



FROM THE EDITOR

This is either the first issue of the Bulletin in the new millennium, or the last issue of the old, depending on where you set your zero point. In either case, professionalism issues have come roaring back in ACS with the election of Attila Pavlath, former chairman of DPR, as president-elect for the year 2000. Those of you who have been around for a while will remember when the "old Hungarian" was a young Turk. Attila then actively promoted the eventually successful petition candidacy of Alan Nixon, whose election as president a quarter of a century ago ushered in the modern professionalism era in ACS. Now after many years of service as a councilor and member of the board of directors, Dr. Pavlath enters the presidential succession in his own right.

It is somewhat amazing to recall that the leadership of ACS in the 1970s had real difficulty accepting the notion that a professional society ought to be concerned about *all* aspects of the professional lives of its members, not just education, research, publications, and the like, but also employment related concerns. After all, most chemists other than students and retirees are employed, whether in academia, industry, or government. Only a small minority of ACS members are exclusively self-employed. While there were notable exceptions in ACS governance leadership (Henry Hill, for one, after whom this Division's major award is named), many resisted attempts to broaden the Society's professionalism activities.

For example, it was a struggle to develop the Guidelines for Employers (later revised as the Professional Employment Guidelines, or PEG, with guidance for both chemical professionals and employers). It was even more difficult to get them applied, even during times of multiple terminations and great insecurity on the part of many industrial chemists. In the beginning, these activities were carried out under the direction of the Council Committee on Professional Relations (CPR, a predecessor to the current Committee on Economic and Professional Affairs, CEPA). When it came time to report the results of investigations of multiple terminations, using the provisions of the Guidelines as the standard by which treatment of chemists was measured, the chairman of CPR at the time would allow only reporting that a particular cut-back was carried out within the guidelines, or that it was "under review." Through several reports, no company was found to be not in compliance, no matter what they did. It took much effort to change this policy.

Times change, in many ways. Today, PEG is a fixed feature among a wide range of professional services provided by ACS. Revisions are carried out routinely and without rancorous debate. On the other hand, there are no longer published reports of investigations of multiple terminations. The earlier visibility given to these reports, especially when comparisons with the PEG provisions were published, at first helped to educate employers as to what was expected of them. But the negative publicity also pushed employers eventually to provide no information, and to discourage affected chemists from providing enough information to enable a meaningful report. The Guidelines remain, but reports of investigations are no longer routinely prepared.

Pendulums have a way of continuing to swing. The disruptions caused by the wave of downsizings in the early seventies spurred the modern professionalism movement in ACS. Progress was made, and the economy improved. Things quieted down. Then recession hit again in the eighties, and the need for member services once again increased. Today, we still see consolidations and some downsizings, but these are in the midst of a major economic boom so the effects are less visible.

ACS in the year 2000 is not the same society it was in the 1970s. Professional services have expanded greatly, and this Division has passed its quarter century mark. Nevertheless, the membership today still has professional needs, whether we speak of younger chemists just entering the workforce, or more experienced chemists facing the vagaries of a rapidly changing world economy, or women chemists breaking through the glass ceiling, or academic chemists experiencing tighter budgets. The election of my good friend Attila Pavlath underscores the point that the professional needs of the Society's members, *all* of their professional needs, are still deserving of attention at the top.

-- Dennis Chamot

COUNCILORS' REPORT

Both DPR councilors, John Borchardt and Dennis Chamot, attended the ACS national meeting in New Orleans. John is a member of the Council Committee on Economic and Professional Affairs (CEPA), the committee with the greatest number of activities in the professionalism area. CEPA is responsible for oversight of the routine member surveys. In addition, the committee is working with staff on a survey of mature chemists (defined as those 50 and older). The full report will be released concurrently with a symposium at the Fall 2000 national meeting in Washington, D.C. There is also an early career chemists survey in the works involving members under 40; this survey will be conducted next year.

The issue of restrictive employment agreements limiting employability in one's field of expertise is of increasing concern. CEPA has contacted the attorneys general of all fifty states in an effort to obtain state laws and regulations involving these agreements. Dennis Chamot is planning a symposium for the Washington meeting in the fall to deal with employment agreements, to be co-sponsored by DPR and CEPA.

CEPA is organizing a symposium for the up-coming national meeting in San Francisco, "The 21st Century: Managing your career in a Global Environment." John Borchardt is assisting the primary organizer, Norman Standish, and has arranged for the participation of Dale Holecek, new vice president of R&D for Shell Chemicals. Michael Strem, an ACS director and president of Strem Chemicals will discuss small company career paths, and other speakers will address globalization and other trends affecting the careers of chemists.

Dennis Chamot continues to serve on the Council Policy Committee. See *C&EN* for reports of official actions.

There was more discussion than usual at the Council meeting. A major issue involved redefining

the boundaries of ACS regions, which are used for election of regional directors. The Nominations and Elections committee presented a plan for redistricting, a move that was required to maintain regional populations within plus or minus ten per cent of the average, as stipulated in the ACS bylaws. Their plan involved moving about twenty local sections, and they claimed that it might eliminate the need for further redistricting for ten years. Councilors from the Colorado and Washington, D.C. sections (including John Connolly and Steve Quigley) and others objected vigorously to the plan, but after much debate, the plan passed. Later in the meeting, a petition came up for action that would have revised the bylaw requirement to plus or minus fifteen per cent, which would have negated the need for shifting so many local sections at this time, but as many of the pertinent issues were debated earlier, and the redistricting plan was approved, this petition was defeated.

The other major area of contention involved changes in registration fee schedules for national meetings. Because of an accounting change a few years ago, having to do with allocation of overhead expenses, the national meetings are running deficits, instead of breaking even, on average. The discussion centered mainly on how to handle students and precollege teachers, both of whom now enjoy a significant discount. There was great concern that increasing their burdens would result in diminished attendance from these groups, not a desirable outcome. Eventually, the plan passed. However, it was stated that the effects of the increasing fee structure will be monitored so that corrective actions could be taken when warranted. Anyone with strong interest in these issues should contact either the Society Committee on Education (SOCED) or the Committee on Meetings and Expositions.

Support Your Division –

Join Up Some Friends

IS THE GLASS CEILING STILL THERE: WOMEN IN CHEMISTRY

DPR sponsored a major symposium with this title at the New Orleans national meeting. Chaired by Ann Nalley, the symposium organizer, the session offered several interesting papers, as well as a great deal of interaction with members of the audience. Below are a few brief highlights from the talks.

Dr. Nina Roscher, American University, presented a great deal of statistical information that showed, among other things, that chemistry is a field that is much more open to women than at any time in the past. For example, while only a quarter of bachelor degrees in chemistry and *one-twentieth* of PhDs were granted to women 25 years ago, those proportions are now close to half, and one-fourth, respectively. Similarly, the overall proportion of female chemists employed in industry, government and academia is growing more similar to the pattern exhibited by male chemists, although some of the details reveal much room for further progress. For example, at the PhD level, a much higher proportion of men than women work in industry, and a much higher proportion of women than men are in academia. Even so, far more full professors are men (half of male PhDs in academia compared to one-fifth of female PhDs). In general, Dr. Roscher observes a "glass ceiling" effect in academia in all chemistry subdisciplines.

Dr. Madeleine Joullie discussed the long history of discrimination and subsequent affirmative action efforts at the University of Pennsylvania. Dr. Joullie was a major figure in those latter efforts. In great contrast to the past, women at the university now occupy several positions of leadership, e.g., president, associate provost, several department chairs, as well as important administrative positions. Dr. Joullie believes that women at Penn need no longer fear a glass ceiling within the university.

Dr. Frankie Wood-Black, Phillips 66 Company, spoke about her experiences pursuing a career in industry. She noted that her career had several decision points along the way which are not necessarily predictable in the beginning. However, they give the individual opportunities for developing a desirable career path. She sees industrial opportunities for women today to be very good. People with drive and ability, of both sexes, can be equally successful.

Division of Professional Relations Election Results

Below are the official results of the recent election of divisional officers. Of the 228 ballots received, four were invalid because the envelopes in which they arrived did not have the required member signature.

<i>Chair-elect:</i>	John Massingill*	207
	Others	2
<i>Secretary:</i>	Mike Brownfield*	210
<i>Councilor:</i>	Dennis Chamot*	206
<i>Alt. Councilor:</i>	Saba Mahboob	34
	Diane Schmidt*	181
<i>Member-at-large:</i>	Christopher Bannochie	138
	David Katz*	150
	Seymour Patinkin*	158
	John Ruth*	168

* = elected

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DPR ACTIVITIES IN SAN FRANCISCO

If you are planning to attend the ACS national meeting in San Francisco in March, you should find several DPR activities of particular interest.

Sunday afternoon: *21st Century: Managing Your Career in a Global Economy – Skills for Managing Your Career*

Monday afternoon: *University Research: Preparing Chemists for the 21st Century*

Monday afternoon (4:30 pm): Henry Hill Award presentation and reception

Monday evening: Sci-Mix poster session

Tuesday morning: *Careers for Chemists: A World Outside the Lab*

Tuesday afternoon: *21st Century: Managing Your Career in a Global Economy – Adding Value to Your Career*

Check the meeting program for exact times and locations.