



FROM THE EDITOR

Employment issues

The American economy keeps rolling along. At least as this is being written (in early July), the stock markets are still advancing, the unemployment rate is still pretty low, the inflation rate is low (with the exception of sky-high gasoline prices), the detailed mapping of the human genome is nearing completion, and so on. Yet in the world of business, a lot of churning is going on, and there are still consolidations and reductions in force affecting large numbers of people, in a variety of industries.

There was a time, of course, when terminations were front page news, and the subject of much discussion within ACS. Is it only because the economy is doing so well that that is not the case today? Certainly there are more opportunities for terminated employees to find other employment in a booming economy than in one in recession, but the human trauma for those affected is no less real, nor any less deep. No matter how good the economy, it may still take several months, at least, to find a good job, and the problems are much more severe, in general, for older chemists.

Terminations of chemists used to be investigated by the Council Committee on Professional Relations (now the Committee on Economic and Professional Affairs). Using the ACS Professional Employment Guidelines as the measure, the committee offered judgements as to the treatment of chemical professionals. These reports were then used as the basis of *C&EN* news articles. But for reasons discussed before, this is no longer done. How, then, can we get the appropriate folks to pay attention to these issues? Are they not still worthy of ACS focus?

You can help. First, let us know if you hear of any mass terminations of chemical professionals, or major restructurings involving chemical professionals, which have not been reported in *C&EN*. We will make sure that the information is made available to everyone who should see it. Second, volunteer to organize a symposium on this topic at an up-coming ACS national or regional meeting. Is the problem really going away, or is it just less visible?

NSF

While employment concerns are always important, DPR has from the beginning been involved with many additional issues of interest to chemical professionals. Certainly one of the most important is the general health of the profession, which ultimately derives from maintenance of high standards in education and training, and continued support for research, both basic and applied. The National Science Foundation has been a major player in all of these areas. NSF is celebrating its 50th anniversary, and DPR, under the leadership of Ann Nalley, is organizing a piece of that celebration for the Washington ACS meeting next month. Further details are given later in this Bulletin.

Commercial

This Division needs to grow if it is to continue making an impact on ACS. Go out and join up some colleagues. While one can be a passive member, there are also lots of opportunities to participate – organize a symposium, write an article for the Bulletin, serve on a committee. We are always looking for new people and fresh ideas. Help us grow, and prosper.

-- Dennis Chamot

PROPOSED BYLAW AMENDMENT

Several years ago, the DPR Executive Committee established an award to recognize service to the Division (as separate from the Henry Hill Award, which recognizes exemplary service to chemical professionalism). Named in honor of a deceased chairman who had been extremely active in supporting the Division, the award has been presented very infrequently. Both to increase the stature of this important award, and to specify formal procedures for nomination and selection, the Executive Committee approved the following draft bylaw amendment at its meeting in San Francisco. The amendment is now ready for member approval. **Please vote on the form following the language of the amendment. See instructions on the form** The deadline is September 15, 2000.

New Article VIII (Renumber old Article VIII as new Article IX, and old Article IX as new Article X)

“Article VIII. Louis J. Sacco, Jr. Award

“Section 1. There will be an award known as the Louis J. Sacco, Jr. Award, to honor persons who have served the Division of Professional Relations in a meritorious and exemplary manner, over a significant period of time.

“Section 2. Written nominations shall be sent to the Chairman or Secretary of the Division. Nominations may be submitted at any time, but awards shall be announced not more than once per year. Subsequent to receiving one or more nominations, the Chairman shall appoint a Louis J. Sacco, Jr. Award Committee comprising a chairman and four additional members who shall be members of the Division. The terms of members of the Committee shall not exceed one year. The Committee shall determine if one or more of the nominees is worthy of the award. Selection of an awardee shall be by four-fifths vote of the membership of the committee. The names of unsuccessful nominees shall not be revealed.

“Section 3. The Louis J. Sacco, Jr. Award shall consist of a suitably inscribed certificate.”

BALLOT

Division of Professional Relations

Bylaw Amendment: New Article VIII, as printed in the Professional Relations Bulletin, July 2000

_____ **I approve**

_____ **I do NOT approve**

Member name (please print) _____

Signature _____

Return form to: Dr. Dennis Chamot, Chairman, DPR Bylaws Committee, 9013 Digory Court, Burke, Virginia 22015.

DEADLINE FOR RECEIPT: September 15, 2000

COUNCILORS' REPORT

Both DPR councilors, John Borchardt and Dennis Chamot, attended the ACS national meeting in San Francisco. John continues to serve on the Council Committee on Economic and Professional Affairs (CEPA), and Dennis continues as an elected member of the Council Policy Committee (and usually attends the meeting of CEPA).

CEPA recently conducted a survey of "mature chemists." Members' response has been excellent. The survey looks at the employment status and employment patterns of ACS members aged 50 to 69. CEPA is organizing an entire symposium, co-sponsored by DPR, for the August meeting in Washington. Given all the staff reductions and industry restructuring over the past several years, the results should be very interesting.

The CEPA Subcommittee on Surveys is developing two additional projects. Chem Census 2000 will provide information on current trends chemical employment, with planned publications including Chemistry Employment 2000, Industrial Chemists 2000, Academic Chemists 2000, and Women in Chemistry 2000. The other project looks at early careers of chemists. Plans are to present the survey results at symposia at the 2001 and 2002 ACS national meetings.

A CEPA subcommittee continues to work on a new version of the Academic Employment Guidelines. In addition, there is increasing concern in CEPA over the growing use of part-time and temporary faculty by colleges and universities, spurred in part by the 1999 DPR symposium on this subject organized by Grace Borowitz.

The Council conducted a fair amount of routine business. In light of the excellent economic state of the Society, the Council voted not to raise member dues for next year.

Washington National Meeting ---Come One, Come All!

Monday, 2:00 pm

Roundtable on **Employment Agreements: Boon or Bane?**

Dennis Chamot, organizer

Employment agreements range from simple non-disclosure agreements through limitations on future work by subject area or geographic restriction through union contracts, and everything in between. In this rapidly changing economy, employment agreements and their implications for chemical professionals are becoming more important. Come and join this roundtable discussion by an attorney, corporate research manager, college professor, and union official. There will be plenty of time for questions and comments from the audience.

Tuesday, 9:00 am

Symposium on the **Role of the National Science Foundation in Educating Professional Chemists**

Ann Nalley, organizer

This full day symposium is part of the celebration of the 50th anniversary of the establishment of the National Science Foundation. The eleven speakers include the director of NSF's Chemistry Division; other program staff from NSF involved in undergraduate education, instrumentation, and other issues; several active faculty members; and the head of the ACS Education Division.

Check the meeting program for specific locations, and for other DPR activities.

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Greetings from the Chair

We are well into our first year in the new millennium and close to the 125th anniversary celebration of the ACS. This brings new working environments, with consequent advantages and disadvantages, for chemists. We may want to explore the effects of mergers, downsizing, increased use of temporary and adjunct positions in academia with consequent effects on tenure, and the rapid advance of technology on employment patterns for chemists. We are eager to be responsive to your concerns. If you want to organize a symposium or present a paper at Sci-Mix, please let Tom Kucera, our Program Chair, know. You can also send ideas to me. We are planning exciting symposia for the anniversary year, including a presidential symposium organized by Judith Giordan, "E-Age Wealth Generation: the Digital Time Requirements of Industrial Research"; revisiting academic trends in hiring; and a symposium on diversity in chemical employment, organized by Diane Grob Schmidt. We hope to meet you at the coming ACS meetings. Please do introduce yourselves to us. Let us know about your concerns. Try to recruit your chemistry colleagues and friends to join the division that cares about ACS members, namely DPR.

Grace B. Borowitz

CALL FOR NOMINATIONS – HENRY HILL AWARD

A nominations committee has been appointed to review nominations and choose the next Henry Hill Award winner. The committee includes Dennis Chamot, chair, John Connolly, Madeleine Joullie, Ann Nalley, and Diane Grob Schmidt. Past winners have included past and future presidents of ACS, board members, committee chairs, and others who have distinguished themselves in the area of professional relations activities benefiting chemical professionals. Letters of nomination, bios, and any other relevant supporting material can be sent to any member of the nominations committee (see below for address of the chair). ALL NOMINATIONS MUST BE RECEIVED BY SEPTEMBER 30, 2000.

Nominations can be sent to: Dr. Dennis Chamot, 9013 Digory Court, Burke, VA 22015