

## Program Report

### [PROF 1 Alternative career paths: Past, present and future](#)

**Kathryn L. Parker**, Science Communications, Outreach and Adaptation, U.S. Environmental Protection Agency, Global Program Division, 1200 Pennsylvania Ave., N.W. 6205J, Washington, DC 20460, parker.kathryn@epa.gov

As a "mid-career" Congressional Fellow, my career path was lengthening by the time I added "Congressional Fellow" to my resume. Congressional Fellowships are for everyone whether you are just out of graduate school, in mid-career, or topping-off the last stages of a work history.

My previous employment included basic and applied research, teaching, and consulting. My year (2000-2001) as Congressional Fellow for Senator Jim Jeffords afforded me the opportunity to draw on these varied experiences and re-direct my career path yet again into another new arena, that of public policy.

As a result of my fellowship experience, I now work at the U.S. EPA as Chief of the Science Communications Branch, responsible for communicating the science of ozone depletion and climate change. I will discuss my experiences, pre- and post-fellowship stressing that at any stage of the professional individual's life and career, a fellowship is an exciting beginning.

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### [PROF 2 Alternative career paths of ACS Congressional Fellows: Counterterrorism and the national labs](#)

**Kristin M. Omberg**, Decision Applications Division, Los Alamos National Laboratory, PO Box 1663, MS F607, Los Alamos, NM 87545, Fax: (505) 665-5283, komberg@lanl.gov

Dr. Omberg was an ACS Congressional Fellow with the United States Senate Committee on the Budget from 1998-1999. She is currently a member of a team designing systems for rapid detection of and response to a biological attack at Los Alamos National Laboratory. Dr. Omberg will talk about her tenure with the Budget Committee, her work at Los Alamos, and the way the ACS Congressional Fellowship has affected her career path.

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### [PROF 3 Career paths in private foundations](#)

**Scott P. Lockledge**, Public Affairs, Chemical Heritage Foundation, 315 Chestnut Street, Philadelphia, PA 19106, scott@lockledge.com

Career Paths at Private Foundations will be discussed.

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### [PROF 4 Career progressions](#)

**Anthony Boccanfuso**, Research Foundation, University of South Carolina, 901 Sumter Street, 5th Floor, Byrnes Building, Columbia, SC 29208, amb@sc.edu

Chemistry is a discipline that demands critical thinking and a diverse set of skills. These traits are valuable in many professions and are applied by trained chemists in a diverse array of jobs in both the public and private sectors. The presenter will describe how he benefited from his year as a Science Policy Fellow and discuss the various positions (higher education consultant, federal grants manager, university administrator) he has held since that time.

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### [PROF 5 Career options for Congressional Fellows](#)

**Emily Jarvis**, Office of Senator Olympia Snowe, 154 Russell Senate Office Building, Washington, DC 20510, emily\_jarvis@snowe.senate.gov

Traditionally, the relationship between the academic research community and the government has been

somewhat utilitarian - both sides hope to reap the maximum benefits despite the fact that each side has little appreciation for the detailed workings of the other. Academic researchers tend to have little understanding of the broad role for scientists in shaping public policy. Public officials may view research scientists as “one of many special interest lobbies.”

World events, the international scope of research, and rapid technological breakthroughs ensure that the government will be involved in decisionmaking critical to science. In recent years, we have seen examples of these decisions ranging from bioethics to immigration policy. Decisions will be made - with or without close input from the scientists. I will discuss my experiences as both an observer and an active participant in shaping science policy as a Congressional Science Fellow in the U.S. Senate.

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### **PROF 6 Congressional career paths**

**Alison J. Fox**, Senate Committee on Commerce, Science, and Transportation, SR-328A Russell Senate Office Building, Washington, DC 20510

Alternate career paths in the U.S. Senate committee structure will be discussed.

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### **PROF 7 Science writing: Distilling, crystallizing, and catalyzing**

**Randall E. Wedin**, Wedin Communications, 2001 Blackberry Lane, Wayzata, MN 55391-2005, Fax: 952-475-3674, rewedin@cs.com

A career in science writing uses many of the same skills, interests, and traits as those used in the Congressional Science Fellowship year. This talk outlines some of the pros and cons of a career as a science writer, based on the author's 12 years of experience as a freelance science writer. The talk includes suggestions on how to build a career as a science writer.

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### **PROF 8 ACS congressional fellowship; A stop along the way**

**Richard A. Sachleben**, Business Development, Solvias, Inc, 4 Humiston Circle, Westford, MA 01886, richard.sachleben@solvias.com

For some, a Fellowship year in Washington is the defining experience in their career. For others, it may be but a side excursion along the professional pathway. But without doubt, it is an experience unequalled by any other.

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### **PROF 9 Academic administration to enhance a professor's career in teaching and research**

**Sunney I. Chan**, Department of Chemistry, California Institute of Technology, 1200 East California Blvd., Pasadena, CA 91125, Fax: 1-626-578-0471, chans@its.caltech.edu

My academic career has been enriched by the many opportunities that I have been given to provide service for my university as well as my profession. Over the years, I have taken on additional responsibilities, beyond teaching and research, to participate in university governance and service. At Caltech, I was appointed Master of Student Houses, elected Chairman of the Faculty, and served twice as Executive Officer in Chemistry for the Division of Chemistry and Chemical Engineering. At Academia Sinica, I spent a brief period helping to rebuild the Institute of Chemistry into a modern research enterprise, before moving on to become Academic Vice President to build up research in the life sciences within the Academy. In addition, I have served many years as a consultant to the National Institute of Health, as associate editor of the Journal of the American Chemical Society, and more recently as Director of the National Research Program in Genomic Medicine for the National Science Council of Taiwan. As expected, one of the challenges to accommodate the additional workload as an academic administrator over and beyond my primary responsibilities as a professor has been the conflict of time and commitment. On the other hand, my involvement in public service has allowed me to grow professionally, and gradually broaden my own outlook toward science and the scientific enterprise.

Thus, in my own experience, the two types of activities have reinforced one another, and have contributed not only to my own effectiveness as an academic leader, but also my own development as a teacher/scholar. In other words, my involvements in university governance and professional committees have made me a more enlightened researcher and my continued participation in research has made me a more effective administrator. It should be noted that throughout my own career, I have remained faithful to my science and my students. Teaching and research have continued to be my favorite intellectual and professional activity, and the activity I take refuge in to vent my occasional frustrations with politics and bureaucracy.

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### **PROF 10 The bottom-up approach: my journey in searching for new materials and the art of design and synthesis**

**Jing Li**, Department of Chemistry and Biochemistry, Rutgers University, 610 Taylor Road, Rm 315, Wright-Rieman Labs, Piscataway, NJ 08854, Fax: 732-445-5312, [jingli@rutchem.rutgers.edu](mailto:jingli@rutchem.rutgers.edu)

My independent academic career began in the early 90's, after the completion of my doctoral degree in 1989 and postdoctoral research in 1991, both at Cornell University. I started my first faculty position as an Assistant Professor at Rutgers University, Camden in 1991 and was promoted to Full Professor in 1999. In 2002, I moved to Rutgers-New Brunswick. The focus of my research has always been on the design, synthesis and characterization of new materials. Advanced materials with specified and tunable properties are highly desirable in today's scientific and technological development. Synthesis and fabrication of these materials represents one of the most important and forefront subjects in materials research, and it is often as much an art as a science. While accurate prediction is not yet possible, rational design of novel functional materials may be achieved by combining knowledge, insight, intuition, and experience. In this presentation, I will talk about my academic career development and outline some major research accomplishments.

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### **PROF 11 Surviving a rocky beginning**

**Bing Gong**, Department of Chemistry, State University of New York, Buffalo, NY 14260, [bgong@chem.buffalo.edu](mailto:bgong@chem.buffalo.edu)

Before moving to my current institution (SUNY Buffalo), I spent my tenure-track years (1994 to 2000) in two other smaller, mainly undergraduate institutions. Over the years my research interests have been changing but have evolved around targeting problems of biological or bio-inspired nature. Currently my group is working on self-assembling and/or folding nanotstructures. When starting my independent career in Ohio University in 1994, I was interested in designing DNA-minor groove binders, a field that was quite crowded. In 1996 I moved to the University of Toledo where I started to shift my interests by working on more unique and novel projects that are suitable to the operation in a place of relatively limited resources. Since we have established a reputation in the relevant field and our research has been very well funded.

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### **PROF 12 Finding a career in asymmetric catalytic hydrogenations**

**Xumu Zhang**, Department of Chemistry, Pennsylvania State University, 152 Davey Lab, University Park, PA 16802, [xumu@chem.psu.edu](mailto:xumu@chem.psu.edu)

Xumu Zhang is a product of outstanding Chinese and American educational systems. After Ph.D. in Stanford University and a short post-doctoral research, he accepted a faculty position at Pennsylvania State University. Since then, he has collected more catalysts into his "tool box" and he has co-founded a company that is traded in public. Developing of practical asymmetric hydrogenation catalysts plays a key role in making chiral compounds, such as pharmaceuticals and drug intermediates.

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### **PROF 13 From organic to life science**

**Peng George Wang**, Department of Biochemistry and Department of Chemistry, Ohio State University, Columbus, OH 43210, Fax: 614-688-3106, [pgwang@chemistry.ohio-state.edu](mailto:pgwang@chemistry.ohio-state.edu)

Many times life takes your career to an area that you do not expect in the beginning. Although I was trained as an organic/bio-organic chemist, my academic career carries me more towards life science. Starting with physical organic chemistry on carbanions to carbohydrate chemistry, my research gradually moves to reactive nitrogen and oxygen species in biological systems, to medicinal chemistry, to enzymatic synthesis, to microbial glycobiology, and finally to glyco-immunology, vaccine development, proteomics and glycomics. Along this long journey into life science, you can always identify the “birth mark” of my early physical organic training and “organic” thinking, and see how cross fertilization benefits one’s career development.

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#### **PROF 14 My career is crystal-clear**

**Lin Chen**, Department of Chemistry and Biochemistry, University of Colorado at Boulder, Boulder, CO 80309-0215, lin.chen@colorado.edu

After finishing my undergraduate study at Beijing University, I moved across the Pacific Ocean in pursuing my career in science. Harvard University offered me a place in Dr. Gregory Verdine’s research laboratory, where I studied biochemistry and enzymology of Methyltransferases. As I was unsatisfied by the blurry picture of my enzymatic reaction mechanism, after finishing my Ph.D. research, I moved to Dr. Stephen C. Harrison’s laboratory in the same school, where I further experienced the power of X-ray crystallography. Now, I am running my own structural research laboratory in Department of Chemistry and Biochemistry, University of Colorado at Boulder.

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#### **PROF 15 My materials chemistry career from industry to academia**

**Zhibin Guan**, Department of Chemistry, University of California, Irvine, 516 Rowland Hall, Irvine, CA 92697-2025, Fax: 949-824-2210, zguan@uci.edu

I received my Ph.D. degree in chemistry from the University of North Carolina at Chapel Hill in 1994, where I investigated fluoropolymer synthesis in supercritical carbon dioxide. After a postdoctoral appointment in the Division of Chemistry and Chemical Engineering at the California Institute of Technology, I joined the DuPont Central Research and Development Laboratory in Wilmington, Delaware, as a Research Chemist and then a Senior Research Chemist. In the fall of 2000 I joined the Chemistry faculty at the University of California, Irvine, to pursue more freedom of scientific research. My research interests include control of polymer topology using late-transition-metal catalysis, design and single-molecule studies of biomimetic materials, and novel biomaterials synthesis for biomedical applications. The presentation will give an overview of my research interests and my career in US.

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#### **PROF 16 Organic career in green chemistry**

**C. J. Li**, Department of Chemistry, Tulane University, 6400 Freret Street, New Orleans, LA 70118, Fax: 504-865-5596, cjli@mailhost.tcs.tulane.edu

ChaoJun Li is an organic chemist trained in both China and Canada. The “atom-economy” research in Stanford stimulated his later research interest---Green Chemistry, which he started in Tulane University. Recently, his research group has first demonstrated that, the addition of a phenyl group to an aldehyde, a Grignard-like reaction actually can occur in water and air. Over years of hard work, his research and career in green chemistry are established.

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#### **PROF 17 Pursuing a career in protein recognition**

**Rihe Liu**, School of Pharmacy and Carolina Center for Genome Sciences, University of North Carolina at Chapel Hill, Chapel Hill, NC 27599, rliu@email.unc.edu

I received my Ph.D. degree from the University of California at San Diego and completed post-doctoral research training at Massachusetts General Hospital and Harvard Medical School. I joined the faculty of UNC - Chapel Hill at the end of 2001 as an assistant professor. My research interest is at the interface of Chemistry and Biology. Our current focus is on using and developing novel amplification-based

proteomic techniques to address some biological problems on the proteome-wide scale, including protein-protein interaction, enzyme-substrate interaction and post-translational modification.

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### **PROF 18 Searching a satisfactory career in calcium biology**

**Jenny J. Yang**, Department of Chemistry, Georgia State University, Center for Drug Design and Advanced Biology, Atlanta, GA 30303, the-cherry@gsu.edu

I started as an electroanalytical chemist in China. After I obtained my Ph.D. studying metalloproteinase kinetics at Florida State University in 1992, I moved to Syntex Pharmaceutical Company to experience drug design and discovery. While I was folding proteins and learning NMR at University of Oxford in UK, I was attracted by the importance of calcium related research. When I was designing RNA binding proteins at Yale, I decided to focus on calcium-dependent cell adhesion for my future direction. My 6-years' experience at Georgia State University has transformed my research from structural analysis of calcium binding proteins and design of calcium switch in order to control protein functions to understanding calcium signaling. In this presentation, I will give an overview of my research accomplishments and long journey in search of satisfaction in calcium biology.

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### **PROF 19 Exploring nitroreduction as a trigger activation mechanism for anticancer prodrugs**

**Longqin Hu**, Department of Pharmaceutical Chemistry, Ernest Mario School of Pharmacy, Rutgers, the State University of New Jersey, 160 Frelinghuysen Road, Piscataway, NJ 08854, Fax: 732-445-6312, LongHu@rci.rutgers.edu

As a medicinal chemist, I began my academic career at the University of Oklahoma College of Pharmacy in 1996 and transferred three years later to the Ernest Mario School of Pharmacy, Rutgers University. My research interests include the design and synthesis of anticancer prodrugs for site-specific delivery and activation, mechanism-based inhibition of protein serine/threonine kinases, and the development of organic synthetic methodology. This presentation will focus on the development of a starting medicinal chemistry research project exploring nitroreduction as a trigger mechanism for the site-specific activation of potential anticancer prodrugs. In our efforts to increase the therapeutic effectiveness and decrease systemic side effects of cancer chemotherapy, a series of novel cyclic and acyclic phosphoramidate mustard analogues were designed and synthesized as potential anticancer prodrugs incorporating a strategically placed nitro group for bioreductive activation. These analogues are activated to release the cytotoxic anticancer agent, phosphoramidate mustard and like reactive species, in a site-specific manner either by bioreduction in hypoxic tumor tissues, or by a reductive enzyme delivered to cancer cells via ADEPT or GDEPT.

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### **PROF 20 Career in novel materials from supramolecular approaches**

**Wenbin Lin**, Department of Chemistry, CB#3290, University of North Carolina, Chapel Hill, NC 27599, Fax: 9199622388, wlin@unc.edu

Wenbin Lin is an assistant professor of chemistry at University of North Carolina at Chapel Hill. After his Ph.D. studies at University of Illinois at Urbana-Champaign and an National Science Foundation postdoctoral fellowship at Northwestern University, Wenbin started his independent academic career as an assistant professor of chemistry at Brandeis University where he established a productive research program in crystal engineering of second-order nonlinear optical materials. Since moving to University of North Carolina at Chapel Hill in July 2001, Wenbin's group has initiated a research program aiming at the rational design of homochiral supramolecular systems for potential applications in enantioselective sensing, separation, and catalysis. In this talk, Wenbin will discuss the design of a variety of chiral rigid linkers and their use in the construction of chiral supramolecular architectures ranging from metallamacrocycles to extended porous frameworks. Preliminary evaluations of these novel materials for applications in enantioselective sensing, separation, and catalysis will also be presented.

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### **PROF 21 "Random walk" in my academic career**

**C. Wilson Xu**, Department of Molecular Pharmacology and Chemistry, Memorial Sloan-Kettering Cancer Center and Graduate School of Medical Sciences of Cornell University, New York, NY 10021, w-xu@ski.mskcc.org

After my postdoctoral studies in Harvard Medical School, I started my independent academic career at Sloan-Kettering 5 years ago. My research focus has been in the general areas of functional genomics, particularly how the cell is internally wired. Our current interest is on the large-scale protein interaction mapping and genetic circuitries of cellular phenotypes. The presentation will give an overview of my research accomplishments and my own career experience.

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#### **PROF 22 ACS opportunities for chemists in their golden years**

**Ronald D. Archer**, Department of Chemistry, University of Massachusetts, Lederle Graduate Research Towers, Amherst, MA 01003-9336, Fax: 413-545-4490, archer@chem.umass.edu

The American Chemical Society provides many opportunities for senior chemists. Volunteer programs in which seniors can participate through their local sections include National Chemistry Week, Chemists in the Library, Chemists Celebrate Earth Day, Kids & Chemistry, and other school volunteer activities. The Senior Chemists Task Force formed by the Local Section Activities Committee (LSAC), Membership Activities Committee (MAC), Committee on Economic and Professional Affairs (CEPA), and local section representatives evaluated ACS activities appropriate for seniors. As a result, LSAC is encouraging local sections to harness the expertise and enthusiasm of the growing number of seniors through local-section senior chemists committees and section rosters. MAC is adding material to chemistry.org to aid senior chemists, and CEPA already provides consulting advise for seniors interested in consulting and is currently looking into health insurance for retirees. Staff dedicated to senior issues in Washington will also be helpful.

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#### **PROF 23 Adjunct faculty issues in higher education**

**Seymour Patinkin**, retired, 4610 Dempster Street, Skokie, IL 60076, shpatinkin@comcast.net, and **Susan Shih**, Natural Science Division, College of DuPage, 425 Fawell Blvd, Glen Ellyn, IL 60137-6599, shihsu@cod.edu

A symposium was held at the Great Lakes Regional Meeting in Chicago this spring. The presenters included a long time adjunct faculty member, a full time faculty member, a college administrator and the Higher Education coordinator of the Illinois Education Association. After each individual had presented their views on the issues which they felt to be important, a panel discussion was held with contributions from the audience. This poster presents the highlights of the symposium.

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#### **PROF 24 Alpha Chi Sigma: Promoting professionalism in chemistry for 100 years**

**John E. Adams**, Department of Chemistry, University of Missouri-Columbia, Columbia, MO 65211-7600, Fax: 573-882-2754, AdamsJE@missouri.edu

For more than a century, Alpha Chi Sigma, the chemistry Professional Fraternity, has promoted interactions throughout the chemical profession, has striven to ease the transition between college and the workforce, and has encouraged participation in activities that enhance the discipline and that increase public understanding of chemistry. We summarize here past and present activities that support the Three Objects of the Fraternity, ideals that focus on the professional growth of our members.

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#### **PROF 25 Analytical Lab Managers Association (ALMA): An opportunity for lab managers to network, learn and share**

**John S. Sadowski**, Air Products and Chemicals, Inc, 7201 Hamilton Blvd., Allentown, PA 18195-1501, sadowsjs@apci.com

Managing an analytical laboratory requires a unique blend of technical and managerial skills. Most

laboratory managers through their education and experience are comfortable handling the technical aspects of their jobs, but often the managerial skills are obtained on the job. The literature on management is geared primarily to manufacturing and service operations, neither of which matches the operation of an analytical laboratory.

This lack of educational opportunities led to the formation of the Analytical Lab Managers Association (ALMA). Over the past twenty plus years, scientists for all over the world have met and exchanged ideas on laboratory management at the ALMA annual meeting.

In addition to the annual meeting ALMA has other forums for the learning and exchange of ideas on the management of the analytical laboratory including workshops, a quarterly journal and bulletin, and a monthly e-news letter. While technical problems may differ from laboratory to laboratory, many of the management challenges are common across laboratories regardless of size, industry or university. ALMA provides a unique opportunity for lab managers to network, share and learn from each other.

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### **PROF 26 Committee on Economic and Professional Affairs**

**Marinda Li Wu**, CEPA Chair, 8 Valley Ct, Orinda, CA 94563, Fax: 925-254-6841, marindawu@aol.com

The mission of the Committee on Economic and Professional Affairs (CEPA) is to identify, monitor, develop and promote programs, services, and symposia that foster ongoing improvement in the economic and professional status of professionals in chemistry and chemically-related fields. CEPA oversees the programs and services administered by the ACS Department of Career Services, which include the Career Resource Center and NECH Employment Center for employers, job seekers, and chemists in transition. CEPA also provides members with workforce and career related information such as the ACS Salary Comparator, Professional Employment Guidelines, Current Trends, and others. CEPA currently consists of five subcommittees (Employment Services, Surveys, Professional Services, Professional Programs, Standards and Ethics) in addition to a Task Force on Public Policy Priorities. An overview of CEPA activities in each of these areas will be highlighted.

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### **PROF 27 Could your local section use a CEO?**

**Warren V. Bush**, ACS Volunteer Career Consultant, 11407 Valley Spring Drive, Houston, TX 77043-4622, Fax: 281-497-6996, bushfam@sbcglobal.net

The Greater Houston Section of the ACS and the South Texas Section of the AIChE have in partnership operated a very successful program to assist our unemployed members to find jobs. The program, called Chemical and Engineering Opportunities (CEO) is a non-profit, self-help, and entirely voluntary program that has enabled more than 1,100 of our unemployed members find jobs since the inception of the program in 1986. The requirements for job seekers and for employers, the operating procedures, the operating cost of the office, and the monthly Profile List that employers in the Gulf Coast chemical industries have found to be a valuable source of talent and expertise, are all described in this presentation.

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### **PROF 28 Escaping the career plateau trap**

**John K. Borchardt**, Southaven Communications, 8010 Vista del Sol Drive, Houston, TX 77083-5039, Fax: 281-495-0146, jkborchardt@hotmail.com

Having a prepared strategy will let you escape the career control trap or avoid it entirely. The career plateau is when people cannot expect promotion in the foreseeable future. Most industrial chemists experience one or more career plateau during their career. The career plateau has become more common and often occurs sooner in one's career than formerly as a result of reengineered corporate structures, widespread downsizing and current economic conditions in the chemical industry.

This poster will describe: causes and symptoms of the career plateau, problems the career plateau causes and solutions to these problems.

The solutions include: outstanding job performance, acquiring new competencies, lateral job transfer, outlasting your boss and getting a new supervisor, job enrichment of your current assignment, professional enrichment outside your job and changing jobs.

Advantages and disadvantages of these solutions will be discussed.

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### **PROF 29 Mapping chemistry: The changing taxonomy of a discipline**

**Janel Kasper-Wolfe**, Office of Member Information, American Chemical Society, 1155 16th Street, NW, Washington, DC 20036, Fax: 202-872-4529, [j\\_kasper-wolfe@acs.org](mailto:j_kasper-wolfe@acs.org)

The last two decades have witnessed significant changes in chemistry as a discipline. The changes have intensified over the last decade with the 1990's exhibiting a shift in occupational title changes for chemical professionals as well as changes in what chemists do, where they work, and what kind of degrees they are getting. In particular, chemistry, and science in general, are increasingly interdisciplinary in scope and practice. It is no longer possible to draw a clear or consistent boundary around chemistry as continues to disperse throughout the life sciences. The last decade has witnessed changes in the categorization and classification of chemistry from multiple sources, the federal government being a primary example. Driven by changes in technology, education, and the economy, the changing taxonomy of chemistry is not arbitrary. The changes reflect transformations at the educational, professional, and industrial levels in Chemistry. The 1990's exhibited a shift in not only occupational title changes, but also what chemists do, where they work, and what kind of degrees they are getting. This poster presentation will map chemistry by visually representing the changing taxonomy of chemistry as a discipline. Using the data from multiple ACS and federal studies, including three ACS censuses of its members and the new graduate surveys, this presentation maps the changing discipline of chemistry by focusing on what chemists do, where they work, and what kind of degrees they are getting.

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### **PROF 30 North Jersey careers-in-transition team helps local chemists with the next step in their career**

**Valerie J. Kuck**<sup>1</sup>, Susan Fahrenholtz<sup>2</sup>, Anita J. Brandolini<sup>3</sup>, and Bill Suits<sup>2</sup>. (1) Advanced Materials Integration Research, Lucent Technologies, Bell Laboratories, 600 Mountain Ave., Murray Hill, NJ 07974, Fax: 908-582-5570, [kuck@lucent.com](mailto:kuck@lucent.com), (2) North Jersey Section, (3) Department of Chemistry & Biochemistry, Rider University

Assistance with resume optimization, job search strategies and interview skills has helped 100 chemists a year with their career advancement and transitions. Resumes based on personal skills and significant accomplishments targeted to relevant openings has opened many doors and set the stage for successful interviews. This approach helps the candidate, by encouraging candidates to lead with their strengths. Finding meaningful achievements and expressing results in meaningful manner is often difficult without coaching. Having the assembled team reviewing and optimizing the resume, becomes a learning experience for all. Monthly meetings with pizza or sub meals go from 5:30 to 9:00 PM. We also reach out to groups like Student Affiliates and Younger Chemists with related programming. Announcements of our activities at monthly meetings reach thousands and are supplemented with web site & news letter ads about our services. Our teams awareness of the market opportunities has helped many candidates find unadvertised positions.

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### **PROF 31 Profiling the chemical workplace**

**Elizabeth Birch**, Executive Director, Human Rights Campaign Foundation, 1640 Rhode Island Ave.,

Washington, DC 20036, Fax: 202-293-0633, ebirch@hrc.org, and Daryl Herrschaft, HRC WorkNet, Human Rights Campaign Foundation

The presentation will cover the current state of the workplace for lesbian, gay, bisexual and transgender workers. The legal environment at the federal, state and local levels under which they operate will be discussed as well as efforts to change those laws. Trends in corporate America toward implementing inclusive policies such as non-discrimination policies that include sexual orientation and domestic partner health benefits will be reviewed. Particular attention will be focused on the state of inclusive policies in the chemical, petrochemical and pharmaceutical industries in relation to other business sectors. The presentation will also address a wide range of LGBT issues in the workplace and how they can affect employee productivity and retention and ultimately the company's bottom line.

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### **PROF 32 ENDA - The next frontier in civil rights**

**Arthur M. Bremner**, Human Resources, American Chemical Society, 1155 Sixteenth Street, N.W, Washington, DC 20036, Fax: 202-872-4077, a\_bremner@acs.org

The Employment Non-Discrimination Act (ENDA) has become increasingly the next civil rights battle ground that will resolve as to whether the United States as a nation and corporate America will be able to recognize segments of the population that are currently without benefit of basic civil rights, particularly relating to benefits, such as healthcare, spousal rights, and other regular aspects of life that most segments of society take for granted. Employment non-discrimination is one of the few remaining areas that have not been specifically covered by Federal or State law (basic protection against job, gender, and other forms of harassment and discrimination). The presentation will discuss and describe efforts on the part of some corporations to recognize this segment of the population as an untapped source of human assets development and recognition. The American Chemical Society (ACS) has initiated a policy on "Inclusion for Competitive Advantage" to identify new and innovative ways to further enhance the workplace and its diverse staff.

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### **PROF 33 Sexual orientation and federal employment**

**Thomas J. Myers**, Animal and Plant Health Inspection Service, U.S. Department of Agriculture, 4700 River Road, Unit 46, Riverdale, MD 20737, Thomas.J.Myers@aphis.usda.gov

The Federal government is the largest employer in the United States. Although sexual orientation is not currently included in Federal civil rights statutes, some protection against sexual orientation discrimination is provided to Federal employees through other statutes and executive orders. The Federal government does not provide its employees with domestic partner benefits. This presentation will discuss the status of these Federal protections and the business case for providing equal protections and benefits to employees, both Federal and Non-Federal. Furthermore, this presentation will describe some steps that can be taken to improve the cultural environment for gay, lesbian, bisexual and transgender employees in the absence of Federal protections or domestic partner benefits.

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### **PROF 34 Championing inclusion: A Schering-Plough case study**

**Bijian Fan**, Pharmaceutical Development, Schering-Plough Research Institute, 2000 Galloping Hill Road, Kenilworth, NJ 07033, Fax: 908-298-4000, bijian.fan@spcorp.com

Schering-Plough has an equal employment opportunity policy that includes sexual orientation. A GLBT employee group, SP Rainbow Network, was formed in 2002. The group encourages workforce diversity and fosters an accepting and open working environment for all employees. Among other inclusion initiatives, the SP Rainbow Network has worked with Schering-Plough Corporate Human Resources to provide equal access to company facilities as well fair compensation. Additionally, the group successfully championed the addition of domestic partner benefits to the Schering-Plough employee benefits package.

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### **PROF 35 Challenging stereotypes: A ChevronTexaco case study**

**Susan C. Guerrero**, Information Technology, ChevronTexaco, 4800 Fournace Place, MS 624, Bellaire, TX 77401, Fax: 713-432-2118, [sguerrero@chevrontexaco.com](mailto:sguerrero@chevrontexaco.com)

What do Big Oil and GLBT employees have in common? Both are often viewed negatively by the general public. This presentation will cover the 10-year history, challenges, and accomplishments of a GLBT employee group as it transformed from an informal network into a recognized company asset. Also covered will be the process and programs implemented to transform a traditionally male-oriented, heterosexual company into a world class industry leader in diversity. Susan Guerrero, who has worked within the oil industry for over 20 years, will cover the efforts and journey that resulted in: A revised non-discrimination policy, expanded benefits for all employees, a supportive and inclusive environment, and promotion of the company within niche communities.

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### **PROF 36 Employment discrimination - A lawyer's perspective**

**Kevin B. Hansen**, Livengood, Fitzgerald & Alskog, PLLC, 620 Kirkland Way, Suite 200, Kirkland, WA 98033, Fax: 425-828-0908

Employment discrimination lawsuits can be costly to defend and damaging to employee morale and retention. Whether justified or not, many employees believe they are victims of discrimination when suffering any adverse employment action, and most employees are protected under the myriad of federal and state anti-discrimination laws. Unfortunately, lawyers are often not consulted about employment discrimination issues until after an employer has been sued by a current or former employee. Employers can and should take affirmative steps to reduce their risk of liability through effective policies and procedures, management training, performance appraisals, and guidelines for hiring and termination decisions.

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