



FROM THE EDITOR

Guidance

As this is being written (early February) some economists are talking about seeing the beginning of a turnaround in the national recession. The latest specific data we have from ACS surveys are almost a year old (ACS does annual surveys in early spring), but thus far, based on other materials tracked regularly by the staff of the Department of Career Services, it appears that chemists, on average, may have weathered the economic storm reasonably well. You may have noticed a lot of weasel words there, because we will be surveying the ACS membership soon and I don't want to find myself "corrected" by the facts. Still, it does appear that chemists have been in relatively good shape, in the aggregate.

We still hear of the occasional restructuring or downsizing and its associated dismissals. Unfortunately, these have been regular events for some time (more on this later). What many of you may not have realized or absorbed is how much chemical employment has changed over the last several years. For example, data in *ChemCensus 2000* shows that the fraction of chemists working for chemical or chemical-related industries dropped from 40% of the total in 1990 to 32% in 2000. During the same period, chemists working for pharmaceutical and cosmetic companies rose from 15% to 23%. The shift is even more dramatic if you go back a few years further. Virtually all of the net growth in new jobs has been in the pharmaceutical industry and other health related areas.

These dynamic shifts have helped to keep the unemployment rate for chemists low. But a low overall unemployment rate does not reduce the very real pain felt by the people caught up in the downsizings and restructurings I mentioned earlier. They still occur, and they seem to have become a routine management tool in many industries.

This wasn't always the case. When the ACS first issued its *Guidelines for Employers* (later modified and expanded into its current version under the title, *Professional Employment Guidelines*, or PEG) mass terminations of chemical professionals were rare, but were becoming more frequent. Reports of these actions, with comparison of how the terminees were treated to the guidance and specific separation benefits spelled out in the *Guidelines*, were prepared by the Council Committee on Professional Relations (a predecessor to CEPA), and subsequently covered in news articles in *C&EN*. I believe these reports were helpful over time in improving treatment for terminees, although they probably had no effect on the decision to downsize itself. In any case, the publicity was not welcomed by the companies involved, or by those contemplating similar actions. Eventually, it became impossible to get accurate information, and the mass termination reports were reluctantly dropped.

We hope that PEG continues to serve a useful purpose, along with the more recently established set of *Academic Professional Guidelines*. The APG were revised last year, and

the Committee on Economic and Professional Affairs (CEPA) is considering this year whether PEG needs any revision, following its regular schedule for re-evaluation. Both as chairman of CEPA and as one of your DPR councilors, I would be quite interested in getting your thoughts. Are PEG/APG known to your employer? Have they had any discernable effect on company or university policies? How valuable have you personally found the guidance for employees? Do you have any related anecdotes that you could share? You may send comments to:

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9013 Digory Court
Burke, VA 22015

Henry Hill Award

I am very pleased to announce that this year's Henry A. Hill Award will be presented to Eli Pearce. Dr. Pearce is, of course, the current president of the ACS, but he is being honored for his long-term support of professional relations issues, and his activities in mentoring chemists throughout his career. He has made his personal interest in advancing the careers of women and minority chemists a major theme of his presidential year. If you are planning to attend the spring National Meeting in Orlando, join us for the award presentation Monday afternoon, 4:30pm, in the Convention Center, Room 307D.

Super Bowl

Just as an underdog team can win the Super Bowl, a small division like DPR can have influence beyond its size. But size helps. A larger membership would not only serve more ACS members, but could also get us one or two additional councilors. Also, if we lose too many members, we can lose a councilor. So size does matter.

If these comments are not enough to stimulate you to go out and recruit, check out this website:

www.idontcare.com/acs

Look at both absolute amounts and trends. Then go out and recruit some new members for the DPR, "the member oriented division." Let's double DPR in 2002, and work towards having more *member* influence on ACS!

Dennis Chamot

COMMENTS FROM THE CHAIR

Jim Shoffner
Division Chair, 2002

Time to Get Busy!

The time comes upon you sooner than you realize. The year 2002 just arrived and that means that I am chair of DPR for the next 12 months. After being a member since the founding of the division and actively engaging in professional and public affairs at the local level before that time, I feel that all of my past experiences have prepared me to lead the division into the early years of the third millennium. I would like to share with you some of the thoughts that have crossed my mind during the past 12 months. They are by no means original, and I am sure you have heard them before, but they must be said again and again until they come to pass. Some of them are so important that unless they are implemented our future as a viable and effective division could be in question.

- We must actively recruit new members.
- We need more workers. Our leadership is essentially the same as it was 20 years ago.
- We need to reach out and work with other society units of common interest and mission. Past President Pavlath showed us just how extensive the reach of professional activities is within the society with his list of "Professional Activities at National Meetings."

There are some efforts already being made along these lines, e.g. the cosponsored symposia that are organized and presented at each national meeting. Ann Nalley and Tom Kucera have both done outstanding jobs in this area for a number of years and we certainly owe them our thanks and continued support. In communicating our programs, Dennis Chamot has been giving service far beyond the call for a very long time. I can't remember who has organized and published our newsletter other than Dennis.

In order to bring about some of the desired results, we are scheduling a retreat session for sometime in 2002, preferably during the spring, to plan our methods, strategies and programs and how to implement them. Staff in the division programs office are willing to work with us on this, and I feel certain that it will happen. Some preplanning has already taken place. Hopefully, by the time of the Executive Committee meeting in Orlando, we will be able to report that plans have been finalized. I am looking forward to a great year to the greater good and benefit of all whom we are committed to serve, which includes not only our division's members, but ACS members as a whole. I need your help. I know I will get it!

DPR ACTIVITIES IN ORLANDO

Early Careers of Chemists Symposium

Monday –morning and afternoon
Convention Center, Room 308A

This full-day symposium, co-sponsored by CEPA, SOCED, WCC, and YCC, will explore both pre-career and early career issues. Speakers will deal with such subjects as the graduate school experience for women and minorities; the primacy of the first job; being prepared to find your next job; industrial careers offering multiple paths to personal growth; and alternative careers for chemists. While the emphasis is on early careers, this symposium should provide much useful insight to mid-career chemists as well.

Henry A. Hill Award

Reception and Award Presentation
Convention Center, Room 307D
4:30 pm

This year's award will be presented to Dr. Eli M. Pearce, current president of the American Chemical Society. Come join us in

honoring this latest addition to the list of distinguished winners of the DPR's highest award.

SCI-MIX

Monday 8:00-10:00 pm
Convention Center

Stop by the DPR section to see some poster presentations, and also to meet some of your divisional officers and other members of *your* division.

Symposium on Mentoring: A Strategic Tool for Professional Development

Tuesday – morning and afternoon
Convention Center, Room 308A

This full-day symposium is co-sponsored by the Women Chemists Committee, the Younger Chemists Committee, and the Division of Chemical Technicians. Speakers will talk about both a variety of formal programs and individual experiences. Benefits of mentoring accrue to both the mentor and the mentee. Join us for some interesting and stimulating presentations.

Other programs of interest, co-sponsored by DPR (see the meeting program brochure for details:

Insights from Management (the Division of Chemical Technicians is the prime sponsor),
Monday

Skills for Success in Small Chemical Business (the Division of Small Chemical Business is the prime sponsor), Tuesday morning

Collaborations: Networking (the Women Chemists Committee is the prime sponsor),
Tuesday afternoon

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DPR MEMBERSHIP APPLICATION

Join the ACS Division of Professional Relations – the *member* oriented division. In addition to enjoying a newsletter, special symposia and other programming, sponsorship of the prestigious Henry A. Hill Award, and other activities with your colleagues throughout the chemical profession, you will have the satisfaction of knowing that you are supporting the premier division within ACS that is concerned with the *chemist* rather than chemistry. Professional chemists belong in the Division of Professional Relations!

Send this form (or a copy – bring along several friends), with \$6.00 annual dues, to the address below.

Name (please print) _____

Mailing address _____

ACS number (if known) _____

Mail to: Michael J. Brownfield, Secretary
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