



Guest editorial:

**Brian Treco**  
Chair, Division of Professional Relations

I am pleased to be able to write to you as the Chairman of the Division of Professional Relations. First, let me thank you for being members of our division. We know that your support is a choice, and that choice means a lot to us. We value your membership and the support, and the value of your support to us goes far beyond dues--you are sending us, and the society, a message that the work and goals of DPR are important and should continue.

It is probably a good time to talk about what we believe the chemist should and should not expect out of the Division of Professional Relations. Involvement in the DPR will not add to your expertise in new synthetic methods or expose you to new developments in combinatorial chemistry or biotechnology. In fact, the DPR does not attempt to make you a better chemist. What we are all passionately devoted to are the hundreds of other issues related to working as a chemist in today's marketplace which determine how *successful* a chemist you will be. Because you have already chosen to be members of our division, I think a lot of this you already know. One of our challenges will be to get this message of why someone should participate in the DPR out to the general membership of the ACS. A

tremendous advantage that the DPR has is that while other divisions offer something primarily to those skilled in the division's particular field, being a more successful chemist applies to ALL members. There is something for everyone.

In this newsletter, and in the other promotional items of the ACS, you will read about our awards, activities and programs which we hope will interest you enough to ensure your continued and, we hope, enhanced participation. Above, I spoke about the value of your support and the message that it sends. Besides the inherent message in your membership, we very much want other messages from you. We want to know if the combination of awards, activities and programs is the package that serves you best. In the next year, you will find a face of the DPR which is increasingly turned to you to solicit your opinions and suggestions. We will do everything that we can to ensure that the Division's work is in phase with your needs. By all means, let us know what you are thinking. However, we will be making proactive efforts to get your views, so don't be surprised if one of the Division's officers contacts you for your opinions.

I look forward to working with you.

## Henry Hill Award to Grace Borowitz



The 1999 Henry Hill Award of the Division of Professional Relations will be presented to Dr. Grace B. Borowitz on August 23 at the ACS national meeting in New Orleans.

Dr. Borowitz, professor of chemistry at Ramapo College of New Jersey, has been a councilor from the New York Section since 1975. On the ACS national level, she served on the Economic Status Committee, the Women Chemists Committee and the Committee on Professional Relations. Her activities on CPR focused on member assistance and career support. She chaired the first CPR task force on academic guidelines and worked on the committee that developed the first edition of the ACS *Academic Professional Guidelines*. She was an early supporter of the formation of the Division of Professional Relations, has served on the division's executive committee for many years, and is currently chair-elect. She has organized or helped to organize several DPR symposia, including "Alternative Careers for Women in Chemistry," "Whistle-Blowing," and "Changing Trends in Academic Hiring."

At the local level, Dr. Borowitz was on the organizing committee for the Metro Women Chemists Group, uniting New York and New Jersey women chemists. She was chair of the large New York Section in 1987. She received a New York Section Award for Outstanding Service in 1976, and a Hudson-

Bergen Chemical Society Award in 1986. Dr. Borowitz has also been a devoted and active teacher, being recognized with the Florence Thomases Faculty Award in 1981, the Ramapo College Student Services Award for Outstanding Contribution to the Extra Curriculum in 1984, and the Ramapo College Cooperative Education *par Excellence* Award in 1985.

The Henry Hill Award will be presented at the New Orleans meeting on Monday, August 23, at 4:30 pm, immediately following the symposium described below. Check the program in *C&EN* for location, and join us in honoring our newest awardee.

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## Symposium on the Glass Ceiling

The Division of Professional Relations will be presenting a symposium, "Is the Glass Ceiling Still There? Women In Chemistry", Monday afternoon, August 23, at the New Orleans national meeting. The distinguished panel of speakers includes:

Nina Roscher, American University, "Women in Chemistry"

Madeleine Joullie, University of Pennsylvania, "Women at Penn: Is There a Glass Ceiling?"

Frankie Wood-Black, chair, Women Chemists Committee, "So, You Think You Are Going to Work as... Adventures of an Industrial Researcher"

Sherie Blaylock, Allied Signal Environmental Catalysts, "All Professional Chemists Do Not Have Ph.D.s"

Lura Powell, National Institute of Standards and Technology, "The Glass Ceiling: Cracking but Still There"

Ann Nalley, symposium organizer

The Henry Hill reception and award presentation will follow this exciting program.

# Councilor Report : Anaheim National Meetings

by Dennis Chamot and John Borchardt

John Borchardt continues to serve as a member of CEPA (Committee on Economic and Professional Affairs), a committee that deals with many areas of interest to DPR. Among other things, this committee oversees ACS member surveys. A Mature Chemists Survey will be sent to a sampling of ACS members over 50, and will include questions on breaks in a chemist's career and interest in preparation for a consulting career. In a related matter, CEPA approved the draft of a flyer written by Warren Bush, *What a Chemist Should Consider before Becoming a Consultant*. The ACS Office of Career Services will publish this flyer after further review. The updated Professional Employment Guidelines prepared by CEPA and approved by Council last year has been approved by the Board of Directors and is now available from the Office of Career Services. CEPA is also beginning work on updating the academic guidelines, the version of the Professional Employment Guidelines that apply to academic institutions.

Dennis Chamot began his term on the Council Policy Committee (CPC). This is an elected committee, and acts as an executive committee for the Council. Perhaps Dennis's most important activity was serving on the CPC Subcommittee on Nominations, which made recommendations for candidates to be nominated for election to the Council Committee on Nominations and Elections. There was also discussion about the last election for Director from Region II (CPC is the group that hears disputes related to elections at this level). The dispute revolved around a C&EN editorial that gave favorable attention to the incumbent, Helen Free, prior to the election, while not mentioning the challenger, John Massingill. Although some of us felt that the editorial definitely went too far in publicizing the incumbent during an election campaign period, and thus could appear to endorse one of the candidates (a violation of ACS election rules), it was also felt that this one piece did not affect the outcome.

Hence, the election was not overturned, but the editor of C&EN was put on notice that there was sufficient concern to warrant closer attention to the election rules in the future.

At the Council meeting, the Bylaws were amended to add a new responsibility to the duties of the Committee on Divisional Activities, "making recommendations to the Council for combination or dissolution of Divisions." We expect that this power will be used in only extreme cases, as each division offers unique services to a segment of the ACS membership, and arbitrary action will excite the concern and opposition of other divisions.

The Council approved membership dues increased by the full amount of the inflation escalator. They also heard an explanation, accompanied by much more detailed information, of why the Board of Directors approved an increase in national meeting registration fees even though the Council had voted against this increase last August.

John Borchardt spoke against a proposal made by the Membership Affairs Committee for a graduated dues structure based on increasing dues as a member's age increases. Other systems for differentiated dues are being explored.

The Council selected Attila Pavlath (DPR Immediate Past Chairman and currently a member of the ACS Board) and Alan Schriesheim as candidates for ACS president-elect, to be voted upon by the membership in the fall.

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Support DPR,

The Member-Oriented  
Division.

Sign up some friends!

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## Book Review

*Career Renewal*, Stephen Rosen and Celia Paul, Academic Press, San Diego (1998), 352 pp.  
\$24.95.

Judging this book only by its title would be doing it a gross injustice. The two simple words, "career renewal," don't even begin to describe the richness of what is to be found between the covers. Far from offering a collection of platitudes or bits of pep talk rhetoric (which is what I expected), Rosen and Paul present an enormous wealth of practical material gleaned from years of experience in helping technical professionals evaluate their careers and find new jobs.

Many gainfully employed people get to a point where they wonder if they wouldn't be happier doing something else. Others come to such realizations less voluntarily, after losing a job because of a personality conflict with a boss, collapse of a business, company reorganization, etc. All would benefit by studying what is offered here. The book is well written, easy to read, and offers a good deal of information and insight. Even more importantly, it takes the reader through a large number of *detailed* exercises which, if diligently performed, will help with every step of the process -- self-analysis, career analysis, desires and dislikes, job search techniques, resume and cover letter preparation, interviews, and a great deal more. In addition, each chapter contains several first-person anecdotes from people who have changed careers, and these short narratives are both fascinating and quite informative.

This book would be of particular value to students or post-docs who might be interested in non-research careers, as well as more experienced chemists and engineers who desire a change (into *or* out of research, or into entirely different lines of work). Some might even decide, after much purposeful thought and honest evaluation, that what they have is fine. That, too, is a good result - at least for now.

*Dennis Chamot*

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### Is the Glass Ceiling Still There? Women in Chemistry

Come to this important DPR symposium at the New Orleans ACS national meeting, August 23.  
*See page 2 for details.*