



FROM THE EDITOR

Be Prepared

Well, I am glad I used a bunch of "weasel words" in describing the apparent employment situation for chemists in the previous issue of the Bulletin. At the time of writing, very early in this year, we still relied on last year's survey of ACS members, which showed a very low unemployment rate. Alas, we now have more recent data (the ACS Department of Career Services oversees the collection of data on member employment in March), and they show a rather large increase in unemployment from 2001 to 2002. Chemists did not escape the downturn after all. Just another reminder of how important planning for career development moves is for chemical professionals. With that in mind, I call your attention to John Borchardt's article on page 3, as well as to several of the DPR activities planned for the national ACS meeting in Boston (see page 2).

DPR Leadership Retreat

DPR chair Jim Shoffner describes on page 2 a retreat that was attended recently by many of the division's leaders. I was there, and found it to be an unexpectedly useful exercise. Several interesting ideas were developed, and we hope that the process started there will help the division grow and prosper. A report on the retreat will be presented to the division's executive committee at the Boston meeting.

We Want You!

I particularly want to call your attention to the membership questionnaire on pages 5

and 6 of this Bulletin. I hope that quite a few of you will take a few moments to respond. We would like to hear from as many members as possible. We may be able to present a summary of the results at the division's open meeting in Boston.

Henry Hill

You will also see a call for nominations for the division's Henry A. Hill Award (see page 4). Jim Shoffner reminds us of the coincidence of the fall ACS meeting being held in Boston during the 25th anniversary of Henry Hill's ACS presidency. Henry received his Ph.D. from MIT, and was very active in the Northeastern Section. To quote Jim, "When we reminded the Committee on Minority Affairs of the confluence of this set of events, they were very happy to dedicate their semiannual luncheon to the 25th anniversary of Henry's year as president of the Society, the only president during its 125 year history who was a member of a minority group. Our division, along with the Northeastern Section, is cosponsoring the luncheon. Henry's son, Anthony Hill, has accepted an invitation to be the luncheon speaker. Ann Nalley and I are working with CMA to make certain that the event reflects on the truly great aspects of Henry's dedication to professionalism and the many contributions he made to ACS, and to society. Mark your calendars for Monday, August 19, 11:30 am, and check the meeting social events calendar for further details."

Dennis Chamot

DPR STRATEGIC PLANNING RETREAT

Jim Shoffner, DPR Chair

On May 3 and 4, several officers, members, ACS staff liaisons and a facilitator met near Chicago to carry out strategic planning for the division. Naturally, the question of the division's declining membership was high on the list of everyone's priorities. It was recognized that the membership issue does not exist in a vacuum and many factors contribute to the loss of members. Likewise, getting new members and retaining those we have will require that we give attention to those factors that we can identify as being crucial to our success. We covered a number of topics of importance and at the end of the exercise participants felt that much had been accomplished and a significant beginning had been made toward making sure that DPR remains a strong voice of professionalism within the society. A complete report will be made at the executive committee meeting at the National Meeting in August.

I wish to thank Michael Shea, head of the ACS Division Programs Office for his help in planning, organizing and keeping a record of our proceedings, as well as obtaining a facilitator; Michele Gandy for making the hotel arrangements; our facilitator, Jon Hockman, for leading a sometimes fractious bunch of participants – (did anyone expect it to be any different?) to arrive at action items, goals and objective that should lead us to where we want to be. Division members and officers attending were Ann Nalley, Dennis Chamot, John Massingill, Tom Kucera, Herb Golinkin, Seymour Patinkin, and Barb Moriarty. Steve Quigley got on a plane that had an aborted takeoff and couldn't make it.

Many thanks go to Jean Parr of the ACS Department of Career Services and Allison Aldridge from the Chicago Section for sharing with us their unique perspectives on DPR issues and concerns.

Thanks to Everyone! See you in August!

BOSTON PROGRAM HIGHLIGHTS

The following are several interesting symposia that are being presented by DPR at the national ACS meeting in Boston in August. When available, check the program in C&EN for locations and times.

How Prepared are Ph.D.s for the Workplace? Organizers: Marjorie Caserio, Marta Gmurczyk.
Cosponsored with WCC and YCC

Perspectives on Current Trends in Chemical Technology, Business, and Employment. Organizers: H. N. Cheng, James W. Long
Also a Presidential Event

Showcasing Academic Departments which Have Positive Environments for Women. Organizer: E. Ann Nalley
Cosponsored with SOCED, WCC, YCC

The International Chemical Professional. Organizer:
E. Ann Nalley
Cosponsored with CEPA, WCC, YCC,
Division of Small Chemical Business

Sci-Mix. Five DPR Poster Papers
Organizer: John K. Borchardt

ALWAYS BE PREPARED TO FIND YOUR NEXT JOB

by John K. Borchardt

As a result of changes in the employment climate over the last decade, ACS member surveys indicate:

- chemists will hold more jobs over the course of their careers
- unemployment rates, even in good economic conditions, appear higher than in the past
- part time and temporary employment will continue to increase in both industry and academia

While taken in a poor employment climate, the 1995 ACS survey data indicates that lengths of employment can be quite long for chemists at all stages of their career.

The dynamic employment situation for chemists means each of us must always be prepared to enter the job market at any time. To fail to do so means the probability of a long job hunt is increased with its resulting financial and emotional strain on you and your family. To shorten the job hunt we have to be willing to change industries, change our chemical specialty, and, if necessary, relocate to take a new job. We also have to be financially prepared for a period of unemployment. Experts advise six months savings (without dipping into your 401k) to serve as a financial cushion. You also need be aware of alternatives to your employer's health insurance coverage.

To start, each of us needs to be aware on a continuing basis of the likelihood that we have to enter the job market. The two factors most affecting this are your personal performance on the job (which we'll assume is good) and your employer's financial performance, both in general and in the specific business area you work in. Read your company's annual and quarterly reports

to be aware of this. Also, stay up to date on news in your department and business areas.

We need to be able to get our job hunt off to a fast, but well-planned, start. This means keeping your resume updated, periodically adding your most recent accomplishments. It also means thinking about tailoring it to specific industries and job types and, eventually, to specific job openings.

To do this, I find it very helpful to conduct an annual career self-appraisal, timing it to my performance review so that it also helps me in my performance discussion with my supervisor. By looking at what you accomplished, what you didn't and what was responsible for both your accomplishments and your disappointments, you'll be able to identify your strengths and areas for improvement. You can also use your appraisal to set goals for the coming year.

Developing and maintaining your technical skills are key steps you can take to both improve your performance in your current job and enhance your qualifications should you enter the job market. This includes both keeping up to date in your field and becoming knowledgeable in the basics of "hot" technical areas that could offer employment opportunities. It means improving the "soft skills" important in both job hunting and on your current job. These include writing, oral communications (discussion skills for interviews and public speaking skills), management, leadership and team participation skills.

Preparation also includes networking. Networking takes time to be effective. Waiting until you are actively in the job market to network with peers is waiting too

long. So networking needs to be continuous and done while you are still employed as well as after. Networking within your current employer can keep you aware of opportunities for transfer to areas of strong business growth. Outside the company, networking can help you stay aware of the employment situation in your and other industries plus learning of employment opportunities. Networking can provide a group of people you can turn to for career advice and to serve as references. Your networking contacts can also be helpful by presenting you with opportunities to improve your professional credentials, for example, by presenting papers at conferences or universities, or chairing conference technical sessions.

Staying active in professional societies can aid you in your networking. By participating in organizational activities, you can develop and demonstrate team, leadership and management skills. Professional organizations offer opportunities to present papers demonstrating your technical skills and accomplishments as well as your oral presentation skills. It's probably best not to limit yourself to only one organization (although you don't want to overdo it and spread yourself too thin). For example, a chemist working in oilfield chemistry would benefit from being a member in both the ACS and the Society of Petroleum Engineers.

Another area of preparation is being sure many people are aware of your abilities and accomplishments. At work this can facilitate career advancement and getting plum assignments. Outside of work, it facilitates your professional networking. How can you do this? At work speak up when you have something pertinent to say at meetings, write timely reports, make sure the appropriate people get copies of your reports and work to patent your inventions. Presenting papers at conferences and publishing papers adds to both your personal reputation and that of your employer. Papers don't necessarily have to be targeted to a

scientific journal. In many cases, both you and your employer often can benefit more from papers published in engineering journals and trade magazines.

Look for ways your preparations to enter the job market can also help you improve your performance and the recognition you receive on your current job. Several suggestions are offered above. Your preparations to enter the job market can actually make it less necessary that you will actually need to do so.

CALL FOR NOMINATIONS - THE HENRY A. HILL AWARD

This year is the 25th anniversary of the presidency of Henry Hill. Those of us fortunate to have known Henry remember a highly intelligent, dynamic man who fought for the advancement of professionalism issues in ACS for a very long time.

The DPR Henry A. Hill Award, created after his untimely death and named in his honor, was first presented in 1984 to Alan Nixon, a close friend of Henry's and a major figure in the professionalism movement in ACS. This year's award went to Eli Pearce, current ACS president.

The award recognizes distinguished service and achievement towards the advancement of professional relations. It is time to begin the process for choosing next year's honoree. Nominations should be sent to the chair of the nominations committee at the following address:

Dr. Dennis Chamot
Henry Hill Award Nominations
9013 Digory Court
Burke, VA 22015

or electronically to: dchamot@nas.edu

DPR MEMBERSHIP QUESTIONNAIRE

In order to serve you better, the officers of the Division of Professional Relations would like to get your thoughts and suggestions about what the division is doing, what more it should do, and how to attract additional members. We would very much appreciate your taking a few moments to answer and return this questionnaire. You may return the form (or a photocopy) by snail mail to:

D. Chamot
DPR Questionnaire
9013 Digory Court
Burke, VA 22015

To reply by e-mail, send a message containing only the question numbers and associated replies to **dchamot@nas.edu**

1a. A major activity of the DPR has been organizing symposia at ACS national meetings. Have you attended any DPR symposia in the past three years? Yes _____ No _____

1b. If yes, how many? _____

1c. If no, why not? _____

1d. Subjects of DPR symposia have ranged across a very wide range of topics, including chemical employment trends, gender-racial-age discrimination, professional responsibility and ethics, pension reform, legal rights of professionals, mentoring, career planning, etc. Which three topics (including any mentioned above) would you like to see covered by future symposia?

2a. The primary communications vehicle within the division is the Professional Relations Bulletin. Does this publication keep you sufficiently informed about division activities? Yes _____ No _____

2b. If no, what more should be done? _____

3. Which of the following are of serious concern to you currently? Check all that apply.

job security	_____	professional recognition	__	ethical issue	_____
salary	_____	career skills	_____	part-time employment	__
family demands	_____	technical skills	_____	other	_____
promotion potential	_____	discrimination	_____		_____
retirement planning	_____				

continued

4. What issues should the DPR leadership take to the ACS Council or Board? _____

5a. Would you like to organize a DPR symposium? Yes _____ No _____ If yes, on what topic?

5b. Are you interested in helping on any of the following:

publicity _____ new member recruitment _____

national programming _____ division's web page _____

local or regional programming _____ newsletter _____

6. How can the division recruit new members? _____

7. Are there any other comments you would like to make? _____

Optional: If you would like to be contacted, especially if you answered "yes" to questions 5a and 5b, please print your name and either mailing address or e-mail address:

BOOK REVIEW

Fundamentals of Ethics for Scientists and Engineers. Edmund G. Seebauer and Robert L. Barry, Oxford University Press (2001).

Think of Enron, Arthur Anderson, Tyco Corp. Each organization, whether corporately or their executives personally, have run into problems recently with law enforcement agencies. At the time this is being written (June), investors in the stock market are edgy and the primary reason analysts give is that investors have lost confidence in the truthfulness of corporate reporting. On the political front, there are questions about how the current Administration formulated its energy policy, and whether executives from that industry had undue influence working with former energy industry executives that are now in high positions in the government. In another area, there is much concern that the various intelligence agencies did not sufficiently share information which might have prevented some of the carnage on September 11. In each of these areas, there are disturbing questions that go beyond the question of possible illegal activity. All raise ethical issues as well, questions of fairness, of intent, of morality.

Academics worry about plagiarism and falsification of data. Thoughtful business leaders are concerned about how managers will behave under pressure, and about such things as how to handle requests for bribes in other countries. Ethical problems are lurking everywhere, yet most scientists and engineers receive little or no training in this important area of professional, as well as personal, behavior. Reading Seebauer and Barry's book would be a good first step in overcoming this deficiency.

The book is very well written, and covers a wide range of fundamental issues. The authors do not come across as representing any particular philosophy or religion, but rather present issues in a fairly neutral way. They provide a very large number of short cases to highlight particular dilemmas, and by the end of the book the reader will have found a good deal to think about.

Most of the cases are clearly aimed at a student audience, so the book may seem most appropriate for undergraduate and graduate science students, and it will serve them very well. In a way, though, this is a bit unfortunate. Scientists, especially those not in academia, may be turned off by the case examples, especially those in the first half of the book. While the cases help to make particular points, they may come across as relatively trivial to people who are older and more experienced, and who may see some of the issues they face in the workplace as much larger and more important. As I said, this is unfortunate as the text itself is excellent. Preserving the text and changing the case examples would make the book much more attractive to the more experienced people who need the training just as much as current students do. Nevertheless, there is so much of value that I would recommend the book to all as one that is easy to read, thought provoking, and informative. It is a good place to start

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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 photocopy) 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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3122 Parnell Avenue
Ft. Wayne, IN 46805-2128