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

August 1, 2019

Today's edition features insights from [Kathy Shelton, CTO at FMC](#), and [Susan Butts \(retired\) Dow](#), who discuss what industry chemists need to advance in their careers, the state of women in the chemical industry, the public perception of scientists and more. Also, check out our [LinkedIn Learning summary](#) for more advice on how introverts can thrive in the workplace.

John C. Katz  
Executive Editor

### [BOSS TALK](#)

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



Kathleen A. Shelton, Ph.D., Vice President,  
Chief Technology Officer, FMC Corporation

**With nearly 400 scientists working every day at FMC locations around the world, what have you learned about leading large, distributed teams?**

To be successful with large, geographically diverse teams, you need to

articulate a clear strategy and how the teams contribute to that strategy. It's so important for every team member to understand how they fit into the bigger picture and the... [Read more](#).

## [CAREER CORNER](#)

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

### **Do I really need different resumes for different jobs?**



Matt Greaney, Senior Research Chemist in the Catalysts Business Unit of Cariant

This is a good question to ask yourself, and I'd say the answer is yes in most cases. Your resume likely does not need a complete overhaul every time you apply to a different job, but you should definitely take more than a... [Read more](#).



Patrick Gordon, ACS Career Consultant

Yes. One should find tune the resume to fit the... [Read more](#).



Donald Truss, ACS Career Consultant

YES. The resume review process typically starts with an HR professional who may not understand your work. This person is responsible for sending your resume up... [Read more](#).



Kara Allen, Director, Recruitment & University Relations, Aegis Sciences Corporation

Yes! As someone who has transitioned careers (from a chemist to recruiter), I was open to both types of jobs when I relocated to Nashville. As these were... [Read more.](#)

### [WHAT I LEARNED](#)

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



Susan Butts, President, Susan B. Butts Consulting

**How has the work environment for female industry chemists evolved since the time you started at Dow in the early 80s?**

I wish that I had a more encouraging answer to this question. While there is much less overt discrimination in the workplace today there is still too much inherent bias that is evident in the gender disparity in technical and management positions. Over the last two decades women... [Read more.](#)

### [QUOTABLE](#)

**"Industry generally does a good job with research-level safety. The global-scale facilities, particularly in pharma, electronics/semiconductors and materials have strong safety cultures. As you look further afield, however, safety performance falls off. There is room for improvement."**

Neal Langerman, Advanced Chemical Safety. Hear more from Neal on this topic - and others - in the August 15 issue of ACS Industry Matters.

## [LINKEDIN LEARNING COURSE – MANAGING YOUR CAREER AS AN INTROVERT](#)

### **What you most need to know from an industry-connected LinkedIn Learning Course. Today's course: Managing Your Career as an Introvert**

Much of the work world is optimized for extroverts. A successful career depends on connecting with others and building relationships, however, introverts do not need to spend a lifetime pretending to be an extrovert. In the course "Managing Your Career as an Introvert," Dorie Clark... [Read more](#).

## [MORE FROM ACS](#)

### **2019 Heroes of Chemistry Awards Ceremony**

Celebrate the teams of scientists who have developed innovative, commercially successful products that have improved the lives of people worldwide. Don't miss the ACS Heroes of Chemistry Award Ceremony, featuring teams from DuPont; Paratek Pharmaceuticals; Pharmalytics, LLC, an AbbVie Company; and PPG. Register for the event through your [ACS Fall National Meeting Registration](#).

### **STEM Workshop in San Diego**

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 August 27th in San Diego – [learn more and register](#).

### **Career Navigator LIVE! Connects Employers and Top Chemistry Talent**

Is your company hiring? Employers participating in the ACS Career

Navigator LIVE! Recruiting programs (formerly the ACS Career Fairs) can post jobs, search resumes, review candidates and schedule interviews at the National Meeting. [Schedule an appointment](#) to discuss available options, or write John Mihalick at [j\\_mihalick@acs.org](mailto:j_mihalick@acs.org) to learn about the recruiting opportunities the ACS can offer your company at the National Meeting.

## 2019 ACS Fellows

Congratulations to the 2019 class of [ACS Fellows](#) who will be honored for their outstanding achievements in and contributions to science, the profession, and the Society during the ACS national meeting in San Diego. Several of this year's fellows have given generously to ACS educational programs. We thank them for partnering with ACS to promote science literacy and inspire and educate the next generation of scientists and citizens.