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Information, insights, and advice for ACS industry members

May 23, 2019

In this issue's "Boss Talk", Birnur Amal takes you inside the Health, Beauty & Environmental Sciences Lab at the Good Housekeeping Institute in New York. Meanwhile, 1,500 miles to the southwest, Covestro's Amber Hinkle talks about how to successfully implement big changes in a manufacturing facility. Share your salary with colleagues? Find out what our "Career Corner" experts advise.

Feedback is always welcome. Please send to industry@acs.org.

John C. Katz
Executive Editor

[BOSS TALK](#)

Insights and advice from a senior executive in the chemical industry



Birnur Aral, Director of the Health, Beauty & Environmental Sciences Lab, Good Housekeeping Institute

What's the biggest challenge you confront in your role as Director of the Health, Beauty & Environmental Sciences Lab at the Good Housekeeping Institute?

It is a multifaceted role with many internal and external stakeholders, and requires a balancing act. Like any of the other labs at the Institute, we test the performance of hundreds of products each year. Our test results feed directly into our editorial content in print and online. [Read More.](#)

[HEROES OF CHEMISTRY](#)

ACS honors industrial teams with 2019 Heroes of Chemistry award

Recipients have made contributions to medicine, automotive coatings, and printing

Four teams of industrial chemical scientists from Paratek Pharmaceuticals, DuPont, Pharmacyclics, and PPG have won the [2019 Heroes of Chemistry award](#), which is the American Chemical Society's highest honor for industrial chemical scientists. "The 2019 ACS Heroes of Chemistry have demonstrated an exceptional degree of creativity and technical achievement in developing successful commercial products that improve the lives of people worldwide," says ACS President Bonnie A. Charpentier, adding that the advancements in pharmacology automotive coating, and printing will "benefit both patients and consumers and once again shine a spotlight on the chemical sciences as a driving force of innovation." [Read More.](#)

[QUOTABLE](#)



"I wish that I had been more aware of the need for business acumen when I was a student; I would have taken at least one basic class."

Carolyn Ribes, Business Analytical Leader, Dow Benelux B.V., on the most important non-technical skills to advance in her career. Hear more from Carolyn Ribes in "What I Learned" in the June 6 issue of ACS Industry Matters.

CAREER CORNER

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

In an age of pay gaps and unequal wages, when is it (if ever) appropriate to talk to my coworkers about salary?



Lee Latimer, Principal, LHLatimer Consulting

First, this situation is not new to our age, it is just getting more awareness. The base rule is “never.” This is due to the potential that either you or a coworker is likely going to feel out of place and a situation will get worse.

[Read More.](#)



Dharshi Bopegedera, Chemistry Professor, The Evergreen State College

After you have been at the organization for at least one year and established yourself as a valuable member of that community. I also hope that you ask about wages when you interview. [Read More.](#)



Holley Waldron, HR Business Partner, American Chemical Society

This is always a tricky question as we seek to understand perceived and real gaps. Discussions with co-workers about salary – if conducted at all – should be very carefully entered into. [Read More.](#)

Tom Halleran, Recruiter, American Chemical



Society

I would not recommend discussing your salary with coworkers. If you believe that you should receive an increase in pay, this is something that should be discussed with your manager. [Read More.](#)

WHAT I LEARNED

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



Amber Hinkle, Vice President, Covestro, LLC.

While working for Bayer MaterialScience in 2009 (now Covestro), you successfully led a significant change initiative at the Baytown, Texas facility. What advice do you have for workers and management confronted with major change in their workplace?

Don't forget the people side of the change! Especially as chemists and engineers, we are good at changing processes, tools, etc. but we often forget what people need to adapt and to embrace the change. At our Baytown site, we now have a group of employees who, in addition to their "day jobs", are certified to manage the people side of changes. This "Change Council", as we call it, is a diverse team, including management, technical staff, shift operations personnel and more. [Read More.](#)

SPOTLIGHT ON EARLY CAREER CHEMIST

Get to know an early career chemist working in industry.



Beata Kilos-Réaume, Research Scientist, The Dow Chemical Company

Finding the right catalyst

Beata Kilos-Réaume is a catalyst aficionado. While studying chemistry at Adam Mickiewicz University in Poznan, Poland, she attended a talk about zeolites by her future PhD adviser. Kilos-Réaume was fascinated by the materials, which began a catalytic love affair that's still going on. She continued her study of catalysts through graduate school, where she split her time between her native Poland and France, where she traveled as a Marie Curie Host Fellow at the Institute of Research on Catalysis and the Environment of Lyon. [Read More.](#)

[MORE NEWS FROM ACS](#)

Essential Workplace Skills for STEM Industry Professionals

Tuesday, June 18, 2019 | Philadelphia, PA

If you're in the first decade of your STEM industry career, ACS Industry Member Programs is bringing you a panel of four industry all-stars to share their insights and tips to sharpen the 4 high-demand professional communication and management skills you need to get ahead. Join us on June 18 in Philadelphia. [Learn more and register.](#)

Why we give: Covestro supports ACS Project SEED



Covestro is a longtime corporate supporter of ACS Project SEED, which provides paid summer laboratory research experiences to bright, economically disadvantaged high school students. A dedicated scientist mentor helps the student build skills, recognize his or her potential for college and explore scientific career paths. [Read More.](#)

Send thoughts, tips, and questions to industry@acs.org.

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