



Younger Chemists Committee Newsletter

Leadership as a Younger Chemist

by Mick Hurrey, YCC Chair



With little or no experience, how can I be an effective leader? To answer this question you must first understand several issues. First, why do you lack experience of being a leader? If you have never done it before, then go out and get experience. Ask colleagues to help or find a mentor who will help you to become more comfortable in the position as a leader. If you have performed the particular task before, but only in graduate school or at another job, then reflect upon those situations and try to apply them to your current situation. The most important thing to remember is that the most important skill set that will help you succeed, are your people skills. That's because ultimately we have all had to deal with individuals and human conditions. For most situations, you have probably dealt with these issues but in a different context. Second, leadership does not mean management. Management is defined by Webster's as "[judicious use of means to accomplish an end](#)". I don't know about you, but leaders inspire you to become a better person and to be more effective at what you do, not to just get stuff done.

To be an effective leader as a younger or early career chemist you need to inspire others to be better and more efficient in their work. So what can you do to be an effective leader? First, lead by example. This is something that we learn early in life when observing our parents and the rules that they used during our upbringing. If your parents set boundaries and were firm about them, both for themselves and were consistent with you, then you have observed how to lead by example. If you lack such experience, try to think of scenario in which you were inspired by others (e.g., a mentor). Second, listen to others. For most problems, particularly in science, the answer is never so straightforward. To solve these problems, teamwork is very important because it's the collective intelligence that will solve most technical challenges. A good leader hears what others have to say, considers it, and makes the best decision possible with all the facts available. Third, be decisive. The saying, actions speak louder than words, has validity. People respect action over promises. Think about the politician that elicits the most emotional response for you. Did they keep to their promises or did they do something different? It's the actions that define us, so be defined by someone who is willing to take a risk on

behalf of others and act. Fourth, work hard and play hard. Often times, you will have to pay your dues in your career. That doesn't mean that you have to drop all of your personal activities and focus solely on work. What that means is that you have to work hard and maybe smarter and be productive so that you can enjoy time with your family. Without time off from work, you are on a path to burnout and bitterness, which are not characteristics of effective leader. Lastly, have fun. Ask yourself, do I go to work every time dreading it or looking forward to it? Good leaders have a way of inspiring because they are confident in their decisions and make things look easy. That's not to say that there won't be hard times and challenges to face, but overall if you love what you do then you have the chance of being an effective leader. If you hate what you do you will never be able to bring the energy to your team, and your leadership will not be effective.

Leadership manifests itself in many ways. It can be a technician that creates a new way to accomplish a task that is embraced by others. It can be a senior researcher that solves a challenging problem by forming a team with diverse experiences and knows how to listen. It can be you, when you love what you do and do your job to the best of your abilities with the benefit of others in mind.

Mick Hurrey is the National YCC Chair and a YCC member since 2004. Please send comments to ycc@acs.org.



Younger Chemists Committee Newsletter

Leadership Challenge

by Thomas H. Lane, Ph.D., 2009 President ACS; Director, Global Science and Technology Outreach, Dow Corning Corporation



I am proud to be a chemist because I help people! That is what we do, as chemists, we help people. We accomplish this noble goal through our science and willingness to tackle the most difficult problems facing our planet. We have learned through our discipline and practice how to fail. From these failures and set backs, like the phoenix, we arise stronger, smarter, and more capable to achieve our goals. However, it is not the only way we can help people or make a difference in the lives of those in our communities – locally and globally. The same skills that we use in the laboratory we can use to organize and lead those around us for the betterment of society. Now more than ever, we need your leadership, your passion, your mastery of the [Seven C's](#) to rebuild the Society, and more importantly to help deliver the message that as chemists we improve people's lives through the transforming power of chemistry.

Who knew that training in chemistry would also give you some of the skills necessary to become an effective leader! Because we are comfortable with running experiments, collecting and analyzing data, and drawing logical conclusions we are miles ahead of those outside the discipline. We make decisions predicated facts, without losing the human element. Because we are comfortable with uncertainty and change we are in a very unique position to make enormous contributions through our leadership. Remember, "In times of change learners inherit the earth while the learned find themselves beautifully equipped to work in a world that not longer exists." (Eric Hoffer, 1902-1983). We are learners because we are experimentalists – use the method and make a difference!

I invite each of you to become a more involved leader in the Society. There is so much to do, and your leadership is vital to the long term viability of the ACS. Ask yourself, how

do I want to make a difference? What do I feel passionate enough about that I would be willing to donate my time to make a difference? Find a place and plug in! Your voice, ideas, and talents are critical inputs to a dialog that must occur - now. Not everyone will want to hear your voice; not everyone will welcome your leadership but effective leaders "...face piles of trials with smiles it riles them to believe that you perceive the web they weave...and keep on thinking free," (The Moody Blues – *On the Threshold of a Dream*) do not give up! You would not give up in the lab – don't give up here. If you are having trouble finding the right place to practice your leadership skill, contact me, and I will help you find a place to contribute.

For those of us who may not feel completely ready for leadership, take advantage of the ACS Leadership Training. At the Salt Lake City Meeting you will find the [Seven C's](#) on full display at the ACS Presidential Symposium entitled "[Leadership: Facing the Challenges of Today and Tomorrow](#)" co-sponsored with the Board Oversight Group on Leadership Development on Monday, March 23, from 1:30-5:00 p.m. in the Grand Salon of the Grand America Hotel. This exciting event will bring together noted speakers to address the vital role of leadership in meeting the present and future challenges we face as an organization and a profession. These dynamic speakers will inspire you with their personal stories and share insights on how leadership is cornerstone to their success.

Immediately following the symposium, please join me at a reception to unveil the new [ACS Leadership Development System](#) at 5:00 p.m. in Grand Ballroom A at the same hotel. The ACS Leadership Development System is a comprehensive leadership curriculum that provides practical courses to advance your career, help you to be more effective in your position, and equip you with tools to more effectively lead ACS volunteer initiatives. You can be justifiably proud of the broad array of courses developed specifically for us, by us!

You can also register for the following for [ACS Leadership Development Courses](#) at the spring national meeting: Coaching and Feedback, Engaging Colleagues in Dialogue, Leading Change, Leading Without Authority, and Community Outside the Society. All courses will be held in the Hilton Salt Lake City Hotel.

Thank you for your effort in helping me rebuild the Society and for helping me put a human face on chemistry. I invite you to send me your comments, thoughts or suggestions. What outreach or community activity would be most effective at putting a human face on chemistry and how can we make it happen? Feel free to contact me at tom.lane@dowcorning.com, maingeeek1@gmail.com, or tom.lane@charter.net.

Thomas H. Lane, Ph.D. is the 2009 President ACS and Director of Global Science and Technology Outreach, Dow Corning Corporation.



Younger Chemists Committee Newsletter

A Younger Chemists' Perspective- Leadership Development Workshop

by Stefanie Bumpus, Graduate Student, the University of Illinois Urbana-Champaign



In January 2009, I attended the American Chemical Society (ACS) National Leadership Institute through a Leadership Development Award from the Younger Chemists Committee (YCC). During the weekend-long event in Fort Worth, Texas, I engaged in leadership training activities with Younger Chemist Leaders and other ACS members at all leadership levels, from local section volunteers to the Executive Director and CEO of the Society. Although I knew the weekend would be beneficial to my development as a leader within the ACS, I had no idea how much I would be impacted by the training I received and the people I met.

The ACS has developed a world-class leadership program, the ACS Leadership Development System, which includes training programs for ACS members at all levels of service. During my time at the Leadership Institute, I participated in two of the workshops designed for emerging volunteers and leaders, "Engaging Colleagues in Dialogue" and "Engaging and Motivating Volunteers". Going in to each of these workshops, I was unaware of the depth of information that would be provided and how broad the application of the concepts would be. Leaving the workshops, I immediately felt more prepared to handle challenges associated with interacting with other volunteers. In "Engaging Colleagues in Dialogue", I took away skills on conducting dialogue during situations of conflict in order to benefit all parties involved, a skill applicable even as a graduate student. In "Engaging and Motivating Volunteers", I worked with ACS student affiliate leaders, national committee chairs, and local section leaders to develop specific plans which we could take with us and implement in our current leadership positions. The one-on-one interactions during the workshops with the other conference attendees was invaluable, as I was able to grow my network of contacts and learn from the experiences of those who have volunteered in the ACS for many years.



In special sessions for the Younger Chemists Leaders, the focus was personal reflection and values assessment, identification of our strengths and weaknesses, and implementation of a personal development plan. The portion of this training that impacted me the most was the idea that strengths and weaknesses are not what you do well and what you do poorly, but what you do that makes you stronger or weaker after completion of the task. This new view of the skills and attributes to make me stronger and more successful helped me to define more clearly the types of tasks I should be tackling in my future career and volunteer activities. The topics presented led to intense dialogue among the participants, a component of the conference that I believe was beneficial to all of us in understanding the challenges we will face in a changing chemical industry and highlighted the importance of communication. It was an amazing experience to meet so many young chemists who have already accomplished so much, and I have no doubt they will have a significant impact on the Society and all it can accomplish in bridging the gap between chemistry and society.

As younger chemists, whether still in graduate school, completing a post-doctoral position, or just beginning our careers, it is our responsibility to seek out opportunities to develop our leadership potential. I would like to encourage each younger chemist

member of the ACS to participate in the ACS Leadership Development System, whether it is through the courses provided at regional and national ACS meetings or through the modules available on the ACS website. My experience at the Leadership Institute and in the two courses mentioned above has opened my eyes to the leadership opportunities available within the ACS and within the larger chemical enterprise. I believe each of the Younger Chemist Leaders in attendance left motivated to return back to their local sections with new ideas and new goals, and ready to take their involvement in the ACS to the next level.

Stefanie Bumpus is a 2009 YCC LDW award winner and a graduate student in the Kelleher Research Group at the University of Illinois.



Younger Chemists Committee Newsletter

Recruit Younger Chemists To Be Leaders in your Local Section

by Burt Hollandsworth, Local and Regional Activities Sub-committee Chair



Local leaders are a vital part of the American Chemical Society's efforts to fulfill its mission of advancing the broader chemistry enterprise. Chances are that your local section already has a skillful leader elected to the office of section chair. Your section may also be fortunate to have active councilors who represent your interests at each national meeting, as well as a secretary and a treasurer. It is pretty common to find that the immediate past chair and chair-elect remain actively involved in leading the local section.

Most ACS members would recognize that the aforementioned leadership positions are vital for running a strong local section, keeping its business organized, and programming events that are of interest to chemists in your area. However, as a younger chemist, have you ever stopped to think about whether your needs are being met by your local section leadership? In some local sections, younger chemists are heavily involved in section leadership, but in the overwhelming majority of cases they are not. Early career chemists think that they are too overwhelmed to run for local section offices, and sometimes they are not well "connected" enough to win an election even if they have decided to campaign.

A Local Section Younger Chemists Committees (LSYCC) may be one of the best ways for younger chemists to become involved in local section leadership. LSYCC's are overseen by the Local and Regional Activities (LRA) subcommittee of the ACS Younger Chemists Committee (YCC) and are active in many areas of the country. Close to 80 local sections have reported LSYCC activity in the past. LSYCC chairs are members of the ACS under the age of 35 that are appointed by the chair of the local section based on their leadership potential. Other offices may be appointed by the LSYCC chair as needed, and often a team of four or five younger chemists share the load of running one LSYCC!

LSYCC chapters advocate for local section activities and programming of interest to younger chemists. For instance, an LSYCC might plan and coordinate a social event for undergraduates or a seminar of interest to young professionals interested in starting their own businesses. LSYCC chairs are often invited to local section committee meetings to provide input on decisions that may possibly affect younger chemists. LSYCC's may choose to focus on programming at regional meetings, which could include hosting special symposia or social events geared towards early career chemists, graduate students, or undergraduates.

LSYCC chairs are also invited to participate in special leadership training provided by the ACS, including Leadership Development Workshops (LDW) and local section chair summits at national meetings. In fact, the LRA subcommittee of the YCC is planning to host a local section chair summit at the Fall 2009 ACS National Meeting in Washington, D.C. At these events, local YCC chairs can share stories and ideas of LSYCC activities that have been successful in their areas.

Michelle Meighan, a graduate student at Arizona State University, has recently started an LSYCC in the Central Arizona section. Michelle says, "I am excited about becoming active as a local YCC leader because I want to increase the involvement of graduate students and those who have recently earned their degrees in both the community and the Society. Many younger chemists are engaged solely in their own work. I am passionate about encouraging them to interact both with other younger chemists and with their local section. ACS on a national and local level offers many resources and benefits, and I hope to help disseminate information to enhance the professional development of younger chemists. I would like to encourage other younger chemists to be more active in the local community, such as holding an experimental demonstration at the science center during National Chemistry Week or volunteering at local middle schools to excite children about science. I believe that so much opportunity exists for younger chemists for both professional and personal development, and I hope to get others enthusiastic as well."

The LRA subcommittee of the YCC focuses solely on reaching out to local sections and finding leaders like Michelle to establish LSYCC's and developing leadership at the local level. If you are a younger chemist interested in getting more involved in your local section leadership, feel free to contact us at ycc@acs.org. If there is not an established chapter in your area, you may contact your local section chair and volunteer to start an LSYCC. Note that a limited number of starter grants are available every year for new or re-established LSYCC chapters to hold a kickoff event. For more information, see our website at www.acsycc.org.

If you are a local section leader (chair or chair-elect), we encourage you to recruit younger chemists to maintain an active LSYCC. You may find that you will rely heavily on this group of leaders to help you to develop programming for and leaders within younger chemists in your section. For more information about recruiting younger chemists for positions of leadership contact the author at bhollan1@harding.edu.

Burt Hollandsworth is the YCC Local and Regional Activities Subcommittee Chair.



Younger Chemists Committee Newsletter

SWRMing like Bees: Hosting the Undergraduate Programming at the 2008 ACS Southwest Regional Meeting (SWRM)

by Charles Nichols, Karen Steelman, and Kyle Felling

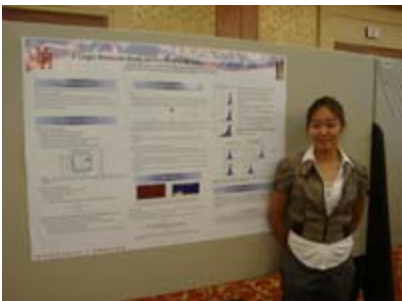
Getting Involved

The 2008 ACS Southwest Regional Meeting (SWRM) planning committee approached our student chapter to plan the undergraduate programming for the meeting held at The Peabody Hotel in Little Rock, AR. Our university is 35 minutes away from the meeting site, and our student chapter has previously attended national and regional meetings. Even so, we were apprehensive about planning the event. Were we ready for this? Our chapter had been dormant and re-activated only a few years ago. We are still building members and yearly activities. Could we do this?

Our department chair and two faculty advisors assured us that they would help, and we were enthusiastic after attending a national meeting in Chicago. We had lots of ideas about events that we could organize to provide useful information and opportunities for ourselves and other undergraduate students. This could be fun, right?

One of the issues was that the officers of our chapter were all seniors. One group of students planned the initial events and wrote the Undergraduate Programming at a Regional Meeting grant proposal, which was submitted in the summer of 2007. Another group carried out the proposal and volunteered to run the meeting held in 2008. To provide continuity, we added a SWRM coordinator as one of our officer positions this past year. In addition, we had several socials with officers from both years to discuss the regional meeting.

Planning the Events: Technical Program



One of the most important and exciting parts of an ACS meeting is the opportunity for students to present their research. We originally expected to have only one poster session and a half-day oral session. This estimate grew to two undergraduate posters sessions with 98 total posters, plus one half-day oral session and one full-day oral session with 23 students presenting talks. Many students benefit from presenting research through oral seminars, so the more spots available for this, the better. These high participation numbers were exciting but caused some last-minute changes in event locations and times. We learned that you had to be flexible and communicate frequently with the meeting chairs. We were honored to have Dr. Keith Pannell, an inorganic professor at University of Texas at El Paso and recipient of the 2004 ACS Award for Research at an Undergraduate Institution, deliver a plenary lecture to open the undergraduate sessions.

Planning the Events: Graduate School Expo & Breakfast



We were also very proud to have 21 graduate schools attend our Graduate School Expo & Breakfast. We began contacting schools in May for the meeting in October. We found it easier to assign each student as a contact person for each state. A good place to start looking is the [Directory of Graduate Research](#). We then set up a contact list and sent mass emails out to all schools inviting them to the Expo & Breakfast. We also asked [Lori Betsock](#) to send out invitations to graduate schools on her mailing list that she uses for the national meetings.

With more graduate schools participating, interest in attending the meeting grew among the students. In addition, we received a portion of the booth registration fee from the expo

to cover the costs of our breakfast and luncheon events. This event is huge for undergraduates because it provides students with the opportunity to talk to many regional graduate programs in a single day. The Graduate School Recruiting Breakfast provided attendees with another opportunity to interact with the graduate schools. Events with food always encourage participation. This event was ideal for a student who already has a specific graduate program in mind.

Planning the Events: Careers in Chemistry Luncheon

The Careers in Chemistry Panel Luncheon aimed to encompass jobs in industry, pharmaceuticals, forensic science, national laboratories, and academics. Two students emceed the event by walking around with a cordless microphone within the audience. Unfortunately, because of some planning mistakes we had to put together a panel at the last minute. We were grateful for those who volunteered for the panel, but our variety of careers could have been wider. The participant feedback was positive and everyone really enjoyed the event.

In retrospect, we have a few ideas to help organize a panel: (1) Start planning early. The first people you invite may not be available for the event. (2) Make a list of different people from each branch of chemistry. This way, if the first industrial chemist you invite cannot attend, you have a list of other industrial chemists as backup. (3) Contact the panel members a week or two before the event to confirm. Make sure they are ready to attend the event and that they know what time the event takes place. (4) Make sure to have a moderator with questions ready at the event. If the audience doesn't ask questions, someone needs to.

Planning the Events: Spreading the Word: Emails Galore for Publicity

We wanted to have as many undergraduates from as many schools attend the meeting. We sent email invitations to undergraduate students and faculty advisors in Arkansas, Louisiana, Mississippi, Missouri, New Mexico, Oklahoma, Tennessee, and Texas to spread the information. The deadline for students to submit abstracts should be earlier than the meeting, so it is good to get those emails out early and often. In addition, we tried to keep the meeting website up-to-date with event details, including which graduate schools were attending the Expo & Breakfast as well as dates and times for the technical program. This strategy worked well, and we had 208 undergraduate attendees (32% of total attendees).

Planning the Events: Opportunities

If you decide to plan the next regional meeting in your area, you will have lots of fun. If your ACS chapter comes up with an original idea, don't be afraid to try it. Just remember that the undergraduate program exists to expose undergraduates to research and career options. Ask yourself, what events you would like to attend. We weren't so sure when we agreed to host the undergraduate programming, but we had a great time and would do it again in a heartbeat. We highly recommend it as a way to inject life into your chapter!

Lessons Learned

1. Be flexible: High participation numbers were exciting but caused date and location changes for certain events.
2. Advertise: Send several email reminders and update your website weekly. Email lists are available from the National ACS Office.
3. Grad School Expo: If a large number of schools are participating, keep them separate from industrial vendors and place them close to undergraduate events.
4. Not just for officers: Get everyone in your local chapter involved in planning, it takes a lot of time and effort.
5. Summer meetings: Many of us were on campus working in a research lab during the summer months. We held weekly meetings and assigned specific tasks to each person attending.
6. If you feed them, they will come: Providing food at events promotes undergraduate presence.
7. Travel \$\$: Offer travel awards to out-of-state students. We had three travel award winners of \$300 each.
8. Visit the meeting site before hand: We encountered a noisy door into the oral session meeting room.
9. Avoid Procrastination: It will make your life a lot more stressful in the long run.

Charles Nichols is the current University of Central Arkansas Student Affiliates Chapter of the ACS President and both Karen Steelman & Kyle Felling are UCA SAACS Advisors



Younger Chemists Committee Newsletter

2009 YCC Leadership Development Awardees

Twenty six younger chemists were chosen to attend the YCC Leadership Development Award workshop in Fort Worth, Texas (January 23-25, 2009). Among this diverse group were graduate students, postdoctoral researchers, research chemists, and assistant professors. The objective of the workshop is to enhance understanding of leadership principles and to identify attributes and characteristics of successful leaders. Awardees attended the course work specifically tailored to younger chemists, in addition to an opportunity to attend two more leadership workshops of their choice.



The list of 2009 YCC Leadership Development Award workshop attendees are: Tricia Allwine, Kevin Anderson, Blythe Anderson, Lisa Balbes, Stefanie Bumpus, Benny Chan, Jay Chan, Rebecca Eikey, Trey Gregory, Charles Gregory, Cory Hawkins, Amanda Hennip, Sumod Kalakkunnath, Srividhya Kidambi, Joseph Lott, Jaime Marach, Michelle

Meighan, Dorothy Miller, Keri Moss, Carolyn Pommier, Arindam Roy, Catherine Santai, Matthew Tobelmann, Scott Trenor, and Courtney White. Congratulations once again to those who received the YCC Leadership Development Award!

During the workshop the awardees have great opportunity for networking, sharing feedback, and communicating ideas and concerns. Before the workshop is over each participant prepares their own personal leadership development plan and reviewed essential leadership skills learnt during the course. As a bonus, each participant received a copy of the Businessweek best seller, *The Leadership Challenge*, 3rd ed., by James M. Kouzes and Barry Z. Posner.

ACS members who would like to apply for future YCC Leadership Development Awards in order to attend a workshop can find the application form and most up-to-date deadline information online at <http://www.acsycc.org>. The completed applications can be submitted to: Younger Chemists Committee, 1155 16th St., N.W., Washington, DC 20036.



Younger Chemists Committee Newsletter

Leading the Way—Gaining Leadership Know-How

If you are like most young chemical professionals making plans to enter the current job market, you have no doubt heard how difficult it is. This year is cited as one of the most challenging for new graduates as you compete for limited positions with other new grads as well as experienced professionals who have been downsized.

Have you considered what it will take to stand out as you apply for a grant or interview for a job?

A recent article in the Wall Street Journal, states, “Despite layoffs and recession-starved budgets, many employers are investing in leadership development programs, hoping not to be caught short of strong managers when the economy recovers.” It continues with an important perspective from a top executive, “Identifying and grooming leaders is important in good times,” says Bret Furio, senior vice president of consumer lifestyle for Philips Electronics North America. “In times of crisis when the economy is struggling,” he adds, “it’s imperative.” *

Organizations recognize the value of core leadership skills, particularly in these turbulent times, yet they are less common among chemists early in their careers. The ability to lead projects, innovate, and interact effectively with others can make the difference between being noticed and not making the cut for consideration.

Specifically, ask yourself whether you have the capabilities to:

- Manage projects effectively
- Foster innovation within yourself and others
- Run productive meetings

If you answered no to any of these, the good news is, the new American Chemical Society (ACS) Leadership Development System can help you. It offers a comprehensive research-based leadership curriculum designed specifically for ACS members. The curriculum includes both facilitated and online courses that will equip you with the leadership skills and tools you need to be successful in pursuing your professional goals.

The system formally launches at the ACS spring national meeting in Salt Lake City, UT. As a future ACS leader, you are invited to:

The Presidential Symposium

“Leadership: Facing the Challenges of Today and Tomorrow”

Co-sponsored with Thomas H. Lane, President of ACS and the Board Oversight Group on Leadership Development

Monday, March 23, 1:30 to 5:00 p.m.
Grand America Hotel, Grand Salon
Presidential Reception to launch the ACS Leadership Development System
5:00–7:00 p.m.
Grand America, Grand Ballroom A

In addition, you can participate in the ACS Leadership Development System courses offered throughout the meeting.

1. **Coaching and Feedback**—Sunday, March 22, 1:00 p.m.–5:00 p.m.
2. **Engaging Colleagues in Dialogue**—Monday, March 23, 8:00 a.m.—12:00 p.m.
3. **Leading Change**—Tuesday, March 24, 8:00 a.m.–12:00 p.m.
4. **Leading Without Authority**—Tuesday, March 24, 1:00 p.m.–5:00 p.m.
5. **Developing Communication Strategies**—Wednesday, March 25, 1:00 p.m.– 5:00 p.m.

[Register today](#), space is limited. All courses will be held in the Hilton Hotel.

Take the first step to become an effective communicator, innovator, and project leader. Prepare yourself for success by acquiring the leadership skills that will set you apart and make you a valuable asset to any project.

Try out the self-paced, online course, [ACS and You](#), at no charge.

** Dana Mattioli, “Despite Cutbacks, Firms Invest in Developing Leaders,” [The Wall Street Journal](#), February 9, 2009.*



Younger Chemists Committee Newsletter

Spring 2009 YCC National Meeting Programming, Salt Lake City, Utah

YCC will host three symposia at ACS Salt Lake City National Meeting: Green Chemistry Symposium, Overcoming Issues in Graduate School Symposium, and Non-Traditional Careers in Chemistry Symposium.

The Younger Chemists Committee Green Chemistry Symposium is designed for those interested in the frontiers of green chemistry research. It is being co-sponsored by the Division of Chemical Health & Safety (CHAS), the Division of Industrial & Engineering Chemistry (IEC), the Committee on Environmental Improvement (CEI), the Division of Inorganic Chemistry (INOR), and the Division of Organic Chemistry (ORGN). Our speakers will be focusing on the rewards and challenges of teaching and conducting green chemistry research in a variety of academic and industrial settings. One unifying theme of the symposium will be the future of green chemistry.

We have an extraordinary line up of speakers for the symposium. Representing academic researchers are Robin Rogers (Co-Director of the Center for Green Manufacturing at the University of Alabama) and Terry Collins (Director of the Institute for Green Science at Carnegie Mellon University). Jim Hutchinson from the University of Oregon will provide his perspective on incorporating green chemistry into organic teaching labs. Maggel Deetlefs (Assistant Director of QUILL – Queen's University Ionic Liquids Laboratory) will speak about transitioning from research to management while fostering academia/industry collaborations. Frankie Wood-Black of Trihydro Corp. will share her expertise on the challenges of green chemistry. Finally, we are very excited to have two winners of the 2008 Presidential Green Chemistry Challenge Award. The winners, Carl DeAmicis from Dow AgroSciences and Michael Lefenfeld of SiGNa Chemistry will share the paths they and their companies took on the way to winning the awards.

The symposium is scheduled for the morning session on Monday, March 23, 2009 during the Spring ACS National Meeting in Salt Lake City, UT.

The Overcoming Issues in Graduate School Symposium is organized to cover all stages of graduate school for students, including transitioning to graduate studies, to post doctoral positions and beyond. Many students enter graduate school without appropriate preparation, which cause some unnecessary difficulties. This symposium will cover issues such as the transition from being an undergraduate to being a graduate student, choosing an advisor and thesis for first and second year students, mentoring for third to sixth year students, as well as transitioning from a graduate student to a post doctoral fellow or to an industrial position after obtaining a graduate degree.

The speakers in this symposium are well qualified in this field. Jim White is the assistant director of career services at the University of Utah. He will provide information on making the transitions from an undergraduate to a graduate student. Dr. Yong Cai is a chemistry professor and graduate advisor at Florida International University. He will cover the issues of choosing an advisor and thesis. Dr. Marjorie Caserio is a consultant to the ACS Office of Graduate Education and is editor of the Graduate Education Newsletter. She is widely knowledgeable in mentoring and will provide valuable information on communicating with mentors, as well as time management and reflection. Dr. Joel Schulman will cover the issues of transitioning from Graduate School to an industrial position. Dr. Cynthia Larive is a professor of chemistry and graduate advisor at the University of California. She will cover topics about transitioning from Graduate School to the Post-doctoral fellow. This symposium will provide information that will assist current graduate students and future graduate students in achieving a high level of success and excellence throughout and after graduate studies.

Overcoming Issues in Graduate School Symposium is scheduled on Monday, March 23, 2009, at 1-4 pm.

The Non-Traditional Careers in Chemistry Symposium is organized to provide an informational session for chemists who are interested in obtaining a career outside of the laboratory setting. This symposium consists of speakers who have an educational background in chemistry, but are currently working in a non-traditional chemistry fields. The symposium will show that having a chemistry educational background will enhance a person's career choices instead of limiting it. The speakers will demonstrate that a degree in chemistry can open doors to various career fields, including patent law, scholarly publishing, policy making, small business, etc.

The Non-Traditional Careers in Chemistry Symposium is scheduled on Sunday, March 22, 2009 at 1-4 pm.

Sunday Evening in Salt Lake City: "Careers in Nanoscience" Panel Discussion featuring Paul S. Weiss and Angela M. Belcher, Co-Sponsored by the YCC

The Nanoscience field offers enormous promise for applications that range from materials and drug delivery to environmental remediation and sustainable energy. Billions of dollars in grants worldwide are awarded for research in nanoscience and nanotechnology.

At the 237th ACS National Meeting in Salt Lake City, you can find out what it takes to launch a career and thrive in this fast-growing field. Immediately following the announcement of the winner of the ACS Nanotation video contest, ACS Publications and

the YCC will co-host a panel discussion: **Careers in Nanoscience**; Sunday, March 22, 2009; 6:30 to 7:00 pm. At the Pavilion in the Exhibition Area.

Don't miss this opportunity to hear from leaders in the field, including ACS Nano Editor-in-Chief Paul S. Weiss (The Pennsylvania State University) and Keynote Speaker Angela M. Belcher (Massachusetts Institute of Technology). Bring your questions to ask this distinguished panel regarding careers in nanoscience.

Cast your vote for “What Is Nano?”

In conjunction with the theme, “Nanoscience: Challenges for the Future,” ACS Publications is sponsoring a screening of submissions to the “What Is Nano?” video contest, to be held at the Pavilion in the Exhibition Area, Sunday, March 22nd, from 6:15 to 6:30 pm.

The videos present creative visions of what “nano” means and where the field is headed. One winner, selected by a panel of nano-scientists, will be announced at the end of the screening. Another winner, as judged by the general public, will be announced Wednesday afternoon at the ACS Publications booth #725.

Don't forget to [view videos](#) and vote for your favorites!