

## 2008 Applied Chemical Technology Professional Summit Planning Team

**Date: 8/17/08**

**Hilton Garden Inn, Salon A/B 3:30-5:30**

**Meeting Attendance:** Debbie Bailey, Michelle Blanken, John Barrett, John Engelman, Dick Cobb, Kristin Hayslip, Kirk Hunter, Michael Mautino, Gordon McCarty, Mary Moore, Barbara Moriarty, Kathleen Thompson, Ann Sullivan, Jill Treby, and Jodi Wesemann

Note: The Fall 2008 Joint TECH/CTA Executive Board meeting was used to discuss the summit. As CTA Chair Michael Mautino noted, this seemed quite reasonable and prudent, since the idea for the summit arose from the first joint TECH/CTA meeting in Spring 2008 and since the time frame for planning the summit is short.

### 1. WELCOME: (Mary Moore)

#### A. Introductions

Mary gave a brief discussion and introduction to the Summit and Survey.

#### B. Survey

345 surveys are in and the survey has only been out 1 to 1.5 weeks. The initial deadline is September 19<sup>th</sup>. The survey will remain open after this date so the team can continue to collect data, but the survey results submitted by September 19<sup>th</sup> will be compiled by Jeff Allum, the ACS staff member, and he should have results to the committee within 2 weeks.

#### C. Update on Summit (Dicks Letter) – only briefly covered this!

What is expected from the Applied Chemical Technology Professionals Summit by Dick Cobb

As we plan for this summit, it was determined that we should document what we expect to get out of this summit. To do this, the first thing we have to do is quantify who are the "we". If the summit is done correctly, it should be a piece of blank white paper on which we design the relationship between technicians and the American Chemical Society in today's world. That is who I suggest the "we" should be. If we go into the summit with questions on how a the Division of Chemical Technicians (TECH) and/or the Committee on Technician Affairs (CTA) need to improve what they do, then we have already kept the shell of what we have now in place, and change will not be probable. To this end, our question should be "What can technicians in the field of chemistry and related sciences and the American Chemical Society do to work hand-in-hand to make the ACS the professional home to these technicians while giving them avenues in which to strengthen, nourish and expand their careers. While plans are in place to survey technicians both within and outside of the ACS, it is vital that we also look at the historical value and need for both TECH and CTA and where we are today versus where we were when these identities were formed. In 1964, the Committee on Technician Activities (early name for the now Committee on Technician Affairs) was

born out of a merger of two committees within the ACS. In looking for the person to be the Staff Liaison, it was decided that the best person would be Ken Chapman and the Committee was then placed in the Education Department of ACS to coordinate to Ken's location. From the CTA, the National Conference of Chemical Technician Affiliates (NCCTA) was established and served as a center for which local Technician Affiliate Groups (TAGs) were formed and evolved. Fifteen years ago, the Division of Chemical Technicians (TECH) was created as a move from the NCCTA. Keep in mind that technicians were not on the list of "welcome members" into ACS until 2001! There was no place for technicians to feel a part of the ACS for years and the CTA, NCCTA and TECH came on the scene to fill that void. So now, in 2008, we are planning a summit to address falling membership numbers within the Division – to a point where they are less than a hundred away from being put on the "watch list" for a possible loss of the Division. The number of local TAGs is down to about 4 active TAGs, one of the lowest points ever. The attendees of this summit must be willing to look at this situation in the year of 2008 and say, "So, do we need both the CTA and TECH to address the needs of chemical and process technicians?" "Do we need either?" With the numbers above, one would have to think we are not meeting the needs of technicians or they would be adding to the numbers, not leaving. It is felt that once in, they feel there is nothing there for them, and the membership is more than often not renewed. One should also look at the number of full TECH members, and take out those who join to support us, but are not technicians, including elected officers of the ACS. This summit is, in reality, the time to give a "thumbs up" or a "thumbs down" to our efforts. It is a time for reality to check in. We cannot afford to come out of it saying we have to work harder at what we are doing because what we are doing is not working at all. A majority of our time is spent just trying to find people to hold an office. Every minute spent in that endeavor is a minute taken away from service to technicians. 2008 marks a new era for technicians. Think about the status of technicians when there was only the CTA, then the NCCTA and the formation of TECH. At that time:

- Technicians were not welcome as members of the ACS
- Local Sections were professional "clicks" and getting them to open up was hard
- There was no "Technician leader" as a role model within the Society

Now, especially with the newest change to membership qualifications, technicians are more welcome than ever as full members of the Society. Local Sections are in trouble of not finding people to serve in leadership positions, opening the door to technician involvement and leadership on the local level more than ever before. As of 2008, there appeared to be as many as 42 key positions within Local Sections that are "vacant", mainly the position of Chair-Elect. Thus, in this new age, what we need for technicians vs. what we needed as little as 14 years ago has changed. Members of TECH and CTA must be willing to ask whether we need both identities within the Society. We need to look at other groups within the Society and understand how they function. The Women Chemists Committee (WCC) and Younger Chemists Committee (YCC) are good examples of how things need to work. Their constituents are served well by the Committees. They are the "network" that those who identify themselves as either a "Woman Chemist" or a "Younger Chemist" use. The ACS supports those identities well, both with staff and program support, but with financial support as well. As far as Division go, their members join the division that best fits their area of expertise and work. Technicians have the problem of a Committee that focuses on "future" technicians by focusing on education rather than serving a population of technicians within the ACS. The Committee's structure has been divided up between educators,

industrial contacts and technicians rather than technicians running the show. CTA got out of organizing the local groups (TAGs), unlike the WCC and YCC who still do it. That effort went on to the Division. The Division struggles now with trying to organize programming at National Meetings where fewer and fewer technicians can attend. They cannot find people to volunteer for the offices they need to fill, thus spending a valuable amount of the time they could be using to improve the life of technicians, just trying to fill elective positions. Industry is not supporting technicians as they did back before 1991. Any support is for alliances with areas that attune their efforts to the job the technician is performing, not for general interest professional groups. While funding WCC and YCC well, and moving them as best fits their needs, the ACS tends to place the technician efforts on the back burner. The talk is good, but the walk is limited. These are the realities. Are we willing to admit them? Are we ready to change things with no territorial interest in having to keep one concept over another? Are we willing to admit we are wrong and change what we do if we hear it from the surveys we are sending out? If the answer to any of these is “no”, then stop now – the money being allocated to the summit can be better spent on other things. If the answers are “yes”, then time is of the essence. Everyone can agree that the time it takes to get something done within the ACS is only matched by trying to do so on the federal government level. The summit must be, in reality, treated as the last chance to connect technicians with the American Chemical Society – because it may just be. It’s main purpose must be to go from the ideas we gather through surveys and know needs - to *action*.

D. Summit invitations: The team decided on the people that should attend the Summit. The attendees were divided into 2 tiers. Tier 1 = attendees Tier 2= alternate attendees

Discussed the list of attendee and it was agree upon.

i. Tier 1

1. LSAC (Need to talk with Wayne Jones LSAC Chair)
2. CA Associate (Need to talk to Chair of CA)
3. John Katz (ACS STAFF) very interested in helping technicians
4. Secretary’s office (Frank and/or Alicia or Flint)
5. WCC (Amber Hinkle Chair)
6. YCC (Michael Hurrey Chair)
7. DAC Liaison Barbara Moriarty
8. DAC Staff - Jill Treby
9. Kathleen Thompson
10. John Hockman (Facilitator)
11. Mary Moore
12. Deb Bailey
13. Mike Mautino
14. Ken Chapman
15. Kristin Hayslip
16. Dick Cobb
17. John Engelman
18. ET Gradney
19. Donna Friedman

20. Tom Lane
21. CTA Liaison – Blake Aronson
22. Jodi Wesemann

ii. Tier 2

1. WCC staff liaison
2. YCC staff liaison
3. Continuing Education (Bryan Tweedy)
4. Monica Carrier or Kathy Collins
5. Division that has one division and 1 committee???
6. Division that has one division and 1 committee???

E. Discussion with Mike Mautino Article for Summit

As chair of a committee, Mautino has two opportunities per year to submit comments to C&E News. Although one could be submitted prior to the summit to generate interest and survey responses, the team decided to wait until after the summit, when the path forward will be clearer. The teams discussed having articles in less formal setting for instance the committee bulletin, committee news, etc.

F. Open floor for discussions and inputs

Jill Treby announced that TECH received the DAC Innovation Grant for \$7500. TECH also received an Equipping the 2015 Chemical Technology Workforce grant for \$500. TECH also received from Corporate Associates a \$10,000 grant for this summit and TECH has set aside an additional \$15,000.

Action items:

- Jill – obtain information from the Oct. 12<sup>th</sup> -14<sup>th</sup> 2007 strategic planning survey
- Mike – obtain the number of technicians in TECH
- Jill – obtain the number of technicians in other divisions
- Jill– Mary work on update for the summit
- Mary, John, Kristin, Jill, and Kathleen – meet with John Hockman at P2C2
- Jill to talk with the facilitator and set up meeting room at P2C2

Plan for Summit

- Friday Evening- Intro and keynote speaker (Tom) and social
- Saturday – All day – Brainstorming, breaking down into sub-groups and building new structure for technicians
- Sunday – till noon- Build the action plan (start with a blank slate) and prioritize action plans

Final product for summit – Report and proposal for ACS Board (to include path forward with action plan) Reports should also go out to Division on Activities, ACS Board of Directors, Corporate Associates, and Committee on Committees.

The team would also like to incorporate the Path Forward to 6 goals of ACS.

Goal #1 ACS will be the indispensable professional and information resource for members and other chemistry-related practitioners.

Goal#2 ACS will be a preeminent global scientific community that engages members and other scientific professionals to advance science education, research, knowledge, interaction, and collaboration.

Goal#3 ACS will be a global leader in enlisting the world's scientific professionals to address, through chemistry, the challenges facing the world.

Goal#4 ACS will be a leader in communicating to the general public the nature and value of chemistry and related sciences.

Goal#5 ACS will be a premier advocacy organization for members and the profession, creating and communicating policy statements in accordance with our Congressional chart.

Goal#6 ACS will be a financially sustainable organization that serves members, chemistry, and related sciences.