



ACS Division of Professional Relations

Empowering chemical professionals for success in a diverse world

Biannual Newsletter: Fall Edition

Exciting Changes in PROF: A Message from the Chair

Dear Friends,

As 2018 Chair of the Division of Professional Relations, I enjoy learning about our member's passion and excitement for chemistry and the ACS. Your work on behalf of PROF and the Society is truly outstanding because you focus on the professional as well as on the chemistry.

During the first half of my tenure as chair, I have seen how our members embrace our

“Creating inclusive communities, resources, and programming for the benefit of chemical professionals throughout their careers.”

- PROF's new mission



new mission: “Creating inclusive communities, resources, and programming for the benefit of chemical professionals throughout their careers.” During a recent visit to my campus, Dr. Rigoberto Hernandez, Director of the Open Chemistry Collaborative in Diversity Equity (OXIDE) and current Board member of the ACS, complimented our division's focus on the importance of

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PROF introduces a new suite of subdivision pins! Find out how to get yours.

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Our subdivisions make PROF great! Hear from them in this issue.

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PROF is a finalist for a ChemLuminary Award! See which one.

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Programming Sponsored by PROF in Boston

Women of Color in the Academy: Empirical Studies & Models of Success

Aloft Boston Seaport: Mann 1/2
Sunday 8:30 AM - 12:40 PM

Importance of LGBTQ+ Role Models & Mentors in Chemical Sciences: A Symposium in Honor of Barbara Belmont

Aloft Boston Seaport: Mann 1/2
Sunday 1:30 PM - 3:15 PM

How to Get Your 1st Industrial Job

*NE Lobby A - Level 1, Boston
Convention & Exhibition Center*
Monday 9:30 AM - 12:10 PM

TRiO & Chemistry

Aloft Boston Seaport: Mann 1/2
Monday 1:00 PM - 4:50 PM

Sci-Mix

*Boston Convention & Exhibition
Center: Exhibit Hall B2/C*
Monday 8:00 PM - 10:00 PM

Broadening Participation in STEM: Empirical Studies & Models of Success Improving Participation through Programmatic and Curricular Efforts

Aloft Boston Seaport: Mann 1/2
**Tuesday 8:00 AM - 12:00 PM
and 1:00 PM - 4:30 PM**

Exploring the "Nano": Leveraging Unique Abilities

*NE Lobby A - Level 1, Boston
Convention & Exhibition Center*
Wednesday 1:00 PM - 3:50 PM

diversity. I am proud to share this praise with you, especially during a time when diversity and science are in the national and global news!

I'm also excited to announce that we have recently introduced a new International Chemists subdivision! This subdivision in addition to the Chemists with Disabilities, Ethics, Gay & Transgender Chemists and Allies, Minority Affairs, Women Chemists, and Younger Chemists subdivisions brings our total to 7! **Find us at Division Row during Sci-Mix in Boston to learn about all of these outstanding subdivisions and even how to join them!**

PROF is looking forward to continuing to support symposia and poster sessions at national and regional meetings on a wide range of topics. These topics include non-traditional careers in chemistry, innovations in the chemical enterprise, LGBT graduate students and postdoctoral scholars' research, and women chemists of color. PROF is also a sponsor of Diversity Day at the upcoming SERMACS 2018. Also check out all of our Fall National Meeting programming. I am sure that you will find several sessions of interest that will energize your career.

In addition to supporting symposia, we recognize the work of chemical professionals through the Henry Hill Award for distinguished service to the profession and the Lou Sacco Award for meritorious service to the Division. I had the honor of presenting the 2017 Henry Hill Award to Dr. Keith Vitense of Cameron University at the New Orleans meeting. We are excited to announce that PROF is a finalist for a ChemLuminary Award for the Most Unique Project as Funded by a Division Innovative Project Grant! Join us at the ChemLuminary Awards celebration as we cheer on Janet Bryant and Judy Giordan for their work towards the "IPG PROF Division Support to the 2017 PRES Innovation Initiative." Congratulations!

Finally, I would like to meet you at the ACS National Meeting in Boston next month. You will find PROF members at any of our symposia. We are also co-sponsoring many symposia throughout the meeting. You are invited to attend our executive committee and open meeting on Tuesday, August 21 from 3:00 – 5:00 pm in the Sheraton Boston Hotel Back Bay C Room.

We value your ideas and feedback as we move forward with our vision and look forward to hearing from you!

With warm regards,
Judith Iriarte-Gross, 2018 Chair

Gay & Transgender
Chemists and Allies

Minority Affairs

International
Chemists

Women Chemists



Ethics



Younger Chemists



Unique Abilities

Check out our new subdivision pins!

PROF introduces new subdivision logos with pins available at the Boston National Meeting!

The division has completed one of their Strategic Planning initiatives with the production of custom designed lapel pins for each subdivision. This idea started with the Gay & Transgender Chemists and Allies subdivision's rainbow Erlenmeyer flask pin produced shortly after the subdivision was formed in 2010. It proved so popular at attracting members to the subdivision that an effort was launched to produce pins for each of the remaining six subdivisions. Four of these pins: Ethics, Younger Chemists, International Chemists, and Minority Affairs, were available in time for the New Orleans meeting this Spring. The final two pins, Women Chemists and Chemists with Disabilities (Unique Abilities), will be available for the first time in Boston at the PROF booth during Sci-Mix. Subdivision chairs will be distributing the pins to all their members in the coming months. Should you not receive yours, please contact your subdivision chair or Dr. Chris Bannochie, bmerup@comcast.net.



Lets go bowling...ethics bowling that is!

In the past year, the Ethics subdivision has been working on developing the Intercollegiate Chemistry Ethics Bowl (ICEB) to support undergraduate education in ethics. This ethics program will allow for an exploration of ethical dimensions of the chemical professions, as a competition between college teams. In this way, ethical concepts will be introduced to undergraduates, allowing them to explore how chemistry intersects with the environment, public policy, research ethics, and other topics in chemistry with ethical aspects. The program will have its debut competition at the Southeastern Regional Meeting of the ACS (SERMACS) this fall, from Oct. 31 – Nov. 3 in Augusta, GA. Undergraduate student groups from the Southeast will be invited to participate as we launch this program.

More information on the Intercollegiate Chemistry Ethics Bowl may be found at the Division of Professional Relations website (<http://www.acsprof.org/>), linked under the Ethics Subdivision. As materials are developed this summer, they will be made available on the website.

If you are interested in hosting an Intercollegiate Chemistry Ethics Bowl in your local section or region, or are interested in how you may contribute to this project, please contact Craig McClure at craig.p.mcclure@drexel.edu.



Who are the Gay and Transgender Chemists and Allies Subdivision and what do they do?

The GTCA subdivision aims to promote **inclusion, advocacy, recognition, mentoring, networking, and diversity** of LGBTQ+ chemical professionals within the ACS community. GTCA upholds the goals of PROF by providing professional development programming and being an advocate for the LGBTQ+ chemistry community at ACS national meetings. With the hope of improving retention and inclusion of LGBTQ+ chemical professionals, GTCA strives to be out and proud and to serve as mentors, collaborators, and eventually, torch-passers within the ACS community.

The Gay & Transgender Chemists and Allies subdivision is excited to host its first honorary symposium on behalf of Barbara Belmont, a pioneer in the LGBTQ-STEM community, at the 256th ACS National Meeting in Boston, MA. The symposium will feature five LGBTQ+ luminaries in the chemical sciences who will present a short talk on the importance of LGBTQ+ role models in the chemistry community. The symposium will conclude by honoring Barbara Belmont for her invaluable contributions towards the LGBTQ-STEM community. The symposium will be held on Sunday, August 19th 1:30-3:20pm at the Aloft Boston Seaport Hotel Mann 1/2.

A Travel Grant, Workshops, Panel Discussions, and More, Check out all of the work CWD is doing!



We are excited to announce that this year, Mr. James Schiller began his term as chair of the committee on Chemists with Disabilities (CWD). With his leadership and under the mission of PROF, we hope to advance our efforts to promote inclusion, advocacy, recognition, mentoring, and networking with ACS members who are, or work with, disabled chemists and aspiring chemical professionals.

As part of these efforts, members of CWD visited the National AIChE meeting in Minneapolis, MN. The purpose was in support of developing a committee within AIChE analogous to CWD in ACS. ACS and PROF are pioneering in the world of inclusion, and we aim to share that drive with other organizations.

CWD has also initiated its own travel grant, and we are proud to announce that we have our first awardee, which will be revealed during the Boston meeting. The purpose of the ACS-CWD Travel Award is to encourage the participation of undergraduate/graduate students and post-docs with disabilities who will present a talk or poster at a Spring or Fall ACS National Meeting. Up to \$3,000 will be awarded per recipient.

We are also excited to announce that our PROF CWD chair and chair-elect are invited to participate in the Diversity Program at SERMACS2018, including a panel discussion on diversity and a workshop/open discussion around the recent updates to the 1997 Braille Code of Chemical Notation.

In addition to all of these initiatives, we are trying to increase communication through social media including Facebook, LinkedIn, and Twitter! We hope to see you at the Boston National Meeting and reach out and connect with us online



Stronger Together at Minority Affairs

The Minority Affairs subdivision of PROF recognizes the need for contributions from individuals from diverse backgrounds and actively seeks to support their inclusion in the chemical enterprise. The new pin for the subdivision features interlocking hands which symbolizes the sentiment that we are “stronger together” and that we each have a role to play in advocating for diversity. Like other subdivisions in PROF,

Minority Affairs offers programming that aligns with its mission of advancing the professional development of its target demographic. This year, we have partnered with WCC, MAC, and PROF - Women Chemists to host an array of panels that showcase empirical outcomes of efforts that broaden participation in STEM. Please join us at any one of these events to be held at the Boston ACS National Meeting. We hope to see you there. In addition, please join the subdivision using the form at the end of this newsletter. We look forward to meeting you and thank you for staying involved with PROF.

A NEW Home for Everyone at the International Chemists Subdivision

In keeping with our Vision and Mission, the Division of Professional Relations voted in August 2017 to establish a seventh Subdivision, the International Chemists Subdivision.



International activities are an ever-increasing part of the Society's vision. More than 24,000 ACS members reside outside the United States, and the ACS currently has 19 International Chemical Science Chapters, with more applying for admission each year. While many international members may belong to Technical Divisions relating to their technical discipline, PROF focuses on professional development for chemical professionals working across all technical disciplines. PROF saw a need to provide a **home for international members, where they can network, discuss careers, opportunities, professional development and related issues in their home countries and across the globe.**

Among the Subdivision's goals are to: assess, expand awareness and address the needs of international members with respect to professional development; assist international members in finding and accessing many existing development resources within ACS; in collaboration with other ACS units such as the International Activities Committee, International Chapters and others, work to ensure that these resources are relevant and applicable across the many different cultures and environments within our global community; deliver programming at regional, national and international meetings that address global issues in career and professional advancement; advocate for international members through representation on the ACS Council.

All ACS members in good standing are welcome to join PROF and the new International Chemists subdivision, regardless of where they live or work. If you are interested in interacting and collaborating with other ACS members on professional development matters across the globe and across scientific disciplines, or if you have skills and expertise that are valuable to the international community, we encourage you to join our growing network. We would like your input on what issues are most important to the international members, and how we can best leverage our resources as a Technical Division to address these issues.

For more information, or to send in your ideas, please contact acsprofinternational@gmail.com.

SCI - MIX



To find out more about a subdivision, meet an executive committee member, or learn how to join any or all of our subdivisions, meet us at Division Row during Sci-Mix!

Sci-Mix will be held at the Boston Convention & Exhibition Center: Exhibit Hall B2/C on Monday August 20th, 2018 from 8:00 PM to 10:00 PM



Women Chemists

The Women Chemists subdivision works closely with PROF and the Women Chemists Committee (WCC) to promote diversity, inclusion, advocacy, recognition, and mentoring of women in the chemical sciences. We accomplish this through symposia and networking events and opportunities. In addition, we work with the WCC in honoring the Francis P. Garvan-John M. Olin Medal Award Winner through a symposium. This year's winner, Valerie Kuck, will be honored in a symposium that is sponsored by the WCC on Monday, August 20th, in the afternoon. When you look at the vision statements for PROF and the WCC, they overlap in their goal to empower professionals in the chemical enterprise. Between the efforts of PROF and the WCC, we believe we can accomplish this and we invite you to reach out and find out how to get more involved. The best way to get involved is to join the Women Chemists subdivision in PROF and come join us at several of our programs at the Boston National Meeting. We can't wait to see you there!

DOUGHNUT even think about missing out on all the great programs the younger chemists have planned!



Being a young professional means different things to different people. Some think it means wearing a suit every day. Others think it means adhering to a strict code or value system associated with their industry of choice. Some question whether they can be considered professionals while they are in the middle of undergraduate training. There are those that wonder whether professionals can only work within industry, while others contemplate the professional requirements within academia.

Regardless of where you sit on this spectrum, I assure you that a) you are not alone in how you feel, and b) the PROF Younger Chemists subdivision is committed to helping you take the steps necessary to become the professional you would like to be within the chemical profession. As a YC Subdivision member, I hope you are well aware of that, but please do not hesitate to reach out to me at the address below if you have ideas or needs that are not being addressed.

We have a great program of professional development activities for younger chemists planned for the 256th National meeting of the American Chemical Society in Boston, MA from August 19th-23rd 2018, so I hope you will be able to join us at some of these events (see official program for locations and details). Our programming includes an exciting networking workshop, a symposium on getting your first industrial job, and a networking session with...DOUGHNUTS!

It has been my pleasure to be your PROF Younger Chemists subdivision chair for the past two years, but my main goal this year is to find more people interested in stepping up into leadership positions for the Subdivision. If you are interested in getting more involved, please contact Matt Grandbois (grandboismatthew@gmail.com) to further discuss the subdivision and ways to contribute.

A New Direction: The Strategic Path of PROF



Dear Members and Friends of the Division of Professional Relations,

This is my last letter as a member of the PROF chair succession and I want to use this space to tell you about our new strategic plan for PROF. In March 2017, a group of PROF leaders and guests met in Washington, DC to participate in an ACS-facilitated strategic planning retreat. The outcome of the retreat was a new strategic plan for 2017 – 2021. One of the issues that the planning group tackled was creating new vision and mission statements that were easily transmitted and understood. These new statements are:

Vision

Empowering chemical professionals for success in a diverse world.

Mission

Creating inclusive communities, resources and programming for the benefit of chemical professionals throughout their careers.

To support this new vision and mission, the group developed four goals and associated strategies. **These goals focus on membership growth, retention, engagement, and benefits, as well as advocacy for chemical professionals.**

We are already working hard on many of these strategies. We have created an online registration form to make it easier to join the Division of Professional Relations on the spot (<https://goo.gl/xFPZGf>). We have also hosted networking receptions at regional ACS meetings this year and introduced a suite of subdivision lapel pins.

Our next major tasks on the strategic plan are completing and disseminating the ACS career and professional development resource and policy statement inventories. We are also in the initial stages of a website redesign that will help our members find information and connect with Division leadership more effectively.

If you have any interest in helping with the strategic plan or comments about the plan, please feel free to contact me at smithpm@westminster.edu.

Thank you,
Pete Smith, *Immediate Past Chair*

GOALS		STRATEGIES
Increase engagement with chemical professionals by doubling 2016 PROF Division membership by 2021.	1	a) Regional meeting programming b) Real-time, electronic PROF membership registration c) Membership brochures and subdivision lapel pins
Expand networking opportunities and communication pathways for inclusive communities of diverse chemical professionals.	2	a) Networking receptions at regional meetings b) MentorNet collaboration c) PROF website redesign and launch
Develop, promote, and disseminate career & professional advancement resources through collaborations among ACS units.	3	a) Resource assessment and audit b) Formalize ACS collaborations, including liaison program c) Disseminate resource assessment with annual updates
Advocate for professional matters within the Society.	4	a) Inventory PROF-relevant policy statements, white papers, guides, etc. b) PROF advocacy and member empowerment c) Elevate issues at Council and District Caucuses

PROF Nominated for a ChemLuminary Award!

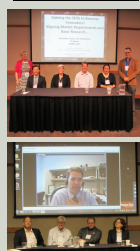
We are excited to announce that PROF has been nominated for a ChemLuminary Award in the category of “Most Unique Project as Funded by a Division Innovative Project Grant”! This nomination was for the work led by Janet Bryant and Judith Giordan. This IPG was designed to specifically contribute to the Innovation Track at NORM 2017 and PROF's involvement to expand our networking and reach our constituents and possible members close to home in the Northwest Region. The Innovation Track of programming at NORM was 2.5 days of training, programming, & networking events.

NORM 2017 also piloted the Innovation Fair, part of the Expo where each start-up company had a sponsored booth. Each session and event was very well attended: 228 people attended the Innovation Luncheon with keynote speaker Doug Keszler; and 95 at the Innovation Dinner with keynote speaker Jose Reyes. Each technical session was a full house with 30 to 40 people in attendance, out of a total meeting population of 475. We then expanded and supported the Innovation Fair to full scale at the Fall 2017 National Meeting and Exposition, under the umbrella of 2017 ACS President Allison Campbell's Innovation Initiative. Lessons-learned from NORM 2017 lead to PROF's support for the more expansive Innovation Fair at the National ACS meeting, where discounted booth space was held in Small Business Row, thanks to a partnership with SCHB. We also hosted sessions with CaN in BMGT's program and an Innovation session as part of ENFL's program. Come out to the ChemLuminary Awards on Tuesday August 21st, 2018 at the Boston Park Plaza from 9PM to 12:00 AM!



NORM 2017

Innovation Track



Inaugural Innovation Fair



Lens of the Market Stage 1 Training



Innovation Track Networking Event

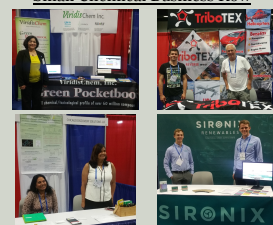


Washington DC, Fall 2017

Innovation Programming – Division and Initiative Partnerships



Innovation Fair at the ACS Exhibition and Small Chemical Business Row



Meet the executive committee at the
PROF Open Meeting:
Tuesday August 21st,
2018 from 3 – 5 PM
(Sheraton Boston Hotel: Bay Back C)

Executive Committee

Chair: Judith Iriarte-Gross; **Past Chair:** Peter Smith; **Chair-Elect:** Mary Crawford; **Treasurer:** Sarah Kennedy; **Secretary:** Susan Schelbe; **Councilor and Programming Chair:** Daniel Libby; **Members-at-large:** Jacqueline Erickson, Janet Bryant, Natalie LaFranzo, and Chris Bannochie; **Subdivision Chairs:** Lee Hoffman (Chemists with Disabilities), Michael Morris (Gay & Transgender Chemists and Allies), Lynne Greenblatt (International Chemists), Matthew Grandbois (Younger Chemists), Leyte Winfield (Minority Affairs), Craig McClure (Ethics), Judith Cohen (Women Chemists); **Alternate Councilor:** Linette Watkins

A Message from the Editor

The Division of Professional Relations is always looking for new ways to connect with our members! We strive to bring the most to our ACS community. If you have any feedback or comments regarding our methods of communication including the newsletter, please feel free to contact me at cohenj@dls.rutgers.edu.

We hope to see you in Boston!

Jarrold Cohen, *PROF Newsletter Editor*



Become a Member Today

The Division of Professional Relations speaks for the professional needs and interests of all chemists, chemical engineers, and chemical professionals. Let us meet your needs and interests. *Join PROF today by completing the information and mailing the form below or registering online at <https://goo.gl/xFPZGf>.*

Step One: Choose Your Membership Type

- ☐ ACS – full member (\$10)
- ☐ Non-ACS affiliate member (\$12)
- ☐ Student member (\$5)

Step Two: Select Subdivision Membership(s)

- ☐ Subdivision on Chemists with Disabilities/Unique Abilities (\$2)
- ☐ Subdivision on Ethics (\$2)
- ☐ Subdivision on Gay & Transgender Chemists and Allies (\$2)
- ☐ Subdivision on International Chemists (\$2)
- ☐ Subdivision on Minority Affairs (\$2)
- ☐ Subdivision of Women Chemists (\$2)
- ☐ Subdivision of Younger Chemists (\$2)

Step Three: Provide Information and Mail

Bill Me ☐ or

Enclosed is a check in the amount of \$ _____
made payable to: ACS Division of Professional Relations

Name: _____

ACS Member No: _____

Address: _____

Phone: _____

Email Address: _____

*Mail To: Dr. Sarah Kennedy, Treasurer, ACS Division of Professional Relations
7622 Carden Drive, Fairlawn, VA 24141*