



FROM THE EDITOR

Personnel changes

The past few months have been very eventful for the ACS, and indirectly for DPR. Of greatest importance is the selection of a new executive director. Madeleine Jacobs shares many of our concerns about careers and jobs for chemical professionals, and I look forward to continuing support for programs of interest to members of this Division.

I note with gratification that I have been elected to a full 3-year term on the ACS board of directors, and I have also been elected to the board's executive committee. I must also note with sadness that two long-time DPR activists – Ann Nalley and Jim Shoffner, both Henry Hill Award winners – are not returning to the board. Both Ann and Jim have made major contributions to ACS and to DPR, and I know you all share my hope that their energy, counsel and just plain hard work will continue to support this Division (and the Society) for many years to come.

Where's the end of the tunnel?

At the time of writing this (mid-December), I note that there are signs of improved economic activity, but job creation is still slow. Cutbacks in the chemical industry continue, and there is a growing trend (not limited to chemistry) to outsource rather sophisticated work, including R&D, to other countries. Competitive pressures combined with rapidly developing telecommunications and computer technologies are accelerating these trends. I firmly believe that ultimately there will have to be policy changes at the national level, so it is not too soon to begin a national debate on these issues. I see more and more articles on these developments in both the general press and publications such as *Business Week*, but not yet much discussion of ways to either reverse the flow, or create many more good jobs in the U.S. Certainly chemists need to invest time and effort in continuing education, but there have to be enough employment slots to use them.

Commercial

Whatever happens, growth of DPR will be important. Note the application form on the last page -- please use it (and as many copies as you need) to have your colleagues join the Member-Oriented Division!

Dennis Chamot

NOTE FROM THE CHAIR-ELECT

I wanted to take this opportunity to begin communicating with you, since I will be the chair of the Division of Professional Relations in 2004. I was honored to be elected and I wanted you to know that I have been thinking seriously about a number of issues that impact us, the members of this division. I also want you to think about ways that we can improve our division. Please feel free to contact me with your comments and suggestions.

One issue that was raised at the DPR leadership retreat in May 2002, was how we can attract new division members while retaining our current members. This is especially important as our membership has been decreasing over the last few years. If you have any colleagues who would be interested in being members, please let them know about the division and advocate that they join. If you let me know, I will be happy to send a DPR membership application form.

Other issues that have been raised involve the programs we offer. The division presented a number of well-attended symposia at the New York National meeting. These included symposia entitled, "Opportunities in the Bio and Pharma Areas", "Alternate Career Paths of ACS Congressional and Science Fellows", "Progress of Chinese-American Chemists in Academia", "Dissolving Disparity, Catalyzing Change: Are Women Achieving Equity in Chemistry?", "The Need for ENDA, the Employment Non-Discrimination Act, in the Chemical Process Industry", and "Project SEED 35 Years of Success, Investing in the Future." Thanks to all those who organized these symposia. A big thank you goes to Tom Kucera, the DPR Program Chair, for all his hard work working with the symposia organizers to arrange for these fine symposia.

However, although these symposia provide useful information, they can only be attended by those who come to the national meetings. I believe that our division should try to reach a broader ACS audience. Two ways that we have discussed are providing more programs at regional meetings and enhancing our web page. I will be working on the web page, and would welcome any suggestions that you have. At the DPR Executive Board meeting in New York, Susan Shih was asked to be a liaison for programs at regional meetings. If you would be interested in helping with programming at regional meetings, please contact Susan (shihsu@cdnet.cod.edu) or myself. If you would like to suggest topics for, or to work on, symposia for national meetings, please contact John Borchardt (jkborchardt@hotmail.com) and/or Tom Kucera (tjkucera@interaccess.com).

If you have any other ideas please contact me.

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NYC MEETING EXAMINES WORKPLACE DIVERSITY

Dr. Christopher J. Bannochie
Treasurer & Member-At-Large, Division of Professional Relations.

The Division of Professional Relations sponsored a symposium entitled, "The Need for ENDA, the Employment Nondiscrimination Act, in the Chemical Process Industries" at the New York City Fall National Meeting. The program was co-sponsored by the Division of Chemistry and the Law (CHAL), the Younger Chemists Committee (YCC), the Committee on Economic and Professional Affairs (CEPA), the Women Chemists Committee (WCC), and the Committee on Minority Affairs (CMA). It was followed by a reception hosted by the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP). The symposium corresponded with the adoption of a new ACS policy statement on the need for Federal legislation to protect workers from discrimination based on sexual orientation, gender expression and gender identity. The new statement can be read and/or downloaded on Chemistry.org from the "government affairs" homepage.

Elizabeth Birch, Executive Director of the Human Rights Campaign Foundation (HRC), Washington, DC, was the first speaker. Ms. Birch, who has led the HRC for the past nine years through a period of unprecedented growth in public awareness of the issues facing gay, lesbian, bisexual, and transgender (GLBT) employees, families, and youth, spoke to the audience about the rapid growth in awareness that has been occurring in the U.S. and abroad and the impact of these changes on individuals. She was accompanied in her presentation by Daryl Herrschaft, Manager of WorkNet, an HRC program that is a national source of information on laws and policies surrounding sexual orientation and gender identity and expression in the workplace. Mr. Herrschaft reviewed the overall state of the workplace for GLBT employees, with a focus on the chemical process industry. Overall, the industry shows a range of accomplishments with respect to criteria established by WorkNet for evaluating company diversity programs for GLBT employees. While there is clearly room for improvement, the overall outlook and trend is for an ever improving working environment for GLBT chemical professionals.

Art Bremner, ACS Director of Human Resources, presented a series of slides featuring recent headlines from a variety of national publications that highlighted GLBT issues and concerns. His talk clearly demonstrated that this is the next frontier in civil rights. Thomas Myers, USDA, focused on the area of Federal employment and efforts to provide greater inclusiveness for GLBT employees. Recently, Dr. Myers took a temporary leave from his position as a veterinarian to serve a one-year term as the first USDA Gay and Lesbian Employment Manager, the only such position in the Federal Government. He is a member of Federal GLOBE, a GLBT employee network for Federal workers and contractors. His presentation discussed the status of Federal protections and made the business case for providing equal protections and benefits to employees, both Federal and Non-Federal. Dr. Myers also described some steps that can be taken to improve the work environment for GLBT employees in the absence of domestic partner benefits or Federal protections, such as ENDA.

Two speakers from industry addressed their individual efforts to promote greater workplace diversity. Bijian Fan, Schering-Plough Research Institute, and Susan Guerrero, ChevronTexaco, provided case studies of two GLBT employee networks in the chemical process industries that they had recently organized. Both speakers addressed the initial difficulties and eventual rewards of their efforts that now benefit all employees in their organizations. The afternoon session wrapped up with a presentation by Kevin Hansen, Livengood, Fitzgerald & Alskog, PLLC. Mr. Hansen reviewed the general legal issues surrounding employment discrimination through an examination of a series of case studies. These cases were used to guide the audience through the legal process and the nuances of the law as it relates to employment discrimination. Those seeking additional information on the presentations can access the speakers' slides from the Career Services homepage on Chemistry.org.

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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.

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ACS number (if known) _____

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