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## **Information, insights, and advice for ACS industry members**

April 23, 2019

Welcome to the 2nd issue of ACS Industry Matters. A number of you took a moment to pass along some feedback (mostly very positive!) on the first issue. Thank you. Please check out this week's issue which includes – among other things - *Boss Talk* with Genentech's Wendy Young, *What I Learned* with Bill Carroll, and how BASF's Chris Yanasko is connected to concrete.

Please send comments, suggestions, or any other feedback – both on the newsletter, as well as other ways you would like to see ACS support our industrial members – to [industry@acs.org](mailto:industry@acs.org).

Best,

John C. Katz  
Executive Editor

### [BOSS TALK](#)

#### **Insights and advice from a senior executive in the chemical industry**

Wendy Young, Senior Vice President of Small Molecule Drug Discovery, Genentech



## What are the non-technical skills you most highly value in scientists at Genentech? And why?

It takes a strong team of individual, highly talented scientists working together to develop a new innovative medicine. In those individual scientists, we value a wide variety of non-technical skills: excellent communicators, good listeners, great collaborators, risk takers, motivators, truth seekers – and, most importantly, a clear passion for helping patients. [Read More](#).

## HEROES OF CHEMISTRY

Get the back story on how a scientist earned the coveted [Hero of Chemistry](#) award.



Sarah Eckersley, Global R&D Director for Coatings, Monomers, and Plastics Additives, The Dow Chemical Company

## Dow's global R&D director brings high tech to the paint can

It was an old problem. Even 30 years ago, scientists knew they needed to stop relying so much on titanium dioxide in paints, says Sarah Eckersley, global R&D director for coatings, monomers, and plastics additives at Dow Chemical. TiO<sub>2</sub> is important in paints because it scatters light and covers the colors underneath, but extracting and processing it slurps up energy and water and belches out toxic waste. It's also the single most expensive part of paint, Eckersley says. [Read More](#).

## QUOTABLE

**“You can have a fine career and reach your potential without a Ph.D. That said, I always encourage undergraduates to consider all possibilities, and if they have the opportunity to get a graduate degree, they should go for it. The extra time spent in the graduate programs definitely gives you a faster start to your career. Without a Ph.D. some doors may be closed, especially in specific industries.”**

Rodney Bennett, Senior Analytical Chemist and Owner, Winding Trails, LLC. Look for additional insights from Rodney in “*What I Learned*” in the May 7 edition of ACS Industry Matters.

## CAREER CORNER

**ACS Career Consultants and other experts answer questions about advancing your career in industry**

**What can recent graduates do to more quickly and effectively transition from college to the industry workplace?**



Natalie LaFranzo, Director of Scientific Projects & Market Development, Cofactor Genomics

Personally, I was completely unprepared to negotiate. While negotiating salary and/or benefits during the hiring process is common, the skill of negotiating extends far beyond this specific interaction. [Read More](#).



Roger Brown, Executive Vice President, DC Water

Knowing workplace protocol, the value of a job, not just focused on salary rather work-life-balance and total rewards. [Read More](#).



Marciano Bagnoli, Quality Control Supervisor, Shin-Etsu Silicones of America

In industry, science supports and is beholden to business. Chemists add

value by arming companies with information to make decisions. Scientific results are reported to management who often do not have a chemical background. [Read More](#).



Samina Azad, ACS Career Consultant

The understanding of how their role fits into the big picture. Their team is delivering only one piece of a large puzzle. Several other pieces need to come together and fit well to make the product. [Read More](#).

## WHAT I LEARNED

**Observations and reflections from chemists with decades of experience working in industry.**



Bill Carroll, Carroll Applied Science, L.L.C.

**How is it harder for a mid-career industry chemist today than in the past? What advice do you have for them to thrive in this challenging environment?**

In the days when you could expect to stay with an organization for 40 years, you probably didn't need to nurture your career the way you do today. Nothing was sadder to me than, in 2008, to see 50-year-olds out of a job with obsolete skills and no network. These days, I think each of us is really a single proprietor business, carrying a toolkit with us wherever we go. [Read More](#).

## SPOTLIGHT ON EARLY CAREER CHEMIST

**Get to know an early career chemist working in industry.**



Chris Yanosko, Dispenser Operations Manager,  
BASF

## Chemical engineer works to dispense more sustainable concrete to the world

Chris Yanosko is a family man. When he was a kid, he watched how his father used his career to improve the sustainability of the chemistry supply chain, and he knew he wanted to do something similar. He decided to follow in his older brother's footsteps and completed a BS in chemical engineering from Case Western Reserve University in 2013. From there, Yanosko branched out on his own and worked a temporary job at Ben Venue labs, a subsidiary of Boehringer Ingelheim for about 3 months before landing at BASF in Beachwood, Ohio. "BASF was a natural fit for me because they are the world leaders in driving innovation and supporting sustainability," Yanosko says. [Read More.](#)

## [QUESTION OF THE WEEK](#)

### Results from question sent on April 9

At work, do you spend most of your time working with other chemists/chemical engineers or other STEM scientists?

You answered:

35% Mostly other chemists/chemical engineers

29% Mostly by myself

18% Mostly other STEM scientists

18% About half and half

## [MORE NEWS FROM ACS](#)

### ACS will hold a brand new [one-day workshop](#) at the Philadelphia Marriott Downtown on June 18, 2019

The Essential Workplace Skills for STEM Industry Professionals is targeting

early-to-mid career STEM scientists working in industry. Topics will include: Presenting Data More Effectively to Management, Working Successfully Across Age Groups, Project Management, and Organizing and Running Successful Meetings. The cost is \$149 for ACS Members and \$329 for non-members. Interested? [See more information and register today.](#)

### Why we give: BASF supports the [ACS Scholars Program](#)



BASF is a strong [corporate supporter](#) of the [ACS Scholars Program](#), which awards renewable scholarships to underrepresented minority undergraduate students majoring in chemistry-related disciplines. With the belief that “the power of difference drives innovation,” the company leverages the program to support its talent pipeline. [Read More.](#)

### [How to Communicate with Difficult People and Not Become One Yourself](#) Thursday, May 2, 2019 at 2-3pm ET

Join Patricia Simpson of Game Changing Etiquette in this free interactive broadcast as she shares ideas about how to be a successful communicator as well as how to deal with people whose communication styles don't always complement yours. [Register.](#)

### [C&EN Industry Essay Contest](#)

Are you in your first or second year of an industry job? Share what lessons you have learned, as well as what advice you have for others, in a 250-word essay. Winning essay writers will be paid. Submit via email, include your name, title and company by May 1: [cenprojects@acs.org](mailto:cenprojects@acs.org).

### Attend an ACS Regional Meeting

Attend an ACS Regional Meeting to network with your colleagues, and learn about the latest research in your field and region. These meetings feature excellent technical programs on a variety of topics, poster sessions, expositions, and social events. [Register for one of the spring meetings today!](#)

Send thoughts, tips, and questions to [industry@acs.org](mailto:industry@acs.org)

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