



ACS Division of
Professional Relations

Web site: www.acsprof.org

BULLETIN

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Call for Officers and Subdivision

Appointments

John C. Crawford

Please consider running for office and helping to shape the future of our Division. As Past Chair, I am charged with putting forth a slate of officers for the coming election. This year, we will elect the following positions:

Chair-Elect Secretary Members at Large (2)
Councilor (1) Alternate Councilor (1)

If you would like to submit a name for consideration (including your own) to the nominating committee, or have questions, please contact me at: jcrawford@dow.com by May 15th.

Other nominees for each office may be nominated by petition, signed by 10 members in good standing in the Division, provided that such candidate is willing to serve and is otherwise eligible. Such petition must be received by the Secretary by August 15.

For each of our six subdivisions, we need members to serve in appointed roles as Chair-Elect and Program Chair. Please consider volunteering for these leadership roles. Interested candidates may contact John Crawford at jcrawford@dow.com by August 15.

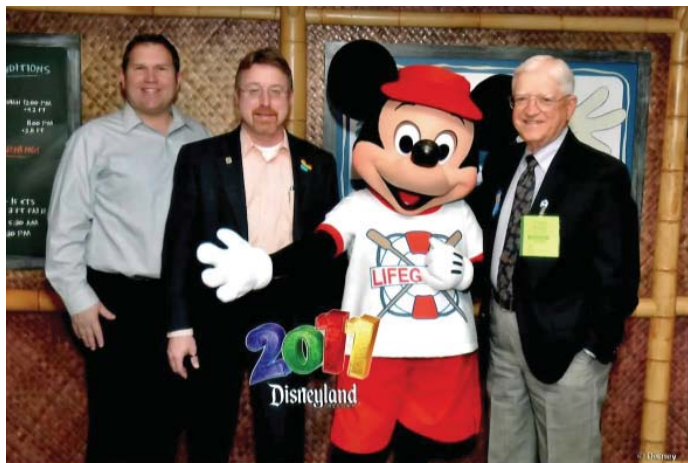


Chair's Comment

Chris Bannochie

Welcome to the first division newsletter to be distributed electronically. We are using Constant Contact to help us communicate with you more effectively via e-mail and to distribute information on when future newsletters are posted to the division website at www.acsprof.org. By going electronic, we are able to save considerable costs incurred by printing and mailing hard copies, and use these savings to enhance our programming at National and Regional meetings. Additionally, we are able to create an improved newsletter product using color and free of page limitations. Less than 10% of division members do not have an email address on file with us, so it seemed like time to make the switch. Those without an email address on file will continue to receive the newsletter by mail for 2011. Starting in 2012, it will only be posted to the division website, and we will send a post card to division members without email notifying them that a new issue is available online so that they can access it via the public library or on a friend or relatives computer.

The division has been awarded an Innovative Program Grant from the Divisional Activities Committee for \$7500. The money will support the efforts of John Borchardt (DPR Regional Meetings Chair and Councilor) and Lisa Balbes (DPR Newsletter Editor and Member-at-Large) to organize a symposium for the Combined Midwest/Great Lakes Regional Meeting entitled:



Chair Breakfast: John Crawford (Past Chair), Chris Bannochie (Chair), new volunteer, and George Heinze (Chair Elect).

Revitalizing the Heartland's Chemical Economy. The joint meeting will be held in St. Louis, October 19 – 22, 2011, additional information is available at: www.mwrm2011.org. If you have an opportunity to attend this meeting, be sure to take in this program, which will feature speakers from throughout the Midwest.

The division had an excellent meeting in Anaheim with programming described elsewhere in this newsletter. Unfortunately, our Henry Hill Award winner, Helen Free, took ill during the meeting and was unable to attend the award program. John Borchardt accepted the award in her honor. The subdivision programming was excellent, and I commend the organizers Barbara Belmont and Dave Pushkin for their efforts.

The division was well represented on the new Diversity & Inclusion Advisory Board (D&I) to the ACS Board of Directors that met for the first time in Anaheim. Both Chair-Elect, George Heinze, representing the Senior Chemists Task Force, and I attended, and several other division members are also members of the new advisory board. George and I agree that the current structure of the board puts the divisional representation at a disadvantage as compared to the committees represented due to the yearly rotation of a division chair. The aspect of diversity that PROF alone brings to D&I is that of lesbian, gay, bisexual, and transgender chemist awareness due to our Gay and Transgender Chemists and Allies (GTCA) Subdivision.

The division's other diversity subdivisions are represented by their respective governance committee (i.e. Committee on Minority Affairs, Committee on Chemists with Disabilities, Younger Chemists Committee, and Women Chemists Committee). In light of this, the Executive Committee voted to appoint a member of the GTCA subdivision to represent PROF on D&I until such time as the advisory board is able to include an ongoing voice for gay and transgender chemists within the Society. The appointee will report to the division's Executive Committee.

Planning is underway for the Fall National Meeting in Denver. Our Program Chair Dan Libby is hard at work closing up the program, and soon it will be time to start working out the Spring National Meeting program. If you would like to organize, contribute to, or suggest a topic, please contact Dan Libby (rdlibby@cs.moravian.edu) or me (cj.bannochie@srnl.doe.gov).

Message from the Chair-Elect Spring Greetings!

George Heinze

The division had a good spring meeting in Anaheim--lots of activity--programs sponsored by PROF, many members in attendance, a very good executive committee meeting followed by a well attended Town Hall. The only downside was the inability, due to illness, of Helen Free to attend and to receive the Henry Hill award. I am continually impressed by the progress the division has made in the last year or two and the planning for this year. I am committed to maintaining this momentum into next year and trying to grow PROF. Along those lines, I would like to recommend that all members try to adopt a "Get-a-Member" strategy--that is single out a colleague who may be an ACS member, but is not a member of PROF and after explaining what PROF is trying to accomplish, urge them to join the division. As we accumulate more members, our ability to influence ACS policy grows. Chris and I were both appointed to the new Advisory Board on Diversity and Inclusion, whose mission directly relates to several PROF subdivisions. As more develops here, we will report on it.

Instructions for Adding a Subdivision To Your ACS Membership

Linette Watkins and John Crawford

We encourage everyone to check out our new subdivisions and to consider joining one or more of them today. Here's how:

1. On the ACS website (www.acs.org), select 'How to Renew' on the lower right hand corner -or- type <https://www.renew.acs.org/renew/login/>
2. Log in to your ACS account and this will take you to the Online Membership Renewal webpage.
3. Click [add/edit] on the Technical Division Bar.
4. Check the subdivision name listed under PROF.
5. Once you pay the bill, your new subdivision will be added to your list of memberships.

If you have already paid your current year's bill, then you can only add a subdivision by contacting ACS at 1-800-333-9511 (Toll Free in the US), 614-447-3776 (Outside of the US) or by fax at 614-447-3671 or email at service@acs.org.



H N Cheng and John Massingill discuss a poster at the Town Hall Forum

of chemists be made known, and that they cannot be readily replaced by outsourcing for low cost.

Several concerns were also raised regarding the ability of the ACS to adequately advocate to the government on behalf of the actual concerns of chemists, rather than just popular policy endorsement. One specific concern was the need for a policy change regarding the tax structure in the country. It was noted that, in its current state, the tax structure makes it more favorable to outsource scientific innovation to other countries, rather than to use domestic chemists. It is also pertinent to be able to encourage chemical entrepreneurs through favorable policies.

We will continue the tradition of the PROF Town Hall Forum at the ACS national meeting in Denver, CO. The forum will take place from 5:00 – 7:00 p.m. on Tuesday, August 30th. At press time, we have several posters already committed, and now we need you for the discussion. Most importantly, we also would enjoy being able to interact with members of the ACS board, as well as staff, in order to help foster cooperation and discussion to improve the society and the profession.

See you in Denver!

Town Hall Forum Update

Adam C. Myers

Once again, the division gathered at the national meeting for our town hall forum. Six posters were presented on topics ranging from global opportunities for chemists to the impact of public policy on the profession, and all sorts of things between the two. We also had a lively discussion on a range of topics.

One discussion raised the fact that chemistry is now one of the top 10 fields which are no longer high paying. It was noted that, with more managers of chemists coming from outside the profession, chemists are being viewed more as commodities. Discussion encouraged us to think of ways to equip scientists to manage individuals, so that we can continue to promote managers coming from within the chemical profession. It is also imperative that the technical value



Bill Carroll, John Crawford and Dan Libby have an animated discussion at the Town Hall Forum.



Denver Will Offer Lots to Do During & After the National Meeting

John K. Borchardt

Besides the technical symposia, I always like to attend at least one of the less technical symposia sponsored by the smaller divisions. PROF is sponsoring a symposium organized by George Heinze, "Globalization: The ACS and You." Anecdotal information on chemistry and statistics I've gleaned on globalization in general from the "Wall Street Journal" indicate big U.S. corporations are creating as many or more jobs overseas as in the U.S. How should ACS and we as individuals respond to this? I'm hoping the symposium will provide some suggestions how.

Other small division symposia
I find of particular interest are:

- Business Development and Management: Sustainability and Innovation for a Cleaner Environment
- Division of Small Chemical Businesses: Issues in Intellectual Property Affecting Small Businesses
- Division of Small Chemical Businesses: Small Businesses Spin-Offs into the Commercial Sector
- Division of Small Chemical Businesses: Water is the Next "Oil"
- Division of Chemistry and the Law: Strengthening Your Patent Rights in Light of Recent Federal Circuit Court Decisions

There are many interesting activities in Denver both before and after the ACS National Meeting. Check out the 42-foot tall blue bear statue just next to the convention center. It's peering into the glass wall of the

building! As a railroad buff, I plan to go 12 miles west from downtown Denver into the mountains to visit the Colorado Railroad Museum. There's baseball in Coors Field. The Colorado State Fair in Pueblo runs Aug. 26 – Sept. 5 and includes one of the largest pro rodeos in the country, livestock and horse shows, a fiesta weekend and a carnival. Surf the Internet and you can find lots of events to attend with your friends or family.



The Younger Chemist Subdivision

Benny Chan

I was appointed to be the chair of the Younger Chemists Subdivision earlier this year by the PROF executive committee. During the first part of this year, I've been trying to figure out who we are and how do we relate to the Younger Chemist Committee (YCC). After networking at the Anaheim meeting, I'm very happy to say that we will be working very closely with YCC to develop programming at our meetings. I will liaise with the YCC to discuss how to achieve our similar goals. I think the high energy of YCC will be great for PROF!

I believe this subdivision should be a divisional home for all early career chemists. I believe a younger chemist is anyone who is starting on his or her career. The issues that affect early career chemists do not depend on age as more chemists have gone through non-traditional



routes for their education and careers. My goal for the subdivision is to help chemists develop skills needed for their work. Our education system is fantastic to develop our scientific skills but more could be done to develop non-technical skills from job searching to leadership to budgets. PROF can help with these skills! We have some exciting symposia coming up at the Denver National ACS meeting along these same lines, the first of which is being organized by YCC and cosponsored by PROF to help our members find their first industry job. The daunting task of finding a job in our current economic climate is very difficult and the symposium will deal with a variety of issues from the resume to the site interview. Our other symposium, "On the Tenure Track: Was THAT in My Job Description?" deals with academic jobs and the variety of required non-technical skills. When I started my academic career, I had no idea how to run effective meetings, to lead colleagues in change, to develop a budget, to manage time efficiently, and to find a proper mentor. Fortunately, ACS does have some of these tools developed and we will have speakers and panelists to give their perspectives and advice. We invite all PROF members to come to one or both of our symposia. The wisdom of our experienced members are invaluable to the early career chemist. This summer, I plan to contact the current subdivision

members to assess their needs, to develop programming and website content, and to find volunteers. We have our Program Chair, Adam Myers, who also works on YCC, to develop programming. I hope our website will become an interactive location to discuss our issues and help one another. I'm sure our PROF members have interesting stories and advice about their careers that could become great articles for our members to read. We will need help from our members to develop additional programming and website content. The younger chemists have some of the highest energy at the ACS and our subdivision will be available to assist your career!

Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion

Barbara Belmont

The Gay and Transgender Chemists and Allies Subdivision presented its first ever symposium at the Spring National ACS meeting: "Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion". The symposium included five presentations designed to educate ACS members about coming out, workplace equality, gender identity and expression, role models, corporate diversity inclusion, and resources for achievement. The post-symposium discussion was so lively and energetic that everyone adjourned for

lunch together to continue networking. For those who might like to use some of the presentation content as a resource, links to the symposium presentations and abstracts can be found at the bottom of the subdivision website: <http://prof.sites.acs.org/lgbtandallies.htm>

Why do we need a Chemists with Disabilities (CWD) Subdivision?

David B. Pushkin

Introduction: As someone who's done more than my fair share of writing for almost thirty years — about science, about education, about sports, and about various other topics — sometimes it's hard to be witty, cover all the thoughts rattling through my head, and distill it into a neat and tidy piece for reading consumption. So, in the spirit of stream of consciousness, here goes nothing as I offer my very first contribution to the Division of Professional Relations (PROF) newsletter

Do you have a favorite movie, or perhaps a top five (or ten) list? I do! Among my favorite movies happens to be National Lampoon's Animal House, one of the movies many baby Boomers and I came of age (or aged... or evolved) with. Oh, if you're unfamiliar with it (yeah, like if you were born after the Beatles broke up), it's a wonderful movie... Sort of like Rebel without a Cause, but a lot funnier. Anyway, if you're like me, a baby Boomer stuck in arrested adolescence, you probably recall every scene and every dialogue.

One of my favorite scenes is towards the end of the movie, when the Delta House gang just found out they were expelled from Faber College, and Brother Bluto Blutarsky (played by the late John Belushi) offers these immortal words: "Over? Did you say 'over'? Nothing is over until we decide it is! Was it over when the Germans bombed Pearl Harbor? Hell no! And it ain't over now. 'Cause when the goin' gets tough... [pauses to remember the rest of the phrase] ...the tough get goin'! Who's with me? Let's go!"

Granted, that was memorable, but for the purpose of our discussion, let's consider what Brother Bluto said after running out the front door with no one following him: "[looking out among his morose fraternity brothers] What the [expletive] happened to the Delta I used to

know? Where's the spirit? Where's the guts, huh?"

THAT'S the line I want us to think about when we ask ourselves why we need a Chemists with Disabilities subdivision!

You see, we Baby Boomers used to have spirit and guts, and not just for frat parties, homecoming weekend, or general rebellion. We used to take stands for noble causes, and action when we wanted to lead by example and make a difference in the world. We stuck our necks out when others wouldn't, especially if we truly believed in something. But that no longer seems to be the case as much as we've gotten older and more wrapped up in our immediate worlds and issues, and next generations come along with their own agendas and concerns. In short, we've collectively lost our sense of outrage, and now merely shrug at things once guaranteed to make our blood boil.

Sometimes we take for granted what others struggle with on a daily basis, perhaps because we've never had to personally struggle before. Consider any disabled member in our chemical profession and in the American Chemical Society. Some disabled people have visual impairments, some have hearing problems, some have physical or neurological impairments, some have emotional or psychiatric issues, and some have learning disabilities. Some disabilities are more visible than others; some are more challenging than others. Any disability can create an additional struggle for a human being, not just a chemist, but in a profession or field of study as intellectually challenging as chemistry, some disabilities can be monumental without appropriate assistance or resources.

What happens if we're visually impaired and need others to serve as our eyes, or require adaptive devices, or require modified duties in order to be as successful in our jobs as possible? What happens if we don't have full control of our arms or legs and require assistance for almost every physical task our gifted minds wish to carry out? What happens if everything we read is so scrambled within our brains that we require hours and hours to disentangle verbal and symbolic information and transform it into a sensible product? What happens if our personal imperfections --- beyond the superficial ones of appearance — dictate our ability to not only perform basic daily functions but to work as a chemist?

Making Sense of Things: I can't speak for everyone, but my somewhat large ethnic nose, annoying New York accent, extreme fondness for Beatles music and Mel Brooks movies, or my sometimes blunt and politically incorrect candor hardly inhibit my ability to work as a chemist, or more specifically, a science educator. My limited ability to use my arms and legs, or stand pain-free for more than a few moments, or sit pain-free for more than a short time, however, due to my spinal injury, does. A very good day for me is to be able to take a walk outside using a cane, and not falling and hurting myself. A typical day involves less mobility, more assistive devices, such as a walker, at least one fall and new bruises. I need assistive devices in order to take a shower and get dressed; preparing and eating meals also presents physical challenges, not to mention emotional frustration. A bad day could be spent in a wheelchair or in bed. The sky's the limit as to my mind's thoughts and what it wishes to accomplish. My body very often doesn't work in conjunction with my mind, and in a world where one's body and its ability to do things is highly taken for granted, my mind is of lesser and lesser value to colleges and universities that could employ me or chemistry students who could still learn from me. The United Negro College Fund used to have commercials with the slogan "A mind is a terrible thing to waste." I may not be African-American, but my mind has been more than wasted by the academic world in its refusal to employ and support me and my disabled body these past 4-5 years.

My mind knows no intellectual limits despite my acceptance of physical limits. However, I, just like many in the disabled community, live in a world with virtually zero tolerance for any limits. Hey, why not?! In today's perpetual economic crisis affecting the private, public and academic sectors alike, employment opportunities are at a premium and we're all led to believe that employers want the biggest "bang for the buck" in terms of hires. Time is money and money is time. Why should employers invest in disabled people needing adaptive devices, work accommodations, and special dispensation for their "issues" when things could get done more efficiently, in terms of time and cost, by able-bodied people who can work in an "as is" environment, work longer hours, take fewer sick days, and impose less on the employee health benefits plan?

It sounds so logical and practical when we view everything as a matter of dollars and cents, doesn't it?

But humans aren't commodities or currency or fiscal indicators for actuaries, accountants and economists to organize into flowcharts, pie graphs or spreadsheets. Humans are of flesh and blood and dignity. Consider the outrage folks have when adults over 40, women, ethnic minorities, or members of the gay community get short shrift, shafted and discarded in our national workforce. We hear it all the time... Ageism, sexism, racism, jingoism, homophobia and any other kind of bias the disenfranchised masses can yell out. Funny, but you don't hear cripple-ism, gimp-ism, blind-ism or deaf-ism much, do we? Hmmm... Wouldn't THAT make for a juicy litigation involving Wal-Mart?!

In a way, this reminds me of a poem about World War II I've known about for many years... In fact, I even included it among the PowerPoint slides for my recent presentation ("Balancing the Americans with Disabilities Act with the academic setting") at the Anaheim meeting, and now wish to share it with all of my fellow CWD and PROF members:

First They came...
 Attributed to Pastor Martin Niemoller (Milton Mayer: They thought they were free. 1955)

First they came for the communists, and I didn't speak out because I wasn't a communist. Then they came for the trade unionists, and I didn't speak out because I wasn't a trade unionist. Then they came after the Jews, and I didn't speak out because I wasn't a Jew. Then they came after me, and there was no one left to speak out for me.

Sometimes we tend to forget that the Division of Professional Relations serves all people, and that includes all "special interest" groups — young chemists AND old chemists, women chemists AND male chemists, GLBT chemists AND straight chemists, ethnic minority chemists AND white chemists, and finally, disabled chemists AND able-bodied chemists. We're really in this together, folks... That's why ACS is called the American Chemical SOCIETY, not the American Chemical Collection of Assorted Individuals. "Society" implies COMMUNITY, and we're all part of one large professional community!

Young chemist issues are COMMUNITY issues. Old chemist issues are COMMUNITY issues too, just

as women chemist issues, male chemist issues, GLBT chemist issues, ethnic minority chemist issues, and disabled chemist issues. Unfortunately, as the years go by, and we Baby Boomers get a little too settled, satisfied and complacent in life and career, we tend to ignore all the COMMUNITY issues and focus our thoughts on immediate and local issues. And we Baby Boomers aren't the only guilty ones... The generation that preceded us is guilty, and the generations that followed us are guilty too. Think about it... Why should the old folks care about issues facing the young folks, and vice-versa? Why should chemists in the pharmaceutical industry care about issues facing chemistry students and their teachers? Why should straight chemists care about issues facing GLBT chemists, and so on, and so on?

Duh... Because it's the right thing to do?! Perhaps if we all care about and stand up for each other's issues, there will always be someone left to speak out for us when we need professional support? Perhaps it's possible a similar issue will hit you down the road, and Karma's not very nice to folks who turn their backs on others? Do I really have to explain to educated professionals that you need to give in order to receive? I honestly hope not, but sometimes I wonder.

It's funny (not funny ha-ha)... When you have an issue and you need support from ACS, what is it you want to hear from your professional organization and community? Do you want colleagues to empathize with you and "feel your pain", as former President Bill Clinton was famous for saying, or do you welcome or appreciate hearing: Well, everyone's got something going on. You're not the only one with problems. Some people have it worse than you. You know how many stories like this I hear? We can't have special rules for everyone's issues. What do you expect us to do about it?

If you're a genuine human being, you definitely prefer the empathy, and maybe a little artificial pity. After all, this is YOUR issue, not anyone else's or even everyone else's. Sure, none of us are foolish enough to believe we're the only one going through a difficult challenge or tough situation, but we also don't want it trivialized or genericized by others. We're upset, and in need of support, and we expect others to be upset on our behalf, or at least upset with us, because that's part of being human beings within a COMMUNITY. We don't want to believe we're all alone in our frustrations, and yet we also don't want others being tone-deaf

to the uniqueness of our challenges or situations.

Put it this way: if you were from special interest group A, and you reached out to special interest group B for support and solidarity towards an issue you hold near and dear to your heart, and special interest group B tells you to take a hike because group B only cares about group B issues, I'm willing to bet when the tables are turned, group A will tell group B to take the same hike. And where does that get us? A whole bunch of special interest groups warring against each other in the name of their own myopic interests. And you know what that sounds like to the average educated person? WASHINGTON, D.C., that's what! Do we honestly want an ACS that resembles AARP lobbyists pitted against pediatric health care lobbyists, or affluent suburbanites pitted against urban working poor, or constitutionalists (I still can't tell if these are the Tea Party folks or hyper-caFFEinated bigots...) pitted against immigrants?

Is this the ACS or PROF we want to see, where colleagues get up and complain, why do we need all these divisions and subdivisions for a bunch of loopy interests or people?! Let's just have the ACS like I remember it, plain ol' chemistry and plain ol' chemists. Either you can cut being one of us or go be a biologist, for criminy's sake! If someone in ACS actually still spoke like this, wouldn't you cringe from embarrassment?!

Implications: I know this is leaning on the edge of good taste, and I do wish to preface this next thought with the fact that I do have friends, acquaintances and respected colleagues who are women, who are gay, who are ethnic minorities, who are under-40 and who are over-40. Some of these people are very accomplished in their professional careers, including careers very related to chemical literacy. But unless I'm missing something, none of these wonderful people require adaptive devices or any physical workplace accommodations because of their gender, sexual orientation, ethnicity or age (well, give or take stronger magnifying lenses). I hope you get my gentle point, because women, ethnic minorities and sexual minorities have spent YEARS convincing the "old guard" in STEM-related professions that they can do the same jobs just as well, if not better, than white men, and I have long supported this (just check my publication record sometime). However, no one ever had to make special beaker tongs for a woman (PLEASE, let's not debate manicure issues...), a special Bunsen burner for a gay or lesbian person, a special periodic table for African-Americans, or special glassware for Asians or Hispanics.

But we know of modified lab equipment for physically disabled people, if not entire lab stations specifically designed for physically disabled people to perform chemical investigations as safely as possible. Safety for everyone learning, teaching or practicing chemistry is of paramount importance in our profession, but it's infinitely vital when we include and welcome physically disabled people into the laboratory setting. Although physically disabled people can be of any age, race, ethnicity, male or female, gay or straight — and not to take away from issues of age, race, ethnicity, gender or sexual orientation -- the bottom line is that being physically disabled is a very unique situation for chemical education and the chemistry profession, independent of other demographic information. Just as much as we can't possibly (or idiotically) have one division or subdivision for "all the people who don't fit into what chemistry and chemists used to be", we can't simply fold disabled chemists into other existing divisions or subdivisions. The needs of disabled chemists would simply not be addressed or met, just as was the case for younger chemists, women chemists, GLBT chemists, and racial and ethnic minority chemists. We're all individuals with unique personal and professional needs, and those needs require a special home where those needs can be focused upon. However, we're all more than our unique needs and part of a larger community, so we need to complement each other and mutually serve PROF and ACS as a whole.

So for those who wonder why ACS needs so many divisions and subdivisions, and even more new subdivisions, it's because the face of ACS, and PROF, and the chemical profession are continuously changing... Make that evolving. We're a community of inclusion and mutual support, and the more our professional community evolves, the more ACS needs to keep pace. Most importantly, ACS and PROF need a CWD subdivision because our subdivision shares the moral obligation to serve and support all ACS members, whether those members are disabled or not. The CWD subdivision maintains "old-time" Baby Boomer values and stands up for others. We invite you to stand with us now, so you never have to worry who will stand with you during your time of need.

Scenes from Anaheim....



Shelly Diamond and Barbara Belmont



Sue Shelbe and Joe Stoner



Louise Lawter and John Massingill

Division of Professional Relations
American Chemical Society
c/o Balbes Consultants LLC
648 Simmons Ave
Kirkwood MO 63122

The Division of Professional Relations speaks for the professional needs and interests of all chemists, chemical engineers, and chemical professionals. Let us meet your needs and interests. Join DPR today by completing the information below.

Step One: Choose Your Membership Type

ONE YEAR DPR MEMBER CATEGORIES

- ☐ ACS – full member (\$10)
- ☐ Non-ACS – affiliate member (\$12)
- ☐ Student member (\$5)

Step Two: Select Subdivision Membership(s)

- ☐ Subdivision on Chemists with Disabilities (\$2)
- ☐ Subdivision on Ethics (\$2)
- ☐ Subdivision of Gay & Transgender Chemists and Allies (\$2)
- ☐ Subdivision on Minority Affairs (\$2)
- ☐ Subdivision of Women Chemists (\$2)
- ☐ Subdivision of Younger Chemists (\$2)

Step Three: Provide Information & Mail

Enclosed is a check in the amount of \$ _____
made payable to: ACS Division of Professional Relations.

Name _____

ACS Member No. _____

Address _____

Phone _____

E-mail Address _____

*Mail To: Dr. Peter Smith
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