

Program Report

PROF 1 National trends in employee benefits

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This presentation will provide an overview of data from the U.S. Bureau of Labor Statistics and related sources on the cost, availability, and details of employer-provided benefits. Data are available for the last quarter century or more and provide insight into several trends in employee benefits, which often mirror trends in the work place or in our national interests. The first half of the presentation will concentrate on long-run trends. Trends in employee benefits reflect the increase of women in the labor force, the aging of the baby-boom generation, the increased cost of health care, and the movement toward greater employee choice in and responsibility for their compensation package.

The second half of the presentation will look at data over the past few years. Changes in legislation covering certain employee benefits have led to some benefit changes; benefit cost trends reflect issues such as investment patterns and changing health care costs. The presentation will end with a look at where we are today and what factors might influence benefit trends in the future.

PROF 2 Benefit trends in the chemistry workforce

Warren V. Bush, 1032 Thistle Meade Circle, Burleson, TX 76028, warrenbush@charter.net

The 2006 ACS Employment and Salary Survey replicated a series of fringe benefit related questions originally asked in the 1998 survey. This presentation will cover current benefit trends in the chemistry workforce and examine changes over time. Respondents were asked what fringe benefits were available; ranging from pensions and health insurance to education subsidies and childcare. They were also asked if they are financially responsible for the benefits, partially paid by the employer, or fully paid by the employer. Overall, for those with full-time employment, little has changed over the last eight years. However, differences are seen when analyzed by employment sector, degree level, and age, to name a few.

PROF 3 Trends in HR benefits

John Doran, American Chemical Society, 1155 Sixteenth Street, N.W, Washington, DC 20036, j_doran@acs.org

Using fresh (but anonymous) competitive benefits data assembled from recent ACS-requested market surveys using Hewitt Associates, William Mercer and Towers Perrin, a profile will emerge of employee benefit trends which will be shared with focus on the commercial and non-commercial corporate benefits environments. This presentation will also touch upon cost and recent legislation driving these trends. This presentation will reinforce the conclusions drawn by previous speakers at the symposium who will address Bureau of Labor Statistics findings and ACS survey results.

PROF 4 Benefits at small chemical companies

Ronald J. Versic, Ronald T. Dodge Company, PO Box 41630, Dayton, OH 45441-0630, Fax: 937.439.1704

The Ronald T. Dodge Company is a small chemical business with ten employees and over one million dollars annual turnover. The company was started in 1979 with the objective of making pigments from dyes using emulsion polymerization. Actual customer demand took the company into microencapsulation and other controlled release technologies.

The company began offering employee benefits after five years of business activity. These benefits included: paid holidays, paid vacation days, tuition reimbursement, retirement income, medical

insurance and disability insurance. The emphasis of this presentation will be on the most outstanding of these benefits-----medical insurance. This benefit has changed the most in the last five years. And, it's caused the most problems relative to employee morale and concerns.

PROF 5 Benefits at large chemical companies

C Todd, AMGEN, One Amgen Center Drive, Thousand Oaks, CA 91320

Amgen, a Fortune 500 company, is an international biotechnology company headquartered in Thousand Oaks, California. Amgen is the largest independent biotech firm, with approx. 15,000 staff members. Amgen is the largest employer in Thousand Oaks and second only to the United States Navy in terms of number of people employed in Ventura County. The word AMGen is a portmanteau of the company's original name, Applied Molecular Genetics, which became the official name of the company in 1983 (three years after its incorporation and coincident with its initial public offering). The company's first chief executive officer, from 1980, was George B. Rathmann, followed by Gordon M. Binder in 1988, followed by Kevin W. Sharer in 2000. The company has made at least five major corporate acquisitions.

PROF 6 ACS member insurance program

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

An important and valuable benefit of ACS membership is the opportunity to participate in a variety of flexible, affordable group insurance plans sponsored by the ACS Board of Trustees (BOT), Group Insurance Plans for ACS Members. From its inception in 1966 with a Term Life Insurance Plan, the portfolio of plans has grown to encompass the expanding needs of ACS Members and may address a decrease in employer-provided benefits. This presentation will describe the variety of plans and services available to ACS Members such as life and health insurance as well as personal property insurance. 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.

PROF 7 A new vision for the Division of Professional Relations

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The Division of Professional Relations has completed a new strategic plan which envisions the division as the home for chemical professionals from industry, academe, and ACS committees concerned with issues of professional development. In conjunction with the Ethics Committee, Committee on Chemists with Disabilities (CWD), Committee on Economic and Professional Affairs (CEPA), Committee on Minority Affairs (CMA), Women Chemists Committee (WCC), and Younger Chemists Committee (YCC), the division has created a new vision for addressing and consolidating programming and advocacy for professionalism in the chemical and engineering community. A new subdivision structure will facilitate greater member involvement and autonomy in select areas of interest.

PROF 8 Globalization and what this means to us

Barbara E. Moriarty, Nalco Company, 1601 W. Diehl Road, Naperville, IL 60563-1198, Fax: 630-305-2982, bmoriarty@nalco.com

Globalization and offshoring is having a profound impact on the careers of chemical professionals. This poster will present some of the recent data showing the effects of globalization and some ideas for us, as individuals, to use to maintain our competitiveness.

PROF 9 Developing soft skills provides career options

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

Soft skills enable you to apply your chemical knowledge and skills more productively thereby: • strengthening your competitive position when job hunting • increasing your value to your employer • enhancing your job security • providing more career options

They are also useful in job hunting.

Your inventory of soft skills include: • Oral Communication • Written Communication • Time Management • Teamwork • Leadership • Networking • Business (ability to sell your ideas, formulate & manage a budget, managing multiple priorities, etc.)

This poster will discuss how to develop and utilize your soft skills to advance your laboratory career and develop career options outside the laboratory.

PROF 10 Ethics in sports officiating

Keith Vitense, Physical Sciences Department, Cameron University, 2800 W. Gore Blvd., Lawton, OK 73505, Fax: 581-591-8011, keithv@cameron.edu

Ethical decisions and ethical behavior are important in all phases of life. The more autonomous an individual's activities are, the more important it is that their ethics are above reproach. However, often the line between ethical and unethical behavior is a broad line with several shades of gray. One area for which ethical behavior is paramount is the world of sports officiating. Several case studies involving ethical decisions as they relate to officiating sports will be examined, and the audience will be given an opportunity to participate interactively in the presentation.

PROF 11 Ethical case studies I: A problem solving approach

Thomas R. LeBon, City of Hope Graduate School, 1500 E. Duarte Road, Duarte, CA 91010, Fax: 626-301-8105, tlebon@coh.org

We have taken a problem solving approach in teaching ethics to graduate students, post doctoral fellows and staff at City of Hope Graduate School. We have been successful using this approach. In this presentation I will use the problem solving format but will use the ethics series prepared by AAAS to generate and illustrate the questions. Ethics is serious but an interactive format helps us to see the differences that we all have in dealing with these questions. Many of the topics that we study in the responsible conduct of research ethics course mirror our lives. It is not just data and record keeping but mentoring, peer review and other areas where conflicts can easily develop. The various scientific societies, including ACS, as well as the Office of Research Integrity have guidelines that give new insights into how we must proceed into the future.

PROF 12 Academic ethical case studies: Gender issues

Susan M. Schelble, Department of Chemistry, Metropolitan State College of Denver, P.O. Box 173362, CB 52, Denver, CO 80217-3362, Fax: 303-556-5399, sschelbl@mscd.edu

Gender issues still generate much angst in the academic setting. Problems usually arise when situations or conflicts haven't been anticipated. This talk will use cases studies, which often have solutions in the ethical gray area. The gray area often includes weighing individual rights against institutional well-being. The interactive presentation will seek solution consensus for ethical problems, and ways to prevent situations from becoming crises.

PROF 13 Ethical case studies II: A problem solving approach

Thomas R. LeBon, City of Hope Graduate School, 1500 E. Duarte Road, Duarte, CA 91010, Fax: 626-301-8105, tlebon@coh.org

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PROF 14 Postcards from the edge

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We all make most of our ethical decisions in the comfortable zone of our ethical core where the decision is easy. On the other hand, our personal ethics are in the end defined by uncomfortable decision made at the margin. The presenter will reflect on ethical decisions made at the margin through a career primarily in sales and sale management of analytical instruments. Reflections will include a discussion of business trends in the industry, how individual decisions can affect the ethical climate of a business, and the personal challenges of individuals making ethical decisions.

PROF 15 Professional ethics: A comparison of scientific societies and organizations

David J. Chesney, Department of Chemistry, Michigan Technological University, 1400 Townsend Drive, Houghton, MI 49930, Fax: 906-487-2061, djchesne@mtu.edu

The function and purview of the ACS Committee on Ethics will be discussed. The role of the Committee on Ethics will be differentiated from the existing adjudicative process embodied in the ACS bylaws. The manner in which ethics issues are addressed in other professional societies and organizations will be compared and contrasted with emphasis on adjudicative processes and professional penalties.
