

From the ACS President

Allison A. Campbell, Ph.D.



Dear Councilors,

As 2017 comes to a close, I want to wish you all Happy Holidays and thank you for your service to the Society. This year, serving as President, has been one of the most fulfilling in my professional career. My visits to local sections, Regional Meetings, National Meetings and with other scientific societies have allowed for opportunities to engage about how best to promote Science Literacy, Science Advocacy, and Safety Culture. The ideas and feedback I received from members has been invaluable at improving existing and developing new ACS

programs.

Next year, as Immediate Past President, I look forward to emphasizing Chemistry as a Global Enterprise by coordinating on issues that transcend boundaries including safety, ethics, and communication, with other chemistry societies. I plan to keep pedaling towards the very end! And speaking of next year, I wish the very best for our 2018 President Peter Dorhout throughout all of his initiatives.

May you have a healthy, happy and safe new year among your family and friends.



Programming for the New Orleans Meeting

Natalie LaFranzo, Chair, Younger Chemists Committee

The YCC is already looking forward to the innovative programming that is in place for the Spring ACS National Meeting to be held in New Orleans on March 18-22, 2018. Younger chemists are very diverse in their interests and needs, so the YCC program is always designed to help bring scientific wonder and practical knowledge to help younger chemists continue to grow as leaders and scientists.

The program kicks off on Sunday afternoon where we will be bringing back a popular, reoccurring symposium entitled “Starting a Successful Research Program at a PUI” in collaboration with PROF. This symposium address a myriad of topics ranging from developing professional collaborations, establishing work-life balance, gaining internal support and champions, and how to

navigating the numerous funding agencies and options available for early career faculty.

Later on Sunday night, the YCC will be collaborating with the Undergraduate Programming Advisory Board to hold a “Trivia Night” where teams of chemists can gather their collective knowledge in the attempt to show off their skills in a competitive and fun environment. After the trivia competition will be the annual YCC Social where all welcomed! Come see if you can hang with us and drop some knowledge bombs!

On Monday morning, we will be holding a symposium on “Molecules that Changed the World” to help tell the technical and cultural stories of chemistry that has impacted lives across the globe. This symposium embodies the notion that “all it takes is one person [...or

molecule]” to change the world and it was through a passionate and focused effort by teams of chemists across the globe to change the way we drive our cars, the way we communicate electronically, the way we produce crops, and much more. Please join us to learn some of these amazing stories and learn about the molecules that made it happen.

On Monday afternoon, we will be delving into the local culture to learn about “Tales of Chemistry & Cocktails”. New Orleans is famous for its food and night life where numerous classic cocktails were invented before being spread across the world. We will be having several esteemed speakers share some of the history of the “Big Easy” related to these creative concoctions before migrating to a special YCC Social event where it will be possible to try these creations for yourself.

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Tuesday afternoon will feature a collaborative symposium held with the Division of Physical Chemistry entitled “Young Chemists & Water” where younger chemists will be sharing their technical research in the field of water chemistry. Younger chemists are doing great work out there and disseminating their research is critical for their professional development and scientific training, so we are proud to be working with our Technical Division partners to continue to provide ways to benefit younger scientists.

Please keep an eye out for more information and notifications the YCC will be sending out through our Facebook ([ycc.acs](https://www.facebook.com/ycc.acs)), Twitter ([@ycc_acs](https://twitter.com/ycc_acs)), and [LinkedIn](https://www.linkedin.com/company/ycc-acs) social media accounts as we get closer to the 2018 Spring ACS Meeting. Have happy holidays and see you in NOLA!

CONGRATULATIONS TO THE NEW ACS COUNCILORS See You on Saturday in New Orleans!

The ACS Council Policy Committee is hosting the **2018 New Councilor Orientation Program & Reception** for all newly elected Councilors and Alternate Councilors **on Saturday, March 17, in New Orleans, LA starting at 3:00 PM in the Hilton New Orleans Riverside 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. **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 New Orleans!



ACS FREQUENTLY REQUESTED NUMBERS

Unless otherwise noted, first dial (800) 227-5558. When prompted, dial the extension given below. To contact other offices, dial the 800 number and ask for operator assistance, or visit the ACS website, www.acs.org.

Address changes (800) 333-9511	
Career Services	x 4432
Development	x 6210
Divisions	x 4401
Education K-12 programs	x 4382
Education, undergraduate	x 4480
Gifts and other products	x 4600
National Chemistry Week	x 6097
Public Affairs	x 4386
Local sections	x 4611
Meetings, national	x 4374
Meetings, regional	x 6129
Membership (800) 333-9511	
Records and accounts (800) 333-9511	
Secretary	x 4461

ATTENTION COMMITTEE CHAIRS **BOARD, COUNCIL, and CPC AGENDA PREPARATION** **NEW ORLEANS, Louisiana NATIONAL MEETING, March 18-22, 2018**

November 29, 2017	<i>Deadline</i> for receipt of petitions to amend Society's Constitution and/or Bylaws.
December 4, 2017	<i>Deadline</i> for receipt in Secretary's Office of Society, Council Standing, and Other (including joint Board-Council) Committee agendas for publication in the Preliminary Program of <i>C&EN</i> .
January 24, 2018	<i>Deadline</i> for receipt in Secretary's Office of committee reports and all other material for inclusion in the Council Agenda .
January 31, 2018	<i>Deadline</i> for receipt in Secretary's Office of material for inclusion in the Council Policy Committee Agenda .
February 7, 2018	Mail Council Agenda.
February 9, 2018	<i>Deadline</i> for receipt in Secretary's Office of committee reports, agenda items , for inclusion in the Board (open and executive session) agendas .
February 14, 2018	Mail Council Policy Committee Agenda.
February 19, 2018	<i>Deadline</i> for receipt of material to place in the Board agenda or mailing .
February 23, 2018	Mail Board (open and executive sessions) and other committee agendas. (Please note this is 3 weeks prior to the Open Board meeting.)
February 26 - March 9, 2018	HOLD for Board Virtual committee mtgs (dates to be determined by the Board).
March 9, 2018	<i>Deadline</i> for receipt in Secretary's Office of requests for Legal Counsel at committee meetings.
April 4, 2018	<i>Deadline</i> for receipt in Secretary's Office of short reports of Board and Council Committees.

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

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COMMENT

Improving the employment of chemical professionals

DONNA J. NELSON, ACS IMMEDIATE PAST-PRESIDENT

In 2015, during my president-elect year, I appointed a task force to investigate chemical employment in the U.S. We invited input from ACS officials, students, and members—both employed and unemployed—from different demographic backgrounds. I detailed the composition and charge of the task force in an earlier Comment (C&EN, Oct. 26, 2015, page 28).

The task force members put forth much effort but were unable to find consensus on all points discussed. This Comment summarizes points of agreement.

Agreement was not reached on issues of immigration and visas, so in April 2017, an ad hoc working group was formed to study these issues more closely.

The task force identified several factors contributing to the present supply-and-demand imbalance in the employment of chemical professionals: (1) The number of newly graduated B.S. chemists has steadily increased over the past 50 years, while the number of manufacturing jobs in chemistry has decreased; (2) many B.S. degree programs offered at colleges and universities lack courses that prepare students for industrial employment, where most chemical employment opportunities exist; and (3) legislation and regulations have insufficiently supported domestic research and chemical employment.

There are no immediate solutions to the challenges of chemical employment, but the following actions may provide opportunities to better prepare chemical professionals for the modern labor market.

Increase transparency in chemical education and employment. ACS should continue to convey the benefits chemistry provides to our lives; however, we must also convey that there is no shortage of traditional chemists. The following 2016–26 Bureau of Labor Statistics projections (data.bls.gov/projections/occupationProj) highlight shifting dynamics in chemical

employment: biochemists and biophysicists: +11.3%, post-secondary chemistry teachers: +9.9%, chemists: +6.5%, chemical technicians: +3.9%, chemical engineers:

+2.5%, chemical plant and system operators: -3.1%, and chemical equipment operators: -3.6%. Meanwhile, ACS New Graduate Survey data show new graduate unemployment growing disproportionately faster than ACS member unemployment. Inflation-adjusted salaries for new graduates at all degree levels are flat or decreasing. These trends also hold for more experienced ACS members. Em-

ployment information about the wide range of chemistry careers should be provided to aid students in career decisions.

Review and revise higher education programs to prepare students for the changing employment options of chemists and chemical professionals. The educational system provides outstanding researchers, but the demand for them is far below the supply. For each faculty opening, dozens to hundreds of chemists apply. Some applicants hold two to three postdoctoral positions, broadening their experiences while seeking an academic appointment.

Current chemistry degree course requirements are misaligned with employer expectations of graduates' skills. Employers seek individuals who have practical work experience and are technologically savvy and have foundational skills such as adaptability, problem-solving ability, and leadership skills. Yet many college graduates entering the labor pool aren't equipped with these essential skills.

Graduates need educational programs to supply and strengthen these skills. Social, cultural, and professional training, applied courses, and internships can improve postgraduate employability. ACS-approved degree programs should be evaluated for their use in producing employable chemists. Cross-functional training, which bridges new and traditional fields of chem-

istry, should be evaluated for its impact on student employment prospects.

Increase and strengthen engagement with industry and other private-sector employers. Corporations are dynamic and concerned with profitability, which can negatively impact employment. ACS cannot influence these decisions, but it can work with legislators to encourage keeping and expanding R&D through tax breaks and a science-informed regulatory body.

ACS leaders should leverage the experience and expertise of corporate leaders to discuss employer needs, with the goal of providing targeted programs, products, and services. ACS can encourage industry, government, and private-sector leaders to formulate legislation favorable to industrial job growth and chemistry R&D funding. Leadership from stakeholder committees and divisions can advise the society on employment and education strategies.

Evaluate employment programs, products, and services with diversity in mind.

Unemployment and underemployment impact all chemical professionals regardless of demographic categories, such as midcareer professionals, underrepresented groups, technicians, and semiretired chemists. ACS should provide programs, products, and services that address these goals.

ACS External Affairs & Communications, ACS leadership, and ACS members should increase advocacy to support U.S. domestic R&D in the chemical enterprise.

Using science and data, the ACS Legislative Action Network, ACS position papers, and proactive engagement with the public can help influence elected officials and the electorate. Topics include regulating chemicals, providing tax incentives for growing and retaining skilled domestic chemistry jobs, and research and development funding.

While ACS has advanced the employability of chemists through its programs, products, and services, more work is needed. I welcome input at djnelson@ou.edu.

Views expressed are those of the author and not necessarily those of C&EN or ACS.



BYLAWS!

When is the last time your Division, Local Section, or International Chapter updated its bylaws? You can find out by going to www.acs.org/bulletin5; under Unit BYLAWS, click on the appropriate link. Also under Unit BYLAWS is a link for OPTIONS to AMEND your bylaws. The Committee on Constitution and Bylaws (C&B) offers two easy options to update your bylaws: 1) use the MODEL BYLAWS, which is populated with default choices or 2) fill out the questions document, which also includes default choices. You can still add text from your current bylaws, but only if the text is in accordance with the ACS Governing Documents. Contact C&B at bylaws@acs.org if you have any questions or if you'd like us to walk you through the process.

Leadership Starts Young and Gets Better Over Time

Natalie LaFranzo, Chair, Younger Chemists Committee

The Younger Chemist Committee (YCC) annually organizes a specialized track for young scientists to participate in the ACS Leadership Institute (LI) held every January. This has served as a great way for younger scientists to develop critical leadership skills, experiences, and a network that will help them be successful within the Society, in their professions, and throughout their lives. The YCC sponsors several Leadership

Development Awards to well-deserving younger leaders to attend this event, and we are particularly excited that through partnership with the ACS Student Communities office this award will be extended to undergraduate young leaders during the upcoming 2018 LI to be held in Dallas, TX on January 19-21, 2018. The extension of this award to undergraduates demonstrates the Society's commitment to nurturing leadership talent early and often. In addition, the YCC

Leadership Development Awards are a primary source of recruiting dedicated volunteers for the YCC, and we believe that this will create lasting value as our members grow into leadership roles both within the Society and in their professional careers. Please let us know if you will be attending the 2018 LI and would like to connect with the YCC and our young, yet inspirational, leaders by emailing us at info@ycc-acs.org.



GREAT CHEMISTRY HAPPENS AT REGIONAL MEETINGS

2018

Northeast Regional Meeting (NERM)
June 1-3
Lake Placid, NY

Central Regional Meeting (CERM)
June 13-16
Toledo, OH

Northwest Regional Meeting (NORM)
June 24-27
Richland, WA

Midwest Regional Meeting (MWRM)
October 21-23
Ames, IA

Southeastern Regional Meeting (SERMACS)
October 31-November 3
Augusta, GA

Southwest Regional Meeting (SWRM)
November 7-10
Little Rock, AR

For more information, link to the individual meeting sites from www.acs.org/meetings/regional

CEI - Promoting Sustainability in the Chemistry Enterprise

Anthony (Tony) Noce, Chair, ACS Committee on Environmental Improvement

Two years ago I wrote the article “CEI – Reorganizing to drive success” to let you know how the ACS Committee on Environmental Improvement (CEI) had revisited and revised our mission and vision statements and developed a three-year plan to help turn our vision into reality. The backbone of our plan was to reorganize the committee around our project portfolio, and I’m pleased to report that, two years in, this has been incredibly successful.

Both the functional reorganization of our committee structure and meeting format required more preparation and completion of project work between meetings, and these changes have allowed both for more substantive discussion of pertinent topics during our committee meetings while we have completed more projects – enabling us to grow our portfolio. I’m pleased to say that we successfully used the strategic planning process to develop a tactical blueprint for our

committee’s operations.

CEI continues to focus its attention on increasing ACS leadership related to sustainability in the chemistry enterprise. Just as advancing sustainability requires collaboration, the Committee does much of its best work in collaboration with a wide variety of ACS units.

In keeping with our committee charge, CEI supports and encourages programming around the theme of sustainability by local sections and at regional meetings. In the policy arena, we worked with our colleagues at the Committees on Science, Corporation Associates, and Chemistry and Public Affairs, to provide the best possible policy recommendations to the ACS Board. In 2017, CEI recommended updated policy statements on science and technology in the budget, scientific integrity, and sustainability to the ACS Board of Directors.

The Committee will be working on the following ACS policy statements in 2018:

- Inherently Safer Technology for Chemical and Related Industrial Process Operations
- Water Treatment and Conservation
- Energy
- Hydraulic Fracturing

You may review the current versions of these policy statements at <https://www.acs.org/content/acs/en/policy/publicpolicies/sustainability.html>. I would invite you to take a few minutes to review them and to let us know if you have any questions or would like to provide any comments for consideration by our writing teams by sending your input to cei@acs.org.

Finally, please feel free to drop by to hear more about what we’re doing for you at CEI. We are meeting in the Hilton New Orleans Riverside at the Spring National Meeting and would love to see you. If our meeting times don’t fit your schedule, please feel free to reach out to me at tony.noce@tetrattech.com.

2018 Chairs Appointed for Society, Standing, Joint Board-Council, and Other Committees

Acting on the recommendation of the Committee on Committees (ConC), ACS President-Elect Peter Dorhout 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, 2018. Congratulations!

SOCIETY

Budget and Finance Joseph A. Heppert	Environmental Improvement Anthony (Tony) M. Noce	Senior Chemists Thomas (Tom) R. Beattie	Meetings and Expositions Kevin J. Edgar
Education Jennifer (Jen) Nielson	International Activities Jens Breffke	Women Chemists Kimberly A. Woznack	Membership Affairs Margaret Schooler
<u>JOINT BOARD-COUNCIL</u>	Minority Affairs Ann Kimble-Hill	Younger Chemists Natalie A. LaFranzo	<u>OTHER</u>
Chemical Abstracts Service Wendy D. Cornell	Patents & Related Matters Kirby Drake	<u>STANDING</u>	Analytical Reagents Tom Tyner
Chemical Safety Ralph Stuart	Professional Training Edgar Arriaga	Constitution and Bylaws V. Dean Adams	Ethics Judith Currano
Chemistry and Public Affairs Raymond E. Forslund	Publications Nicole S. Sampson	Divisional Activities Rodney Bennett	Nomenclature, Terminology and Symbols Michael Mosher
Chemists with Disabilities James Schiller	Public Relations and Communications Jennifer L. Maclachlan	Economic and Professional Affairs Tiffany Hoerter	Project SEED Don Warner
Community Activities Michael B. McGinnis	Science Mark C. Cesa	Local Section Activities Jason Ritchie	Technician Affairs Aimee Tomlinson

ACS NEW COUNCILOR EVENTS FOR 2018



**ACS
NEW
COUNCILOR
WEBINAR**

Friday,
February 2, 2018
3:00-4:00 PM, ET

**Pre-National
Meeting Planning**



**ACS
NEW COUNCILOR
ORIENTATION**

Hilton New Orleans Riverside
Hotel

Saturday,
March 17, 2018
3:00-6:00 PM

RECEPTION
6:00-7:00 PM

**ACS Spring National
Meeting
New Orleans, LA**



**ACS
COUNCIL
MEETING**

Wednesday,
March 21, 2018
8:00 AM-12 Noon

**ACS Spring
National Meeting
New Orleans, LA**



**GET
INVOLVED!
ACS Committee
Preference
Submission**

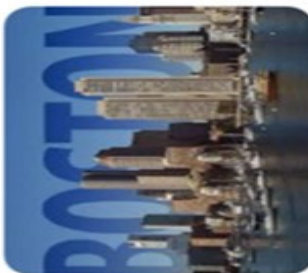
**DUE
June 2018**



**ACS
STRATEGY
CAFÉ**

All Councilors
Are Invited
More Details to Come

**ACS Fall
National Meeting
Boston, MA**



**ACS
COUNCIL
MEETING**

Wednesday,
August 22, 2018
8:00 AM-12 Noon

**ACS Fall
National Meeting
Boston, MA**

TOWN HALL MEETING – Sunday, March 18 from 4:30-5:30 PM

ACS Caucus Meetings for Councilors

Sunday, March 18 @ 6:00 PM: District I - District II - District III - District IV - District V - District VI
Tuesday, March 20 @ 4:00 PM: Divisional Officers / Councilors

The same timeframes apply for the Boston meeting schedule.