



**Next Generation ACS Leadership Program Task Force Conference Call Minutes  
November 13, 2018  
9:00 am – 10:00 am (EST)**

**Attendees: Allison Campbell and Wayne Jones (co-chairs), Carol Duane, Tiffany Hoerte, Larry Krannich, Les McQuire, Terri Taylor and LaTrease Garrison (staff liaison)**

**ACTION ITEMS**

1. Gather data that exists and determine steps to gather remaining data by the next phone call (Staff)
2. Send staff dates for a face-to-face meeting and monthly phone calls (Task Force)
3. Work with the ACS Research and Decision Support team to develop survey questions related to professional development to gauge users' needs (Staff with input from the Task Force)
4. Discuss the 2019 Leadership Institute data collection needs during the December call (Task Force)
5. Provide the Task Force with a list of companies represented on the Committee on Corporation Associates and those companies who have participated in the ACS CTO Summit (Staff)

**SUMMARY OF THE DISCUSSIONS**

Members of the Task Force were welcomed to the group which was created to form a vision for the next steps for leadership development for the American Chemical Society. The outstanding work of the ACS Leadership Advisory Board (LAB) was acknowledged and the co-chairs of LAB were thanked for their efforts.

The Task Force discussed its charge which is to:

- Create a vision for an effort that is broader than leadership development, assuming a ten-year outlook. It was noted that while creating the vision, the group should consider professional development as an inspirational goal and seek to interface with other programs/areas of the Society as warranted.

It was also noted that the Task Force was not put in place to design a system but rather to create a vision for the various beneficiaries who were identified as: members-at-large—including volunteers, industrial members and partners (i.e., Corporation Associates)—and potential members.

The Task Force discussed the desirable deliverables and associated timeline. The deliverables include a draft of the vision within six months; the delivery of a preliminary report to the ACS Board of Directors during its

June 2019 meeting; and, the delivery of the final report during the August 2019 ACS Board of Directors meeting.

In a discussion about how the Task Force would interact with LAB, it was noted that the ACS Leadership Development System (LDS) and the Leadership Institute would be a part of the larger vision. Additionally, it was noted that LAB is currently working through the strategies identified in the ACS Board of Directors Guidance for the ACS Leadership Program for 2018-2019.

The Task Force identified background materials that would be needed to aid in the successful delivery of a vision and final report to the ACS Board of Directors. The materials include:

- a) A white paper on the current Leadership Development System which is being prepared by LAB and ACS Education staff as part of the LAB work cited above. (To be completed by the end of 2018).
- b) A listing of the frequency of course offerings and associated facilitators.
- c) Examples of other organizations' leadership/professional development models (including for-profit organizations). It was noted that when the LDS was established there was a review of other leadership models and this information may be beneficial for the Task Force to review. Potential sources for finding leadership/professional development models and data include:
  - 1. AAAS
  - 2. Royal Society of Chemistry
  - 3. ACS Chief Technology Officer Forum participants
  - 4. ACS Committee on Corporation Associates
  - 5. Governmental and national labs
  - 6. ASAE
  - 7. Global organizations
  - 8. Commercial data (i.e., data from Zenger Folkman)
- d) Data from the 2019 Leadership Institute (determine what should be collected)
- e) An inventory of learning/training assets across ACS keeping in mind the Professional Development Training and training offered by ACS Technical Divisions, as feasible.
- f) A study of members' and potential members' professional development needs study (the professional journey of a chemical scientist at all levels), considering global needs while being careful not to dilute the domestic value of ACS offerings. Based on these findings, conduct a gap analysis to determine what resources ACS does not offer.

To work effectively the Task Force identified the need to meet once a month and to hold a face-to-face meeting in the first quarter of 2019. The dates and times will be confirmed before the end of November.

The meeting adjourned at 10:00 am.