

## Program Report

### [PROF 1 Chemistry at the crossroads](#)

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For the last two decades, the chemistry enterprise has increasingly diverged from the once-dominant and traditional employment with chemical companies into employment with an increasingly wide range of employers and occupations. This diversity in employment varies from law firms to biotech research to local utilities to pharmaceuticals, the largest single employer of chemists. This presentation will show the recent history of the rapid changes in chemistry employment and describes tomorrow's employment for future chemistry-related scientists. As these shifts in the chemistry enterprise continue and increase in dimension and pace, all chemists will need to continually renew their skills and knowledge of the direction of the changes to stay employable.

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### [PROF 2 Career staying power: Techniques for long-term success](#)

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It is becoming increasingly difficult for chemists over age 45 to maintain their careers in the face of current employment trends. Whether you are young, middle-aged or older, what strategies can you employ to maintain your career momentum even if you lose your job?

This paper will explore the following strategies:

- Define your value proposition. Find what you are really good at. If this is in demand by employers, you have your value proposition. If not, develop an alternative expertise.
  - Proactively build solid professional relations. This is what networking is all about. These relationships can benefit your career whether or not you're job hunting. We'll discuss how.
  - Develop a professional mission statement. This will give your career a sense of purpose and principles. It will help you stay invigorated and enthusiastic as well as professionally up to date in your field.
  - Be willing to take calculated risks by taking on challenging assignments.
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### [PROF 3 Tips to reduce your ACS meeting expenses](#)

**John K. Borchardt**, Southaven Communication, 8010 Vista del Sol Drive, Houston, TX 77083-5039, Fax: 281-495-0146, [jkborchardt@aol.com](mailto:jkborchardt@aol.com)

ACS national and regional meetings can be expensive events for students and for employed chemists paying their own way. However, there are many ways meeting attendees can reduce their expenses by careful planning. Hotel expenses can be reduced by sharing a room; finding a cheap hotel and commuting to the meeting; and staying at a YMCA, YWCA, youth hostel, or on a college campus. Many employers have negotiated reduced rates with some hotels. These are often cheaper than the ACS conference rates. So employed chemists should check this out with their corporate travel department or travel agency. Using frequent flyer miles, booking airline tickets more than one month in advance, flying through certain cities, taking the bus, or driving to the meeting can reduce travel expenses.

The plentiful hors d'oeuvres available at some ACS social events can reduce the need to spend money

on dinner. Fast food places and inexpensive non-hotel restaurants can provide meals. An immersion heater and instant coffee or tea bags plus breakfast bars can eliminate the need to purchase breakfast.

These and many other ways of reducing meeting expenses will be discussed.

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#### **PROF 4 Nontraditional personalities — nontraditional careers**

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Of the 50-70 chemistry and biochemistry majors graduating from Cal Poly every academic year, many realize at the end of their academic programs that they don't wish to pursue graduate school, a laboratory or industrial position, or one of the number of other traditional career paths available with the degree. I have found this to be the case especially with young women (about 50% of our majors) some of whom are in personal relationships and are trying to accommodate two career goals.

At Cal Poly we have a large faculty with varied interests who have spent considerable time and expertise developing upper division electives that can inspire students to look at areas where a degree in chemistry or biochemistry becomes a rare asset. Some of us have created web sites and advising materials for nontraditional careers. In fact, our required senior project course can be a vehicle for guided inquiry into areas such as library science, broadcasting, political advising, science animation, and public service. This presentation will overview the past, present, and future lives of our graduates in nontraditional roles.

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#### **PROF 5 Getting unstuck: Shifting to a new career**

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As one becomes experienced within a company, a time comes when advancement no longer is an option and the daily schedule has become routine and lacks challenges. When this moment occurs in ones' career, especially when age has become an additional factor, there does exist options for revitalizing ones' career. One of the more exciting options for persons seeking a challenge is teaching a science course at a community/junior college. This arena offers challenges and various levels of involvement. This presentaion will offer a roadmap to persons who may want to switch careers from an industrial setting to an academic environment. It will include ACS assistance that is available as well as how to get started in ones' community.

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#### **PROF 6 Consulting: An ideal career for (some) technical professionals**

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A consultant has been defined as a person who borrows your watch to tell you what time it is - and then sends you a bill. For a scientist working as a consultant, knowing how to read the watch takes a strong education coupled with years of experience. Technical consulting makes use of all the scientific, problem solving, communication, and personal management skills learned over years in large companies. It is a satisfying and rewarding career offering new challenges every day.

This paper tells how a physical chemist from the petroleum industry got into consulting and why. In it I will discuss some of the most important lessons I learned along the way. Chief among these is the importance of effectively marketing my skills.

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## **PROF 7 CEPA Task Force on Globalization Issues**

John R. Bingham<sup>1</sup>, **H. N. Cheng<sup>1</sup>**, Martin L. Gorbaty<sup>1</sup>, Marie G. Hankins<sup>1</sup>, N. Bhushan Mandava<sup>1</sup>, Norman W. Standish<sup>1</sup>, David Straus<sup>1</sup>, James F. Tatera<sup>1</sup>, Marinda Li Wu<sup>1</sup>, and Janel Kasper-Wolfe<sup>2</sup>. (1) ACS Committee on Economic and Professional Affairs, 1155 Sixteenth Street, N.W, Washington, DC 20036, hcheng@herc.com, (2) Office of Member Information, American Chemical Society

The ACS Committee on Economic and Professional Affairs (CEPA) has an active Task Force on Globalization Issues to “monitor, communicate, coordinate, and cooperate” with others on globalization and how it relates to employment in the chemical industry. Since its formation in April 2004, the task force has been busily engaged in many activities, such as reviewing and managing the literature, disseminating information, organizing symposia, coordinating with other interested groups, carrying out globalization strategic planning, and (above all) soliciting member input. As an example, we have set up a web site and a Message Board to facilitate communication. At the ACS meeting in Philadelphia, we held a successful Open Forum for all ACS members to voice their views on globalization issues. The task force also includes liaisons from CA, IAC, ComSci, DPR, BMGT, and SChB. Further details can be found on the CEPA website at <http://www.chemistry.org/committees\cepa\index.html>.

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## **PROF 8 ACS perspective on health care for early retirees**

**Jean Parr**, Director, ACS Member Insurance Program, American Chemical Society, 1155 16th Street, NW, Washington, DC 20036, Fax: 202-872-4435, [j\\_parr@acs.org](mailto:j_parr@acs.org)

An important and valuable benefit of ACS membership is the opportunity to participate in a variety of flexible, affordable group insurance plans endorsed by the ACS Board of Trustees (BOT), Group Insurance Plans for ACS Members. The BOT's motto – Your Colleagues Working For You! – embodies the diligence and attentiveness the BOT applies to the selection and monitoring of the insurance plans that comprise the ACS program. This presentation will outline options being considered for expanding the ACS portfolio of insurance plans, review regulatory and legislative forces that affect the ability of national membership organizations such as the ACS to offer insurance plans, especially basic medical coverage, and examine trends in employer-provided health care benefits.

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## **PROF 9 Health care coverage: Vital pillar for retirement security**

**Jennie C. Hansen**, AARP, 610 E Street, Washington, DC 20049, [kking@aarp.org](mailto:kking@aarp.org)

Building a secure retirement income was traditionally thought of as three-legged stool, with the three legs represented by Social Security, savings and pensions. Today, escalating health-care coverage must now be considered the fourth pillar of retirement security. Without significant protection from health-related expenses, few of tomorrow's retirees in this country will be economically secure; particularly those who wish to retire early and are not yet eligible for Medicare. Factors include high premiums, declining employer-sponsored health coverage for retirees or decrease in coverage if still offered, and a dramatic shift away from employer-provided pension plans with defined, guaranteed benefits. AARP efforts at the national and state level to address these issues will be discussed.

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## **PROF 10 Issues of healthcare benefits from a very small business perspective**

**Barry J. Streusand**, Applied Analytical, Inc, 9901C Burnet Road, Austin, TX 78758-5239, Fax: 512-339-1466, [bjs@applanal.com](mailto:bjs@applanal.com)

Very Small Businesses have very different concerns relating to healthcare from large businesses or even businesses on the large end of the small business size spectrum. These issues relating to a growing sector of chemical enterprise employers will be discussed.

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## **PROF 11 Practical considerations leading to a successful retirement: An employer's perspective**

**John Doran**, American Chemical Society, 1155 Sixteenth Street, N.W, Washington, DC 20036, [j\\_doran@acs.org](mailto:j_doran@acs.org)

In developing programs to meet retirement needs the subjects of: income replacement, taxation, lifestyle - real estate value, and healthplan needs including Medicare coverage, will be addressed. This talk will present these issues from a midsize employers perspective.

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**PROF 12 The government's role in retiree healthcare benefit**

**Brian Dougherty**, Office of Legislative and Government Affairs, American Chemical Society, 1155 Sixteenth Street, NW, Washington, DC 20036, [b\\_dougherty@acs.org](mailto:b_dougherty@acs.org)

State and Federal policy makers have received input from many sources about potential legislative changes regarding healthcare benefits. Learn how your elected officials are trying to balance the needs of workers, companies, and society at large on this issue and the implications for the chemical enterprise.

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