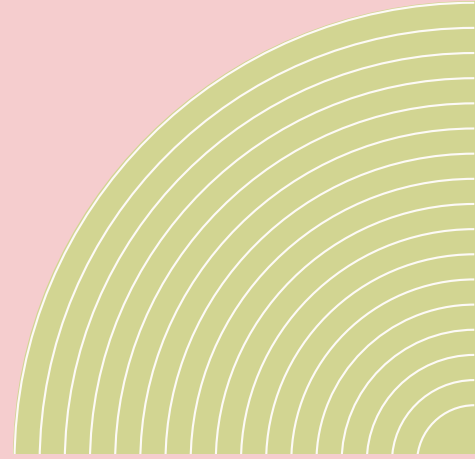
**Baby 2: Miscarriage**

**Covid-19**

**Baby 3: Clubfoot**

**Endometriosis & Hysterectomy**

Marriage & Parenthood



# CHALLENGES TO SUCCESS

Learning Barriers

Money Barriers

Health Barriers

Raised by a Single Mother

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

Held back in the 3rd grade. **Learning disabled: dyslexia**

Pell Grant Eligible student

Rejected from MBA program

Lost Miss Rodeo Colorado

Panic  
oral exam

Marriage & Parenthood

**MISCARRIAGE**

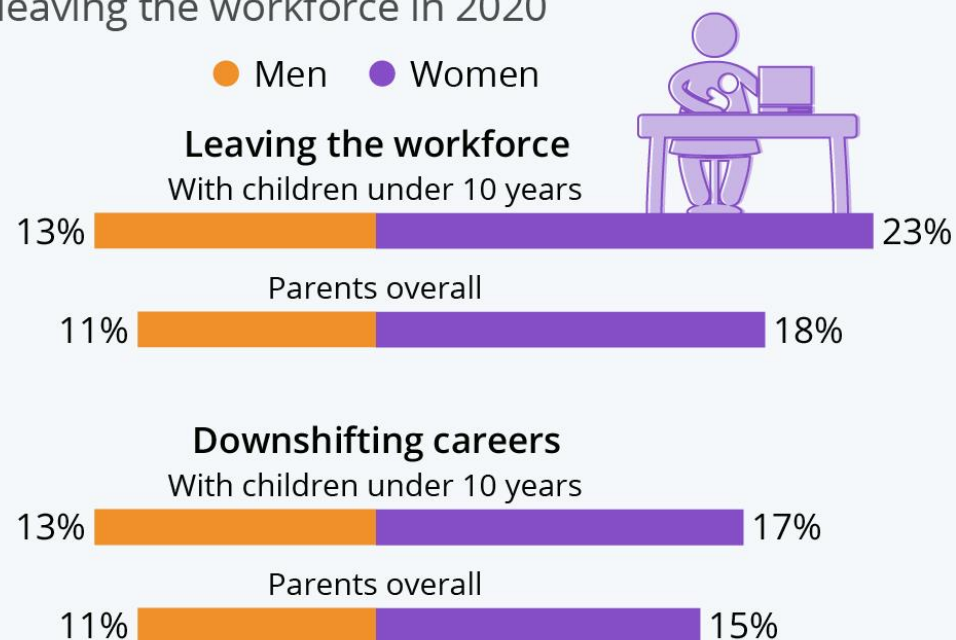
**15-25%**  
OF ALL PREGNANCIES END IN MISCARRIAGE.

is &  
ny

# COVID-19 & WORK

## Covid's Impact on Working Parents

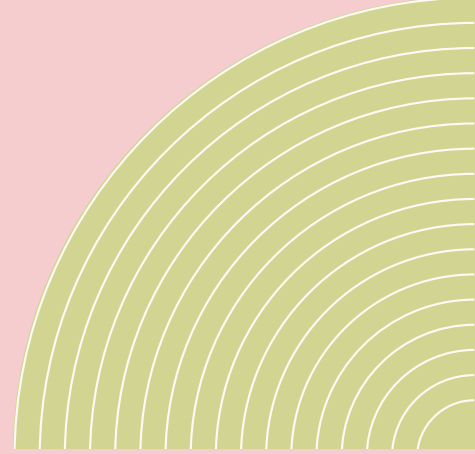
Share of U.S. workers considering downshifting careers/leaving the workforce in 2020



Based on surveys of 40,000+ U.S. employees from 317 companies; Jun-Aug 2020  
Source: McKinsey



Endometriosis affects around  
1 in 10 women and girls of reproductive  
age. That's almost 190 million  
people worldwide!



# CHALLENGES TO SUCCESS

Learning Barriers

Money Barriers

Health Barriers

Raised by a Single Mother

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

Held back in the 3rd grade. **Learning disabled: dyslexia**

**Pell Grant Eligible student**

**Rejected from MBA program**

**Lost Miss Rodeo Colorado**

**Panic Attack oral examination**

**Anxiety treatment begins**

**Baby 2: Miscarriage**

**Covid-19**

**Baby 3: Clubfoot**

**Endometriosis & Hysterectomy**

Marriage & Parenthood

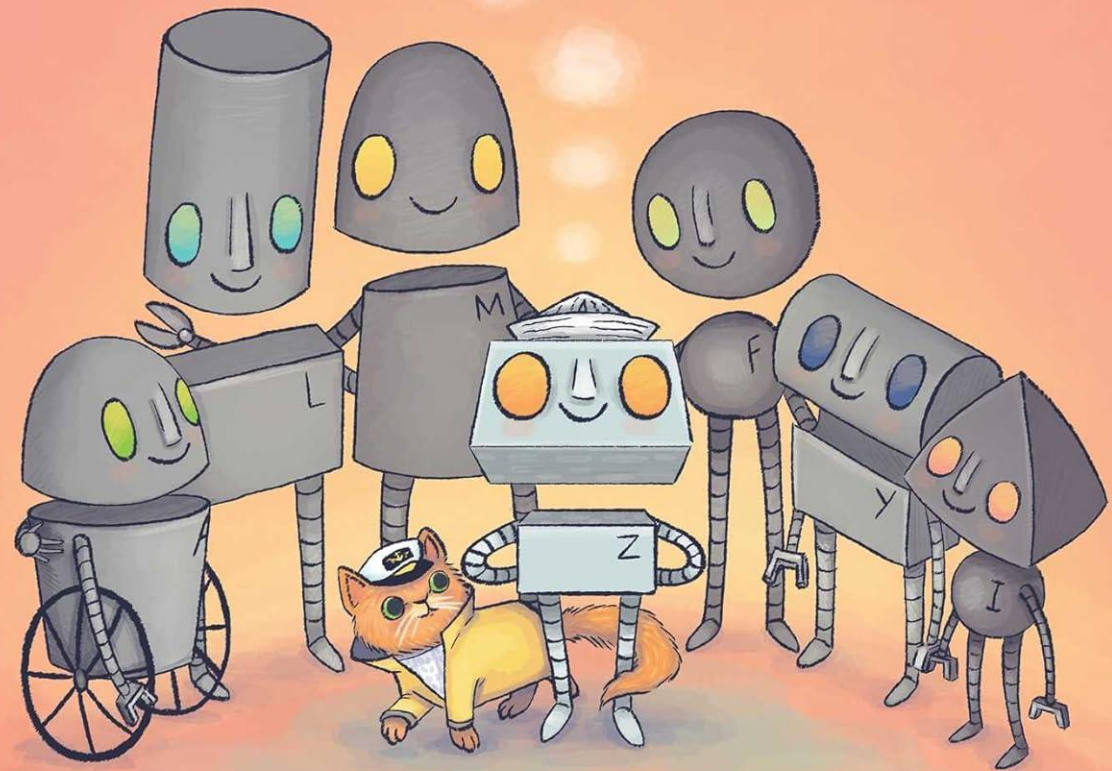


# **COMMUNITY SHARING EXPERIENCE**

*Make a place for all  
voices to be heard.*

*“Love is when  
someone is patient  
and takes the time  
to teach you new  
things.”*

- Jessie Sima. Love, Z



Jessie Sima

Creator of Not Quite Narwhal



My Mom: Susan Osborne



Mrs. Frenzel



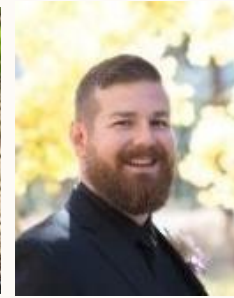
Bill Daniels



Dr. Eaton



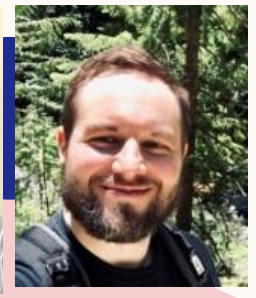
Dr. Farmer



Dan Barnhill



Dr. Nawas



Dr. Gessmann

Raised by a Single Mother

ELEMENTARY SCHOOL

MIDDLE SCHOOL

HIGH SCHOOL

UNIVERSITY

GAP YEARS

GRADUATE SCHOOL

PROFESSIONAL CAREER

Learning difference with Mrs. Wallingvine

High School Chemistry with Mrs. Frenzel

Pell Grant student & Daniels Fund Scholar

MRC Written Test Scholarship applied to grad school

qNMR with Brian Preston Dr. Mike Jones

Degree Master of Science in Analytical Chemistry

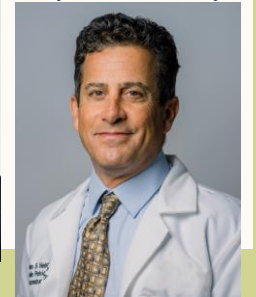
Marriage & Parenthood

Baby with Clubfoot

Hysterectomy



Dr. Hartman



Dr. Nelson

THANK YOU

# THANK YOU

Penny P Peterson, M.S. (she/her/hers)  
Scientist I, Analytical Development at Tolmar  
Fort Collins, CO

