Looking Forward:
A Message from the New Chair

Dear Friends and Colleagues,

Thank you for giving me the opportunity to be the Chair of the Division of Professional Relations (PROF) for 2017. This will be a critical year for the future of PROF and I hope to lead the Division to a path toward growth, member engagement, and success for all chemical professionals. I am grateful to be working with Gloria Thomas (Immediate Past Chair), Judith Iriarte-Gross (Chair-Elect), and the rest of the PROF leadership team. Great things will be happening this year in PROF!

My personal vision for 2017 for PROF is to focus PROF’s message to convey clearly and convincingly that all ACS members have a home in PROF. We are all (or are becoming) professionals in the chemistry enterprise. PROF’s charge is to represent and inform members on professional matters and to influence SOCIETY policies on professional matters. Regardless of our job sector or disciplinary affiliation, we all face social and ethical issues in the workplace. We all want to be able to plan for success in our

Continued on page 2
careers, including skills development and career advancement. PROF provides the inclusive communities, resources, and programming for the benefits of all chemical professionals throughout their careers. I hope that you find value in your PROF membership and will help us spread the word about the good work that PROF is doing.

I would like to see each of you at the upcoming ACS meeting in San Francisco. This meeting will be very important for PROF. We have a robust program. We will be having our Henry Hill and Lou Sacco Awards Presentations and Reception. And, we will be announcing the kick-off of our new Strategic Plan for 2017 – 2020. If you will be in San Francisco, I encourage you to attend our executive committee and open meeting on Tuesday, April 4 from 3:00 – 5:00 pm in the Hotel Nikko, Nikko Ballroom II. Your voice is important and valued.

- Peter Smith, 2017 DPR Chair

Congratulations to the ACS Division of Professional Relations National Awards

Nina McClelland – 2017 Henry A. Hill Award Winner
The Henry A. Hill award recognizes people who have served the profession in a unique and distinguished manner.

Ann Nalley – 2017 Louis J. Sacco Award Winner
The Lou Sacco Award honors the late Lou Sacco and is given to recognize persons who have served the Division of Professional Relations in a meritorious and exemplary manner over a significant period of time.
SUNDAY MORNING – April 2nd, 2017

LGBT Graduate Student & Postdoctoral Scholars Chemistry Research Symposium: Emerging Applications in Inorganic Chemistry: Energy, Materials, Catalysis, & Spectroscopy
Nikko Ballroom III - Hotel Nikko San Francisco
Cosphonsored by ANYL, BIOL, CHED, CMA, COLL, COMP, CWD, ENVR, INOR, MEDI, MPPG, ORGN, PHYS, PMSE, POLY, PRES and WCC. Financially supported by Merck

M. Morris, J. S. Nowick, Organizers
P. Rodenbough, Presiding

9:00AM Introductory Remarks.
9:25AM Ligand to metal charge transfer in early transition metal bicyclic guanidinate complexes. J. Olson, D. Swenson, L. Messerle
9:45AM New materials from superatomic build blocks: The Fe8O4pz12Cl4 cluster as a probe for singlet fission and novel battery materials. A. Pinkard
10:05AM In situ Raman investigation of chemical vapor deposition of WNxCy thin films from tungsten imido precursors. M. Nolan, A. Koley, S. Kim, T.J. Anderson, L. McElwee-White
10:25AM Intermission.
10:40AM Direct observation of localized surface plasmon resonances in single nanocrystals of doped metal oxides. R.W. Johns, D.J. Milliron
11:00AM Theoretical and numerical study of catalytic metal-noble metal nanoparticle aggregates for plasmon-mediated catalysis. N.P. Montoni, D.J. Masiello
11:20AM Soft donor coordination compounds of the mid to late actinides. S.S. Galley, T.E. Albrecht-Schmitt

SUNDAY AFTERNOON – April 2nd, 2017

LGBT Graduate Student & Postdoctoral Scholars Chemistry Research Symposium: Novel Reactions, Methodologies & Syntheses in Organic Chemistry
Nikko Ballroom III - Hotel Nikko San Francisco
Cosphonsored by ANYL, BIOL, CCA, CHED, COL, COMP, CWD, ENVR, INOR, MEDI, MPPG, ORGN, PHYS, PMSE, POLY, PRES and WCC. Financially supported by Merck

M. Morris, J. S. Nowick, Organizers
M. Nolan, Presiding

1:40PM Introductory Remarks.
1:45PM Development of a unified strategy for the synthesis of enmein-type ent-Kauranoids. J.C. Beck, S.E. Reisman
2:05PM Chiral phosphoric acids as Brønsted acid promoters of latent nucleophile reactions. R.A. Escobar, S. Schaus
2:25PM Enantioselective Brønsted Acid Catalysis with Chiral Cyclopentadienes. C. Gheewala, B. Collins, T.H. Lambert
3:05PM Intermission.
3:20PM Aldol condensation of biomass-derived feedstocks in HZSM-5 zeolite: Quantum chemistry and experiments point to keto/enol as the rate-determining step. A.N. Migues, Q. Sun, S. Vaitheeswaran, W. Sherman, X. Qi, W. Fan, S.M. Auerbach
3:40PM Automated reaction progress analysis: A rapid and robust method for elucidating catalyst monopoly. R. Chung, J. Hein
4:00PM Panel discussion. Celebrating LGBT identities in chemistry: opportunities, challenges, and perspectives. M. Morris, J.S. Nowick

Chemical Angel Network: Chemists Investing in Chemical Companies
Sponsored by BMGT
Cosphonsored by PROF and SCHB

Starting a Successful Research Program at a PUI
Sponsored by YCC
Cosphonsored by PROF

The Importance of Role Models & Mentors in Reaching Gender Equity in Chemical Sciences: A Symposium in Honor of Judith Iriarte-Gross
Sponsored by WCC
Cosphonsored by CHED, CMA, and PROF
SUNDAY EVENING – April 2nd, 2017

General Poster Session
Expo Hall B/C - Moscone Center

R. Libby, Organizer

6:30PM - 8:30PM

- White light from hybrid water-soluble Au (I) phosphor systems for OLED applications. C. Williams, E.N. Benton, S.B. Marpu, M.A. Omary
- Collaborations and outreach: A review of ACS presence at the 2017 Out to Innovate™ career summit for LGBTQ+ people in STEM. B.L. Belmont, C.J. Bannochie
- Materials for teaching professionalism in chemistry. S.M. Schelble

MONDAY MORNING – April 3rd, 2017

LGBT Graduate Student & Postdoctoral Scholars Chemistry Research Symposium: Frontiers in Analytical & Physical Chemistry: From Atmospheric to Atomic Discoveries
Nikko Ballroom III - Hotel Nikko San Francisco

Cospersoned by ANYL, BIOL, CHED, COLL, COMP, CWD, ENV, INOR, MEDI, MPPG, ORGN, PHYS, PMSE, POLY, PRES, PROF and WCC Financially supported by Merck

M. Morris, J. S. Nowick, Organizers
A. Mercer, Presiding

9:00AM Introductory Remarks.

9:05AM Understanding the unusual isotope effects in ozone formation for applications to atmospheric chemistry and climate. A.H. Kazez, K.A. Boering

9:25AM Fulvenallene and fulvenallenyl photodissociation dynamics at 248 nm. M. Shapero, I.A. Ramphal, D.M. Neumark

9:45AM Irradiation of secondary organic aerosol material in the presence of volatile organic compounds: The role of photosensitization. K.T. Malecha, S.A. Nizkorodov

10:05AM Chemical x-ray photodiffraction for structural characterization of short-lived intermediates. P.P. Rodenbough, P. Naumov

10:25AM Intermission.

10:40AM Megasupramolecules as molecular probes of turbulence. R. Lhota, R. McMullen, D. Huynh, M. Wei, J.A. Kornfield, B. McKeon


11:20AM Effect of annealing temperature on graphene supported nickel catalysts with regards to its structure and urea oxidation properties. D. Glass, S.G. Prakash, G. Olah

11:40AM Dietary proanthocyanidin detector response factors have appreciable variability. M.R. Dorris, B.W. Bolling

Celebrating 90 years of the WCC: Reflections of Past Chairs
Sponsored by WCC
Cospersoned by PROF

Teaching, Researching & Community Building in the Global Chemical Enterprise
Sponsored by IAC
Cospersoned by BMGT, ENV, I &EC and PROF

Excellence in Graduate Polymer Research
Sponsored by POLY
Cospersoned by PRES, PROF, SOCED and YCC

MONDAY AFTERNOON – April 3rd, 2017

LGBT Graduate Student & Postdoctoral Scholars Chemistry Research Symposium: Advances in Medicinal & Biological Chemistry: From Therapeutics to Education
Nikko Ballroom III - Hotel Nikko San Francisco

Cospersoned by ANYL, BIOL, CHED, CMA, COLL, COMP, CWD, ENV, INOR, MEDI, MPPG, ORGN, PHYS, PMSE, POLY, PRES and WCC Financially supported by Merck

M. Morris, J. S. Nowick, Organizers
R. Lhota, Presiding

2:00PM Introductory Remarks.

2:05PM Advancing ferrocenyl derivatives pharmacophores throughout the incorporation of heterocycles in their scaffolds. J.C. Aponte-Santini, I. Montes-González, J. Davila, D.J. Sanabria Rios, Y. Morales-Lozada, A. Baerga-Ortiz, A.R. Guadalupe Quinones, A. Serrano-Brizuela, E. Colón-Lorenzo, F.T. Halaweish

2:25PM Development of a selective and stable anti-cancer agent by exploiting high levels of reactive oxygen species. K.G. Earnest, A.L. Kadekaro, Y. Zhang, E.J. Merino

2:45PM Thioether-bridged peptide macrocycles as inhibitors of the Sonic Hedgehog/patched 1 protein-protein interaction. A. Owens, R. Fasan

3:05PM Enzyme-Directed Imidazquinolines for cancer Immunotherapy. J. Hantho, R.J. Mancini, A.E. Nielsen

3:25PM Intermission.


4:00PM Backbone C5 hydrogen bonds in proteins. R.W. Newberry, R.T. Raines

4:20PM Nanoscale patterning of proteins using particle lithography. Z.L. Highland, J.C. Garno

4:40PM Student accuracy and confidence on items assessing problematic topics in the biochemistry sequence. A. Mercer, A. Wolfson, J.E. Lewis
MONDAY AFTERNOON cont. – April 3rd, 2017

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

MONDAY EVENING – April 3rd, 2017

Sci-Mix
Moscone Center

R. Libby, Organizer

8:00PM - 10:00PM

• White light from hybrid water-soluble Au (I) phosphor systems for OLED applications. C. Williams, E.N. Benton, S.B. Marpu, M.A. Omary

• Collaborations and outreach: A review of ACS presence at the 2017 Out to Innovate™ career summit for LGBTQ+ people in STEM. B.L. Belmont, C.J. Bannochie

• Materials for teaching professionalism in chemistry. S.M. Schelble

TUESDAY MORNING – April 4th, 2017

Producing Knowledgeable, Well-Rounded, TShaped Chemists for the 21st Century: Current Perspectives from High School, Undergraduate & Graduate Educators
Monterey I - Hotel Nikko San Francisco
Cosponsored by CHED

J. L. Bryant, J. C. Giordan, S. M. Graham, Organizers

8:40AM Depth and breadth. Content and skills. Experts and generalists. The emerging need for Tshaped individuals: Opening overview. S.M. Graham

8:50AM Preparing T-shaped chemists: Using big ideas to understand and communicate chemistry. G.T. Rushton

9:10AM Process - The missing element. D. Hanson


9:50AM Intermission.

10:00AM Remembering to cross your t: Teaching and learning chemistry with today’s teenagers. J.L. Ball

10:20AM Who gives a darn? An application based organic chemistry curriculum to develop Tshaped students. E.C. Bucholtz

10:40AM Transformational and innovative approaches to STEM graduate education: Building “T” Shaped professionals with real world internship experiences. S.E. York

11:00AM Intermission.

11:10AM Interactive Panel with Audience Q&A.

11:40AM Concluding Remarks & Intro to "Office Hours".

11:50AM "Office Hours" with Speakers.

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

ACS Award in the Chemistry of Materials: Symposium in honor of Douglas A. Keszler Materials Chemistry of Solutions & Solids for a Sustainable Future
Sponsored by INOR
Cosponsored by BMGT, MPPG, PRES and PROF

Advancing Undergraduate Research: Research Supportive Curricular Innovations
Sponsored by CHED
Cosponsored by PROF

The Importance of Role Models & Mentors in Reaching Gender Equity in Chemical Sciences: A Symposium in Honor of Judith Iriarte-Gross
Sponsored by WCC
Cosponsored by CHED, CMA, and PROF

TUESDAY AFTERNOON – April 4th, 2017

REU Chemistry in Action: Student Perspectives
Monterey I - Hotel Nikko San Francisco

L. M. Watkins, Organizer
S. A. France, Presiding

1:30PM Introductory Remarks.


1:55PM Passport to success: Research experience abroad. S. Ramirez

2:15PM Understanding the products of the bisulfite reaction with 5-methylcytidine and 5-hydroxymethyl-2'-deoxycytidine. H. Donelick, A.M. Fleming, C.J. Burrows

2:35PM Synthesis of a new mixed occupancy Yb14=xCaxMgSb11 (x = 0,1,2) for thermoelectric device application. K. Meyer, S. Kauzlarich, E.L. Kunz Wille

2:55PM Intermission.

3:10PM Aspect ratio dependent growth mechanism revealed in gold nanorod synthesis. T. Riplinger, J. Zhao, S. Thota

3:30PM Correlation between Hammett parameters and vibrational Stark effects in benzonitrile derivatives. J. Alvarez Duque, J.R. Hunt, J. Dawlaty

3:50PM Intracellular tracing of deferasirox and its Ti(IV) complex by the FITC probe to study their cytotoxic mechanism of action. M. Kowaleff, Y. Delgado, A.D. Tinoco, Z. Torres, A.M. Vázquez

4:10PM Antibiotic-carbon dot conjugate for imaging and as bactericidal agents. I. Sun, I.V. Ogungbe

4:30PM Concluding Remarks.

Excellence in Graduate Polymer Research
Sponsored by POLY
Cosponsored by PRES, PROF, SOCED and YCC
TUESDAY AFTERNOON cont. – April 4th, 2017

ACS Award in the Chemistry of Materials: Symposium in honor of Douglas A. Keszler
Chemists Leading the Charge: Chemists Using Business Acumen & Transformative Research to Address Societal Needs
Sponsored by INOR
Cosponsored by BMGT‡, MPFG, PRES‡ and PROF‡

Advancing Undergraduate Research: Focus on Early Access to Research & Broadening Participation of Under-Represented Groups
Sponsored by CHED
Cosponsored by CMA, PROF and WCC

TUESDAY EVENING – April 4th, 2017

Excellence in Graduate Polymer Research-Poster
Sponsored by POLY
Cosponsored by PRES, PROF, SOCED and YCC

WEDNESDAY MORNING – April 5th, 2017

Looking Beyond Your Current Boundaries: What's the Next Step?
Academic Route: PhD to Postdoc to Ass. Prof.
Monterey I - Hotel Nikko San Francisco
Cosponsored by YCC

M. Grandbois, J. T. Kelly, Organizers

9:00AM Introductory Remarks.
9:05AM Crossing Boarders as a Postdoc: An Unexpected Journey After a PhD. J.T. Kelly
9:35AM Securing a tenure-track position at a research university: The hiring process. N. Hammer
10:05AM Professor Gig at a medium-sized PUI. R.C. Fortenberry
10:35AM Intermission.
10:45AM Expanding the academic excellence model through gender diversity. D. Stallings, S. Iyer, R. Hernandez
11:15AM Creating a mentoring culture to improve demographic diversity in academia. S. Iyer, D. Stallings, R. Hernandez
11:45AM Concluding Remarks.

Advancing Undergraduate Research
Sponsored by CHED
Cosponsored by CMA, PROF and WCC

WEDNESDAY AFTERNOON – April 5th, 2017

Looking Beyond Your Current Boundaries: What's the Next Step?
Industrial Route: PhD, (Postdoc), Scientist
Monterey I - Hotel Nikko San Francisco
Cosponsored by YCC

M. Grandbois, J. T. Kelly, Organizers

1:30PM Introductory Remarks.
1:35PM Thinking about a career in industry?. C.J. Murphy
2:05PM Realizing you’re ready: How my everyday experience translated into job seeking success. S.L. Hemmingson
2:35PM Personal brand development and social networking strategies for professional chemists. J.L. Maclachlan
3:05PM Intermission.
3:15PM Managing your career with power! How to get that first promotion and prepare yourself for future roles. M. Grandbois, S. Collick
3:45PM Career transitions for a young industrial chemist: From the bench to management. A.K. Gupta, M. Grandbois
4:15PM Concluding Remarks.

JOIN US TUESDAY APRIL 4th, 2017!

PROF Executive Committee and Open Meeting
Nikko Ballroom II - Hotel Nikko San Francisco
3:00 PM - 5:00 PM

Henry Hill and Lou Sacco Award Reception
Nikko Ballroom II - Hotel Nikko San Francisco
5:00 PM - 7:00 PM

Honoring:
2017 Henry Hill awardee Nina McClelland
And
2017 Lou Sacco awardee Ann Nalley

253rd American Chemical Society
National Meeting & Exposition
Advanced Materials, Technologies, Systems & Processes
APRIL 2-6, 2017 | SAN FRANCISCO, CA
On March 10 – 11, thirteen PROF members convened in Washington, DC to develop a new strategic plan for the Division of Professional Relations. This plan is designed to cover the next 3 – 5 years and will serve as the guiding document for the planning, resource-allocation, and decision-making in PROF over the next few years. Larry Krannich (University of Alabama at Birmingham, retired) and Wayne Jones (SUNY Binghamton) expertly facilitated the strategic planning retreat ensuring that all of the goals and strategies developed for the plan are SMART (Specific, Measurable, Achievable, Relevant, and Time-bound). The specifics of PROF’s new vision and mission, as well as all goals and strategies for the next 3 – 5 years will be announced at the PROF executive committee and open meeting at the upcoming ACS National Meeting in San Francisco. Additionally, the full plan will be sent to all members via email and will be included in the next edition of the PROF newsletter. If you have any questions, please contact...

An Update from the Past PROF Chair, Gloria Thomas

It’s March, and yet I am still processing the results of what was a truly historic U.S. presidential election. No matter who you supported during the campaign season, I trust that the engaged and responsible individuals that make up the ACS membership exercised their right to not only have a voice in selecting the leadership of our country, but also in selecting the leadership of PROF. With that said, I’d be surprised to learn that any PROF member felt as passionate about our division election as many Americans felt about our U.S. presidential election. I am however, confident that all of the PROF candidates were well qualified and experienced to lead our division.

However, I know many of you are indeed very passionate about issues that you and your colleagues face. This includes a tough economy within the chemical sciences, shifting industry standards, stiffer market competition on all fronts, ethical dilemmas introduced by emerging technologies and grand challenges in science, and struggles for equity for chemists from underrepresented and disadvantaged groups. We’re also facing harsh federal budget cuts that will negatively impact grant funding available from agencies including the National Science Foundation and the Department of Energy, among others. Further, progress made regarding climate change and renewable energy may also be lost.

If you’re passionate about any of these issues, or the many others that professionals in the chemical sciences face,

• Please join PROF (if you’re not already a member) or tell us why division membership isn’t of value to you,
• Attend a PROF-sponsored national meeting event (we have excellent programming planned for San Francisco, including a PRES-designated LGBT Graduate and Postdoctoral Student Chemistry Research Symposium),
• Participate in our open meeting and make suggestions on new areas of advocacy or improvements in our programming and activities,
• Volunteer to organize a symposium, and/or
• Talk to an Executive Committee member about serving in a leadership role.

Please also tell us what we’re doing well to represent members, and tell us what we’re not doing well. Especially if we’re not addressing needs relevant to you as a professional chemist, let us hear from you!

As my term as an elected PROF chair has now concluded, I look forward to supporting the work that Pete Smith will continue in his 2017 leadership role. As immediate past chair, I hope to contribute greatly to executing the strategic plan for our division and to continue to advocate for the needs of members. I can guarantee a continued smooth transition as Pete takes the helm and as Judy gears up as chair-elect in support of PROF and its members!

-Gloria Thomas, Immediate Past Chair of PROF

P.S., Unprecedented and unexpected flooding in southeast Louisiana along with an untimely family emergency kept me away from the Philadelphia meeting. But, I’m hoping to join you again in San Francisco, and with a new baby in tow. See you soon!
PROF Involvement Around the ACS on a National and Regional Level

PROF continues its support for chemists desiring pathways for success in the evolving chemistry enterprise. We are very proud to continue the momentum over the past several years by sponsoring and partnering with other ACS units for technical programming, training opportunities, and networking events at both national and regional meetings. Our successful and well-attended series on Women in Innovation, highlighting successful women chemists through the lenses of research, commercialization, and policy concluded in 2016. Our efforts in 2017 include support for and participation in ACS President Campbell’s research focus and innovation and advocacy initiatives.

The Spring 2017 national meeting in San Francisco has PROF bringing together our colleagues from the Division of Chemical Education (CHED) and our members to examine the future of Producing Knowledgeable, Well-Rounded, T-Shaped Chemists for the 21st Century: Current Perspectives from Educators”. This groundbreaking partnership is structured to provide both thought-provoking papers and an interactive panel discussion to highlight the evolution in how we educate chemists for the challenges we all must face, and the skills needed, to be successful in today’s global economy. We continue that trend with PROF co-organization of “Chemists Leading the Charge: Chemists Using Business Acumen & Transformative Research to Address Societal Needs” as part of the Inorganic Division’s Award symposium in honor of Doug Keszler, recipient of the 2017 ACS Award in the Chemistry of Materials. This unique symposium will further the discussions on the award-winning science, and how it has been taken to company and job creation, in arenas of importance to our global community. Additionally, PROF Leadership have proposed a grant to support PROF’s presence at ACS Regional Meetings in 2017, notably the Northwest Regional Meeting (NORM 2017) to be held June 25 – 28, 2017 in Corvallis, Oregon, where 2.5 days of Innovation Programming, Training, Networking events, and an inaugural Innovation Fair will be held to highlight start-up and proto-venture companies and their impact on our nation’s economy. If successful, this grant will further support efforts at the Fall 2017 National meeting and the exciting Innovation Initiative. Stay tuned for developments! These are exciting times for chemists to think outside the box and to expand our impact on our global community. PROF is doing its part to connect you with the resources to succeed.

Contact Janet Bryant, PROF Member-at-Large janetbryant@pnnl.gov for additional details on these efforts. And see details regarding the programming for times and locations to attend the events.

Women Chemist’s Subdivision and Celebrating 90 Years with the WCC

For 2017, the Women Chemists Subdivision of the Division of Professional Relations (PROF) is excited to help celebrate the 90th anniversary of the Women Chemists Committee (WCC). The Committee was established in 1927 as the Women’s Service Committee and tasked with serving as a forum for women in chemistry and related professions, developing recommendations regarding issues of interest to women chemists, promoting the recognition of women chemists and providing a means of increasing and improving participation of women in the chemical sciences and the Society. Today we continue to partner with the Committee in an effort to aid in that mission, helping to be leaders in attracting, developing, promoting, and advocating for women in the chemical sciences.

As part of the anniversary celebration, the committee has planned a wonderful symposia, co-sponsored by PROF, Celebrating 90 years: Reflections from Past Chairs. This symposium will be held Monday April 3rd in the Hotel Nikko San Francisco, Monterey II. Come and hear from these dynamic women as they discuss their tenure as WCC Chairs.
So A Baby Boomer, A Gen-Xer, and A Millennial Walk Into a Chemistry Lab…

The Millennial generation of chemists is facing a much different world than our previous generational counterparts encountered that goes beyond the nature evolution of the chemical sciences. These scientifically inclined individuals born after 1980 have grown up in a world that is overwhelmed with connectivity to people and information that brings with it the advantages (and challenges) to non-stop communication and information flow.

It is this access to unprecedented information and generally being raised in an environment that recognizes the special individuality that we each bring to the table that ultimately leads Millennials to generally question the legitimacy of existing institutions and ultimately want to know “what's in it for me” when confronted with contributing to these historic organizations.

This is the question that often comes up as we contemplate the benefits of our membership to the largest scientific organization in the world while we are struggling with finding employment in an overly educated society. What are the things that will help us develop as scientists, and as people, to help contribute to a balanced and happy life into the foreseeable future.

The ACS PROF Subdivision for Younger Chemists is specifically chartered to develop programming at national and regional meetings to help Millennial chemists by advancing their professional development. During the last National ACS meeting in Philadelphia, we hosted a wide variety of programs and symposia focused on topics ranging from raising awareness of different career pathways for younger chemists to “How to get their first Industrial Job”. Looking forward, we are excited for the planned program for the next National ACS Meeting to be held in San Francisco that will include symposia related to entrepreneurial opportunities for chemists and how to address and prepare for the various transitions that occur more frequently for younger chemists.

As much as we are excited for this upcoming program, we are equally interested to hear from our other Millennial chemists about topics and ideas on how to continue to address of our generation. If you have suggestions or would like to learn how to get more involved, please contact PROF YC Chair Matt Grandbois (grandboismatthew@gmail.com).

- Matt Grandbois, DPR Younger Chemists Subdivision Chair

An Update from the Gay and Transgender Chemists and Allies Subdivision (GTCA)

LGBT Graduate and Postdoctoral Student Chemistry Research Symposium at the San Francisco ACS Meeting

The Gay and Transgender Chemists and Allies (GTCA) subdivision of PROF will be hosting an LGBT Graduate Student and Postdoctoral Scholar Chemistry Research Symposium at the San Francisco ACS Meeting in April 2017. Thirty graduate students and postdoctoral scholars will be giving scientific talks, organized into four sections on inorganic chemistry, organic chemistry, physical and analytical chemistry, and medicinal and biological chemistry. There will also be a panel discussion, with panelists selected among the speakers. The symposium is sponsored by the Division of Professional Relations (PROF) and is financially cosponsored by ACS President Allison Campbell and Merck. It is cooperatively cosponsored financially by PRES, ANYL, BIOL, INOR, and PMSE and is nominally cosponsored by MPPG, CHED, COLL, COMP, ENVR, MEDI, ORGN, PHYS, WCC, CMA, and CWD. The symposium has been designated a Presidential Symposium by ACS President Allison Campbell. In addition, the subdivision would like to recognize two of its distinguished members, James Nowick for being selected as an ACS fellow and Barbara Belmont for being recognized by NOGLSTP with the Walt Westman award.

Congratulations! -Mary Crawford, DPR Gay and Transgender Chemists and Allies Subdivision Chair
An Update from the Minority Affairs Subdivision (MA)

**ADVANCING INCLUSION**
The spring semester of each academic year brings the freshness of a new year and recruitment season for the STEM education, research, and industrial enterprises. As universities recruit students into their graduate programs, companies are seeking new talent to fulfill its workforce needs. Many evaluations of credentials are made as all of these recruiters seek the best candidates for open positions. These evaluations often explore notions of “fit” and strategies for probing candidates' skills, emotional intelligence, leadership quotients, and a host of other factors that help recruiters gauge how candidates may contribute to the work of the units that they represent and lead. A body of human resource and hiring literature has explored how qualitative evaluations of potential recruits often can devolve in selections of candidates with whom recruiters identify most. Herein, unconscious (and conscious) bias can impact how the skills and credentials of persons of color and women are assessed. When this occurs, efforts to broaden the participation of underrepresented groups and the diversity of the STEM workforce can be severely hampered. During this season, the Minority Affairs Subdivision advocates that all recruiters reflectively evaluate new and emerging talent as they seek out the best candidates for positions in their units. We offer consultancies and strategies for companies and universities seeking to adopt more inclusive practices.

Updates from the Chemists With Disabilities Subdivision (CWD)

Chemists with disabilities is bringing forth many new and exciting programming and opportunities to its members.

- Look for our new book, *Accessibility in the Laboratory*. The book will contain contributions from eight CWD members. Expected Release Date: September 2017
- CWD will be cosponsoring a symposium chaired by Dr. James Nowick, immediate past chair of the GTCA in PROF entitled “LGBT Graduate and Postdoctoral Student Chemistry Research Symposium in San Francisco.
- CWD is currently updating their handbook, which will be up for vote of approval during the SF meeting. Among other things, the handbook includes the vision and mission of CWD, the CWD Committee Charter, and committee structure. A pdf version of this document will be made available on the ACS CWD website or by contacting one of the committee members.
- A CWD travel award has been proposed. It will provide up to $5000 for 1-3 students to attend a national or regional meeting.

*Denotes a member who was reelected to their respective position for another term

- Lee Hoffman, DPR CWD Chair

**MA Chair: Dr. Zakiya Wilson-Kennedy, zwilson@lsu.edu**
**MA Chair-Elect: Dr. Leyte Winfield, lwinfield@spelman.edu**
**MA Past Chair: Dr. Margaret Kanipes, mikanipe@ncat.edu**

**Congratulations to the newly elected members of the 2017 DPR Executive Committee**

- Dr. Judith Iriarte-Gross, *Chair-Elect*
- Dr. Sarah Kennedy, *Treasurer*
- Janet Bryant, *Member-at-Large*
- Chris Bannochie, *Member-at-Large*

* Denotes a member who was reelected to their respective position for another term
An Update from the Ethics Subdivision

What interplay occurs between Conflict of Commitment, Content Shock, and Conflict of Interest? Simply defining these terms is unlikely to reveal the connections. In fact, coming to a mutual agreement on the definitions may be nontrivial. A community (perhaps of Chemical Professionals) would need to engage in a process of dialog and debate to define, explore, and understand the interplay of such terms. In hindsight, the outcomes (definitions) may seem obvious, even common sense; however, the process (the dialog) is critical to a community establishing what they agree is “common sense”. I like to think of ACS members according to the following equation:

Chemistry + Professionalism ⇌ Chemical Professional

The expression as an equilibrium is intentional and an analogy to Le Chatelier’s principle is implied. Substantial and sustained efforts are required to develop the ‘chemist’ part of a Chemical Professional. I suspect most ACS members very much understand what that involves. We, however, generally make a less concerted effort to develop the ‘professional’ part. By both increasing our mastery of chemistry and advancing our professionalism, we may build stronger Chemical Professionals. PROF is your ACS home for developing the ‘professional’ part.

In our Philadelphia executive session, PROF decided that establishment of an “Intercollegiate Chemists Ethics Bowl” (ICEB) would be a S.M.A.R.T. approach to advancing Chemical Professionals, particularly Younger Chemists. Using the Association for Practical and Professional Ethics (APPE) Intercollegiate Ethics Bowl (IEB) program as a framework, we are working towards adapting and implementing a Chemical Professional specific ICEB. There is much to be done! During the first half of 2017, the intent is to develop the specifics of the ICEB framework with the goal of engaging several ACS student affiliate chapters in Local Section competitions during the 2017-2018 academic school year. Assuming that we can engage several chapters, we plan to work with SERMACS (Southeast Regional Meeting) organizers to hold the first Intercollegiate Chemists Ethics Bowl regional competition at SERMACS 2018 in Augusta, Georgia. To do so, we need your help. If you would like to help an ACS student affiliate chapter establish an ICEB team, please contact me at ferrence@ilstu.edu.

-Greg Ferrence, DPR Ethics Subdivision Chair
Meet the Executive Committee

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A Message from the Editor

The Division of Professional Relations is always looking for new ways to connect with our members! We strive to bring the most to our ACS community. If you have any feedback or comments regarding our methods of communication including the newsletter, please feel free to contact me at cohenj@dls.rutgers.edu.

Jarrod Cohen is a chemistry graduate student at Rutgers University in New Brunswick, NJ.

We look forward to seeing you in Washington D.C. this Fall for the 254th ACS National Meeting!

Became a Member Today

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 or check out the JOIN tab at www.acsprof.org for more information.

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