



ACS Division of  
Professional Relations

Web site: [www.acsprof.org](http://www.acsprof.org)

# BULLETIN

Issue #88 January 2011

Lisa M. Balbes, Editor

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## Election Results

The tellers' committee would like to thank all of this year's candidates. The election results for 2011 terms are as follows. Congratulations to all!!

Chair Elect - George Heinze

Treasurer - Pete Smith

Members-At-Large - Janet Bryant, Adam Myers,  
Burt Hollandsworth

In addition to DPR's officer roles, our bylaw revisions were successfully approved by our membership during this election. The last step for these revisions is for the ACS Council Committee on Constitution and Bylaws to finalize them. Once the bylaws are finalized, we will fully implement the changes. As part of this implementation, we will be reducing the number of Members-At-Large from six to four. Ultimately, we will elect two every other year rather than the current election of three every other year.

In preparation for this change to the number of Members-At-Large, Burt has agreed to serve a 1 year term.

## Message from the Chair

by Christopher Bannochie



Welcome to 2011 everyone! First let me say how honored I am to be moving into the Chair's role for the Division. Immediate Past Chair, John Crawford has worked tirelessly this past year to revitalize and reorganize the division. It has been a pleasure working closely

with him these past 12 months, and I am certain I will rely upon his council throughout the coming year as we implement our new strategic plan, our revised bylaws, and continue to develop the subdivision (S/D) structure of the division. DPR is moving into 2011 with an excellent and talented Executive Committee and new

member talent in our six subdivisions. In Anaheim this March, two subdivisions will begin programming in a cycle that should bring a specific S/D program every year and a half, thereby alternating between Spring and Fall National meetings, and each S/D having one meeting cycle off every third year to focus on internal matters and regional programming. First up with programming will be the Chemists with Disabilities S/D with a program entitled: *The Americans with Disabilities Act and Chemistry: Empowering and Enlightening Students, Teaching/Research Faculty and Non-academic Professionals*. The Gay and Transgender Chemists and Allies S/D will present a program entitled: *Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion*. I am particularly proud of these two subdivisions and all the Society members that have chosen to join each of them. These are two segments of our membership that require more attention by the larger Society, and while Chemists with Disabilities is represented in Society Governance; gay, lesbian, bisexual, and transgender chemists and their professional needs continue to be excluded. As the ACS Division dedicated to the professional development needs of all members, it is particularly noteworthy that we are the first Society organization to address the needs of this segment of the membership. If you are attending the Anaheim meeting, please support these two subdivisions by attending their programming on Tuesday during the meeting.

It is important for all Society members, and PROF division members in particular, to champion the broadest possible definition of diversity within the ACS. Twenty first century professional relations requires a realization and acceptance of the fact that the workforce in American is changing, it is becoming much more diverse. A functional definition of diversity that focuses solely on programs for underrepresented racial and ethnic minorities is too limited. It is the first lesson of diversity inclusion, that you cannot exclude anyone from the table. This is why I am concerned that gay, lesbian, bisexual, and transgender chemists and chemical engineers may not be included in strategic

planning for the new Diversity and Inclusion Task Force chartered by the Board of Directors. This segment of the membership was excluded from the Task Force's predecessor, the Joint Subcommittee on Diversity, and they were excluded from a diversity task force that completed its work last year with recommendations that resulted in the creation of the new Diversity and Inclusion Task Force. I ask all Division members to insist that the Society bring all aspects of diversity to the table when organizing and conducting strategic planning for this new organization. We owe this to our members. Please contact the ACS Executive Director, Madeleine Jacobs at [executivedirector@acs.org](mailto:executivedirector@acs.org) and the ACS President, Nancy Jackson at [president@acs.org](mailto:president@acs.org) to express your views. For as Martin Luther King said, "In the end, we will remember not the words of our enemies, but the silence of our friends."

### Past Chair Comment

by John Crawford

As we kick off 2011, I would like to take a moment to thank the Executive Committee and our division's volunteers for investing their time and energy to advance professional interests in the Society. Your efforts and commitment to the division during 2010 has allowed us to:

- \* develop and begin implementing the new subdivisions structure,
- \* recommit to our long range goals through a new strategic plan,
- \* publish a new membership brochure, an expanded website and regular newsletters, and
- \* continue to provide a variety of national and regional meeting programming and networking opportunities for ACS members.

I can't thank our volunteers enough for their great ideas and willingness to pitch in. I also want to thank you, our members, for your input during our strategic planning process and your approval of our bylaw revisions. Your input last summer was very useful to us as we revised and prioritized our division's objectives and goals. We will continue to get your feedback on specific topics this year so that we may improve our member products and services.

The Executive Committee worked very hard on redesigning our bylaws to meet the growing needs of our division, to keep pace with changes in the ACS,

and to modify the bylaws to incorporate our new subdivisions leadership structure. I have sent the bylaws to the ACS Committee on Constitution and Bylaws and we expect them to be finalized very soon.

Membership in our six subdivisions continues to grow and I would encourage each of you to join one or more of them to take full advantage of the opportunities our division has to offer. During 2011, I expect you will learn more about the plans of our new subdivisions and their leaders. We are continuing to develop a web presence for each of them and they have committed to hosting regular programming at national meetings. Furthermore, with all the changes and new subdivisions, I would also encourage each of you to spread the word about the division. Imagine how much growth DPR would experience if each of us were to help secure a few additional members. I say no better time than the present. Our membership brochure and application are available on the Join Tab of our website: [www.acsprof.org](http://www.acsprof.org) for those for those eager to help in recruitment activities.

Our new bylaws allow for several new leadership roles for members to get engaged in professional relations roles. Why not volunteer today? We are always looking for eager volunteers - why not help shape the direction of the new subdivisions or consider running for one of the elected positions on the Executive Committee. As Past Chair, I will be coordinating our Nominating Committee efforts to identify candidates for next year's election. Please contact me, Chris Bannochie or any of our Executive Committee members for more information. We look forward to building on the progress we made in 2010. Please consider activating your membership and joining us on our team as we continue to advance professionalism and professional development in the ACS.

### Errata:

In the list of 2010 ACS Fellows in the previous issue, Wendell L. Dilling's name was erroneously listed as Wendy. The editor sincerely regrets the error.

## Chair-Elect Comment

by George Heinze

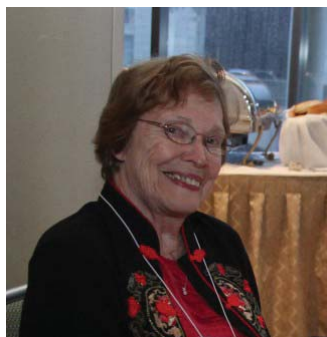
As the chair-elect for 2011, I will be working with the chair for 2011, as well as the executive committee to further implement the action and strategic plans that John Crawford so successfully initiated in 2010. By putting these plans into action, we can raise the profile of PROF in the ACS. These plans, plus the subdivision structure, will allow for several initiatives to go forward concurrently.

As we move forward into 2011 and 2012, I believe one of the key topics that will be front and center with many ACS members will be JOBS. For many years, a prime assumption was that American educated and American trained chemists' jobs were safe because of the innate creativity and ingenuity that they brought to support their employers research and development. This assumption no longer holds true; we see research and development jobs being increasingly sent overseas. I believe that PROF should be the chief advocate within ACS that can work to limit this trend and, at the same time, encourage policies and activities that foster job creation for chemists in the US.

Lastly, I would urge all members of PROF to communicate suggestions, comments, ideas and thoughts to any of the officers. I can be reached at [donnergeist@verizon.net](mailto:donnergeist@verizon.net) or 732-257-5754. With warmest best wishes for a happy and successful 2011.

## Henry Hill Award

by Lisa Balbes



Helen M. Free has been selected to receive the 2011 Henry Hill Award. Dr. Free, the 1993 President of ACS, has had a long and rewarding career as a highly successful clinical chemist while greatly advancing professionalism among chemists and promoting greater public awareness of the contributions of chemistry to society.

The award recognizes people who have served the profession in a unique and distinguished manner, and will be presented at the ACS spring

national meeting in Anaheim on Tuesday, March 22rd, from 5:00 – 6:00 p.m. (location not yet available at press time - check [acsprof.org](http://acsprof.org).)

She has been recognized as both an inventor and for her public outreach programs on behalf of chemistry. She was awarded the ACS Garvan Medal for Distinguished Service to Chemistry, and the 2009 National Medal of Technology and Innovation from President Obama.

Helen Free has served as a role model for women chemists, retirees and BS/BA chemists. As the first non-Ph.D. ACS President in 1993, Helen continued in the tradition of other presidents advancing the cause of professionalism, particularly with employment conditions for chemists and advising others on how to succeed in their chemistry careers.

She has also been actively involved in efforts to promote chemistry to the general public. She has been involved in several chemistry awareness programs through the International Chemistry Celebration, National Chemistry Week, National Science and Technology Week, the National Chemical Historical Landmark Program, and Medical Laboratory Week.



## PROF Ethics Symposium at Pacifichem

by Dave Chesney

The Division of Professional Relations, in conjunction with the ACS Ethics Committee, sponsored a symposium at Pacifichem 2010 this past December 17th and 18th. Titled "*Cultural Influences on Professional Ethics*," the co-organizers were Dave Chesney (former PROF Chair and current Ethics Committee Chair), Kieran Lim (Royal Australian Chemical Institute) and Peter Mahaffy (Canadian Society for Chemistry).

The symposium was envisioned as a way to engage the other Pacific Rim chemical societies in a dialog regarding the inherent obstacles encountered by professional chemists in transitioning from one national culture to another. The organizers posed the questions: “Are there cultural influences that affect professional attitudes and interactions?” and “Should the Pacific Rim chemical societies attempt to develop professionalism guidelines agreed on by all?” Judging from the interaction at the symposium, the answer to both questions is yes.

Talks at the symposium involved a wide range of issues:

- Three members of CHAL (Justin Hasford, Gary Ma, and Sarah Hasford) discussed ethical issues that could potentially arise in connection with enforcement of U.S. patent rights, particularly in cases involving parties from other Pacific Basin nations.
- Keith Vitense (Chair, PROF Subdivision on Ethics, Member ACS Ethics Committee) talked about cultural influences in the realm of professional sports.
- Ling Ye (Hospira, Inc.) related observations of the differences between Chinese and American students with respect to independence, problem solving, and project handling. Her talk was the only one in the symposium that addressed cultural differences from a personal perspective and was very well received by the audience.
- George Bodner (ACS Ethics Committee) gave two talks. The first on identifying plagiarism led to a vigorous audience discussion. George’s second talk focused on research misconduct in the context of submitting papers for publication, how common it is, and what steps publishers are taking to combat it.
- Sue Schelble (PROF Secretary, ACS Ethics Committee) gave an overview of how the Ethics Committee was using the response clickers purchased by PROF with the help of a previous IPF grant. She followed with a demonstration of several of the case studies that her subcommittee is tasked with developing.
- Kieran Lim (School of Life and Environmental Sciences, Deakin University, Australia) was one of the symposium organizers and talked about his observations of attitudes toward professional ethics in Australian students.
- Mike Bowler (Dept of Humanities, MTU) presented a strong case for the implementation of empirical methods and instruments to determine the efficacy of educational attempts at professional ethics education and awareness. He emphasized that ethics education must deal directly with the national and cultural differences inherent in an increasingly diverse population of STEM faculty, postdoctoral

researchers and students, and that empirical approaches are not only becoming increasingly necessary, but must be capable of handling these differences.

- Susan Amato-Henderson (Dept of Cognitive and Learning Sciences, MTU) presented the results of a survey that she and Mike Bowler had developed and distributed to every faculty member in the ACS Directory of Graduate Research. This survey was designed to determine their perceptions of the preparedness of graduate students as it relates to research integrity and research misconduct, as well as their opinions about the causes of and the best methods for rectifying any deficiencies in this regard. A strong response was obtained, attesting to the interest in this subject. The survey indicated that 95% of U.S. faculty support an effort to develop international guidelines for professionalism in chemistry.

To our knowledge, this is the first time the issue of how culture impacts professionalism has been formally addressed in the physical sciences. We anticipated that this symposium would initiate a collaborative effort among Pacific Rim chemical societies to develop a universal set of professional ethics guidelines. Despite the approval from faculty in the U.S., it is now apparent that we will have to make a concerted effort to reach out to the other chemical societies, perhaps at the Presidential level, if we are to pursue this issue.

The feedback from the symposium has engendered considerable enthusiasm among the Ethics Committee members involved to apply for NSF funding to support education in the chemical sciences. Our emphasis would be to develop video case studies that would be filmed in different languages and used to evaluate the responses of differing cultures to the same scenario.

## Subdivision News:

### Gay and Transgender Chemists and Allies

Larry Wagner, a member of the Gay and Transgender Chemists and Allies Subdivision and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP), will be speaking about Lesbian, Gay, Bisexual, and Transgender (LGBT) needs at the NSF National Diversity Equity Workshop (NDEW) in January, an effort by the Open Chemistry Collaborative

in Diversity Equity (OXIDE). raise your professional profile in the world of chemistry.

The workshop series brings together chemistry department chairs and social scientists to develop a better understanding of the underlying causes for the continued reduced representation of underrepresented groups in academia and to investigate effective practices to counteract this trend. Chemistry Department Chairs from the top 50 universities are taught how to be inclusive of all people, and how to assure equity in compensation, benefits, and opportunities. The January workshop will be the first time the LGBT perspective is presented at an NSF workshop.

Larry will talk about the diversity issues faced in the 21st century. Success in this era relies heavily on being able to recruit and retain the best and brightest in our fields. Respect for all types of diversity is critical to this endeavor. Stereotypes and their role in our behaviors will be presented. The impacts of subtle discrimination and unique challenges of LGBT diversity will be discussed.

### Regional Meetings and Division Programming for 2011

by John K. Borchardt

The division needs your help in developing programs for the ACS 2011 regional meetings. The regional meeting schedule is:

Middle Atlantic	College Park, MD	May 21-24
Central	Indianapolis, IN	June 8-10
Northwest	Portland, OR	June 26-29
Joint Midwest/ Great Lakes	St. Louis, MO	Oct. 19-22
Southeast	Richmond, VA	Oct. 25-28
Southwest	Austin, TX	Nov. 9-12

How can you help? Ideas for symposia are welcome. Please send them to Dan Libby at rdlibby@chem.moravian.edu. Want to organize a symposium or present a paper? Even better! A half-day symposium means recruiting six speakers. Some symposia can be organized with four or five speakers. It is usually easiest to recruit speakers from the area the meeting is being held, or those who will be attending the meeting anyway. Organizing symposia or presenting a paper is a great way to develop your professional network and

Lisa Balbes is helping to organize the 2011 Joint Midwest Regional Meeting/Great Lakes Regional Meeting in St. Louis, and John Borchardt is working on developing a Division of Professional Relations program for the Southwest Regional Meeting in Austin, Texas in November. If you want to present a paper, organize a symposium or have a symposium idea, contact them at lisa@balbes.com or jkborchardt@hotmail.com.

### Technical Program for Spring Meeting 2011 March 27-31 Anaheim, California

by R. Libby, Program Chair

#### SOCIAL EVENTS

Henry Hill Award reception, Tuesday, 5:00-6:00 PM

#### BUSINESS MEETING

Tuesday, 3:00-5:00 PM

#### SUNDAY AFTERNOON

*Aging: A Trend and An Opportunity for ACS* Cosponsored by BMGT, CEPA, SCHB, and SCTF

H. Cheng, Organizer, Presiding

1:00 Introductory Remarks

1:05 Mentoring, A two way street. M. Moore

1:35 The aging of ACS's membership: Fact or fiction.  
J. Allum

2:05 Opportunities for state government advocacy:  
The Tennessee Government Affairs Committee  
example. J. K. Sanders, P. J. MacDougall

2:35 Intermission

2:50 Consulting: Having it your way. T. R. Beattie

3:20 How to enjoy yourself while making some money and helping others. S. R. Fahrenholtz,  
R. P. D'Amelia

3:50 Aging as a sterling opportunity: benefitting from  
the experience and wisdom of senior chemists  
M. S. Chorghade

*ACS Award for Encouraging Women into Careers  
in the Chemical Sciences: Symposium in Honor of  
Mamie W. Moy* Sponsored by WCC, Cosponsored by  
CCA, CHED, I&EC-ACTS, and PROF

#### MONDAY MORNING

*Excellence in Graduate Polymer Research* Sponsored  
by POLY, Cosponsored by PROF, SOCED, and YCC.

*Recognizing and Preventing a Hostile Work Environment* Sponsored by WCC, Cosponsored by CHAL, I&EC-ACTS, JSD, and PROF

### MONDAY AFTERNOON

*Chinese-American Chemical Society (CACS) 30th Anniversary Symposium: The Future of Chemical Sciences and Its Impact on the Careers of Chemists and Chemical Engineers* Cosponsored by CEPA

L. Hu, Organizer, Presiding

2:00 Introductory Remarks

2:10 CACS and globalization. N. N. Li

2:40 Trends in chemical research: Complex systems and global collaborations. S. I. Chan

3:10 Intermission

3:30 My professional journey into the 21st century. M. L. Wu

3:50 Some perspectives on opportunities for chemists and chemical engineers in China. L. Lu

4:10 Leadership and change. P. K. Dea

4:30 Chinese-American chemists are vital bridges between the vibrant chemical community in China and the outside world. B. Wang

4:50 Concluding Remarks

*Best Practices for Entrepreneurs Panel Discussion* Sponsored by SCHB, Cosponsored by PROF

*Excellence in Graduate Polymer Research* Sponsored by POLY, Cosponsored by PROF, SOCED, and YCC

*International Women in Science: Challenges and Triumphs* Sponsored by WCC, Cosponsored by I&EC-ACTS, IAC, and PROF

POLY/PMSE Poster Session

*Excellence in Graduate Polymer Research* Sponsored by POLY, Cosponsored by PROF, SOCED, and YCC

*True Stories of Success from Chemical Entrepreneurs* Sponsored by SCHB, Cosponsored by PROF

### TUESDAY MORNING

*Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion* Cosponsored by CEPA

B. Belmont, Organizer, Presiding

9:00 Introductory Remarks

9:05 Coming out: Challenges and rewards.

B. Belmont

9:25 It's more than a bathroom issue: Gender identity

and expression issues in science. C. B. Russell

9:45 LGBT role models for the next generation of chemists. J. S. Nowick

10:05 LGBT Diversity in Major Businesses: Progress and Shortcomings. L. Wagner

10:25 Moving LGBTQIQA inclusion forward within academic and corporate institutions: Resources and steps to achievement. R. A. Diamond

10:45 Panel Discussion

### TUESDAY AFTERNOON

*The Americans with Disabilities Act and Chemistry: Empowering and Enlightening Students, Teaching/Research Faculty and Non-academic Professionals* Cosponsored by CEPA

C. Supalo, D. Pushkin, Organizers, Presiding

1:00 Balancing the Americans with Disabilities Act with the Academic Setting. D. B. Pushkin

1:20 Deaf and Hard-of-Hearing Laboratory Technology students in the workplace. A. D. Ross, L. Quinsland, T. Pagano

1:40 Enrolling in graduate programs in chemistry as a person with a disability. C. A. Supalo

2:00 Job accommodation for a blind chemistry professor in a diverse academic workforce. H. D. Wohlers

### TUESDAY EVENING

*Town Hall Forum and Poster Session*

Cosponsored by CEPA

A. C. Myers, Organizer

6:00 - 6:30

Senior chemists: Life begins at fifty. E. Pearce, G. E. Heinze, C. H. Brown, H. Cheng

Women Chemists Subdivision of Division of Professional Relations. J. Erickson

Playing global: ACS Younger Chemists Committee (YCC) engaged in international activities. J. Breffke

Today's changing chemistry employment patterns require stronger soft skills. J. K. Borchardt

A call to all chemists: How public policy affects you and opportunities to take action. U. I. Zakai, K. M. Omberg, C. T. Gil, C. Casey

Using ethics case studies with an international audience. S. M. Schelble

### WEDNESDAY AFTERNOON

*Issues Affecting Chemical Consultants and Small Business Owners - An Underwriter's Perspective on Professional Liability* Sponsored by SCHB, Cosponsored by BMGT, CEPA, PROF, and YCC

Making a Science Fellowship Part of Your Career Path  
Sponsored by SCHB, Cosponsored by PROF and YCC

# See You in Anaheim!

### THURSDAY MORNING

Financial Aspects of Starting, Maintaining, and Exiting Your Business Sponsored by SCHB, Cosponsored by PROF

## Financial Report

by Pete Smith, Treasurer

1/9/2011

### Cash Flow - Last year

1/1/2010 through 12/31/2010

Page 1

Category	1/1/2010- 12/31/2010
<b>INFLOWS</b>	
ATM Surcharge Reimbursement	6.20
Councilor Travel Reimbursement	3,966.30
Income	
Allotment	10,277.15
Dues	4,808.00
Other	73.68
TOTAL Income	15,158.83
Innovative Project Grant	5,000.00
<b>TOTAL INFLOWS</b>	<b>24,131.33</b>
<b>OUTFLOWS</b>	
Address Labels	75.00
Awards Given	186.15
Bank Charge	157.36
Brochures	948.75
Elections	39.90
Food & Beverage	426.61
Newsletter	2,307.10
Photocopies	22.91
Programming	
National	10,113.16
TOTAL Programming	10,113.16
Supplies	62.98
Teleconferencing	312.60
Travel	
Councilor	5,460.91
Other	1,970.04
TOTAL Travel	7,430.95
<b>TOTAL OUTFLOWS</b>	<b>22,083.47</b>
<b>OVERALL TOTAL</b>	<b>2,047.86</b>

Division of Professional Relations  
American Chemical Society  
c/o Balbes Consultants LLC  
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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  
Treasurer, Division of Professional Relations  
Westminster College  
319 S. Market Street  
New Wilmington, PA 16172-0001*