



## FROM THE EDITOR

### Internet Items

Some of you may have noticed that the national ACS is sprucing up its web site. There is a new URL --chemistry.org -- and a different look. If you have not already done so, check it out. In particular, you might want to go to the page where most of the ACS Department of Career Services (DCS) materials are available ([www.chemistry.org/careers](http://www.chemistry.org/careers)). Among many other things, you can find the ACS Salary Comparator there (look in the Job Seekers quadrant, even if you are not looking for a job). The comparator is a neat tool that was developed from the extensive data collected in the national salary surveys that are conducted by DCS. You can see where you stand in comparison to your peers with similar backgrounds (e.g., years from BS, geographic location, degree, type of employer, etc.). This is a very valuable tool, and *it is available only to ACS members*.

Speaking of the value of ACS membership, the subject was discussed rather extensively over the past several months within the context of developing a new job search tool. The web site, [JobSpectrum.org](http://JobSpectrum.org), was launched recently by ACS. It is being developed by the Publications Division (Pubs), with input from the Membership Division. The concept, as I understand it, is to make this site a major source of career related materials as well as a tool for facilitating job searches in the chemical, and broader scientific, world. You can get to the site through the ACS home page, or directly through the [jobspectrum.org](http://jobspectrum.org) web address. That was not always in the plan. The initial concept was to have *all* ACS materials related to career development, not just direct job search information, accessed only through JobSpectrum, a web site open to all, not just ACS members. When this was discussed at the last two meetings of the Council Committee on Professional and Economic Affairs (CEPA, which I currently chair; John Borchardt is also a member), the committee recognized that success depended upon attracting resumes and employer participation through listings of available jobs, and that the heavier the traffic, the more appealing the site. However, major concern was expressed that this approach diminished

the perceived value of ACS membership. Something like the salary comparator, for example, an extremely useful tool that was developed with ACS funds through surveys of ACS members, should be available only as a member benefit. Further, members not looking for a job (the majority at any given time) should be able to find career advice going through an ACS member portal, without having to go through JobSpectrum first.

With previous Pubs activities, whether journals or books, the special member benefit was obvious – substantially lower cost. With JobSpectrum, as it is open to all, it was felt that there was a danger of eroding the perception of *member* benefit, as well as the reality in some cases, of career services activities for ACS members, thereby creating a potential problem with recruitment and retention. I am pleased to say that after much discussion, a suitable approach has been developed. ACS members can access career services information without going through JobSpectrum, and a variety of services and information will be preserved as member-only benefits. At the same time, JobSpectrum's web site is accessible to all; it will carry a lot of material developed by DCS and other parts of ACS, as well as new material; and it points non-members towards some benefits that would be available to them if they join the Society. So tell your friends, and have them check out both sites.

### Contents

This issue contains a paper by ACS president-elect Eli Pearce, presented at a DPR symposium in San Diego last April. Dr. Pearce's career is a prime example both of the value of having good mentors, and the importance of taking control of one's own career.

You will also find some useful advice from DPR chair-elect Jim Shoffner for those of you who are planning to come to the national meeting in Chicago in August, and info on programs to be presented there.

-- Dennis Chamot

## **WELCOME TO CHICAGO!**

**Jim Shoffner**

I greet you as director-at-large of the American Chemical Society, as chair-elect of the Division of Professional Relations, and as a member of the Chicago Section. It is indeed a pleasure for us to serve as host section for fellow members of the division and the society as you come to attend the 222<sup>nd</sup> National Meeting. I do hope that your stay is productive, safe and enjoyable.

Chicago is a city of great restaurants, jazz and blues venues, theatres, sports teams, etc. I can't possibly go into detail about everything that the city has to offer. Fortunately, the growth of the WEB and internet has made it possible to find out practically everything about a city before you visit. National meetings have become so large and complicated and unless one does some preplanning, it makes it very difficult to carry on business and still have some time to enjoy some of what the city has to offer. I have listed below some of the Websites that I have found useful.

**Chicagoreader.com.** The "Reader," one of the first of the alternative publications and still one of the best, has a great Website. I found it great fun to go through their restaurant listing, which allows you to program your search according to location, type of cuisine, and price. It also has links for all types of music, museums etc.

**Jazzinstituteofchicago.org.** The Jazz Institute is a membership organization which publishes a monthly newsletter and has a hotline number – (312) 427-3300 - which gives information regarding all of the jazz clubs, concerts, etc. The JI also is responsible for organizing and running the "World's largest free jazz festival" in Grant Park every year. Unfortunately, the meeting will be ending just as the festival begins, but for those who are still here on Wednesday, August 29, the Institute sponsors a Jazz Club Tour. For a rather modest charge, one can take a bus tour which visits several of the best clubs during the evening. The festival runs from August 30 – September 2. Among the artists who will be appearing are Dee Dee Bridgewater, Kurt Elling and Dave Brubeck.

**Chicago.il.org/.** Click on "Free Trolleys" for Route maps to Chicago's free trolley system. General tourism site.

**Cityofchicago.org/.** General site for finding out "stuff" about the city, with links to everything. Go to "About Town" and find link to "Exploring Chicago" for most interesting stuff. Interestingly, from this link, you can go to the Reader Restaurant site and a downtown map.

**Navypier.com.** This exciting entertainment venue can be accessed through links from most of the Chicago sites, but I like to go directly through its homepage.

If anyone wishes a restaurant list which I have had compiled, I would be happy to send you one. Just email me at [jshoff@msn.com](mailto:jshoff@msn.com).

# SOME THOUGHTS ABOUT MY CAREER

Eli M. Pearce  
ACS President-Elect, 2001

Participating in a career symposium sponsored by the Division of Professional Relations at the San Diego National meeting in April allowed me the opportunity to retrospectively look at my Chemistry career during the past 50 years. These are my personal perspectives which overall have lead to me to conclude that I essentially made fortunate choices all along the way. It is a career that had mentoring, experiences in industry and academe, professional involvement early on, and moving my career ahead about every five years usually by my choice and not "management's."

In the beginning... there was the Gilbert Chemistry set, an excellent high school teacher (Mr. Catska), and the opportunity to attend Brooklyn College where I received a very good "free" education in liberal arts and sciences, majored in Chemistry and graduated in 1949 at the age of 19 1/2. Without this opportunity for city-financed education, it would have been difficult to attend college for financial reasons. A job at NYU Medical School after

graduation allowed me to attend New York University without tuition on a part-time basis, receiving an MS degree in 1951. Not able to continue on a part-time basis towards a Ph.D., I transferred to the Polytechnic Institute of Brooklyn where I continued my evening studies and where I met several faculty such as Charles G. Overberger (Charlie), Herman Mark (Geheimrat), and Ernest I. Becker (Ernie), who became mentors, role models, and subsequently, friends and colleagues. All were excellent teachers and interested in their students. They each were examples of certain specific qualities - Charlie with his great involvement in professional activities as well as teaching and science, eventually became my thesis adviser; Geheimrat was my colleague after convincing me eventually to return to teach at the Polytechnic; and Ernie, who was on my doctoral committee, always had a special kind of integrity.

My stay at the Polytechnic was interrupted by two years in the US Army (1953-55) where, after basic training, I was sent to Army Medical Research Lab doing

biochemical research and coauthoring five papers dealing with steroid metabolism. I returned as a full-time student to Poly - research stipend, G.I. Bill, wife and child. Working with Charlie also afforded me opportunities to lead small group efforts, write group reports, and present my research results.

Upon completing my Ph.D. thesis in 1958, I joined DuPont's Carothers Research Laboratory as a research chemist. It was a rewarding learning experience at DuPont's Experimental Station - meeting and working with the best polymer scientists in the world. Here I learned from my supervisor, Joe Zimmerman, a lesson that I've never forgotten - practical problems can be solved with good science! Working on a new nylon tire yarn was based on basic properties achieved in the laboratory which was translated to its use as a tire cord. I also learned that in industry, where the emphasis is on the solution of problems and developing new products, you bring to bear other disciplines to accomplish

your goals. I realized that my polymer education at Brooklyn Poly was a wonderful asset since this required a broader view – chemistry, physics, engineering, and mathematics. As a result, my adjustment to interdisciplinary problem solving went very easily and I consider my time at DuPont as the equivalent of a wonderful “post-doc” experience. I also got my start here in research polymer blends and their properties which I more fully developed later in my career.

I was more ambitious for myself than DuPont was for me. I had done well but the time scale and moves that were to be required to advance were not for me at this point. I took control of my future and accepted a position at JT Baker, a company then contemplating going into the methacrylate and specialty polymers business. Baker was a big change going from a large company to a small company - but again I learned much since one had to be a Jack-of-all trades and be involved with everything (e.g. sales, marketing, testing etc). We now take it for granted that chemists and chemical engineers may have to change positions about every five years, but not by their own choice. Having taken my own career in hand, I

found that this became my choice as I moved forward.

After 5+-years, Allied Chemical beckoned me – initially as a manager of polymer synthesis in their Corporate Laboratory. This was a wonderful intellectual period supervising a number of very talented chemists. Among them was one of the best I’ve ever met, Dr. Shalaby Shalaby who later worked for Johnson & Johnson. It was here I met Edith Turi, who later became the leading figure in the development of thermal analysis and upon retirement joined the Polytechnic University. Much of our own research was published in the scientific literature and at that time I also became very interested in polymer flammability research which remains one of my specialties. At Allied, I developed a corporate-wide strategy in this area. At that time, I also started its entrance into the membranes arena. My interests in polymer blends, block and random copolymers, etc. also continued here. I subsequently joined the Corporate V.P.’s staff responsible for corporate research liaison with the industrial and specialty chemicals division and developed a healthy respect for their R&D efforts. This did not meet with the

Corporate V.P.’s vision of these divisions and, coupled with a severe report that I wrote upon his request in regard to corporate research morale problems, led to my being fired. The immediate effect was devastating, being married and with two young children at the time. Fortunately my networking had been extensive - much of it through my professional involvement in the Polymer Chemistry Division. As a result, I was offered and accepted the Director’s position at the Dreyfus Laboratory of the Research Triangle Institute. Even here I had a choice, since the Corporate VP at Allied was replaced three weeks after giving me my notice and the new VP offered me my previous position. I turned this down because I now found out that I was worth more on the open market than I had realized.

My experiences at RTI were very positive and I began building a polymer program. After a year, two incidents caused me to rethink career directions – my former wife was unable to satisfy her career ambitions in North Carolina and a job offer came from the Polytechnic to join the faculty as a full-time professor. I had been flirting with the idea of returning to academe for quite a while -

and this kind of opportunity comes only “once in a lifetime.” Since I was an “entrepreneur at heart” – professors can do whatever research they want as long as they can find the funds - I accepted.

It was a good choice, but keeping with my philosophy of finding new challenges, I subsequently had a changing career within Brooklyn Poly. This included chemistry department head, dean of Arts and Science, director of the Herman F. Mark Polymer Research Institute, and University Professor. Recognition from the university had included dedicated and distinguished alumni awards. Among my accomplishments was the rebuilding of Poly’s historic polymer program excellence. My success here was also related to having many good research students and my collaboration with Prof. T.K. Kwei.

Charlie Overberger was my major role model. There was no harder working individual that I’ve ever met who at the same time was caring for his students throughout their careers; he was an accomplished educator, researcher, and participant in many

professional organizations – especially the ACS.

After receiving my Ph.D. with Charlie, in response to my request, he had me appointed to the Education Committee of the ACS Polymer Chemistry Division (POLY). This began my extensive commitment in this division and subsequently with ACS. The Division of Polymer Chemistry nurtured my growth in professional involvement where I was also instrumental with Charles Carraher Jr. in establishing POLYED, a joint education program between POLY and PMSE. I subsequently became chair of POLY. Through the division, Bill Bailey (former ACS president) became a friend and got me my first ACS committee assignment with the Committee on Professional Training, with the objective of having polymers introduced into the undergraduate curriculum (which subsequently happened). In POLY, I had the opportunity to *network* with many wonderful people who in one way or another enhanced my career opportunities; one of these is Stan Israel, now on the ACS Board. It was a terrific professional experience.

But the best was yet to come –national ACS involvement. I’ve now served on various ACS committees – the Committee on Science (COMSCI, also as Chair), the Committee on Committees (ConC), several task forces, Board Director–at–Large, and now President–Elect (2001). My life has had continued challenges of my own making but also involvement with others at the same time! This present period has been stimulating, working with the members of this diverse, hard working, and involved Board. I particularly have admired ACS President Attila Pavlath’s determination for causing a change in ACS (with increased membership services among other items) and the conciliatory skills of the Board Chair Nina McClelland. Life is a learning process, and much of it comes from the network of people that you associate and work with. I’ve been fortunate throughout my career in this regard and continue to learn from my friends and colleagues.

ACS is changing! I need your inputs and suggestions and encourage you to contact me at [epearce@poly.edu](mailto:epearce@poly.edu). This way, you and I *together* can make the difference.

## **DIVISION OF PROFESSIONAL RELATIONS NATIONAL MEETING PROGRAM, CHICAGO, AUGUST, 2001**

### **Preparing Future Faculty**

**Monday (am and pm), McCormick Place North, Room N230A**

This symposium looks at the Preparing Future Faculty program (PFF), established in 1993 as a professional development program for doctoral students preparing for a career as a college or university faculty member. Several former chemistry students and mentors will discuss their experiences in establishing and working within such programs in institutions across the country. This symposium is cosponsored by the Division of Chemical Education, Women Chemists Committee, and Younger Chemists Committee.

**Immediately following this symposium will be the Division Reception/Social Hour, 5:30 pm.**

### **Professional Relations Poster Session**

**Monday evening (at SCIMIX), Hyatt Regency Chicago**

Look at the posters, and meet other division members.

### **Diversity: A Requirement for Success**

**Tuesday (am and pm), McCormick Place North, Room N230A**

This symposium will explore a wide range of issues related to diversity in the chemical workplace. This is not just an issue of "political correctness." With white males becoming a proportionately smaller part of the general population, the only way to meet future demand for chemical talent without excessively depending upon immigration is to tap underrepresented talent pools among women, minorities, and the disabled. This symposium will identify barriers and disincentives which discourage members of these groups from entering the chemical workforce. Novel approaches for dealing with these problems will be discussed. This symposium is cosponsored by the Committee on Chemists with Disabilities, the Chinese American Chemical Society, Division of Chemistry and the Law, Committee on Minority Affairs, Women Chemists Committee, and Younger Chemists Committee.

### **Small Minority Chemical Businesses: Challenges and Triumphs**

**Monday (am)**

(check meeting program for location)

Organized by the Committee on Minority Affairs, this symposium is cosponsored by the Division of Professional Relations, along with the Division of Small Chemical Businesses, Younger Chemists Committee, and Women Chemists Committee. Several minority entrepreneurs have been invited to tell their stories. Dr. Lincoln Diuguid started his business in St. Louis fifty three years ago, and is still running it. A Ph.D. in organic chemistry from Cornell, he has motivated and helped many young chemistry students by employing them in his lab. Walter Benson has a consulting firm which has had contracts with various African governments to assist them in their pharmaceutical regulations and practices. Two additional speakers will also discuss their experiences in establishing and running their businesses. The symposium will conclude with a panel discussion with representatives from the US Small Business Administration, the Illinois Department of Commerce and Community Affairs, and the Chicago Technology Park, a small business incubator. Jim Shoffner, DPR chair-elect and current member of the ACS Board of Directors, will be presiding.

## CALL FOR NOMINATIONS – HENRY HILL AWARD

The nominations committee for the Division's Henry Hill Award is beginning to work on a choice for next year's award. 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 should be sent to the chair of the nominations committee (see below). ALL NOMINATIONS MUST BE RECEIVED BY SEPTEMBER 15, 2001.

Send nominations to: Dr. Dennis Chamot  
9013 Digory Court  
Burke, VA 22015

Or electronically to [dchamot@nas.edu](mailto:dchamot@nas.edu).

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## DPR ELECTION RESULTS

For the record, the following are the results of the election of officers for 2001:

<b>Chair-elect</b> (2001)	Jim Shoffner
<b>Treasurer</b> (2001-02)	Stephen Quigley
<b>Councilor</b> (2001-03)	John Borchardt
<b>Alternate Councilor</b> (2001-03)	Irving Borowitz
<b>Member-at-Large</b> (2001-02)	Madeleine Joullie
	Tom Kucera
	Steve Sichak

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## SPECIAL MEMBERSHIP PROMOTION

Now is the time to get all of your friends and colleagues to join the member oriented division – *at no cost!* DPR membership applications are being accepted through the end of the year, with no dues required. We all know that chemists are notoriously cheap, and even the miniscule six bucks regular dues may seem an insurmountable hurdle to some, but how can they argue with FREE? So do them a favor, and introduce them to one of the friendliest and important divisions in the ACS. Have them send in this form, with NO CHECK at all. We will all benefit.

Name (please print) \_\_\_\_\_

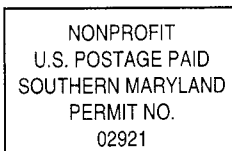
Mailing address \_\_\_\_\_

\_\_\_\_\_

ACS number (if known) \_\_\_\_\_

Mail to: Michael J. Brownfield, Secretary  
ACS – DPR  
3122 Parnell Avenue  
Ft. Wayne, IN 46805-2128

POSTMASTER: IF UNDELIVERABLE AS ADDRESSED,  
PLEASE RETURN TO:  
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AMERICAN CHEMICAL SOCIETY  
1155 SIXTEENTH STREET, NW  
WASHINGTON, D.C. 20036



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## **REPORT FROM SAN DIEGO COUNCIL MEETING**

Two significant actions occurred at the last Council meeting that may be of particular interest to DPR members. A petition to permit enlarging the Council standing committees was approved. This was a measure strongly supported by President Pavlath, and many others, both because some committees could use additional members to carry out their work, and also as a way of allowing more willing councilors to serve. The limits were raised from a minimum of six members with a maximum of 15 members, to 12 and 20, respectively. CEPA (Committee on Economic and Professional Affairs) is currently the only one above 15 members, at 24, for historic reasons related to its formation from the merger of two committees. While it will drop back to 20 to meet the new limits, the CEPA membership accepted this compromise to enable all of the other committees to be given the higher maximum. Some associates may be added. The other major action was the approval of the thoroughly revised Guidelines for Academic Employment. Copies may be obtained from the ACS Career Services office, or on the ACS website