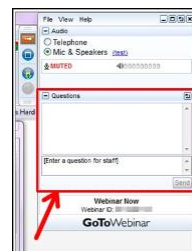




Have Questions?



Type them into questions box!

“Why am I muted?”

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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Virginia Castro Ventura
Professor of Chemistry and Biochemistry,
 ACS member 2 years strong!

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What is ACS on Campus?



ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:



- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

<http://acsoncampus.acs.org>

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#HeroesofChemistry ACS Heroes of Chemistry Award



Inspiring Hero Stories



[View All Past Recipients >>](#)

The ACS Heroes of Chemistry Award is the Annual award sponsored by the American Chemical Society that recognizes talented industrial chemical scientists whose work has led to the development of successful commercialized products ingrained with chemistry for the benefit of humankind.

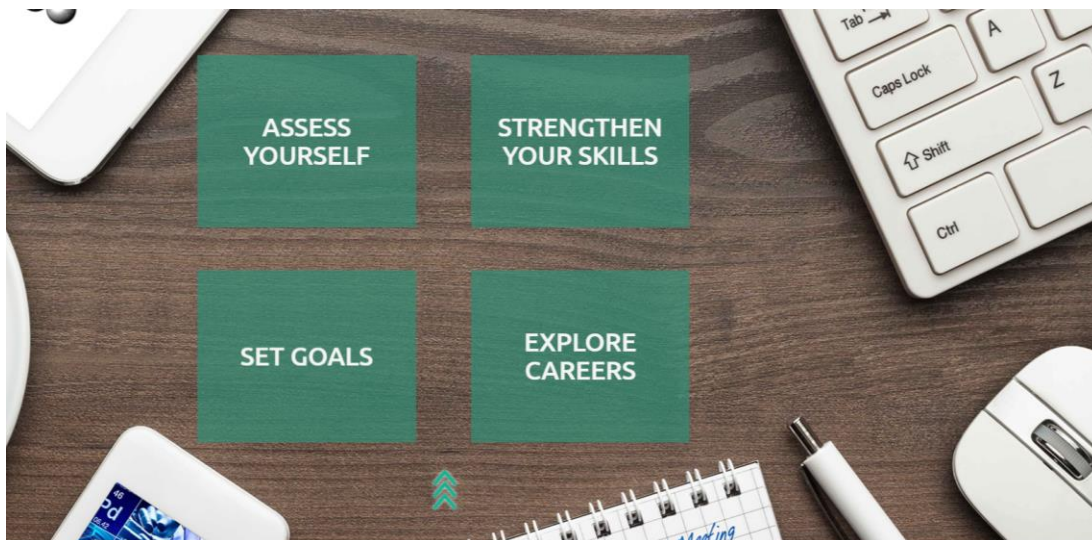
2018 Winners:



www.acs.org/heroes

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An individual development
planning tool for you!



<https://chemidp.acs.org>

9

Call for Nominations!



Today it's your day to be a champion and nominate the next ACS Fellow who will inspire the chemical enterprise. Consider nominating individuals whose accomplishments have yet to be publicly acknowledged.

APPLY: FEBRUARY 1 – APRIL 1

Click here to learn more: www.acs.org/fellows

www.acs.org/fellows

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How Can You Become Involved with the WCC and Advocate for Women Chemists?

- Apply for or nominate a woman chemist for a WCC Award or ACS technical award
- Attend WCC technical or social events at ACS national or regional meetings
- Get involved with your local section, and find out if they have a local WCC or start a local WCC if none exists or is not active
- Reach out to us at national WCC (wcc@acs.org) if you are interested in helping with national WCC efforts.



<https://www.womenchemists.sites.acs.org>

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Upcoming ACS Webinar www.acs.org/acswebinars



ACS
Chemistry for Life®

Women at the Interface of Comp Chem and Drug Discovery

FREE | Thursday, March 28 at 2pm ET

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<https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/women-compchem.html>

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STOP LOOKING FOR YODA TO ADVANCE YOUR CAREER

ADVOCATING FOR YOURSELF

THIS ACS WEBINAR WILL BEGIN SHORTLY...

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Advocating for Yourself: Stop Looking for Yoda to Advance Your Career



Amy Baliya
Assistant Professor of Chemistry,
Radford University



Pushpa Murthy
Associate Provost, Dean of the Graduate School,
Michigan Technological University



Dorothy Phillips
Director-at-Large,
American Chemical Society



Kathleen Schulz
Director-at-Large,
American Chemical Society

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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which of the following are actual awards provided for women by the ACS Women Chemists committee?

(Please choose all that apply)

- Rising Star Award
- Eli Lilly Travel Award
- Priscilla Carney Jones Scholarship
- Merck Research Award
- Overcoming Challenges Award

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which of the following are actual awards provided for women by the ACS Women Chemists committee?

(Please choose all that apply)

- Rising Star Award
- Eli Lilly Travel Award
- Priscilla Carney Jones Scholarship
- Merck Research Award
- Overcoming Challenges Award

September 15th: Spring [Eli Lilly Travel Award](#) Application Deadline
 December 1st: [Merck Research Award](#) Application Deadline
 March 1st: Fall [Eli Lilly Travel Award](#) Application Deadline
 March 15th: WCC [ChemLuminary Award](#) Nomination Deadline
 April 1st: [WCC Overcoming Challenges Award](#) Application Deadline
 May 1st: [Priscilla Carney Jones Scholarship](#) Application Deadline
 June 15th: [WCC Rising Star Award](#) Nomination Deadline

<https://www.womenchemists.sites.acs.org/awardsrecognition.htm>

What does the National WCC do?

- Administers Awards
- Supports Networking Opportunities
- Provides National Meeting Programming
- Highlights the Contributions of Women Chemists
- Advocates for Women Chemists



<https://www.womenchemists.sites.acs.org>

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Advocating for Yourself: Stop Looking for Yoda to Advance Your Career



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Radford University



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Pushpa Murthy, Ph.D.

Associate Provost, Dean of the Graduate School,
Michigan Technological University

Career Path



BS – Miranda House, Delhi University

MS – IIT, Kanpur, India

PhD – Brown University, Providence, RI

Postdoc - University of Michigan, Ann Arbor

Research Chemist – Stauffer Chemical Company, Dobbs Ferry, NY

❖ **Visiting Assistant Professor (60%)** – Chemistry, Michigan Tech
Assistant, Associate and Full Professor

❖ **Interim Chair**

❖ **Chair**

❖ **NSF – Program Director**, Division of Graduate Education

❖ **Associate Dean of Graduate School**

❖ **Associate Provost and Dean of Graduate School**



Challenges and Barriers of Entry



- ❖ Dual career issues – started as visiting assistant professor (60%)
- ❖ Balancing career and child rearing – housework help
- ❖ Assuming that workplace is a level playing field – ACS COACH workshops
- ❖ Lack of knowledge of implicit bias and consequences (became aware of research)

What barriers are still present in the workforce?

- ❖ Implicit biases
- ❖ Women's accomplishments are undervalued
- ❖ Leadership is gendered



Skills and Experiences for Success



- ❖ Disciplinary competence
- ❖ Good communication skills
- ❖ Time management skills
- ❖ Develop a 5-year plan (reflect/write on career, personal, family goals)
- ❖ Effective negotiating skills - know when and what to negotiate for



- ❖ Willing to take chances
- ❖ Assume leadership positions when opportunities arise
- ❖ Develop mentors, allies and a good network
- ❖ Don't aim to be a super woman
- ❖ Be relentlessly pleasant

Early Career Advice



- ❖ More aware of the implicit bias literature
- ❖ Walk through open doors - take chances
- ❖ How to advocate for oneself
- ❖ Leadership is gendered
- ❖ Develop allies, networks and mentors
- ❖ Learn to let go -pick your battles – you win some/you lose some – don't beat yourself up on the ones you lose



HAVE FUN!!!



Michigan Tech.

23

Thank You!



Michigan Tech.

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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



According to a recent UNNESCO Report, **what percentage of science technology, engineering, and math researchers globally are females?**

- About 20 percent
- About a quarter
- Between a quarter and a third
- About a third
- Almost half

** If your answer differs from the choices above...tell us in the chat!*

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



According to a recent UNNESCO Report, **what percentage of science technology, engineering and math researchers globally are females?**

The vast majority of data are presented in headcounts (HC), which are the total number of persons employed in R&D. This includes staff employed both full-time and part-time. The regional averages for the share of female researchers (based on available data only) for 2015 are:

- **28.8% for World**
- 39.8% for Arab States
- 39.5% for Central and Eastern Europe
- 48.1% for Central Asia
- 23.4% for East Asia and the Pacific
- 45.4% for Latin America and the Caribbean
- 32.3% for North America and Western Europe
- 18.5% for South and West Asia
- 31.3% for Sub-Saharan Africa



This fact sheet presents the latest UIS data on research and experimental development (R&D) available as of June 2018.



Fact Sheet No. 51
June 2018
FS/2018/SCI/51



Dorothy Phillips, Ph.D.

Director-at-Large, American Chemical Society

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Why a Chemist



Dorothy J. Wingfield
H.S. Class of 1963

- Pearl High School
- NSF Summer Program



Preparing to be a Chemist

- B.A. in Chemistry
- Ph.D. in Biochemistry



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Industrial Career



The Dow Chemical Company



Waters
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My Journey at Waters (1984 - 2013)

A journey with many roads, not all connecting,
some with curves, none with straight paths

A journey with many wonderful traveling
companions

A journey that led to dreams fulfilled and more



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Opportunity

- Just a crack, not wide open
- Having courage
- Taking risk



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Diversity

Vanderbilt University Launches New Diversity Initiative

Filed in *Diversity, Faculty* on September 15, 2015

The holder of Dorothy J. Phillips Chair to Support Diversity in STEM will oversee efforts to increase the number of minority students in science, technology, engineering, and mathematics disciplines.

The Dorothy J. Wingfield Phillips Endowed Chair

Chancellor's Faculty Fellows



Dr. Audrey Bowden

Associate Professor of Biomedical Engineering



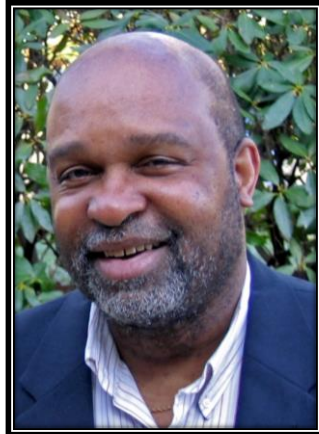
Dr. Renã Robinson

Adjunct Professor, Department of Chemistry



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Dedication



James E. Phillips
(1946 – 2018)

*Love and support for
more than 50 years!*



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



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According to a recent UNNESCO Report, **which of the following countries has the greatest share of researchers that are women?**

- Mexico
- Germany
- Myanmar (Burma)
- Italy
- France

** If your answer differs from the choices above...tell us in the chat!*

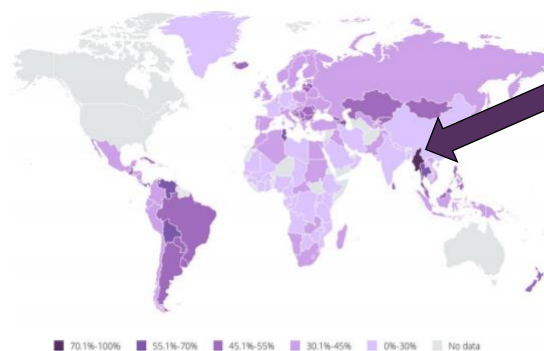
Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



According to a recent UNESCO Report, **which of the following countries has greatest share of researchers that are women?**

(No data provided for U.S., Canada, and Australia)



Myanmar (Burma) > 70%

Figure 1. The gender gap in science
Women as a share of total researchers, 2016 or latest year available

Notes: Data in this map are based on headcounts (HC), except for Congo, India and Israel which are based on full-time equivalents (FTE). Data for China are based on total R&D personnel instead of researchers. Data for Brazil are based on estimations.
Source: UNESCO Institute for Statistics, June 2018.



Fact Sheet No. 51
June 2018
FS/2018/SCI/51



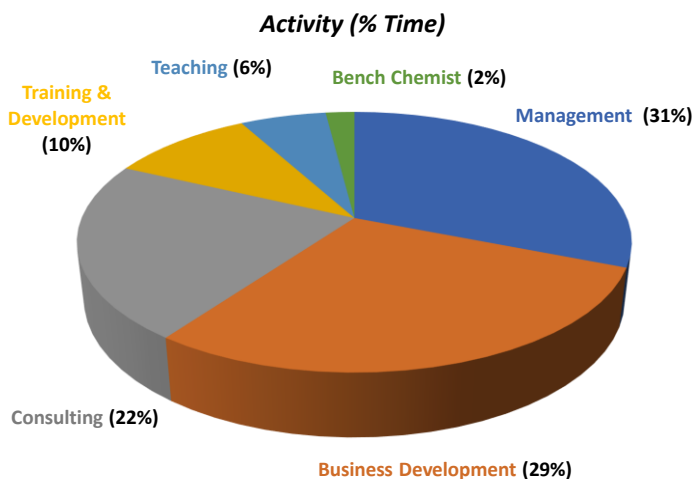
Kathleen M. Schulz, Ph.D.

Director-at-Large, American Chemical Society

Overview



Career Summary (40+ Years)



Details:

9 organizations
 7 states

Jobs:

- Clinical Chemist
- Instructor
- Professor
- Principal Investigator
- Tech. Manager
- Division Director
- Product Manager
- Marketing Manager
- Business Development Manager
- Consultant-Business Development
- Consultant-Performance Improvement
- Systems Engineer
- Consultant/Small Business Owner

Themes: Problem-Solving, Possibilities, New Business Opportunities



What I Learned!



1. Be Your Own **“Original”**
2. Take a Chance...Explore **“Out of Left Field”**
3. **Obstacles are Normal** / Part of the Path
4. Ask for What You Want...**Why “Settle”?**



Food for Thought

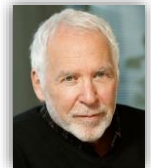


“There are no wrong turns, only unexpected paths.”

Mark Nepo

“What worked yesterday is the gilded cage of tomorrow.”

Peter Block



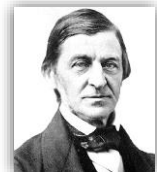
“It’s always darkest just before dawn.”

Miss Seymour (Algebra I Teacher)



“Do not go where the path may lead, go instead where there is no path and leave a trail.”

R.W. Emerson





Advocating for Yourself: Stop Looking for Yoda to Advance Your Career



Amy Baliya
Assistant Professor of Chemistry,
Radford University



Pushpa Murthy
Associate Provost, Dean of the Graduate School,
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WCC Eli Lilly & Company Travel Award 30th Anniversary



Spring Deadline: September 15th

- Applications accepted each Spring and Fall
- Supports the travel of undergraduates, graduate, and postdoctoral students to present their research at their first national meeting
- Anniversary Events Planned for the Spring and Fall 2019 ACS National Meetings

<https://www.womenchemists.sites.acs.org>

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WCC Rising Stars Award



Deadline: June 15th

- Recognizes female scientists approaching mid-level careers
- \$1000 stipend to attend Spring ACS meeting
- Awards given to females in chemistry orientated fields such as Industry, Government, Non-Profit, Academia

<https://www.womenchemists.sites.acs.org>

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Advocating for Yourself: Stop Looking for Yoda to Advance Your Career



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Radford University



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Virginia Castro Ventura
Professor of Chemistry and Biochemistry,
ACS member 2 years strong!



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