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,
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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:

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- 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

#HeroesofChemistry

ACS Heroes of Chemistry Award

Inspiring Hero Stories

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: AstraZeneca, DuPont, Pfizer, Seattle Genetics

www.acs.org/heroes
An individual development planning tool for you!

https://chemidp.acs.org

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](http://www.acs.org/fellows)
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

Upcoming ACS Webinar
www.acs.org/acswebinars

Women at the Interface of Comp Chem and Drug Discovery
FREE | Thursday, March 28 at 2pm ET

https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/women-compchem.html
Slides available now! Recordings are an exclusive ACS member benefit.

www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Women Chemists Committee
Which are 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

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](https://www.womenchemists.sites.acs.org)

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

Amy Balija
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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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!!!

Thank You!
According to a recent UNESCO 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!
Why a Chemist

• Pearl High School
• NSF Summer Program

Preparing to be a Chemist

• B.A. in Chemistry
• Ph.D. in Biochemistry
Industrial Career

The Dow Chemical Company

Waters Corporation

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
Opportunity

• Just a crack, not wide open

• Having courage

• Taking risk

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
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

According to a recent UNESCO 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!
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.

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**Kathleen M. Schulz, Ph.D.**
Director-at-Large, American Chemical Society
Overview

Career Summary (40+ Years)

Activity (% Time)

- Consulting (22%)
- Business Development (29%)
- Management (31%)
- Teaching (6%)
- Bench Chemist (2%)
- Training & Development (10%)

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)

“If you’re not living on the edge, you’re taking up too much space.”
La Mauder

“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

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https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/women-compchem.html
WCC Eli Lilly & Company Travel Award 30th Anniversary

- 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

Spring Deadline: September 15th

WCC Rising Stars Award

- 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

Deadline: June 15th

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