



MESSAGE FROM THE CHAIRMAN

As we begin the new millennium, it is well for the Division to look at critical issues and opportunities for service to our members. A survey of your executive committee indicates that we want to become known as the Division that helps chemists cope with changing times and employment conditions. How can we do this better? Let us know your ideas!

Opportunities for the employment of chemical professionals is shifting away from traditional employers of chemists as employment by pharmaceutical, biotech, and entrepreneurial firms explode because of the biochemical revolution that is underway. As a result, a larger percentage of chemists are working for smaller companies and working part-time. One of the critical issues for PROF is learning how to serve mid-career chemists better because of mergers and consequent loss of jobs. We are looking at career training for coping with downsizing, alternate career opportunities, and fruitful retirement options.

Other critical issues include the trend in academia toward hiring part-time and adjunct staff at the expense of tenure track positions; industrial sabbaticals; post-doc and green card issues.

These critical issues create opportunities for PROF to:

- Cooperate with ACS staff working on career issues to locate new members and help advise them in career development techniques before they need them.
- Explore the causes and consequences of the changes listed above and how chemists can adapt to them.
- Programming and study of the Industrial Sabbatical as a career-building tool.
- More programming on the issue of part-time, adjunct, non-tenure track chemistry faculty.

Do you have other issues and opportunities you would like to see PROF address as we head into the new millennium? Let me hear your concerns and suggestions. If you attend national meetings regularly, consider serving on our executive committee. My e-mail address is john.massingill@swt.edu.

John L. Massingill
DPR Chair, 2001

HENRY A. HILL AWARD

The 2001 Henry A. Hill Award will be presented to *Thomas J. Kucera* at the ACS national meeting in San Diego on April 3 (the award reception begins at 4:30 pm, check the final program in **C&EN** for location – open to all DPR members and friends of Tom Kucera).

Tom earned a Ph.D. in chemistry from Purdue University, and then went to New Zealand to do research on a Fulbright scholarship. When he came back to the U.S., he took an industrial position and later went into consulting in electrophotographic science, a field in which he is still recognized as an expert. He was later employed for 20 years by the American Photocopy Company (APCO), eventually becoming a vice president and member of the board of directors, before returning to private consulting.

Tom has been very active in professionalism affairs, both at the local and national level, despite a serious automobile accident many years ago (those of you who have met Tom know that he zips around in his motorized chair with great aplomb). He has held many offices at the local level, including section chair and chair of various committees. He has been a councilor from the Chicago Section for nearly 30 years.

Tom has also been quite active at the national level, having had a major impact on ACS actions related to chemists with disabilities. More than 10 years before the U.S. Congress passed the Americans with Disabilities Act (ADA), Tom was part of the group that worked to get the ACS Board to create the Committee on Chemists with Disabilities (CWD), and served as its first chairman. He has participated in, and continues to work on, such projects as production of the ACS booklet, *Teaching Chemistry to Students with Disabilities*; editing *Working Chemists with Disabilities: Expanding Opportunities in Science*; and offering counseling to individuals with disabilities. Tom is a member of the Council Committee on Nominations and Elections, and has for some time been program chair for the DPR. He previously received the Louis Sacco Award for service to the Division.



Henry A. Hill Award recipients for 2000, John Ruth (left) and James D. Burke (right) with then DPR chair Grace Borowitz.

ACTIVITIES IN SAN DIEGO

The DPR will be presenting and cosponsoring several interesting activities at the ACS national meeting in San Diego in April. A major symposium, "Chemistry Career Changes – Planned and Unplanned," will be held Tuesday afternoon, beginning at 1:25 pm. Organized by Ann Nalley and Grace Borowitz, the program features ACS president-elect Eli Pearce. This program is cosponsored by the Committee on Economic and Professional Affairs, the Women Chemists Committee, and the Younger Chemists Committee. The Henry Hill Award reception and presentation will follow this symposium.

Several interesting poster sessions will be presented at Sci-Mix Monday evening. Topics include, "His and Hers Chemistry Careers?," "Intellectual Property Agreements and Policies in Academe," "Scientists Influencing Science Policy," and more. Join us at Sci-Mix, and meet your officers and fellow division members, as well.

Two other symposia that you might find of particular interest will be held on Monday. The one in the morning, "Workplace Issues in the New Millenium," features President Attila Pavlath, former president Ernest Eliel, former **C&EN** editor Michael Heylin, board members Jim Shoffner and Jim Burke, and Career Services Department head Jean Parr. The Monday afternoon symposium, "Women Chemists in the New Millenium," will have a distinguished panel presenting their perspectives on the ChemCensus 2000 survey's data relating to women chemists. Both of these symposia are cosponsored by DPR.

SEX

Now that I have your attention, I want to bring up a serious issue, and that is the need to increase the membership of this division. It is somewhat ironic that at a time when active DPRers are increasingly occupying seats of influence in ACS (e.g., President Pavlath, board members Ann Nalley and Jim Shoffner, CEPA chairman Dennis Chamot), the membership total of the division is stagnant at best. Based upon member interest in the issues we deal with, DPR should be one of the largest divisions in the Society. We are still far from that goal. But the goal is reasonable, and it is reachable. The key is to understand that reaching the goal is not at all automatic.

Now is the time to recruit new members. All of us, the members of the division who appreciate its value, need to become active recruiters. Try to sign up one or two colleagues before the San Diego meeting, and invite them to the Henry Hill reception. Also consider gift memberships (with the beneficiary's knowledge, of course); the cost is minimal. Tell your colleagues that joining DPR is the *professional* thing to do.

A formal application form is not necessary. Just drop a note to the division's secretary* with the name, mailing address, and ACS member number if known (from a C&EN label), and a check for \$6.00 per member made out to ACS-DPR. **Let's flood Mike's mailbox!**

-- Dennis Chamot

*Michael J. Brownfield, DPR Secretary
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BOOK REVIEW

Career Management for Scientists and Engineers, John K. Borchardt, American Chemical Society – Oxford University Press (2000), 258 pp. \$34.95 (\$26.30 for ACS members).

John Borchardt is a DPR Councilor and frequent contributor to symposia and poster sessions dealing with employment and career development issues. This book collects in one place an enormous amount of good advice, collected and obviously thought about over many years. Neither the text nor the book layout is flashy, but it is well written, and it delivers lots of useful hints and insights. It is important to note that this book is not just concerned with looking for a job, although there are several chapters dealing with the mechanics of job hunting and interviewing. Rather, the approach is to look at career development broadly, including learning and mastering skills that are necessary for advancing at one's current employer.

Career Management for Scientists and Engineers might not be the first place to look for students about to enter the professional workforce for the first time. Rather, it would be most useful for people who are already in a first (or second or third) job and want a lot of good practical advice on many aspects of career development. For them, it may prove to be invaluable.