

Small Chem Biz

Division of Small Chemical Businesses
American Chemical Society



April 2021

Volume 51, Issue 1

SCHB CALENDAR

- May 9-11, 2021
NORM Northwest Regional
Meeting (virtual)
- June 6-9, 2021
44th GLRM Great Lakes
Regional Meeting (virtual)
- August 13-20, 2021
51st IUPAC / 48th World
Chemistry Conference /
104th Canadian Chemistry
Conference & Exhibition
(virtual)
- August 22-26, 2021
262nd National Meeting
Atlanta, GA
- December 16-21, 2021
Pacifichem, Honolulu, HI
(hybrid)

CONTENTS

Chair Message.....	1
Programming.....	2-6
<i>National</i>	2-3, 5
<i>Regional</i>	4
<i>International</i>	6
In Memoriam.....	7
Exec Committee.....	8
Articles.....	9-11
Call for Abstracts.....	12-13

MESSAGE FROM THE CHAIR

Jim Skinner



Dear Division Members and Friends,
Unfortunately, I welcome you to this issue of the Small Chem Biz Newsletter with the sad news that our Chair, George Ruger, has passed. His obituary appears in this Newsletter. George had a long and active involvement with ACS and SCHB and is sorely missed by all of his friends and colleagues.

As a consequence of George's passing, I have assumed

the role of Chair. Kazim Agha, a long-time member of ACS, has been elected by the Executive Committee to complete my term as Chair-Elect, through December 31, 2021. Kazim's welcome to his new role and his bio are in this Newsletter. Thank you Kazim for stepping into this responsibility.

Your SCHB team has been very active and accomplished many projects, just a few of which are listed below:

- The team worked tirelessly to develop new Bylaws, which were approved by ACS and became effective January 1, 2021. Please go to the [SCHB website](#) to review the new Bylaws.
- Our weekly Discuss Business and Happy Hour has been a wonderful success. From the idea presented by Joe Sabol, and professionally executed by Jennifer Machlachlan, our video conferences have been the "Go To" place for SCHB and ACS Members to meet, network, participate in educational seminars, and hang out with friends we have not been able to socialize with during this pandemic. Please join us for this weekly event and catch up with friends.
- Collaborating with ACS President H.N. Cheng, SCHB presented two webinars on "Starting a Company" as part of H.N.'s focus on Entrepreneurship and Innovation. Three more webinars on this topic are scheduled for 2021.
- Under the direction of Programming Chair Joe Sabol, SCHB has an impressive list of sessions and presentations scheduled for the ACS Spring Meeting. Please go to the ACS website to sign up for these great educational and informative talks.
- Four wonderful people have joined our committees: Jessica Martin, Denise Merkle, Jonathan Melman, and Mike Mazzotta. Please see the article about them in this issue.

Your SCHB team is doing great work and having a lot of fun. If you would like to be part of the team and contribute to our ongoing success, [email me](#). Find out more at our [website](#).

We'll "see" you at the National Meeting. Until then, be well and stay safe.

April 5 - 30, 2021 | Virtual

ACS National Meeting

Macromolecular Chemistry: The Second Century

ACS Spring 2021 National Meeting

#ACSSpring2021

Macromolecular Chemistry: The Second Century

The ACS Spring National Meeting will have content every weekday, April 5-16, 8:00 a.m. - 8:00 p.m. PDT, and recorded content during April 19-30 and on weekends. For one hour before and two hours after the technical program, and at several hours during the day, special SCHB networking sessions are scheduled. Simply enter the SCHB Zoom room from the meeting portal.

SCHB's program includes two PRES symposia, *Advancing International Chemical Business and Ideas from Mind to Market*, organized by Mukund Chorghade, as well as *Starting a Company: Insights from Entrepreneurs and Investors* (Jim Skinner), *Climate Public Policy* (Joe Sabol), and *Chemical Business Poster Session* (Mike Mazzotta). For details, click [here](#) and filter by day and/or division.

SCHB is also cosponsoring:

- BMGT Chemical Angel Network
- PRES, COLL Industry/Academia Dialogue
- PRES, ENFL Advances in Renewable Energy and Fuels
- PRES, IE&C Lessons Learned from Starting a Chemical-related Business
- PRES, PROF COVID Lessons Learned
- PROF Planning for Retirement

SCHB is utilizing its Zoom rooms for a variety of instructional, networking, career development, and social events. After you log on to the meeting portal, search the list and click SCHB to enter. Meet old friends and make new contacts; best of all, "discuss business" with SCHB members!

Stay tuned to our Facebook page for frequently updated content: fb.me/SCHBD and/or follow SCHB on Twitter @ACSSCHB. Be sure to use #ACSSpring2021.

In these times of COVID, if you would like to attend the National Meeting and request hardship support, please send a message to the treasurer at www.acs-schb.org/contact-us.

Industry-Academe Dialogue

In this COLL Division Presidential Event, April 6, 2021, 9 AM - 12 PM, we present a dialogue between industry and academe, with the goal of communicating industry views and needs to academic researchers and doctoral students interested in careers in industrial R&D. This event will focus on: (1) Myths and Facts in Industrial R&D; (2) What is industry interested in?; (3) What drives a successful industrial career? This will take the form of a panel discussion which will include:

- Gerard Bailley, Senior VP Corporate Functions of the Procter & Gamble Company;
- Prof. Eric Kaler, Past-President of the University of Minnesota;
- Prof. Dave Weitz of Harvard University;
- Dr. Olbright of the National Science Foundation;
- Dr. Huda Jerri, Director, Firmenich Corporation
- Other representatives from national funding agencies, national laboratories, and professors who have experience in interacting with industrial R&D.

Moderated by Kate Stebe, Past-Chair Colloid Division, and Matthew Lynch, Current Chair, Colloid Division.

Business-related SWAG!!!



Contact SCHB for business-related SWAG!

SHARE YOUR ACHIEVEMENTS

Notify Newsletter Editor Adam Sussman at: acs-schb.org/contact-us/ for recognition of your accomplishments in an upcoming issue. Please send any content to be included in the next newsletter by July 1, 2021.



@BRINKSIPLAW

Adam D. Sussman, Ph.D.

Intellectual Property Attorney

asussman@brinksgilson.com

BRINKSGILSON.COM

COMPLEX EXPERIMENTAL DESIGN PROBLEMS?

My unique combination of statistical and chemical skills and experience helps me to look at complex problems as a whole and formulate a strategy for attacking them efficiently.

www.cawseandeffect.com
cawse@cawseandeffect.com

PARTNER WITH SCHB

Contact SCHB Chair Jim Skinner at www.acs-schb.org/contact-us/ to partner on entrepreneurial local section events and/or to collaborate with us on symposia at National/Regional Meetings.



ACS
Chemistry for Life™



DIVERSITY EQUALITY INCLUSIVENESS RESPECT DEIR

Diversity in the workforce brings significant value to the employer¹. Diversity in society broadens perspective, improves person to person socializing and creates a culture of openness and growth². The ACS as a business demonstrates how to grow diversity and the success it brings. Diversity within the chemical enterprise should be review and positive changes implemented.

This networking event is a DEIR conversation. Please join us.

When: **WEDNESDAY 21 APRIL**, during the ACS Spring Meeting
10:00 am – 11:00 am PDT

Where: Meeting Zoom Portal CHAS Networking Link



The event is co-hosted by:

- Division of Chemical Health and Safety (CHAS)
- Division of Business Development and Management (BMGT)
- Division of Small Chemical Businesses (SCHB)
- Committee on Chemical Safety (CCS)
- Board Committee on Corporation Associates (CA)
- ACS Committee on Meetings & Expositions

The event leaders are Dave Finster (dfinster@wittenberg.edu) and Neal Langerman (neal@chemical-safety.com; contact either Dave or Neal for more information). (click on links at bottom of page).

The agenda is a work in progress. This is an open conversation, with limited formal presentation.

- DEIR – the problem
- Joining a conversation is difficult.
- Recognizing “other”
- Personal pronouns
- The long haul – improving DEIR in our profession.



¹ <https://www.forbes.com/sites/rsmdiscovery/2018/08/22/why-workplace-diversity-is-so-important-and-why-its-so-hard-to-achieve/?sh=1e0b284b3096> [link](#)

² <https://www.uopeople.edu/blog/what-is-cultural-diversity/> [link](#)

Division of Chemical Health and Safety, American Chemical Society
PO Box 152329 San Diego CA 92195-2329 T (619) 990-4908 www.dchas.org

Contact [Dave Finster](#) or [Neal Langerman](#) for more information on this networking event.

REGIONAL MEETING REPORT

If you are attending [NORM Northwest Regional Meeting](#), May 9-11, 2021 (virtual), make sure you attend the SCC Breakfast, honoring SCHB member Gerry Meyer (101+ years old!) on May 10, 8:00-9:00 A.M. PDT.

[44th GLRM Great Lakes Regional Meeting](#) is now combined with CERM Central Regional Meeting, June 6-9, 2021 (virtual) with theme: *Elevating the Importance of Diversity and Inclusion in Chemistry*. SCHB is sponsoring *Chemical Business: Resources & Best Practices*.

[RMRM Rocky Mountain Regional Meeting](#) is scheduled for October 20-23, 2021 in Tucson, Arizona, and can shift to hybrid or virtual as public health conditions dictate. SCHB is sponsoring *Chemical Business: Resources & Best Practices* and *RMRM After Party*.

PACIFICHEM PREVIEW

Pacificchem is re-scheduled for Honolulu, December 16-21, 2021, with theme *A Creative Vision for the Future*. At this time, the meeting format is planned as hybrid (in-person and virtual). Symposia organized by SCHB members include:

- *Chemical Business Best Practices for Global Challenges* (Adam Blunn & Joe Sabol)
- *Chemists and the Public: The Role of Informal Science Education* (Jennifer MacLachlan)

400+ other symposia are on the program. Full program, abstract submission, registration, and travel information is at www.pacificchem.org.

Stay tuned to our Facebook page for frequently updated content: fb.me/SCHBD and/or follow SCHB on Twitter @ACSSCHB.

MOLECULES MISBEHAVING? Gremlins in your resin kettle? Equilibrium shifting? pH imbalance? We can help! Semiconductors, metals/oxides, polymers, coatings, chemical and materials analysis, market research, regulatory issues,...and more! www.chem-consult.com

SCHB Friday Sessions

Starting in March 2020, SCHB implemented a weekly zoom/call-in video conferencing opportunity to “discuss business” with other members and guests. A mix of specific topics of interest in chemical business and entrepreneurship, or a general open forum on what’s working and what isn’t - just like we would in person, at an ACS conference.

Over a year later, we are still going strong! These sessions are usually late Friday afternoons around happy hour time. SCHB members take this time to engage with others and share informal advice on the business and personal challenges facing everyone. Until we can again meet in person at ACS National, Regional, or Specialty meetings, this is the way SCHB members stay in touch!

The schedule is posted at www.acs-schb.org but is also in your weekly SCHB e-blast news. If you are not an SCHB member, just request a complimentary invite code from PR@acs-schb.org.

OTHER UPCOMING EVENTS

[44th GLRM](#), June 6-9, 2021 (virtual).

[Pacifichem](#), Honolulu, December 16-21, 2021, hybrid (in-person and virtual), *A Creative Vision for the Future*.

[51st IUPAC / 48th World Chemistry Conference / 104th Canadian Chemistry Conference & Exhibition](#), August 13-20, 2021 (virtual).

[ABCCChem 2022](#) (Atlantic Basin Conference on Chemistry), December 13-16, 2022, Marrakech, Morocco.

Jennifer Y. Tanir, Ph.D. **TOWARD
Founder SAFER LLC**

jentanir@towardsafer.com
Washington, DC
www.towardsafer.com

*Consulting toward safer, more sustainable
chemicals & products*



Chemical Angel Network

The Angel Network for early stage chemical businesses

Mark Vreeke mark.vreeke@chemicalangels.com
Sid White sid.white@chemicalangels.com
Judith Giordan judy@giordan.com

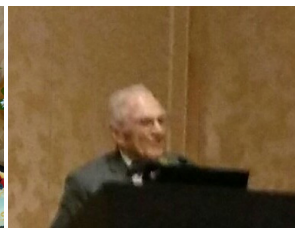
www.ChemicalAngels.com

Catalysis Today and the American Chemical Society (ACS) Divisions of Energy and Fuels (ENFL) & Small Chemical Businesses (SCHB) are pleased to announce a special issue, *Gateway to Novel Energy Conversion Technology In Honor of Dr. E. G. (Gerry) Meyer*, to recognize high-quality energy, fuel-related, and catalysis research. This special issue follows the symposium *In Honor of Gerry Meyer: the First 100 Years* at the August 2019 ACS National Meeting in San Diego. More than 30 manuscripts are included in this special issue, with guest editors Bill Carroll, Louise Liu, and Joe Sabol, which can be found at <https://doi.org/10.1016/j.cattod.2021.01.003>.

At the ACS April National Meeting, Gerry will meet with attendees in SCHB's Zoom room on Thursday, April 8, 2021, at 4-5 p.m. PDT, and Sci-Mix, Friday, April 9, 2021, 5:30-7:00 pm PDT, and SCHB will present a poster with highlights of Gerry's career.



Photos of
Gerry Meyer,
ACS Fellow,
and University
of Wyoming
Professor
Emeritus of
Chemistry



ACS Fall 2021 National Meeting, #ACSFall2021

The ACS Fall National Meeting is currently scheduled for August 22-26, 2021 in Atlanta, with the theme: *Resilience of Chemistry*. The COVID situation is being carefully monitored, and if a decision is made to convert to virtual or hybrid, an announcement will be made at www.acs.org.

SCHB's proposed program includes:

- *Symposium in Memory of George W. Ruger (1974-2021)*, organizers: Jennifer MacLachlan & Jeanne Berk
- *Advancing Chemical Businesses for Sustainability, Innovation and Entrepreneurship*, organizer: Mukund Chorghade
- *Transitioning Ideas from Mind to Market: Collaborations for Health, Resilience, Wellness*, organizer: Mukund Chorghade
- *Decarbonizing the Chemical Enterprise* (with CEI), organizer: Joe Sabol
- *Starting a Company: Perspectives From Successful Entrepreneurs and Investors*, organizer: Jim Skinner
- *Chemical Business Best Practices*, organizer: Sonja Strah-Pleyne
- *Chemical Business Poster Session*, organizer: Mike Mazzotta

And SCHB is cosponsoring:

- *CATL Carbon Capture and Utilization: Conversion of CO₂ to Chemicals and Fuels*, organizer Kandis Leslie Abdul-Aziz
- *CHAS (with BMGT, CA, I&EC) Moving Forward: Lessons Learned from Pandemics, Extreme Weather Events, Fire Storms and More*, organizer Neal Langerman
- *PRES Innovation, Entrepreneurship, and Collaborations*, organizer: Jim Skinner
- *PROF COVID Lessons Learned*, organizer: Joe Sabol

Abstract submission is at <https://callforabstracts.acs.org/acsfall2021> and closes on April 12, 2021, but symposium organizers have the option to accept late abstracts, space permitting. If you have any questions, contact [SCHB Program Committee](#).

SCHB Goes Global

While the COVID situation dictates prudence in travel, several upcoming international conferences are of interest to SCHB members:

51st IUPAC / 48th World Chemistry Conference / 104th Canadian Chemistry Conference & Exhibition is scheduled for August 13-20, 2021 (virtual).

For program and registration information, see: <https://www.cheminst.ca/conference/ccce2021/>.

ABCCChem 2022 (Atlantic Basin Conference on Chemistry) is scheduled for December 13-16, 2022 in Marrakech, Morocco. The theme is *Linking the World Through Chemistry*, and more information is available at <http://abcchem.org/>.

SCHB Goes Green

At 25th Green Chemistry & Engineering Conference, June 14-18, 2021 (virtual), with theme *Sustainable Production to Advance the Circular Economy*, SCHB will cosponsor (with CEI, ENFL, ENVR) *Carbon Dioxide Pivot Point*, organized by Joe Sabol and Anna Klinkova. Four sessions, with a total of 16 presentations, describe industrial processes that capture, use, or transform carbon dioxide into value-added chemicals and materials, or otherwise remove it from the atmosphere. Registration and schedule information are at www.gcande.org.

Present your work at American Chemical Society August 22-26, 2021 meeting at SCHB's *Decarbonizing the Chemical Enterprise* session, organized by Joe Sabol. Transitioning to energy systems that emit net zero greenhouse gases in the next 20-30 years can help limit global temperature rise to less than 2 degrees Celsius. Innovations and implementation of new, non-emitting energy technology can come from start-ups and small businesses, nimble and capable of adapting to changing market conditions. Submit abstracts by April 12 at <https://call-forabstracts.acs.org/acsfall2021/SCHB>.

Find out more about SCHB!

To find out more about SCHB, membership benefits, events, and how you can contribute, visit the SCHB websites:

<http://acs-schb.org/>

<https://schb.sites.acs.org/>

Listen to Jennifer MacLachlan talk about how SCHB is the home for entrepreneurs in ACS - whether chemists or not!

<https://youtu.be/YxCHgwfOvSg>

Share Your Thoughts with SCHB Members

We hope you enjoy *Small Chem Biz*!

Your articles, comments, and suggestions are welcome. SCHB's mission includes publishing articles relevant to chemical business - small or large. Submission deadline for the next issue is

July 1.

If you have an idea, but are not sure it would suit an article, contact newsletter@asc-schb.org.

VOLUNTEER WITH SCHB

None of SCHB's valuable benefits and activities would have been possible without volunteers like you. If you want to expand your professional network, enhance your leadership skills, or shape the future of SCHB, consider volunteering in a more active role to further SCHB's mission.

Potential roles include Webmaster Assistant, Sponsors Development, Membership Support, Graphic Designer, Assistant Newsletter Editor, or any other ideas you have. Contact any SCHB officer to learn more.

Business-related SWAG!!!



Contact SCHB for your business-related SWAG!

FOLLOW SCHB ON SOCIAL MEDIA

@ACSSCHB and @ACSNatlMtg
Use #ACSFall2020!
www.acs-schb.org

CONTACT THE SCHB EXECUTIVE COMMITTEE

<http://acs-schb.org/contact-us/>

With great sadness, we report that George Ruger passed away Tuesday, February 16, 2021, at home. George joined the American Chemical Society in 2008 and was a very active volunteer, including Chair of the Division of Small Chemical Businesses (SCHB), Chair of the Lehigh Valley Local Section, Councilor for the Mid-Hudson Local Section, Member of the Committee on Economic and Professional Affairs, and a Member of the Committee on Community Activities (CCA).

George regularly attended and presented at ACS national, regional, and specialty conferences. George founded Palladium Science Academy and was first in line to volunteer for outreach student activities, including Earth Day, National Chemistry Week, Cape Cod Science Cafe, STEM Journey, Cape & Islands Council of the Boy Scouts of America's Wicked Cool Autumn Welcome.

George is survived by his wife Kelly Herrell, his mother Annette Laskowsky, as well as numerous siblings, step-siblings, cousins, nieces, and nephews. SCHB sends its deepest condolences to George's family and friends.



SCHB promotes formation and growth of small businesses; organizes programming on educational, legal, legislative, regulatory, economic issues; and networking, mentoring, and discussion to put chemists at the innovation vanguard. It's easy to join SCHB! Go [here](https://www.acs.org) or contact ACS Member Service 800-333-9511 (US); +614-447-3776 (Outside the US); or service@acs.org.

MEMBERSHIP BENEFITS:

- Discounted Expo Booth at National Meetings
- Advance Copy of Newsletter and Monthly E-Blast
- Listing in Member Links Business Directory
- Scholarship for ACS Leadership Institute Courses
- Reception with Speakers and VIPs at National Meetings
- "Discuss business" with like-minded Members
- In-person & 24/365 Social Media Networking
- Eligible to hold SCHB office and shape direction
- Business-related SWAG...and More!

To join SCHB, contact ACS Member Services or contact SCHB Membership Chair. Join today:

www.acs-schb.org/contact-us/

Membership is FREE for the first year for ACS Members!

FUTURE NATIONAL MEETINGS

262nd ACS Meeting

Atlanta, GA
August 22-26, 2021
Resilience of Chemistry

263rd ACS Meeting

San Diego, CA
March 20-24, 2022
Bonding Through Chemistry

263rd ACS Meeting

Chicago, IL
August 21-25, 2022
Sustainability in a Changing World

264th ACS Meeting

Indianapolis, IN
March 26-30, 2023
Crossroads of Chemistry

265th ACS Meeting

San Francisco, CA
August 13-17, 2023
Harnessing the Power of Data

266th ACS Meeting

New Orleans, LA
March 17-21, 2014
Many Flavors of Chemistry



CHAIR
JIM SKINNER



CHAIR ELECT
KAZIM AGHA



PAST CHAIR
GEORGE RUGER (1974-2021)



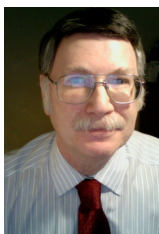
**ALTERNATE COUNCILOR/
CHAIR, NOMINATION
COMMITTEE**
MUKUND S. CHORGHADE



**COUNCILOR/
PROGRAMMING CHAIR**
JOE SABOL



SECRETARY
ABHISHEK A. KANTAK



TREASURER
DAVID DEUTSCH



MEMBERSHIP
JONATHAN MELMAN



PR & COMMUNICATIONS
JENNIFER MACLACHLAN

PARTNER WITH SCHB

Contact SCHB Chair Jim Skinner at acs-schb.org/contact-us/ to partner on entrepreneurial local section events and/or to collaborate with us on symposia at National/Regional Meetings.

SCHB PRESENTERS' BENEFITS

One Day Free Registration! Contact Program Chair Joe Sabol
Free Newsletter Ad! Contact Newsletter Editor Adam Sussman
acs-schb.org/contact-us/

Morgan Lewis

We proudly support the

**AMERICAN
CHEMICAL
SOCIETY's**

Division of Small
Chemical Businesses

www.morganlewis.com

by Jim Skinner, SCHB Chair

Please join me in welcoming Denise, Jessica, Jonathan, and Mike to your SCHB Committees.

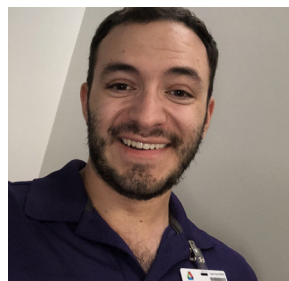
Denise Merkle is President, SciConsult, Inc., a company she founded. She earned her Ph.D. in Chemistry from Johns Hopkins University and her B.A., Biochemistry, from the University of Maryland. She has been a member of the American Chemical Society since 1988, and has been Chair and Chair-Elect in the ACS Dallas-Fort Worth Local Section (ACSDFW) as well as holding many other responsibilities, including Councilor and Alternate Councilor. As a result of her work, Denise holds numerous patents.

Jessica Martin (right) is a doctoral candidate in the Department of Chemistry at the University of Connecticut. She holds a B.A. in Political Science from the University of California, San Diego, a B.A. in Chemistry from Heritage University in Toppenish, WA, and a certificate in Occupational Health and Safety from UConn. At UConn, her thesis is focused on the Laboratory Safety Team movement in academic departments led by student researchers. She is currently exploring opportunities to continue to pursue her passion for adult education, chemical safety, green and sustainable chemistry, and entrepreneurship upon her graduation at the end of summer in 2021.



Jonathan Melman (left) co-founded Lumenari in Silicon Valley to develop novel LED phosphor materials, where he guided R&D, IP, and LED applications until the company was acquired. Prior to Lumenari, he spent 7 years at a Bay Area phosphor industry leader handling all levels of LED applications as well as advanced packaging R&D. He has consulted on LED product design, selection, and incorporation of down-converters, and assessment of patent claims in the fields of LED lighting and LCD display. Jonathan earned a Ph.D. in Inorganic (Rare Earth) Chemistry, and has 14 issued and 3 pending U.S. Patents.

Mike Mazzotta (right) grew up in Louisville, KY, and earned a B.S. in Chemistry from Eastern Kentucky University. He then proceeded to earn his Ph.D. in Synthetic Chemistry at Purdue University. He came to the Woods Hole Oceanographic Institution in 2018 as a Dreyfus Environmental Chemistry Postdoctoral Fellow, to use his expertise as a chemist to understand and tackle major environmental issues. Mike is currently working to understand how microbes and sunlight synergistically weather plastics in the ocean.



The SCHB Committees are:

Program - Joe Sabol*, Jim Skinner, Janet Bryant, Jennifer Maclachlan, Mike Mazzotta

Finance - David Deutsch*, Joe Sabol, Jim Skinner

Membership - Jim Skinner*, Jonathan Melman, Jessica Martin

Nominations - Mukund Chorghade*, Janet Bryant, Jim Skinner

Public Relations/Communications - Jennifer Maclachlan*, Abhisek Kantak, Adam Sussman, Denise Merkle

(* denotes Chair)

As enthusiastic members of SCHB and its Committees, we provide so many benefits to SCHB Members in particular, and ACS Members in general, and we have a lot of fun while doing it. If you would like to join the team, please [email me](#).

by Denise Lynn Merkle, Ph.D., SciConsult, Inc. (submitted to SWRetort January 20, 2021)

Recently, different conversations with people from unrelated businesses unexpectedly brought up the same topic: Hiring. Not just hiring, but the difficulties of hiring. Many companies have employees. In fact, almost by definition, companies have employees, and sometimes companies have a lot of employees. So the question becomes, "Why, if having employees is so necessary to business, is hiring such a Big Deal?" It's a given (or ought to be) that competent, honest employees are necessary for enterprises to survive. Pleasant conditions are crucial for everyone's health - welcoming, non-discriminatory, and safe environments are required for employees, at least in the United States. Is it hard to figure out whom to bring into companies and how to advance their careers? Surprisingly, yes it is.

Hiring is a major challenge, whether due to advanced technology confounding the basics of what is needed in a good employee hire, the perception that anybody (no matter how unqualified or disliked by the team) is better than having an open position, the modern idea that it is too expensive to provide employee development within companies such that hiring externally is best, the lack of understanding of what makes someone a great candidate, or the frequently erroneous perception that there is need for speed in decision-making.

How are these challenges overcome? As with almost everything else, employers must look at their processes as well as their candidates, and Define, Research, Analyze, and Refine - Intelligently, without assumptions.

Fortunately, although hiring is surprisingly complex, and complicated in the high-tech world by near-instantaneous global communication, the use of startlingly unproven computer-based tools, and the misguided focus on reducing costs above anything else, there exists some thought-provoking information for companies who want their searches for employees to be as sound as their products. Review as much as you possibly can while you are defining your processes. Below is just a smattering of the available resources.* And of course, enjoy finding your next employees!

*DLM, PhD is unaffiliated with these companies and does not benefit from referencing them

<https://hbr.org/2019/05/your-approach-to-hiring-is-all-wrong>

<https://www.inc.com/guides/2010/04/improving-hiring-practices.html>

<https://harver.com/blog/fair-hiring-practices/>

<https://www.betterteam.com/best-hiring-practices>

<https://www.vistage.com/research-center/talent-management/youre-person-hired-barry-deutsch-webinar-summary/>


Get Your SCHB Business Related SWAG!



SCHB Book Club

Thematic business books will be selected, read, and discussed including how the principles relate to small chemical businesses


Theme 1: Negotiations



Learn more & join: bit.ly/SCHBbookclub

All are welcome

ORGANIZED BY
SCHB PAST CHAIR Dr. HENDER, PETE BORN



Members-helping-members during the coronavirus pandemic

by Jennifer MacLachlan, SCHB PR/Communications Chair

In 2020, SCHB expanded its member benefits by creating a weekly forum for SCHB members to help each other during the global pandemic. In the early stages of the COVID-19 shutdown, members sought information on viruses and public health, business continuity advice, and continuation of the social interaction that we missed in Philadelphia due to the cancellation of the in-person format of the ACS Spring 2020 National Meeting. We started with a weekly “discuss business” teleconference which quickly evolved to video Zoom sessions, featuring speakers on timely topics followed by discussion and social hour. These were branded as “SCHB Happy Hour ‘n’ Learn”. SCHB hosted a virtual hospitality suite for special events such as the Rocky Mountain Regional Meeting, 2020 Chemluminary Awards, and Pittcon 2021, utilizing an open-forum social “after-party” format.

Hot topics SCHB has addressed include: cyber-security when working from home; workplace safety for essential workers re-opening; SBA PPP and EIDL programs; cooking, food, and beverage; school reopening; vaccines; and generally everything SCHB members would discuss if in person at an ACS National, Regional, or Specialty Conference.

Some weeks the Zoom Happy Hour discussion was scheduled after an ACS webinar, and others were in collaboration with technical divisions, *e.g.*, BMGT, CHAS, and ENFL, or local sections, *e.g.*, Princeton, Philadelphia, and Chicago, and The Chemical Angel Network. We sought to “continue the conversation” that would have occurred as members moved from symposia in the convention center to the reception to the hotel bar. Each week regular attendees greet new and potential members and show how we can share and learn from each other, even if on a remote virtual platform.

Initially we extended the invitation exclusively to SCHB Members, then quickly began to expand to friends of the Division which included other ACS Members, friends/colleagues of attending Members, and eventually began to bring folks back from conferences, social media groups, and other Zoom calls who likely have high interest in the topic or in the camaraderie that we foster on Friday evenings.

Because we program weekly, we need to keep it fresh and interesting! We aim for an eclectic mix of professional development programming that incorporates components of our flagship programming such as True Stories of Entrepreneurs: From LED’s to Quantum Dots, Best Practices: How to Get Funding For Your Company, Entrepreneurs’ Tool-Box, and Resources for Entrepreneurs: Bootstrapping Your Chemistry Company, as well as Zoom field trips, like the trip to the Skeptic Distillery, or the Mole Day celebration in which we listened and gave feedback to a student preparing for a job interview. Now we have a “business book club” that will explore the topic of “Negotiations” as a stand-alone spin-off event of our weekly Discuss Business Happy Hour.

Have ideas for speakers we can invite to share their areas of expertise with us? Maybe it’s you. Maybe it’s your friend. Please join us during the #ACSSpring2021 conference weeks in our networking rooms to get a feel for what professional development and networking opportunities that we offer here at SCHB. If you are NOT attending the conference, we are continuing our weekly Friday night sessions, so please join us. RSVP is required to access the Zoom credentials, so send me an [email](#) to get on the invite list. All who are interested in the topic and participating are welcome to attend.





Carbon dioxide is a problem. Do you have a solution?

Call for abstracts

Present your work at American Chemical Society August 22-26, 2021 meeting!
Abstract submission closes April 12, 2021. Conference website www.acs.org

Technical symposia

CATL Carbon Capture and Utilization: Conversion of CO₂ to Chemicals and Fuels

Carbon Capture and Utilization (CCU) is seen as a means to mitigate the emissions of CO₂ with the concomitant use of a catalytic component for the conversion of CO₂ to fuels, chemicals and polymers. While research for CO₂ capture and utilization can be broad, this symposium will focus on the thermocatalytic and electrocatalytic strategies for CO₂ capture and utilization. This symposium will foster the discussion from different perspectives and provide insights to address existing challenges in advancing these technologies further.



Organizers:

Prof. Kandis Leslie Abdul-Aziz,
University of California, Riverside
Dr. Juliana Carneiro, Georgia Institute
of Technology
Prof. Ambarish Kulkarni, University of
California, Davis

see: <https://callforabstracts.acs.org/acsfall2021/CATL>

SCHB Decarbonizing the Chemical Enterprise

Transitioning to energy systems that emit net zero greenhouse gases in the next 20-30 years can help limit global temperature rise to less than 2 degrees Celsius. Innovations and implementation of new, non-emitting energy technology can come from start-ups and small businesses, nimble and capable of adapting to changing market conditions.

Organizer:

Joseph Sabol, Ph.D.
Chemical Consultant
Racine, Wisconsin

see: <https://callforabstracts.acs.org/acsfall2021/SCHB>

Contact the organizers at the above links if any questions.





Call for abstracts

Chemical Business Best Practices Symposium

-This is your opportunity to share a business model, technology or true entrepreneurial story with the chemical community-

Now accepting oral and poster presentations!

Looking to tell a story about forming, developing, and growing your chemical business? The ACS Division of Small Chemical Businesses (SCHB) is organizing a Symposium on best practices for chemical businesses, and are currently accepting abstracts. This is your opportunity to share your business model, technology or true story with a broader audience. Join us for a forum of discussion on the best practices and resources for chemical businesses and true stories by successful entrepreneurs.

Where: American Chemical Society Fall 2021 Meeting

When: August 22-26, 2021

How: Submit to <https://callforabstracts.acs.org/acsfall2021/>

Abstract submission closes on April 12, 2021

Organizers:

Flash presentations

Sonja Strah-Pleyne, Ph.D.

Technology Specialist, Patent Prosecution

Posters

Mike Mazzotta, Ph.D.

Postdoctoral Investigator, Woods Hole Oceanographic Institution



Please contact the organizers at the above links with any questions.