

## UPDATE: Council Special Discussion on Preventing Sexual Harassment in the Sciences

**A**CS President Peter K. Dorhout introduced and led a special discussion at the Council meeting in Boston on “what role ACS should play in preventing sexual harassment in the sciences?” Prior to the discussion, a survey of those Councilors present indicated 73% of local sections or divisions have not instituted a sexual harassment of their own. Another

23% of Councilors did not know for sure whether or not they had

The Committee on Local Section Activities (LSAC) has approved a modified version of the *ACS Volunteer National Meeting Attendee Conduct Policy* for adoption by Local Sections (see page 11). Technical Divisions can also

modify this policy for their use, and are strongly encouraged to

do so. To access this modified version, please go to <https://www.acs.org/content/acs/en/membership-and-networks/lis.html>. In the “What’s Important Now” box at upper right, click on “Volunteer Conduct Policy.” For more information on these conduct policies, please contact the Office of the Secretary and General Counsel at [secretary@acs.org](mailto:secretary@acs.org).

## HIGHLIGHTS: ACS Board of Directors Meeting November 30 – December 1, 2018

**T**he ACS Board of Directors met in Washington, DC November 30 - December 1, 2018. At this meeting, the Board considered a number of key strategic issues and responded with several actions.

The Board held two elections: the first to select the chair of the Board for 2019 and the second to elect members for its Executive Committee. The Board elected **John E. Adams** as chair for 2019 and elected **Barbara A. Sawrey** and **Dorothy J. Phillips** to fill terms on its Executive Committee. Dr. Sawrey will fill a two-year term, and Dr. Phillips will fill a one-year term.

### Board Actions

- By consent, the Board voted to
  - \* ratify interim actions on amendments to the ACS By-laws regarding Affiliation with Other Technical Organizations and Removing Restrictions for International Chemical Sciences Chapters and approve the recommendations for awarding Petroleum

Research Fund grants;

- \* approve the continuation of the Committee on Chemical Safety, as approved by Council, August 22, 2018;
- \* confirm the establishment of the Columbia International Chemical Sciences Chapter, as approved by Council, August 22, 2018;
- \* confirm the appointment of two journal editors;
- \* approve updates to the charter for the Committee on Audits;
- \* approve the Board meeting locations for December 2019 and June 2020; and
- \* approve the recommendations of the Committee on Public Affairs and Public Relations for the Biennial Public Policy Priorities Document.

- On the recommendation of the Strategic Planning Committee, the Board voted to approve the proposed *ACS Strategic Plan*, effective January 1, 2019. Substantive changes to the 2018 plan include modifying the Core Value on Diversity and Inclu-

(Continued on page 7)

### Inside

|  |    |
|--|----|
| Schedule of Board, Council, and CPC Agenda Preparation for Orlando | 2  |
| Minority Affairs   | 3  |
| International Year of the Periodic Table                           | 4  |
| New Councilor Orientation  | 4  |
| 2019 Chairs  | 5  |
| Why is my Committee Being Reviewed?                                | 8  |
| ACS Advocacy: Strengthening Career and Technical Education         | 8  |
| Chemistry Café : Share Your Science                                | 9  |
| Divisional Activities  | 9  |
| Technician Affairs   | 10 |
| Volunteer Local Meeting / Event Attendee Conduct Policy            | 11 |

### BREAKING ...

**New Councilor Divisor Coming Soon!**

**Page 6**

This newsletter is produced by the Office of the Secretary and General Counsel. For more information please contact:

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***ATTENTION COMMITTEE CHAIRS***  
**BOARD, COUNCIL, and CPC AGENDA PREPARATION ORLANDO,**  
**Florida NATIONAL MEETING, March 31 - April 4, 2019**

|                            |   |
|----------------------------|---|
| <b>November 29, 2018</b>   | <i>Deadline</i> for receipt in Secretary's Office of Society, Council Standing, and Other (including joint Board-Council) Committee meeting information for publication in the Preliminary Program of <i>C&amp;EN</i> |
| <b>December 12, 2018</b>   | <i>Deadline</i> for receipt of petitions to amend Society's Constitution and/or Bylaws (16 weeks before Council meeting)  |
| <b>February 4, 2019</b>    | <i>Deadline</i> for receipt in Secretary's Office of committee reports and all other material for inclusion in the Council Agenda   |
| <b>February 11, 2019</b>   | <i>Deadline</i> for receipt in Secretary's Office of material for inclusion in the Council Policy Committee Agenda  |
| <b>February 20, 2019</b>   | <b>Mail</b> Council Agenda. (6 weeks before Council meeting)  |
| <b>February 22, 2019</b>   | <i>Deadline</i> for receipt in Secretary's Office of committee reports, agenda items, for inclusion in the Board (open and executive session) agendas   |
| <b>February 27, 2019</b>   | <b>Mail</b> Council Policy Committee Agenda   |
| <b>March 4, 2019</b>       | <i>Deadline</i> for receipt of material to place in the Board agenda or mailing   |
| <b>March 8, 2019</b>       | <b>Mail</b> Board (open and executive sessions) and other committee agendas. <u>(Please note this is 3 weeks prior to the Open Board meeting)</u>   |
| <b>March 11 – 22, 2019</b> | <b>HOLD</b> for Board virtual committee meetings (dates to be determined by the Board)  |
| <b>April 17, 2019</b>      | <i>Deadline</i> for receipt in Secretary's Office of short reports of Board and Council Committees  |

**ACS FREQUENTLY  
REQUESTED NUMBERS**

Unless otherwise noted, first dial (800) 227-5558. When prompted, dial the extension listed.

**Address changes**

(800) 333-9511

**Career Services** x 4432  
[www.acs.org/careers](http://www.acs.org/careers)  
[careers@acs.org](mailto:careers@acs.org)

**Development** x 6210  
[www.acs.org/donate](http://www.acs.org/donate)  
[donate@acs.org](mailto:donate@acs.org)

**Divisions** x 4401  
[www.acs.org/divisions](http://www.acs.org/divisions)  
[division@acs.org](mailto:division@acs.org)

**Education**  
 K-12 programs x 4382  
[www.acs.org/education](http://www.acs.org/education)  
[education2@acs.org](mailto:education2@acs.org)

**Education,**  
 Undergraduate x 4480  
[www.acs.org/undergrad](http://www.acs.org/undergrad)  
[undergrad@acs.org](mailto:undergrad@acs.org)

**Finance** x 6133

**Gifts and**  
 other products x 4600  
[help@acs.org](mailto:help@acs.org)

**National  
Chemistry Week** x 6097  
[www.acs.org/ncw](http://www.acs.org/ncw)  
[ncw@acs.org](mailto:ncw@acs.org)

**Public Affairs** x 4386

**Local sections** x 4611  
[olsa@acs.org](mailto:olsa@acs.org)

**Meetings, national** x 4374  
[www.acs.org/meetings](http://www.acs.org/meetings)  
[nationalmeetings@acs.org](mailto:nationalmeetings@acs.org)

**Meetings, regional** x 6129  
[www.acs.org/regionalmeetings](http://www.acs.org/regionalmeetings)

**Membership**  
 (800) 333-9511  
[service@acs.org](mailto:service@acs.org)

**Records and accounts**  
 (800) 333-9511

**Secretary** x 4461  
[secretary@acs.org](mailto:secretary@acs.org)

***The ACS Committee on Science and NASA present***

**“Exploring the Frontiers of Chemistry through NASA Research”**

**at the Spring 2019 ACS National Meeting in Orlando.**

**This invitation-only symposium will feature both internal NASA researchers and external scientists with NASA funded or collaborative projects whose work relates to new and emerging areas at frontiers of chemistry. The symposium is cosponsored by ANYL, BIOT, BIOL, CELL, COLL, ENFL, I&EC, DIC, NUCL, PHYS, POLY, and PMSE.**

## From the ACS Committee on Minority Affairs

Ann Kimble-Hill, Ph.D., Chair

The ACS Committee on Minority Affairs (CMA) continues to work towards our goals of dynamic programming at ACS national meetings and advocating for under-represented chemical scientists within ACS and the chemical enterprise at large. To that end, we are happy to invite your attention to both our spring programming efforts and our endeavors towards making ACS a more welcoming and diverse society.

CMA continues to collaborate with ACS Technical Divisions to put on programming such as our upcoming joint symposium with the Analytical Division and the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) titled “Here we are: Leading and Emerging Black Chemists in Analytic Chemistry”. This half-day symposium will highlight 6 established leaders in analytical chemistry as we explore innovations from sensors to structural biology and ‘omics-based research. Additionally, we will promote 2 emerging analytical chemists creating their own “chemical footprint” in their respective research areas in order to foster connections for institutions looking for diverse faculty applicants.

CMA has also collaborated with the Medicinal Division to program a joint symposium entitled “Therapeutic Developments in the Area of Health Disparities”. This symposium will be an extension of a summit held by the

National Institutes of Health (NIH) in December 2008 to expose the scientific community to its investment and contribution to health disparities research (HDR) and to unveil a framework for moving the field forward. HDR is largely an attempt to identify the causes of disparities in health-related diseases such as cancer, cardiovascular disease, diabetes and AIDS; and to institute measures to narrow the gaps among affected parts of the population. Our symposium will be focused on providing an update on therapeutic medicinal chemistry developments, including areas related to AIDS-associated opportunistic infections, tuberculosis, drug abuse, cancer and osteoarthritis.

CMA is also making strides towards advocating for a more welcoming and diverse chemical enterprise by launching several educational efforts to advance memberships awareness of unconscious and cross-sectional biases that affect the ability of our under-represented members from fully participating in the chemical enterprise. To that end, we would like to take this opportunity to expose the membership to 2 generally unrecognized terms: intersectionality and microaggressions.

### *Intersectionality*

Intersectionality gives voice to the individualized yet interconnected social categories such as race, class, and gender as they give rise to overlapping and interdependent systems of discrimination and disadvantage.

Understanding this concept allows us to move away from what Kimberle Crenshaw (Professor of Law at University of California, Los Angeles Law School) describes as a “single-axis framework” where more privileged and unaware members of society as a whole are allowed to marginalize “those who are multiply-burdened” and obscure “claims that cannot be understood as resulting from discrete sources of discrimination” (U. Chi. Legal F., 1989). A concrete example as of this is that as chair of CMA, I would not only describe myself as a biophysical chemist, African American, cis-female. My education, job, and appointments provide me some level of privilege that I use to advocate for the rights of others. However, my being a black female has provided me a lifetime of social experiences that frames my perspective and heightens my awareness for the need to advocate for others. As aware ACS members, we are all in a wonderful position to advocate on behalf of others that may be experiencing a marginalizing or discriminating situation based on their intersectionalities.

### *Microaggressions*

Microaggressions are intentional or unintentional communications of hostility or negative messaging to a person based solely on their being a member of an underrepresented group. While microaggressions may be race related, they could also be associated with any level of intersectionality. Microaggressions can be as small as my male colleagues assuming that as a female, I wouldn't want to discuss last night's football

game. This moment would unintentionally communicate I'm not equally valued in the department, and therefore not as accepted. Another common example of microaggression experienced by people of color usually occurs after giving a talk/lecture when told by a person of privilege that they were more eloquent than expected. The offender is communicating a microinsult of low expectation based on the receiver's ethnic background, leaving the receiver to feel a whole range of emotions including defensiveness and marginalization. People from marginalized groups experience microaggressions continuously and throughout their lives socially as well as professionally, leaving lasting impacts on not only how the receiver perceives themselves but also the offender. Based on this information, the receiver will make broad ranging decisions about housing, education, and employment. As aware ACS members, we should be intent in recognizing microaggression and actively shift the chemical enterprise as a whole towards microaggressions no longer being accepted or tolerated.

As we prepare for the National Meeting in Orlando, CMA is happy to help provide further insights and resources as to how you, your committee, or institution can help move the society and chemical enterprise forward to a more welcoming environment to meet the ever-emerging challenges that we chemists face.

See you in Orlando!

## Tell ACS About Your Plans for the International Year of the Periodic Table 2019

Solutions to global challenges such as clean water and renewable energy will be realized through chemistry, but few global citizens appreciate chemistry's foundational role in daily life. Chemistry is often seen as the cause of, rather than the solution to, environmental challenges. Next year marks the 150<sup>th</sup> anniversary of the publication of Dmitri Mendeleev's Periodic Table. The United Nations General Assembly officially proclaimed that 2019 is the International Year of the Periodic Table of Chemical Elements (IYPT 2019) to celebrate this momentous occasion. IYPT 2019 presents a unique opportunity to engage our members in advancing a positive perception of chemistry. ACS and chemical societies around the world will be celebrating throughout the year. ACS IYPT celebrations will include contests, technical programming, themed gifts and giveaways, public engagement campaigns,

and more.

Events planned for the 2019 include:

- Congressional briefings about IYPT and the importance of chemistry
  - An AACT Webinar featuring Sam Kean, author of "The Disappearing Spoon"
  - IYPT Programming at the ACS Leadership Development Institute
  - A broadcast of the IYPT 2019 Opening Ceremony at UNESCO Headquarters in Paris, France
  - Participation in the IUPAC Global Women's Breakfast at ACS Headquarters in Washington, D.C.
  - A special double broadcast of Program in a Box to reach students across multiple time zones
  - Periodic table themed giveaways and student programming at the Orlando National Meeting
  - Participation in the July IUPAC World Congress
- Year-long social media engagement campaigns to be launched early January
  - Monthly articles from Chemical and Engineering News, ACS Axial, and other ACS publications highlighting various facets of the periodic table

How will **YOU** celebrate?

Get inspired by current ACS resources and register your Local Section, International Chapter, Student Chapter, Committee, and Technical Division events at [www.acs.org/iypt](http://www.acs.org/iypt). Purchase periodic table gear at the ACS Online Store. Share your plans and photos on social media using #IYPT2019, or email us at [iypt@acs.org](mailto:iypt@acs.org). We particularly request that Council Members consider how their ACS groups can incorporate IYPT 2019 into their programming for the upcoming Orlando and San Diego National Meetings.

## CONGRATULATIONS TO THE NEW ACS COUNCILORS We Hope to See You on Saturday in Orlando!

The ACS Council Policy Committee is hosting the **2019 New Councilor Orientation Program & Reception** for all newly elected Councilors and Alternate Councilors **on Saturday, March 30, in Orlando, FL starting at 3:00 PM in the Hilton Orlando Hotel, with a reception to follow from 6:00-7:00 PM.** New Councilors and Alternate Councilors will have an opportunity to meet with other ACS leaders, learn more about the Society and ACS committees, and establish mentoring relationships. Special remarks will be given by the ACS President, the President-Elect, the ACS Board Chair, and the Executive Director & CEO. **If you are a new Councilor or an Alternate Councilor, please mark your calendar for this event and plan to attend.** We look forward to seeing you in Orlando!



### GREAT CHEMISTRY HAPPENS AT REGIONAL MEETINGS 2019

**Great Lakes  
Regional Meeting (GLRM)**  
May 1-4  
Lisle, IL

**Middle Atlantic  
Regional Meeting (MARM)**  
May 30-June 1  
UMBC,  
Baltimore

**Central  
Regional Meeting (CERM)**  
June 4-7  
Midland, MI

**Northwest  
Regional Meeting (NORM)**  
June 16-19  
Portland, OR

**Northeast  
Regional Meeting (NERM)**  
June 22-27  
Saratoga Springs, NY

**Midwest  
Regional Meeting (MWRM)**  
October 16-18  
Wichita, KS

**Southeastern  
Regional Meeting  
(SERMACS)**  
October 20-23  
Savannah, GA

**Southwest  
Regional Meeting  
(SWRM)**  
November 13-16  
El Paso, TX

For more information,  
link to the individual  
meeting sites from  
[www.acs.org/meetings/  
regional](http://www.acs.org/meetings/regional)



## ACS NEW COUNCILOR EVENTS FOR 2019



### ACS NEW COUNCILOR WEBINAR

Wednesday,  
February 6, 2019  
3:00-4:00 PM, ET

Pre-National  
Meeting Planning



### ACS NEW COUNCILOR ORIENTATION Hilton Orlando Hotel

Saturday,  
March 30, 2019  
3:00-6:00 PM

RECEPTION  
6:00-7:00 PM

ACS Spring National  
Meeting  
Orlando, FL



### ACS COUNCIL MEETING

Wednesday,  
April 3, 2019  
8:00 AM-12 Noon

ACS Spring  
National Meeting  
Orlando, FL



### GET INVOLVED!

ACS Committee  
Preference  
Submission

DUE  
June 2019



### ACS STRATEGY CAFÉ for NEW COUNCILORS

More Details to Come

ACS Fall  
National Meeting  
San Diego, CA



### ACS COUNCIL MEETING

Wednesday,  
August 28, 2019  
8:00 AM-12 Noon

ACS Fall  
National Meeting  
San Diego, CA

**TOWN HALL MEETING – Sunday, March 31 from 4:30-5:30 PM**

### ACS Caucus Meetings for Councilors

Sunday, March 31 @ 6:00 PM: District I - District II - District III - District IV - District V - District VI  
Tuesday, April 2 @ 4:00 PM: Divisional Officers /Councilors

The same timeframes apply for the San Diego meeting schedule.

## 2019 Chairs Appointed for Society, Standing, Joint Board-Council, and Other Committees

Acting on the recommendation of the Committee on Committees (ConC), ACS President-Elect Bonnie Charpentier and ACS Board Chair John E. Adams have appointed or reappointed chairs for the Society, Council Standing, Joint Board-Council, and Other Committees, effective January 1, 2019. Congratulations!

### SOCIETY

#### **Budget and Finance**

Joseph A. Heppert

#### **Education**

Jennifer (Jen) Nielson

### JOINT BOARD- COUNCIL

#### **Chemical Abstracts Service**

Kevin P. Gable

#### **Chemical Safety**

Ralph Stuart

#### **Chemistry and Public Affairs**

Raymond E. Forslund

#### **Chemists with Disabilities**

James Schiller

#### **Community Activities**

Holly L. Davis

#### **Environmental Improvement**

Christopher (Chris) W. Avery

#### **International Activities**

Jens Breffke

#### **Minority Affairs**

Ann Kimble-Hill

#### **Patents & Related Matters**

Kirby Drake

#### **Professional Training**

Edgar Arriaga

#### **Publications**

Julia Laskin

#### **Public Relations and Communications**

Amber Charlebois

#### **Science**

Martin G. Kociolek

#### **Senior Chemists**

Arlene Garrison

#### **Women Chemists**

Kimberly A. Woznack

#### **Younger Chemists**

Matthew (Matt) Grandbois

### STANDING

#### **Constitution and Bylaws**

V. Dean Adams

#### **Divisional Activities**

James Takacs

#### **Economic and Professional Affairs**

Frank Romano

#### **Local Section Activities**

Jason Ritchie

#### **Meetings and Expositions**

Kevin J. Edgar

#### **Membership Affairs**

Brian Mathes

### OTHER

#### **Analytical Reagents**

Tom Tyner

#### **Ethics**

Judith Currano

#### **Nomenclature, Terminology and Symbols**

Michelle M. Rogers

#### **Project SEED**

Don Warner

#### **Technician Affairs**

Jennifer McCulley

## The ACS *Strategic Plan* – Making our Vision & Mission a Reality

We end this year with a number of accomplishments to celebrate. As we approach a new year, we reflect on those accomplishments, review trends and change drivers that may impact the Society, and make enhancements to continue our goal to make our Vision of “Improving people’s lives through the transforming power of chemistry” a reality. With the guidance of the ACS Board of Directors, and the perspectives of ACS members and stakeholders, like you, we continue this effort with the new *ACS Strategic Plan* that will be launched in January 2019.



### Our Foundation is Our Strength

The ACS vision and our mission of “Advancing the broader chemistry enterprise and its practitioners for the benefit of Earth and its people,” is a strong foundation for providing value to its members, our community, and people around the globe. Our Core Values are instilled in everything we do, and articulate our commitment to:

Passion for Chemistry and the Global Chemistry Enterprise;  
Focus on Members;  
Professionalism, Safety, Ethics; and  
Diversity, Inclusion, and Respect

### The ACS Strategic Plan

The four strategic goals of our plan reflect our priorities now and for the future. They also lay out the path we will take to best achieve our Vision. As in previous years, we will continue to marshal our unique resources to:

#### Goal 1 - Provide Information Solutions

Deliver indispensable chemistry-related information solutions to address global challenges and other issues facing the world’s scientific community.

#### Goal 2 - Empower Members and Member Communities

Provide access to opportunities, resources, skills training, and networks to empower our members and member communities to thrive in the global economy.

#### Goal 3 - Support Excellence in Education

Foster the development of innovative, relevant, and effective chemistry and chemistry-related education.

#### Goal 4 - Communicate Chemistry’s Value

Communicate - to the public and to policymakers – the vital role of chemical professionals and chemistry in addressing the world’s challenges.

### Get Involved!

When the new plan launches in January 2019, you will have an opportunity to learn more about how the Society provides valuable support to the chemistry enterprise and explore the ways you can “get involved” on a grassroots level. Share your thoughts on the plan and the direction for the future at [strategicplan@acs.org](mailto:strategicplan@acs.org).

## Council Policy Committee to Set Councilor Divisor in Orlando

At its meeting in Orlando, Florida, April 2, 2019, the Council Policy Committee (CPC) will set the **divisor for 2020 - 2023**. The divisor selected is divided into the **total number of members in a local section** as of December 31, 2018, and determines the number of Councilors each local section is entitled to in 2020 - 2023. CPC will also set the limit for Councilor representation from the divisions, based on the Constitutional requirement that 20% of elected Councilors shall be elected by divisions and 80% shall be elected by local sections. The number of Councilors authorized for each division is based on **the number of paid ACS members in the division** as of December 31, 2018.

CPC typically selects a divisor that affects the fewest number of local sections and divisions, and thus results in the least disruptive change to the size of Council. However, fluctuations can and do occur in annual member counts, and some local sections and divisions will experience a loss or gain of Councilors from the current period.

Advance notice was sent to local section and division chairs and secretaries November 16, 2018. **Official notification of the Councilor divisor and the number of Councilors permitted for 2020-2023 will be sent to local sections and divisions no later than May 1, 2019, as required by the Bylaws.** This decision could affect elections conducted in 2019. Please do not finalize any Councilor slates until after you receive CPC’s determination. For more information, please contact the Office of the Secretary, [secretary@acs.org](mailto:secretary@acs.org).

## Highlights from the ACS Board of Directors Meeting, cont'd.

(Continued from page 1)

- sion to read “Diversity, Inclusion, and Respect” and updating and streamlining the Challenges and Opportunities section of the document. There were no changes made to the Mission and Vision Statements. The new plan will be posted at <http://strategy.acs.org/>
- On the recommendation of Immediate Past President Allison A. Campbell, the Board approved the *ACS Policy on Responding to Disasters*, which will guide the Society’s assistance to members affected by federally declared disasters (as well as some international disasters affecting ACS members).
  - On the recommendation of the Governing Board for Publishing, the Board approved Financial Targets for ACS Publishing Units, 2019-2021. The Board of Directors regulations call for financial targets of CAS and ACS Publications Division to be re-evaluated at least every three years.
  - On the recommendation of the Committee on Executive Compensation, the Board voted to approve several actions relative to compensation for the Society’s Executive staff. The compensation of the Society’s executive staff receives regular review from the Board in fulfillment of its fiduciary responsibilities.
  - On the recommendation of the Committee on Budget and Finance, the Board voted to approve a 2019 ACS Operating Budget with a Net Contribution of \$33,308,000, and to approve the 2019 Proposed Capital Budget of \$42,400,000. Mindful of previously identified ACS change drivers, particularly “conferences and events re-imagined,” the Board requested that staff explore and recommend to the Board tools, partnerships and financial targets for optimizing the future of national meetings and expositions. The Board will also identify collaborative efforts with key ACS stakeholders such as the committees on Meetings and Expositions, Divisional Activities, and Budget and Finance, to address the subject.
  - On the recommendation of the Development Advisory Board, the Board voted to approve a 2019 fundraising goal of \$3.8M and to designate Project SEED, the ACS Scholars Program, and Advancing Chemistry Teaching (AACT, Science Coaches, Teacher Summits) as fundraising priorities for 2019. At the request of the Executive Director & CEO, the Board also voted to authorize the ACS Treasurer & CFO to allocate residual invest-

ment income from the ACS Endowment Fund to Project SEED, in years 2018-2020, for purposes of funding summer stipends.

- The Board adopted resolutions for Board members Allison A. Campbell and Laura E. Pence, who are leaving the Board this year, for their many contributions to the Board and to the Society. The Board also adopted a resolution congratulating ACS Treasurer and Chief Financial Officer Brian A. Bernstein on the occasion of his retirement after nearly 40 years of service to the Society (34 as ACS Treasurer). The Board also elected Brian’s successor as Treasurer and CFO.

### Board Discussions

The Board received and discussed reports from the Committee on Strategic Planning, the Committee on Executive Compensation, the Committee on Professional and Member Relations, the Governing Board for Publishing, the Committee on Budget and Finance, the Development Advisory Board, and the Committee on the Petroleum Research Fund.

Executive Director & CEO Tom Connelly updated the Board on activities associated with the ACS Core Value of Passion for Chemistry and on issues relating to Membership, ACS financial performance, Human Resources, and upcoming events and activities.

As part of the Governing Board for Publishing Report, the presidents of Chemical Abstracts Service and the ACS Publications Division discussed with the Board new product development highlights as well as challenges and opportunities facing the respective divisions.

The Board heard reports from members of the Presidential Succession on their key priorities and activities as they relate to those of the Board and for the purposes of coordinating their ongoing activities on behalf of the Society.

The Board global liaison for Society programs provided an update on the plan to strengthen the Society Programs’ global presence. The guiding principles, major challenges, and defined objectives for the 2019-2022 implementation plan were presented for feedback.

The Board received the final report of the Joint Board-CPC Task Force on Governance Design with thanks and endorsed the distribution of the report to the appropriate committees for refinement and elaboration. The Board chair and the President discharged the task force with the grateful appreciation of the Board and the Council Policy Committee.



The Office of the Secretary and General Counsel offers best wishes to our ACS family for a safe, healthy, and prosperous New Year!

## Why is My Committee Being Reviewed?

Carolyn Ribes, Chair, ACS Committee on Committees

Councilors may recall that the Committee on Committees (ConC) periodically provides recommendations on the continuation of specific committees to the Council. Why does this happen? ConC is required by ACS Bylaws to review each Joint Board-Council and Other Committee no less often than every five years and to advise the Board of Directors and/or Council whether the committee should be continued. ConC engages in this requirement through a process known as the “5-Year Performance Review,” and ConC normally reviews about five committees per year. The review doesn’t focus on the performance of specific individuals on the committee. This review seeks to assess the health and function of the overall committee itself. ConC prefers the review be conducted by a ConC member who is not the regular liaison to the committee. This helps provide a fresh perspective to the committee assessment, and ensures that the review is conducted and written in an open and supportive manner.

The reviewer should attend at least one meeting of the committee to ob-

serve the Chair, members, associates, consultants, and staff liaison interactions and to compare the set tasks of the committee with the actual work done. The ConC member also reviews agendas, the mission and goals of the committee, the committee’s current strategic plan, and other available documentation. Moreover, the Performance Review is a good opportunity for the Committee Chair and staff liaison to indicate any committee needs with which ConC or other entities of the Society can assist. The ConC reviewer speaks directly to the current or former Committee Chair, staff liaison, and ConC liaison to gather their impressions of the committee’s operation and possible improvements that could be made.

The ConC reviewer notes when additional support may be needed, and assesses the current committee size and composition for the type and amount of work done to enable an effective and efficient committee. Following this assessment, the ConC reviewer sends a draft report to ConC for review and comment. Upon ConC approval, the report is shared with the Committee

Chair and staff liaison for a written response when possible. At the end of the process, ConC recommends to Council and/or the Board of Directors the continuation or discontinuation of the committee.

Due to the confidential nature of the review, the Chair and staff liaison are asked to share the recommendations - but not the full report - with the Committee. These reviews are designed and conducted in the spirit of continuous improvement and to ensure the effective functioning of ACS committees in accordance with their specific charters in relation to the Council and the Society. ConC relies on the partnership of committees throughout the review process. ConC is completing or initiating reviews of the following committees in 2019: CCA, CEI, CPT, CCPA, IAC, CMA, CCAS, CP&RM, COMSCI, and CTA.

We welcome your feedback on the process or other improvements that will support a dynamic and effective committee system.

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## ACS Advocacy: Strengthening Career and Technical Education

Diane Grob Schmidt, 2015 ACS President

The American Chemical Society welcomed the passage of the Strengthening Career and Technical Education for the 21st Century Act, signed by President Donald Trump in late July. The bill is a reauthorization of the Carl D. Perkins Career and Technical Education Act, first drafted in 1984 and last authorized in 2006. Allowing the Perkins Act, also known as CTE, to continue is important as this landmark legislation authorizes almost \$1.3 billion in federal support annually for career and technical education programs across all 50 states.

Career and Technical Education (CTE) programs are effective tools for improving student outcomes and help prepare both secondary and postsecondary students with the necessary academic, technical, and employability skills required for successful entry into the workforce. ACS supported the legislation because it better aligns CTE programs with the needs of state and regional industry by

encouraging coordination between two- and four-year institutions, state, and local industries to better meet workforce needs. The Society was encouraged to see support for in-depth professional development with emphasis on apprenticeship and work study.

ACS believes that well-educated scientists and engineers drive the technology development that allows the U.S. to maintain its competitive edge in the global marketplace and improve the well-being of citizens worldwide. To prepare students with the skills necessary to address rapidly evolving needed technology will require improvement to all levels of STEM (science, technology, engineering, and mathematics) education. It is vital that each student reaches an appropriate level of science understanding and is prepared for the 21st century workforce.

In an effort to help Congress advance this legislation, the Society utilized a broad range of advocacy tools. In April of 2017, ACS hosted a briefing on Capitol

Hill to promote the benefits of industry and two-year college partnerships to address closing the talent pipeline gap for students entering the workforce. The panel was comprised of members of the ACS Presidential Task Force on Addressing Workforce Needs through Industry/Two-Year College Partnerships, tasked with examining the workforce needs of the chemical industry and the capabilities of two-year colleges to meet those needs. The Task Force was appointed in 2015 by me and then Immediate Past President Thomas J. Barton following conversations with leaders in the chemical industry. One of the results of this effort was a recommendation to Congress to reauthorize CTE.

To enlist the help of ACS members, Legislative Action Network (LAN) alerts were sent out to subscribers of the Act4Chemistry action alert system, prompting them to engage with their congressperson to advocate for specific lan-

*(Continued on page 10)*





*This column provides tips and tools to help you communicate effectively about your work, research, studies or activities and public engagement. The goal is to help you tell your story about science and, in the process, to put a human face on chemistry. Let us know how we can support you by sending questions, suggestions and feedback to Nancy McCormick-Pickett at [n\\_mccormick-pickett@acs.org](mailto:n_mccormick-pickett@acs.org). Each column will cover one topic.*

## Share Your Science With Local Groups

Share your enthusiasm about chemistry and your science with members of your community. Be a guest speaker at your community, civic or religious organization.

- **Ask** friends and colleagues if they can refer you to someone who belongs to the organizations where you'd like to speak or if they know of organizations that host guest speakers.
- **Contact** the organizations and find out whom you need to speak with about their program.
  - Be prepared to wait to get a date scheduled, since many organizations plan their programs several months in advance.
- **Ask** specific questions about the organization's goals and interests and the age groups or groups in the audience.
- **Find out** if the organization has special projects or interests that relate to chemistry. For some organizations, the relationship might not be obvious, so be prepared to illustrate some potential connections.
  - Easy options include chemistry clubs, science cafés, science museums and libraries.
  - Also consider scouting troops, after-school programs, book clubs and historical societies.
- **Discuss** your proposed presentation, the title and the general content. Ask if they would be interested in your presentation.
- **Find out** what sorts of presentations their members enjoy. Do they prefer interactive presentations? Or formal speeches?
- **Send** an email or text message confirming your presentation.

Share your science with your community!

## Committee on Divisional Activities (DAC)

Rodney Bennett, 2018 Chair

As we reach the end of another successful year, it is a good time to look back at the challenges and opportunities of 2018 and to look forward to the goals for 2019. For the Committee on Divisional Activities, 2018 saw the expansion of a promotion to offer up to three (3) free division memberships to all new ACS members. Articles and videos on the ACS Webpage continue to showcase each of the ACS Divisions. New tools were added to the DAC Webpage to assist all divisions in providing additional support for their members including, new chat rooms, updated legal resources, and contact information that helps connect all divisions and members within the ACS family (such as Programming Chairs, Membership Chairs, etc.)

In the challenge category, DAC proposed changes to the Division allocation formula this year that were not approved by Council, but the continuing discussions and collaboration with divisions and other ACS committees and entities has been, and continues to be, helpful in seeking ways to create sustainable growth. Please remember to have your division participate in the new Division Row at Sci-Mix at the National Meetings. This is a wonderful opportunity to showcase your division's "Best Practices" and to attract new members. The expanded Innovative Grant Program (IPG) funds available to all ACS Divisions continues to support new ideas in all divisions.

Communication is a key goal. DAC is here to help ALL ACS Divisions. Remember to reach out to other divisions, committees, regional meetings, international groups and utilize the ACS resources available to you. Please take advantage of the opportunity to send a representative to the 2019 Leadership Institute being held in January 2019. This is a great place to learn ways to attract and support division members and to network with other ACS leaders.

Lastly, I have thoroughly enjoyed serving as the DAC Chair. DAC will continue to flourish under the new DAC chair, Dr. James Takacs.

## Committee on Technician Affairs (CTA)

Jennifer McCulley, 2019 Chair

**D**id you know: *there is a committee focused on industrial and academic non-PhD chemical professionals?*

Historically, chemical technicians were considered to be “a pair of hands” in the laboratory, primarily tasked with routine or less-specialized work. The highest degree that “these hands” obtained was often a high school or perhaps an associate’s degree. In reality, the stakeholders of our committee are chemical technical professionals who typically possess BA, BS, or even MS degrees and they play a vital role in production, quality control and research laboratories. As a chemical technical professional who spend many years as a bench chemist analyzing samples, I have felt first-hand the challenges in career development and recognition of efforts. In my current career path, Software Project Manager at Agilent Technologies and an ACS Local Section leader for South Jersey, I am continued to be reminded of the importance of the work performed by chemical technical professionals while attending networking events, conferences, and visiting chemical technical professional in laboratories around the world.

Many of the stakeholders of the CTA committee are not only unaware of the benefits of ACS membership, attending national meetings, and our committee but don’t “self-identify” as a technician. Due to this disconnect, we have both updated our mission and vision statements. **The mission of the committee is to support and advance the chemical technical professional through career development and recognition with accompanying vision to be “the essential resource for the chemical technical professional.”** In an effort to fa-

cilitate the “self-identification” of our stakeholders as technicians, we have increased awareness through sponsored events and the activities of our three subcommittees (Professional Development, Awards and Recognitions, and Technician Taskforce).

Since the appointment of a program chair in 2016, CTA went from sponsoring very few if any events per year to averaging over three events per national meeting. These sponsorships serve not only to increase awareness of CTA but also build stronger connections with other parts of ACS, a critical component to a successful committee.

The Professional Development Subcommittee has increased CTA awareness by generating and hosting two very successful ACS Webinars. The September 2018 webinar, “Job Search Roadmap” was presented by three speakers: Bill Carroll, former Board of Directors Chair and Past President; ACS Career Consultant Joseph Martino III; and an Analytical chemist, Elizabeth Diaz, who provided a “day in life.” The webinar had 607 registrants and 196 live attendees. Both this webinar as well as the November 2017 webinar on “Exploring Non PhD Careers in Industrial Chemistry” may be found on the CTA website [www.acs.org/cta](http://www.acs.org/cta).

The Awards and Recognition Subcommittee has increased awareness of CTA by reinvigorating and promoting the various awards the committee provides. In 2018, there were 14 ACS Chemical Technology Student Recognition Awards given (honors top students who have finished 75% of their degree and intend on joining the industrial workforce) in comparison to only 1 award in 2017. We have seen an in-

crease in the National Chemical Technician Award applicants from less than 8 to nearly 20 over the last few years. These awardees are recognized at a luncheon during the National ACS Meeting each spring. If you are interested in CTA or have stakeholders in your local section that are interested, please attend the Open Meeting portion on Sunday, March 31<sup>st</sup> during the Spring National Meeting in Orlando, followed by the National Chemical Technician Award (NCTA) Luncheon. Please also join our **LinkedIn group: ACS Committee on Technician Affairs (CTA)** and follow us on **Twitter @cta\_acs**.

Our newest subcommittee, the Technician Taskforce, was formulated in order to better understand and define the makeup of the chemical technical professional community. Through this taskforce we hope to generate a list of the job titles and descriptions our stakeholders possess so that we may better serve them through our sponsorships, webinars, awards and other events. To that end we are in the process of developing a survey from which we would love to get your input. Therefore, if you are interested or have stakeholders that fall under the purview of CTA please let us know [cta@acs.org](mailto:cta@acs.org), so that we may include you in our process.

In closing, remember while doing the annual report, to apply for the CTA ChemLuminary Award, “*Best Event or Activity Organized by, or Benefiting, the Applied Chemical Technology Professional Community*”, which recognizes activities focused on an audience of technicians and/or non-PhD Chemical Technical professionals. Some past winner awards have included: networking, industry tours, and career events.

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## ACS Advocacy, cont’d.

(Continued from page 8)

guage and general passage of the legislation. Executive Director and Chief Executive Officer Thomas Connelly Jr. sent letters of endorsement and staff in the Office of External Affairs and Communications focused in-person advocacy efforts on Capitol Hill to members of both chambers’ education committees.

The resulting bill includes two key aspects that were policy priorities for the Society: to encourage collaboration between education partners and industry to better align funding, and to

ensure support for hands on activities in the STEM fields, specifically support for national and state competitions in these fields. CTE is an example of the benefit of many strategies and partners coming together to ensure chemistry has a seat at the table when determining policy affecting current and future scientists.



## American Chemical Society Volunteer Local Meeting / Event Attendee Conduct Policy

One of the key strengths of the ACS has been the enduring and varied contributions made by its thousands of dedicated volunteers.

Another unassailable strength of the ACS is its local meetings and events program. ACS local meetings/events offer scientific professionals a legitimate platform to present, publish, discuss, and exhibit research discoveries and technologies in chemistry and its related disciplines in a local setting. Furthermore, ACS local meetings/events facilitate networking opportunities, career development and placement, and provide organizations with opportunities to exhibit products and services to targeted audiences.

The Society's Congressional Charter explicitly lists among its objectives "the improvement of the qualifications and usefulness of chemists through high standards of professional ethics, education and attainments...." The ACS expects its volunteers and local meeting/event attendees to display the highest qualities of personal and professional integrity in all aspects of their ACS-related activities. Indeed, every chemical professional has obligations to the public, to volunteer and staff colleagues, and to science.

Accordingly, and to foster a positive environment built upon a foundation of trust, respect, open communications, and ethical behavior, the Committee on Local Section Activities (LSAC) recommends this Conduct Policy. It applies to ACS Volunteers, i.e., it applies to individuals conducting the business and affairs of the ACS without compensation for that conduct. It also applies to attendees at ACS local meetings/events and is consistent with the policy issued by the ACS Board of Directors for volunteers at ACS National Meetings. Volunteers and meeting/event attendees should at all times abide by this Conduct Policy. Specifically:

1. Volunteers should understand and support ACS's vision and mission.
2. Volunteers and local meeting/event attendees should contribute to a collegial, inclusive, positive, and respectful environment for their fellow volunteers and attendees, as well as for other stakeholders, including meeting vendors and ACS staff, when present.
3. Volunteers and local meeting/event attendees must avoid taking any inappropriate actions based on race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, marital status, political affiliation, presence of disabilities, or educational background. They should show consistent respect to colleagues, regardless of the level of their formal education and whether they are from industry, government or academia, or other scientific and engineering disciplines.
4. Volunteers and local meeting/event attendees should interact with others in a cooperative and respectful manner. Volunteers and local meeting/event attendees should refrain from using insulting, harassing, or otherwise offensive language in their ACS interactions. Disruptive, harassing, or inappropriate behavior toward other volunteers, stakeholders, or staff is unacceptable. Personal boundaries set by others must be observed. Harassment of any kind, including but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment will not be tolerated.
5. Volunteers must obey all applicable laws and regulations of the relevant government authorities while acting on behalf of the ACS. Likewise, local meeting/event attendees must obey all applicable laws and regulations of the relevant government authorities while attending ACS meetings or events. Volunteers and local meeting/event attendees alike should also ensure that they comply with all applicable safety guidelines relating to public chemistry demonstrations.
6. Volunteers and local meeting/event attendees should only use ACS's trademarks, insignia, name, logos, and other intellectual property in compliance with ACS regulations and directives as may be issued from time to time.
7. Attendees who participate electronically, either fully or in part, in local meetings and events are expected to comply with this Conduct Policy.
8. Violations of this Conduct Policy should be reported promptly to the local section officials, who may in turn report violations to the ACS Secretary and General Counsel or to the Chair of the ACS Board of Directors. In cases of alleged persistent and/or serious violations of this Conduct Policy, the Board shall review the evidence and shall take such actions as may be appropriate, including but not limited to requiring volunteers to leave their volunteer position(s); precluding volunteers from serving in Society volunteer roles in the future; requiring local meeting attendees to leave the meeting; and, precluding meeting attendees from attending future ACS meetings. ACS, through its Board of Directors, reserves the right to pursue additional measures as it may determine are appropriate.