



FROM THE EDITOR . . .

Chicago National Meeting

Your Division will again participate in the national ACS meeting, this time in Chicago. I would like to highlight some of the activities.

Monday, August 25, is the busiest day. We lead off with a symposium on an important topic that touches upon all chemists and engineers. Titled "Occupational Safety and Health: Professional Responsibility," this program discusses the subject from several viewpoints - academia, industry and government. Speakers come from the Environmental Protection Agency, U.S. Senate staff, NIOSH, MIT, University of Massachusetts, Dow Chemical, and the United Rubber Workers Union.

This should be a stimulating program. Try to attend, and bring some friends. (9:00 a.m., Monday, McCormick Inn).

Immediately following, DPR will hold its annual business meeting. This is open for all Division members. (4:00 p.m., Monday, McCormick Inn, Room XX).

We wind up the day's official activities with the DPR Social Hour. Stop in, and meet some of the nicest people in ACS. (5:30 p.m., Monday, McCormick Inn, Room XVIII).

The main event for Tuesday is a symposium on "Discrimination and Affirmative Action." The primary sponsor for this one is the Women Chemists Committee, and recognizing the importance of the subject to all who are interested in the health and progress of the chemical profession, DPR is co-sponsoring (9:00 a.m., Tuesday, Blackstone Embassy Room).

Formal activities wind up with the Council meeting on Wednesday. Several important matters will be up for discussion and/or vote. Check *C&EN* for information, then *send us your comments before* the meeting.

Legislation

Some of you may have noticed that *C&EN* recently began a new feature. Every few weeks they publish a summary of the current status of major bills before the Congress. Should you feel strongly about any of them (e.g. Toxic Substances or Patent Reform), write to your Congressman and Senator. Write especially to those Congressmen who are on the appropriate committees which are handling the bill in question - this will have the greatest effect.

Note also that the ACS comments officially on some selected bills. The staff and members of the Committee on Chemistry and Public Affairs and the Board of Directors handle the details of statement content. If you have strong views about an issue and you want the official ACS position to reflect this, make sure you send comments, as early as you can, to the appropriate people within ACS - Dr. Herman S. Bloch (Chairman of the Board), Dr. William J. Bailey (President), and Dr. Steven T. Quigley (Director, Department of Chemistry and Public Affairs).

Finally, remember that Dr. Bailey has been setting up a Legislative Councilor program, to increase contact between individual councilors and their own Congressmen. This, and all of the above, indicates that the potential is there for a great deal of activity in the area of influencing legislation of interest to professional chemists. The only thing missing is strong member input. Let your voice be heard (see also article in this issue on compensation for employed inventors).

Unemployment

According to the U.S. Bureau of Labor Statistics, unemployment reached 9.2% in May (the latest figures as of this writing). More significantly, the unemployment rate for professional and technical workers rose to 3.6%, up from 2% a year earlier.

Thus far, I have seen no evidence that indicates a *widespread* return of the mass layoffs of chemists that occurred a few years ago. This could happen, of course, if the economy gets much worse. However, there are stories circulating of numerous one-at-a-time firings. Should you hear of any of these, try to get data to the Council Committee on Professional Relations (which investigates these things and also tries to help individual members who may have been shafted). This is especially important now that the Committee has changed its definition of "layoff" to mean only three chemists or engineers dismissed over a six month period.

Commercial

We end with a message that should be clear to regular readers. This time, don't just pass it by - go out and do something. Join up a friend. Support the only ACS Division devoted to the *chemist*.

NOTICE

**Annual Business Meeting
Division of Professional Relations**

**4:00 p.m., Monday,
August 25, 1975
McCormick Inn, Room XX
Chicago, Illinois**

CHANGING JOBS*

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Many technical employees at the executive level, including managers, feel that changing jobs is an act of last resort. There are numerous reasons besides termination by the employer which cause an employee to change jobs. Some of the most frequent are: change in employment interests; opportunity to broaden experience and responsibility; corporate and management environments abrasive and politicized; future prospects uninviting; or salary, location or family considerations.

The technical employee-executive should consider the option of changing jobs whenever it is clearly in the employee's best interest, and probably that of the employer also. When an employee is having doubts about continuation of present employment, or has been terminated, there is need for some self-evaluation in terms of job goals, motivation, type of organization, most suitable industrial field, family, location, and salary aspects. When a new job opportunity presents itself, the employed individual must weigh the present milieu against the future prospects.

In his excellent book "The Modern Employment Function,"⁽¹⁾ Donald H. Sweet, Director of Employment for the Celanese Corporation, proposes the following to assist terminees in their self-evaluation process -- as well as for the guidance of progressive corporate managements:

1. Get them in the right frame of mind about the organization and their ex-boss. The candidate must be positive about the job search. Any degree of negativism about a past employer is not taken favorably. Most interviewers can spot "sour grapes" quite easily from a tone of voice or facial expression. Because the most recent work experience is generally the most important to the prospective employer, it must be portrayed as a positive situation. If anyone is negative about an organization, this in a sense demeans the experience gained there.

2. Get them in the right frame of mind about themselves. They must look for a new job as positively as if they were happy and secure in a job and were approached by a third party to explore another opportunity. They must think positively, "I know I'm good, and I know what I'm worth. I can sell that."

To gain a better perspective of themselves, they should think through the following: Where should I be heading? a) the same industry? b) new fields? c) what kind of an

organization do I really like? d) where do I want to be five or ten years from now? e) Do I want security, less pressures, or tough competition? f) What really is my goal? g) Has my previous experience helped develop the tools to achieve those goals? h) What does my family want?

3. Get them to take a long, hard look at themselves: a) You know you're good, but what do other people think? b) Were you cooperative? -- sensitive? c) Were you known as a "hardnose"? d) Are you a big company man, or would you be better in a smaller, less structured organization? e) What makes you run? What turns you off, and what turns you on? f) Did the ends always justify the means? g) What are your strengths and weaknesses?

4. Get them to take stock of their finances: a) To help adjust the family to the new situation; b) To determine what flexibility they have in job hunting; c) To prepare better for negotiating when they develop an interesting job situation.

Thus, the terminees should begin to condition themselves to one level higher than their usual aggressiveness, to prepare for competition in "job hunting." There is a natural inclination for an individual who has been fired to feel a sense of embarrassment. As a consequence of this, the status of being unemployed is shoved into the closet. Instead of advertising availability, the individual may hide it from friends and associates who are frequently good sources of assistance and concern. Instead of going to meetings and other gatherings of people, the potential job candidate may go into hibernation. Instead of knocking on corporate doors, the jobless one may stay at home and sulk. Another result of job termination is a feeling of resentment by the terminee. While this is a perfectly understandable reaction, it can drastically interfere with the job search and must therefore be eliminated.

Flexibility, optimism, enthusiasm and open-mindedness in the job changing process can be enormously helpful in leading toward the objective.

While these suggestions for self-evaluation are directed at terminees to assist them in the search for a new position, they are rather applicable also to those who are considering a job change for other reasons. Individuals who have serious doubts about their goals may find it desirable to participate in a career guidance and aptitude analysis such as the Laboratory of Psychological Studies at Stevens Institute of Technology. When self-evaluation and/or career guidance clearly signify the wisdom of changing jobs, the individual can embark upon a job search with enthusiastic vigor.

It is appropriate now to take a look at some of the "how factors" of job changing. Suitable references are crucial in any job hunt and must be selected with care. They may be listed on the resume or may be supplied when requested. Normally, they should include the ex-boss and others who have consented to serve as references. Each reference should know who the other references are, whenever possible.

The resume has to presell the candidate. It should be no longer than two pages and should highlight particular accomplishments, goals and desires. The information should be precise, logical, and chronological. It should not state salary, race, or religion. It should include data on family, hobbies and community activities. The candidate should present himself or herself as a special person, not simply a technician. In the course of the job hunt, various types of letters will be required. These must be tailored to the specific organization and individual concerned and should encourage the recipient to give careful consideration to the accompanying resume.

Sources where job leads may emerge are varied and often unique. All of the available sources should be used initially by the job candidate to speed up the search. Major sources are advertisements, friends and associates, organizations of interest, placement services, executive-search firms, and technical and business consultants. Several executive-search firms, such as Sampson-Neill Associates, will accept curriculum vitae directly from candidates, provided they are at an income level of more than \$20,000 per year.

Job seekers should also utilize technical society, placement services, alumni-placement offices, and position-wanted ads in trade publications and newspapers.

Every interview invitation should be accepted initially whether or not the opening appears to have major interest. At the least, it enables the candidate to learn by exposure and practice. Careful records of contacts, dates, ads answered, and letters sent and received are essential for charting progress in the job search.

Speaking more directly to the job-seeker, we believe that the second job should be more important in your career than the first, and the third more important than the second -- hence greater selectivity may be required in these searches. Remember also that you are in competition with other candidates and often time may be of the essence. Therefore, you must sell yourself aggressively to the company organization which you select.

Executive-search firms are relatively new

* Presented at "Symposium on Professional Environment", April 7, 1975, at the Philadelphia Meeting of the American Chemical Society.

EXECUTIVE COMMITTEE MEETING APRIL 7, 1975

The meeting was called to order at 12:30 p.m. Present were Gordon Nelson, Sue Collier, Mike Linfield, Fred Owens, Dennis Chamot, John Connolly, Warren Niederhauser, Don Baker, Aspet Merjianian, Bill Kirsch, and Bob Olsen.

Resolution

The resolution on The Silent Society that Sue had previously distributed was discussed and the following modification was passed unanimously. The Secretary was instructed to send the resolution to the editor of *C&EN*.

"The Executive Committee of the Division of Professional Relations believes in an OPEN exchange of ideas in the American Chemical Society for the purpose of making the Society more responsive to the needs and desires of its members. The Silent Society has anonymously criticized the ACS and its officials with vitriolic and reprehensible statements. Such anonymous attacks do not encourage communication between the ACS and its members, and they are not supported by the Executive Committee of this Division."

resources for companies seeking special staff or line executives. Such firms usually search out and find individuals who are not actively looking for new jobs. These firms can provide in-depth service, since they are paid for their efforts on an assignment whether or not they place a particular candidate. This differentiates them from employment agencies which are paid on a contingency basis only after placing a candidate. (An excellent pamphlet "Executive Search, Who Does What - A Guide For Job Hunters And Management", is available from the Council of Better Business Bureaus, 1115 15th Street N.W., Washington, D.C.)

The Association of Executive Recruiting Consultants, founded in 1959, is a leader in raising the standards of executive recruiting and requires its members to adhere to a stringent Code of Ethics. Strict confidentiality concerning the affairs of clients and of other persons with whom its members deal is one requirement. Violations of the Code of Ethics are followed up and may result in the expulsion of the offending firm.

The best executive search firms are extremely proud of their reputations, especially for exhibiting concern both for the client and the prospective employee. Although the candidate does not pay a fee, many top-level search firms provide valuable career counseling to candidates without obligation. Their ultimate aim is that the scientist-executive shall do well in the new company. Their endeavor is to find the best fit, not simply any fit. All of the foregoing is reflected in the Sampson - Neill brochure, copies of which are available upon request.

Dr. Sampson and I earnestly hope that our advice proves to be valuable. To paraphrase the words of a favorite comic-strip character, Brother Juniper, in his New Year's Eve prayer, we say, "Help the job-seeker meet the job-giver and the paycheck meet the current economic crunch. Amen."

(1) Donald H. Sweet, *The Modern Employment Function*, Reading, Mass. Addison Wesley.

Membership

a. Number. Mike reported that the roster of 1 March 1975 showed a membership of 290, but that this was incomplete (as of this date it is 560).

b. Committee. Gordon suggested that we need a committee on membership and membership affairs. Don Baker offered to help in this function on the West Coast and requested a list of names of members in that area. The committee will promote the formation of local section Professional Relations Committees. John will contact every chairman for this.

c. Direct Drives. Direct drives for members were suggested for California and Northeast Sections. In addition, Bob offered to send each Exec. Comm. member a copy of our flyers to arrange to get into their Section publication. Stan Drigot should try to get copy into the Chicago Bulletin for the Fall meeting, if possible; the Sect'y will try for the Abstracts.

d. Booth at Meetings. The Sect'y will arrange for a booth for Chicago and will furnish applications for membership; again, Stan should arrange for manning the booth by local section people.

e. Rejoin. The Sect'y should send each dropout a letter after the July roster is received.

Program

a. For the Chicago Fall meeting:

On Monday, Dennis will chair a full day's Symposium on OSHA. The annual Divisional Business (open) meeting will be held at 4 p.m. and the Divisional Social Hour at 5:30.

On Tuesday, the Division will jointly sponsor with the Women Chemists Committee a half day Symposium on Discrimination and Affirmative Action.

b. For the New York Spring '76 meeting, the Division will jointly sponsor with the Committee on Prof. Rel. a full Symposium on The Legal Rights for Chemists, hopefully to be published as an Advance in Chemistry.

Finances

Bill suggested that the Exec. Comm. apply for grants to improve the funding of programs. Mike offered to investigate sources and methods. Bob reminded that the Division received some \$600 from the ACS expressly for program development and that some of this should pay for non chemist "headliners".

Sue moved and Warren seconded that \$100 be appropriated and reserved for a program in Professional Practices (Regulation). Passed.

Gordon moved and Bob seconded the payment of John's telephone bill for the Phila. program. Passed.

A motion was made, seconded and passed that the dues remain at \$4.00 for 1976.

Liaison

a. PROPPAC. Sue reported that its deliberations would have no effect on DPR.

b. CPR. Mike reported that, as a result of the promotional work of the Division, the Subcomm. on Standards will prepare a guide on "Chemists in Strikes" for the '77 edition.

c. National Affiliates (Council Action). Vote: 5 for, 2 against.

d. Personal Growth. Bob reported that the ACS will not now sponsor Dialogue House Workshop as a short course. Bob will prepare a proposal for DPR consideration at Chicago. Adjournment was moved at 2:15 p.m.

COMPENSATION FOR EMPLOYED INVENTORS

Representative John E. Moss (California) has introduced a bill to the U.S. House of Representatives that deals with patent ownership problems and compensation for employed inventors. He has done this for several years, but this time there is a good possibility for some action, *if enough interest is shown in it*. Below is a summary of the main provisions of the bill (H.R. 5605); your Congressman may be able to provide you with a copy of the bill itself.

Should you wish to support (or fight) the bill, I would suggest you write to the chairman of the committee to which it has been assigned as well as to the appropriate people in the ACS. The former is:

Rep. Robert W. Kastenmeier, Chairman
Subcommittee on Courts, Civil Liberties,
and the Administration of Justice
Judiciary Committee
U.S. House of Representatives
Washington, D.C. 20515

You might also send a copy to Congressman Moss.

H. R. 5605 - Summary

This bill seeks to guarantee adequate compensation for employed inventors. It deals with two kinds of inventions: "service inventions," which are inventions that grew out of the work experience and "free inventions" that were developed independent of the work environment.

The employee has the obligation to notify his employer when he makes a service invention. The employer then has only four months to claim the invention; if he does not, it belongs to the inventor (the employer may still retain a right to first refusal to acquire exclusive license to use the invention).

Even if the employer claims the invention, he is obligated to file for a patent within six months or else the invention reverts to the employee.

At the time the employer claims the invention, the employee is entitled to adequate compensation, representing "the fair market value of the employer's exclusive right to the invention adjusted to reflect the following factors (1) the position and duties of the employee, and (2) the degree to which the operations of the employer contributed to the making of the invention." Compensation is determined by agreement between the inventor and the employer within three months, based on regulations to be issued by the Secretary of Labor.

To resolve disagreements, the legislation sets up a Mediation Board in the Patent Office. After review by this board, either party may go to court.

In the case of a free invention, the employee still must notify his employer. The employer then has only three months to argue, if he so desires, that the invention is really a service invention. Disagreements can be brought to the Mediation Board, and the courts. Free inventions are the property of the inventor.