

## CHAS Brainstormed Strategies

**Goal 1: Cultivate Community.** Establish and implement a framework and infrastructure to recruit, onboard, mentor, retain members, and foster internal and external collaborations.

Category	Strategy Areas for Goal 1: Cultivate Community
Framework/Infrastructure	New communication infrastructure
Framework/Infrastructure	Framework and infrastructure.
Framework/Infrastructure	Committee Structure Evaluation
Framework/Infrastructure	Open and publicize the monthly Executive Committee meetings, adding closed meetings for the rare times they are needed. Share minutes of the meetings with CHAS members.
Framework/Infrastructure	Curate the List Serve
Framework/Infrastructure	Curate the CHAS Resources
Framework/Infrastructure	Committee Succession Planning
Framework/Infrastructure	develop an organizational network map of DCHAS connections both internal and external
Collaboration	Develop topic-specific safety programming within other division's technical program
Collaboration	Establish liaisons to other divisions and committees which emphasize the broad application of chemical safety across the chemical enterprise.
Collaboration	The division has a basecamp account which needs to be actively used to foster internal collaborations.
Collaboration	Collaborations
Collaboration	Liaison Structure
Collaboration	Collaborate with Committee on Chemical Safety in follow-up of Envisioning workshop to avoid duplication of efforts and align strategies.
Collaboration	Establish "CHAS Communities" program including Community charters and Community leadership guide by [date].
Communications	Build a communications network that incorporates email, webpage, and social media and targets the division as a whole, the CHAS communities, ACS members, and the general public.
Communications	The CHAS website needs to be designed to help recruit, onboard and retain members.
Communications	Utilize virtual communication to engage new potential members
Communications	Redesign the website
Communications	Completely rework the website to define the community and bring members together
Membership Growth	Like the National ACS, review and revise CHAS membership rates with multiple levels of benefits and prices.

Membership Growth	Recruit [X] new members by [date] through an intentional campaign of collaboration with and outreach to other ACS divisions.
Membership Growth	Create a formal onboarding process for new CHAS members and for individuals leading committees, Communities, etc.
Membership Growth	Clearly define CHAS Value proposition. Why people would join and volunteer their time to CHAS?
Membership Growth	Develop specific resources for volunteer roles and responsibilities
Mentoring	Formal mentorship program
Mentoring	Develop a CHAS mentorship program guide by [date] and enroll at least 12 mentorship pairs by [date].
Mentoring	Provide training opportunities for early career folks to be more involved in moving CHAS forward
Resources	Provide Routine Webinars/Meetings for Division
Volunteerism	Make volunteering accessible

Category	Count	Comment
Framework/Infrastructure	8	G1S1
Collaboration	7	G1S2
Communications	5	G1S3
Membership Growth	5	G1S4
Mentoring	3	Transfer to Goal 3

**Goal 2: Communicate Best Safety Practices.** Through technical programming, education, recognition, and outreach, advance and communicate best safety practices and their value.

Category	Strategy Areas for Goal 2: Comm. Best Practices
Collaborative Activities	develop cooperative co-sponsorship relationships with 2 Divisions for programming
Collaborative Activities	Expand technical programming through co-sponsorship of symposium with other Divisions.
Collaborative Activities	Provide Collaborative Programming
Collaborative Activities	Collaborate with another ACS divisions once per quarter (different division each quarter) to provide web-based content (Webinar? E-book PDF?) on a chemical health and safety topic relevant to that division's membership. Identify the first partner division within 3 months and present content within 4 months.
Collaborative Activities	Build CHAS Communities. Challenge each to host or coordinate a webinar, CHAS Chat, symposium (national or local), or other resource each year.
Collaborative Activities	symposium planning at national meeting should always include a Leadership and Diversity session. CHAS leadership should take turns leading this and finding topics and speakers.
Collaborative Activities	Partnership with CHED safety committee on developing and delivering safety workshops.
Collaborative Activities	Interdivision webinar series
Collaborative Activities	Work collaboratively with national ACS, Chemical Abstracts, and ACS Chemical Health and Safety to implement best practices using databases, e-publications, and web presence.
Collaborative Activities	Coordinate with CCS, ACS Safety, ACS Publications, CAS, and others to identify, develop, and amplify health and safety resources.
Collaborative Activities	The Joint IPG grant with the Organic Division needs to be included here
Collaborative Activities	Grow newly established partnership with ACS CHAS on communicating best safety practices.
Collaborative Activities	offer safety-related programming for AACT, NOBCCHE, AIHA, ABSA, etc
Outreach	Outreach Workshops
Outreach	DEIR-inspired outreach
Outreach	Identify outreach activities to local sessions and regional meetings should be developed!
Outreach	Support Regional Meetings
Recognition	Create awards programs designed to empower individuals who are particularly thriving in lab safety
Recognition	Establish a CHAS Award by [date] that can only be awarded to ACS members who are not currently CHAS members and provides the recipient with a no-cost CHAS membership for [X] years.

Recognition	Recognize one CHAS member per quarter through email, newsletter, video, or podcast format including an interview that allows them to share the value of best safety practices and the value of CHAS.
Communication	Communicate best practices
Communication	Utilize a variety of communication platforms to disseminate helpful safety information.
Communication	Redesign website
Resources	Inventory of ACS existing guidance and resources.
Resources	Develop resources to be shared with researchers and EH&S staff at all levels (beginning to advanced)
Programming	develop one or two innovative programming technical sessions
Project Roadmaps	Project Roadmaps
Promote Chemical Safety	Promote Chemical Safety as a Science which includes research on chemical safety as a core element.
Framework/Infrastructure	Formalize a succession plan for CHAS Programming chairs including a leadership guide and minimum number of Programming committee members to assist the leadership and learn the role.
Utilize ACS CHAS	Utilize ACS CHAS

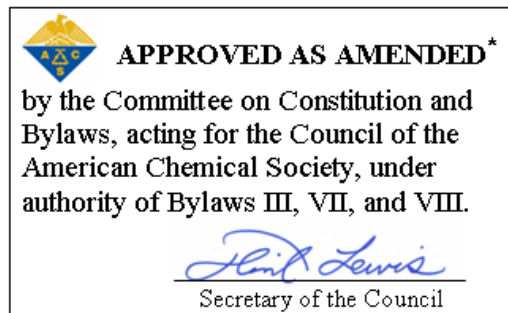
<b>Category</b>	<b>Count</b>	<b>Comment</b>
Collaborative Activities	13	G2S1
Outreach	4	G2S2
Recognition	3	G2S3
Communication	3	Transfer to Goal 1
Resources	2	

**Goal 3: Develop Leaders.** Develop leaders in chemical safety in the division, the health and safety profession, and the chemistry enterprise.

Category	Strategy Areas for Goal 3: Develop Leaders
Leadership Development	Future Leader Training Activities
Leadership Development	Continue to promote student led Local Safety Teams at Universities which include leadership training.
Leadership Development	Create a leadership guide ("living document") with a shared structure, but unique content for each CHAS leadership position by [18 months]
Leadership Development	Build a formal Leadership Development Program (perhaps certificate program) that incorporates leadership skills and best practices.
Leadership Development	Safety Professional/Leadership Workshops
Leadership Development	Provide opportunities for leadership development
Leadership Development	Create a campaign to promote and track CHAS member participation in ACS Leadership Development Workshops with a goal of recording at least [X] members completing at least 1 course per year.
Leadership Development	Formally and informally invite members to committees and Communities, supporting a succession plan for CHAS and providing leadership opportunities.
Leadership Development	Identify volunteers who may have interest or potential for leadership
Leadership Development	Safety leader speaker series
Mentoring	Mentoring opportunity for members in programming
Mentoring	Identify emerging leaders and establish a mentoring program that would provide meaningful opportunities for professional growth while enriching CHAS.
Mentoring	Develop a mentorship program between more senior professionals (greater than 10 years since B.S. degree.) and younger professionals (less than 10 years since B.S. degree.)
Mentoring	A formal mentoring process program needs to be defined and implemented
Mentoring	Provide mentorships
Mentoring	Create a mentorship program that connects mentors with mentees.
Mentoring	Support mentorship programs that encourage networking and the development of leadership skills
Partnering	Grow partnership with ACS on making ACS a professional home for LSTs.

Partnering	Partner with ACS on growing international involvement with chemical safety (collaborative goal from Envisioning Chemical Safety).
Partnering	Establish Intern Programs w/Industrial Partners
Professional Development	Provide Workshops for Professional Development
Professional Development	The Education Program Team/committee needs to be defined for the professional workshops and the grad student efforts.
Professional Development	Establish a CHAS scholarship to support CHAS member participation in preparatory courses for professional certification in the field.
Professional Development	Chemical safety professions webinars
Infrastructure	Document previous, on-going, and future initiatives to pass down to future leaders.
Infrastructure	Solidify the leadership infrastructure within CHAS
Webinars	Internal webinar series
Promoting	Promote Chemical Health and Safety as a primary branch of chemical science, similar to the branch of organic chemistry, physical chemistry, environmental chemistry, etc.
Communication	assure good communication between various groups within CHAS, ACS Safety and CCS
Member Recruiting	the EC needs to actively recruit new members to CHAS.

<b>Category</b>	<b>Count</b>	<b>Comment</b>
Leadership Development	10	G3S1
Mentoring	7	G3S2
Professional Development	4	G3S3
Partnering	3	Transfer to Goal 1 with Collaboration
Infrastructure	2	Transfer to Goal 1 with Framework/Infrastructure



**\*BYLAWS OF THE  
DIVISION OF CHEMICAL HEALTH AND SAFETY, INC.,  
OF THE  
AMERICAN CHEMICAL SOCIETY**

**BYLAW I  
Name**

Section 1. The name of this organization shall be the Division of Chemical Health and Safety, Inc., (hereinafter referred to as “the Division”) of the AMERICAN CHEMICAL SOCIETY (hereinafter referred to as “the SOCIETY”).

**BYLAW II  
Objects**

Section 1. The objects of the Division shall be those of the SOCIETY as stated in the Constitution of the SOCIETY.

Section 2. Nothing in these bylaws shall be inconsistent with the Charter, Constitution, and Bylaws of the SOCIETY.

Section 3. In particular, the objects of the Division shall be to:

(a) focus information on the properties of chemicals that affect humans directly or through the environment;

(b) monitor the technical aspects of the above;

(c) develop symposia and general sessions on topics related to the above at national, regional, divisional, and other meetings of the SOCIETY;

(d) foster publication and other modes of dissemination of information pertaining to the above; and,

---

\***Effective May 27, 2006.** Approved, as amended, by the Committee on Constitution and Bylaws, acting for the Council of the American Chemical Society.

(e) provide expertise in chemical health and safety to the SOCIETY and, in the public interest, to others as specified in the Charter of the SOCIETY.

### **BYLAW III Members and Affiliates**

Section 1. Membership in the Division is open to all members of the SOCIETY. Any member of the SOCIETY may join the Division by enrolling with the Division and paying the established annual dues.

ASSOCIATE MEMBERS may hold elective positions, other than Councilor or Alternate Councilor.

Section 2. A Society Affiliate of the SOCIETY may become a Society Affiliate of the Division, provided that divisional dues established for Society Affiliates are paid. A Society Affiliate shall have all the privileges of membership in the Division, as provided in the Division bylaws except those of voting for or of holding an elective position in the Division, voting on articles of incorporation and bylaws, or serving as a member of the Division Executive Committee or equivalent policy-making body.

Section 3. A person who is not a member of the SOCIETY, but who wishes to participate in the activities of the Division, may become a Division Affiliate provided that application, in writing, is made to the Secretary and provided that dues established for Division Affiliates are paid. A Division Affiliate shall have all the privileges of membership in the Division, as provided in the Division bylaws, except that of holding an elective position in the Division, voting on articles of incorporation and bylaws, serving as a member of the Division Executive Committee or equivalent policy-making body, or voting for Councilor(s) or Alternate Councilor(s) of the Division. Division Affiliates may serve as chair of any committee except the Executive Committee or equivalent policy-making body.

Section 4. Privileges of membership in the Division shall include but are not limited to:

(a) receiving access to the Division information where news and programming resources can be found.

(b) receiving a subscription to the divisional publication *Journal of Chemical Health & Safety* at a reduced rate.

(c) purchasing abstracts of national meetings of the SOCIETY at reduced rates as provided by the SOCIETY Office of Meetings and Expositions.

(d) purchasing various texts at discount, as accorded to members and affiliates, by diverse publishers.

Section 5. A member may resign from membership in the Division by submitting a resignation, in writing, to the Secretary of the Division during a year in which dues are paid.



(a) A member of the Division who is in arrears of dues for one (1) year shall be stricken from the rolls.

(b) Persons whose names have been stricken from the rolls and who wish to be reinstated shall request reinstatement by writing to the Secretary and paying their dues in arrears plus the current dues for the appropriate membership category applied for. Such payment shall be considered to be payment of the annual dues for that year.

(c) Division Affiliates and Society Affiliates of the Division shall retain affiliate status only so long as payment is made of Division dues.

#### **BYLAW IV Officers**

Section 1. The officers of the Division shall consist of the Chair, Chair-Elect, Secretary, Treasurer, two Members-at-Large, Councilors and Alternate Councilors.

Section 2. The duties of the officers shall be those normally associated with their respective offices, other duties delegated to them by the Executive Committee, the specific duties stated in this section, and other duties stated elsewhere in these bylaws or the Constitution and Bylaws of the SOCIETY. The officers of the Division shall be the Directors of the Corporation.

(a) It shall be the duty of the Chair to preside at meetings of the Executive and Interim Committees, to carry out the decisions of those committee(s), to preside at meetings of the Division and with counsel of the Executive Committee to appoint the members and chairs of the Program, Standing, and Other Committees.

(b) It shall be the duty of the Chair-Elect to act in the place of the Chair in the Chair's absence or inability to act.

(c) It shall be the duty of the Secretary to keep a record of the proceedings of the meetings of the Division and of the Executive Committee, to maintain a list of members and affiliates in good standing, to send to members and affiliates such notices as the business of the Division may require, to arrange for the distribution, recovery, and counting of ballots for elected offices (except as noted elsewhere in this bylaw), to report a summary of the Division's annual activities to the Division at its annual business meeting, and to send to each member or affiliate in good standing at least two weeks before the national meeting of the SOCIETY, abstracts of papers to be presented before the Division at that national meeting.

(d) It shall also be the duty of the Secretary to submit an annual report of the Division, including an itemized statement of receipts and expenditures and investments of its funds. This report is to be submitted each year to the Council Committee on Divisional Activities through the Executive Director of the SOCIETY in accord with provisions of the SOCIETY governing documents.

(e) By April 1 of each year, the Secretary of the Division shall send the Executive Director of the SOCIETY a complete list of the members and Society Affiliates of that Division for checking and verification.

(f) It shall be the duty of the Treasurer to care for the funds of the Division, to collect dues, fees, and assessments, to propose an annual budget to the Executive Committee, to receive funds from other sources, to make disbursements within the limits of the approved annual budget and/or as may be directed by the Executive Committee or by the Chair acting in the name of the Executive Committee, to provide a financial report at the annual business meeting of the Division, to count the ballots for elective offices on those occasions when the Secretary is a candidate named on the ballot, to submit the annual Treasurer's report of the Division for inclusion in the annual report as required by Division bylaw IV,2(d), to prepare tax reports in a timely manner, and to oversee the financial activities of other Chemical Health and Safety Division's affiliated groups.

(g) It shall be the duty of the Members-at-Large to represent the members and affiliates in discussion at meetings of the Executive Committee; the Members-at-Large shall undertake to inform themselves of issues and concerns of interest to the members and affiliates of the Division, particularly those that might not otherwise be known to the Executive Committee.

(h) It shall be the duty of the Councilor(s) to represent the Division at meetings of the Council of the SOCIETY. In the absence of Councilor(s), and when certified by the Secretary, Alternate Councilor(s) shall act in place of Councilor(s) at such Council meetings. Both Councilor(s) and Alternate Councilor(s) shall report at meetings of the Executive Committee on matters pertinent to the Division.

Section 3. The terms of office of Chair and Chair-Elect shall commence on January 1 of the year following election. Terms of office for the other officers are noted below.

(a) The Chair and Chair-Elect of the Division shall serve for one year or until their duly elected successor takes office.

(b) In the event of a vacancy in the office of Chair, the Chair-Elect shall assume the added duties of the Chair for the unexpired term. All other vacancies shall be filled by the Executive Committee by interim appointment for the period up to the next annual election, at which time the Division shall choose a member to fill out the unexpired term, if any. In the event the office of Chair-Elect is filled by such interim appointment, the Division shall elect both a Chair and a Chair-Elect at its next annual election.

(c) The term of office of the Secretary shall be three years.

(d) The term of office of the Treasurer shall be three years.

(e) The terms of office for Councilors and Alternate Councilors shall be three years, except that a partial term of one or two years shall be used whenever necessary to establish or to restore three-year terms of Councilors and Alternate Councilors.

(f) The term of office for Members-at-Large shall be three years, except that a partial term of one or two years shall be used whenever necessary to establish or to restore three-year terms.

Section 4. Officers shall be elected by ballot distributed by the Secretary to all members on or before May 5 of each year and received and counted by the Secretary (or by the Treasurer if the Secretary is a candidate) within six weeks after the distribution or before June 17, whichever date is later. On or before July 1, the Secretary (or the Treasurer) shall notify the Chair of the results who shall, in turn, notify the candidates of the results.

(a) For all elective offices for which incumbents' terms will expire at the end of the calendar year, the Nomination Committee shall, by February 15 of each year, transmit to the Chair for reporting to the Executive Committee, a slate consisting of nominees for offices to be vacated at the end of the year. The slate shall consist of at least one nominee for each office except that the slate for Councilors and Alternate Councilors shall not designate either office and shall consist of at least one more nominee than the total of vacancies in the office of Councilor and Alternate Councilor. The names of the nominees shall appear on the ballot sent to members.

(b) Members of the Division may nominate candidates for office to be vacant by providing to the Secretary, by March 15 of any year, a nominating petition containing the name of the petition nominee, the signatures of at least 25 members, not affiliates, of the Division, with no more than ten petitioning members from a single District of the SOCIETY. The names of such nominees shall appear on the election ballot sent to the members.

(c) Separate petitions are required for different offices and for different nominees for the same office.

(d) Ballots received by the Secretary (or Treasurer) after the deadline for receipt shall not be counted. The applicable latest date for receipt shall be prominently displayed on each ballot.

(e) Except for Councilors and Alternate Councilors, the candidate for an elective office receiving the higher number of votes on valid ballots shall be declared elected. For Councilor and Alternate Councilor positions to be filled nominees receiving the greatest number of votes shall be declared elected until Councilor positions are filled; then the next similarly until Alternate Councilor positions are filled. In case of ties, the Executive Committee shall determine the winner.

(f) Except as provided in Section 5 below, no member may hold more than one elective office in the Division simultaneously.

Section 5. Except as provided elsewhere in this bylaw for vacancies in the office of Chair and as provided below for the offices of Councilor and Chair-Elect, vacancies in any office occurring before the end of a term of office shall be filled by Executive Committee action.

(a) The incumbent so selected may be a member of the Executive Committee but need not be, except for vacancies in the office of Councilor. The selected incumbent shall serve until a replacement to fill the remaining term of office can be elected at the next regular election.

(b) In case of a vacancy in the office of Councilor, the longest serving current Alternate Councilor shall fill that vacancy.

Section 6. The elected officials of the Division (officers or elected Executive Committee members) are subject to recall for neglect of duties or conduct injurious to the SOCIETY.

(a) The recall of an official shall be initiated when a signed petition, indicating in writing the specific charges and reasonable substantiating evidence, is submitted to the Chair from at least five (5) voting members of the Division. In the event the Chair is the official in question, the Vice-Chair or Chair-Elect shall receive the petition and shall assume the duties of the office of Chair with respect to this issue until the issue is resolved.

(b) The Chair shall without delay determine that the petitioners are aware of the gravity of their actions and the procedures to be followed. The Chair shall seek an alternate resolution to the problem and a withdrawal of the petition at this time. In the absence of a resolution to the problem, the Chair shall notify the members of the Executive Committee and call a special meeting within thirty (30) days.

(1) The Executive Committee shall promptly continue the removal process or dismiss the petition as ill founded or find an alternative solution to the problem. The Chair shall promptly inform the petitioners and the official of the decision of the Executive Committee.

(2) If the proceedings continue, the Chair shall assign the duties of the official to another qualified member of the Division until the issue is resolved.

(3) If the proceedings continue, the official shall be offered an opportunity to answer the allegations in the petition before the Executive Committee.

Every reasonable effort shall be made to contact the official throughout this procedure. That effort shall include a certified letter to the last known address on the official SOCIETY membership rolls. Upon notification, the official shall have thirty (30) days to make a written response to the allegations. The Executive Committee shall decide whether to proceed after studying the official's response. The Chair shall inform the official and the petitioners of the decision of the Executive Committee. If no contact with the official can be made after a reasonable effort, the Executive Committee may remove the official in question with a two-thirds (2/3) vote of the remaining members.

(4) If the proceedings continue, the official in question shall choose one of the following options:

(i) The official may resign.

(ii) The official may request a recall vote in the same manner as the original election, which must be consistent with the Division bylaws. The voting membership shall be informed, through brief written statements prepared by the Executive Committee and the official, of the issues

involved with the recall vote. Both statements shall be given to the voting membership before the vote is taken.

(iii) The official may request a hearing and a recall vote by the remaining members of the Executive Committee. A two-thirds (2/3) vote of the remaining members of the Executive Committee shall be required to recall the official.

(iv) The official may choose not to respond and thus forfeit the position.

(c) The vacancy provisions of these bylaws shall be used to fill a vacancy caused by a recall process. The membership of the Division and the Executive Director of the SOCIETY shall be informed of the results of the recall process and the replacement of the official.

## **BYLAW V**

### **Committees and Liaison Representatives**

Section 1. The Division shall have an Executive Committee, an Interim Committee, a Program Committee, five standing committee(s), and such other committee(s) as may be necessary. Except as otherwise provided in these bylaws, these Committees shall meet at least once a year at the time of the national meetings of the SOCIETY.

For the Executive Committee and the Interim Committee a quorum for the conduct of business shall be 49% of the committee members. For all other Division committee(s) the quorum shall be the committee chair and one other committee member.

Section 2. The names of the Standing Committee(s) shall be the Nominations Committee, the Membership Committee, the Long Range Planning Committee, the Awards Committee, and the CHAS Publications Committee.

Section 3. Other Committees shall be established as deemed necessary and given their charge by the Executive Committee. Other Committee names shall identify their function, such as: Auditing Committee, Social Events Committee, Publicity Committee, Public Affairs Committee, Bylaws Committee, and so on.

(a) The lifetime of an Other Committee shall not exceed ten years, subject to renewal, and stated as part of the charge to the Other Committee at the time it is established or renewed.

Section 4. The composition, duties and responsibilities of the Executive, Interim, Program, and Standing Committee(s), and CHAS Publications Committee shall be as follows:

(a) Executive Committee:

(1) Composition: The officers and the immediate Past Chair of the Division, and the Chairs of the Program and all Standing and Other Committees of the Division.

(i) The Chair of the Subdivision shall be an ex-officio voting member of the Executive Committee of the Division.

(ii) Society Affiliates who are Committee Chairs may not be voting members of the Executive Committee.

(2) Duties and responsibilities include:

(i) To hold regular meetings at national meetings of the SOCIETY.

(ii) To manage the affairs of the Division.

(iii) To review, affirm or set aside, and supervise the activities of the Interim, Program, and all Standing and Other Committees.

(iv) To appoint the Editor/Chair of the CHAS Publications Committee.

(v) To set annual dues for members and affiliates.

(vi) To speak for and in the name of the Division, subject to the limitations in the Constitution and Bylaws of the SOCIETY.

(b) Interim Committee:

(1) Composition: The Chair, Chair-Elect, Secretary, and two other officers named by the Chair with concurrence of the Executive Committee.

(2) Duties and responsibilities include: To act for the Executive Committee on business requiring early decisions in periods between regular meetings of the Executive Committee. The Interim Committee may meet in person, or by telephone or other means of remote communication when convened by the Chair of the Division.

(c) Program Committee:

(1) Composition: At least three Division members or affiliates, one of whom is designated as the Chair of the Program Committee and another who is designated as the anticipated successor of that Chair. Terms of service on the Program Committee shall be for at least three years but not more than five years; no person shall serve more than two consecutive terms as Chair of this committee, except by vote of the Executive Committee.

(2) Duties and responsibilities include administering the programs and symposia of the Division at national and other meetings of the SOCIETY; and administering other similar participation at other meetings. The Program Committee shall have authority to accept or reject papers submitted for presentation, subject to the limitations of the Constitution and Bylaws of the SOCIETY.

(d) The composition of each Standing Committee(s), except the CHAS Publications Committee, shall be at least two Division members or affiliates, one of whom is designated as Chair. Members and Chairs of Standing Committee(s) serve at the pleasure of the Chair of the

Division; service on a Standing Committee(s) may be renewed if desired by successive Division Chairs but consecutive service shall not exceed five years, except by vote of the Executive Committee.

(e) CHAS Publications Committee:

(1) The compositions of the CHAS Publications Committee shall be the Editor, Board of Editors, Program Chair and other Division members as appropriate.

(2) Board of Editors

(i) The Board of Editors shall be comprised of a minimum of six members in addition to the Editor and the Associate Editor (see iii below).

(ii) The appointment of the Editor/Chair of the Publications Committee is described elsewhere in this bylaw.

(iii) An Associate Editor may be appointed by and shall serve at the pleasure of the Editor. The Editor shall consult with the Executive Committee on the selection of an Associate Editor.

(iv) The Editor, with the approval of the Executive Committee, shall appoint the Board of Editors.

(v) The Editor shall serve a term of three years, which is renewable by action of the Executive Committee on or before September 1.

(vi) Membership on the Board of Editors shall be for a three-year appointment, renewable at the discretion of the Editor.

(vii) The Board of Editors shall oversee all Division publications and shall prepare and submit an operating budget annually.

(f) The duties of the Standing Committee(s) shall include the following, respectively:

(1) Nominations Committee: As described elsewhere in these bylaws, preparing a slate of candidates for office.

(2) Membership Committee: Soliciting new members and affiliates for the Division and encouraging members and affiliates to renew their association with the Division.

(3) Long Range Planning Committee: Making recommendations to the Executive Committee for policies and decisions that will promote the vitality of the Division, consistent with the objects of the Division.

(4) Awards Committee: Administering such awards programs as may be established from time to time by the Executive Committee.

(5) CHAS Publications Committee: As described elsewhere in this bylaw.

Section 5. The Division shall have liaison representations to other units of the SOCIETY and to other organizations with shared interests, subject to the approval of such affiliation in accordance with the Constitution and Bylaws of the SOCIETY. Liaison representatives shall be appointed by the Chair with the advice of the Executive Committee for terms not to exceed one year; such appointments may be renewed.

## **BYLAW VI**

### **Dues**

Section 1. Members and affiliates shall pay annual dues, the amount to be decided annually by the Executive Committee.

Section 2. Dues are payable in advance. Members who have not paid their dues for a current year shall at the end of that year be in arrears unless, during that year, they have resigned by notification in writing to the Secretary. Affiliates shall retain their affiliate status only so long as they pay the appropriate affiliate dues.

Section 3. Emeritus members shall pay no Division dues.

Section 4. A Division Affiliate shall retain affiliate status only so long as payment is made of Division dues of not less than two dollars (\$2.00) per annum, except that a regularly matriculated student specializing in a chemical science may be accepted as a Division Affiliate on payment of one dollar (\$1.00) per annum.

## **BYLAW VII**

### **Meetings**

Section 1. The Division shall meet to conduct such business as may be necessary at the annual business meeting which shall be held during the fall national meeting of the SOCIETY. The Division may meet and conduct business at other national meetings of the SOCIETY or at other times and places as authorized in Section 3 of this bylaw.

Section 2. Division business requiring a vote of the membership shall be conducted only at the meetings authorized in Section 1 of this bylaw or at special meetings authorized by Section 3 of this bylaw.

Section 3. Special meetings of the Division may be called by the Executive Committee if two-months advance notice is sent to the members or by publication in the official organ of the SOCIETY at least two months in advance. If business is to be conducted at a special meeting, the notice of the meeting shall state the exact nature of the business to be considered. No other business shall be transacted at that special meeting.

(a) Registration fees for a special meeting, if any, shall be decided by the Executive Committee in accordance with these bylaws and the Bylaws of the SOCIETY.



Section 4. The members present at a meeting of the Division shall constitute a quorum for the conduct of business.

## **BYLAW VIII**

### **Subdivisions**

Section 1. Composition and Purpose.

For the purpose of enhancing the variety and utility of Division programs at national meetings of the AMERICAN CHEMICAL SOCIETY, and for other related purposes, the Division may sponsor Subdivisions devoted to specialized fields within the areas of Divisional interest. Membership in the Division shall be a requirement for membership in a Subdivision.

Section 2. Formation or discontinuance of a Subdivision shall be at the discretion of the Executive Committee of the Division. Steps to initiate a Subdivision may be made by a petition of a group of at least 1% of Division members to the Executive Committee.

Section 3. (a) Officers.

Upon approval of the formation of a Subdivision, the Executive Committee of the Division shall appoint a Chair, Chair-designate, and Secretary for the Subdivision with one-year terms of office. The Chair-designate shall assume the office of Chair after one year. In succeeding years, the Subdivision shall elect, at the annual meeting of the Division, a Chair-designate and a Secretary. These three officers shall constitute a Steering Committee for the Subdivision.

(b) Responsibilities of the Steering Committee.

Through the Chair of the Subdivision, the Steering Committee shall report, at least annually at the spring meeting of the Executive Committee to the Executive Committee. The Steering Committee of the Subdivision shall be responsible to the Executive Committee of the Division. Upon petition of a group of Division members, the Executive Committee may remove from office any member of the Steering Committee. The Chair of the Subdivision shall be an ex-officio voting member of the Executive Committee of the Division.

Section 4. Funds.

There shall be no Subdivision dues. No funds shall be tendered by the Division to the control of the Subdivisions. The necessary expenses for a Subdivision shall be authorized by the Executive Committee of the Division from Divisional funds and shall be paid by the Treasurer of the Division upon the usual authentication in accordance with normal accounting practices.

## **BYLAW IX**

### **Amendments**

Section 1. Any petition for amendment of these bylaws and the reasons therefore shall be submitted in writing to the Secretary over the signatures of not less than 3 members of the

Executive Committee or not less than 15 members of the Division. The petition may include a recommended effective date.

Section 2. A petition for amendment of these bylaws shall be discussed as Division business at a meeting of the Division, as specified elsewhere in these bylaws, before it is presented to the members for a vote.

Section 3. The Secretary shall send copies of the proposed amendments to these bylaws to the members, together with a ballot that is to be returned to the Secretary, the reasons for the amendments as described by the petitioners, a summary of any supporting or opposing discussions from the meeting of the Division at which the petition was discussed, and the deadline date for receipt of valid ballots.

Section 4. A two-thirds favorable vote of all valid ballots received by the Secretary within six weeks after distribution to the members shall be required for adoption of an amendment to these bylaws.

Section 5. An amendment to these bylaws shall become effective upon approval by the Committee on Constitution and Bylaws of the SOCIETY, acting for the Council of the SOCIETY, unless a later date is specified in the amendments.

### **BYLAW X**

#### **Dissolution**

Upon the dissolution of this Division, any assets of the Division remaining thereafter shall be conveyed by action of the governing body of the Division at the time of dissolution to such organization then existent that is dedicated to objects similar to those of this Division and of the AMERICAN CHEMICAL SOCIETY, or to the AMERICAN CHEMICAL SOCIETY, provided that the organization selected by the governing body of the Division at the time of dissolution shall be exempt under Section 501(c)(3) of the Internal Revenue Code of 1954 as amended or under such successor provision of the Code as may be in effect at the time of the dissolution of the Division.

### Some Example Division Goal Statements



#### COLL:

**Goal 1:** Sponsor, promote and improve accessibility to quality events and programming that foster excellent research, raise visibility of COLL research, and add value to the global COLL community.

**Goal 2:** Create and communicate sustained membership value by creating a portfolio of tangible member benefits.

**Goal 3:** Achieve demographic distribution among COLL participants and leadership that is representative of the global COLL community.

#### ENFL:

**Goal 1:** Establish and implement a strategic framework and infrastructure for communication to our membership, energy peers/colleagues and the public.

**Goal 2:** Grow, engage, and serve members through innovative activities and opportunities

**Goal 3:** Provide quality, diverse, and selective programming with a focus on energy programming

**Vision:** Protecting people and the planet through excellence in chemical health and safety

**Mission:** Foster a collaborative global community that promotes best practices in chemical health and safety.

## GOAL 1: Cultivate Community



Establish and implement a framework and infrastructure to recruit, onboard, mentor, retain members, and foster internal and external collaborations.



## Goal 1 Prework



### Some Example Division Goal Statements



#### COLL:

**Goal 1:** Sponsor, promote and improve accessibility to quality events and programming that foster excellent research, raise visibility of COLL research, and add value to the global COLL community.

**Goal 2:** Create and communicate sustained membership value by creating a portfolio of tangible member benefits.

**Goal 3:** Achieve demographic distribution among COLL participants and leadership that is representative of the global COLL community.

#### ENFL:

**Goal 1:** Establish and implement a strategic framework and infrastructure for communication to our membership, energy peers/colleagues and the public.

**Goal 2:** Grow, engage, and serve members through innovative activities and opportunities

**Goal 3:** Provide quality, diverse, and selective programming with a focus on energy programming

**Vision:** Protecting people and the planet through excellence in chemical health and safety

**Mission:** Foster a collaborative global community that promotes best practices in chemical health and safety.

## GOAL 2: Communicate Best Safety Practices



*Through technical programming, education, recognition, and outreach, advance and communicate best safety practices and their value.*

## Goal 2 Prework



### Some Example Division Goal Statements



#### COLL:

**Goal 1:** Sponsor, promote and improve accessibility to quality events and programming that foster excellent research, raise visibility of COLL research, and add value to the global COLL community.

**Goal 2:** Create and communicate sustained membership value by creating a portfolio of tangible member benefits.

**Goal 3:** Achieve demographic distribution among COLL participants and leadership that is representative of the global COLL community.

#### ENFL:

**Goal 1:** Establish and implement a strategic framework and infrastructure for communication to our membership, energy peers/colleagues and the public.

**Goal 2:** Grow, engage, and serve members through innovative activities and opportunities

**Goal 3:** Provide quality, diverse, and selective programming with a focus on energy programming

**Vision:** Protecting people and the planet through excellence in chemical health and safety

**Mission:** Foster a collaborative global community that promotes best practices in chemical health and safety, *hip in chemical health and safety for all.*

## GOAL 3: Develop Leaders



*Developing leaders in chemical safety in the Division, the health and safety profession, and the chemistry enterprise*

**Strategy ideas:**  
*(1) professional development - (members) mentorship program, early career, education, science of chemical safety, growing the field, awards/recognition*  
*(2) leadership development - (internal) CHAS structure, organizational efficiencies leadership skills that include prioritizing safety*

## Goal 3 Prework



Sustaining the division

Become global expert to provide safety

Implementing a "braided river" mentality to inspire and develop the current and future leaders in chemical safety.

"Developing chemical safety leaders in the Division ...?"

**Goal 1. Provide Opportunities.** Provide members with opportunities for career and social networking, exchange of knowledge, and professional development, which span the broader chemical fields.

G4S1: By end of Q4,2016, re-evaluate current mentoring strategies, assess needs, and present a proposal to Exec. Meeting. [I, H; R, H] [Champion: Colleen]

G4S2: In 2017, the LS will support/leverage at least two ongoing networking, outreach, educational, and development events at local university and business partners across the region. [I, M; R, M] [Champion: YCC]

G4S3: Organize innovative programs for scientific and career development (Career Forum Q3,18) (I: H, R: H) [Champion: Barbara & David]

## Goal 1 Strategies

**Goal 1: Cultivate Community.** Establish and implement a framework and infrastructure to recruit, onboard, mentor, retain members, and foster internal and external collaborations.



### Framework/Infrastructure

- New communication infrastructure
- Framework and infrastructure.
- Committee Structure Evaluation
- Open and publicize the monthly Executive Committee meetings, adding closed meetings for the rare times they are needed. Share minutes of the meetings with CHAS members.
- Curate the List Serve
- Curate the CHAS Resources
- Committee Succession Planning
- develop an organizational network map of DCHAS connections both internal and external

### Collaboration:

- Develop topic-specific safety programming within other division's technical program
- Establish liaisons to other divisions and committees which emphasize the broad application of chemical safety across the chemical enterprise.
- The division has a basecamp account which needs to be actively used to foster internal collaborations.
  - Collaborations
  - Liaison Structure
  - Collaborate with Committee on Chemical Safety in follow-up of Envisioning workshop to avoid duplication of efforts and align strategies.
  - Establish "CHAS Communities" program including Community charters and Community leadership guide by [date].

### Communication

- Build a communications network that incorporates email, webpage, and social media and targets the division as a whole, the CHAS communities, ACS members, and the general public.
- The CHAS website needs to be designed to help recruit, onboard and retain members.
  - Utilize virtual communication to engage new potential members
  - Redesign the website
  - Completely rework the website to define the community and bring members together

### Membership Growth

- Like the National ACS, review and revise CHAS membership rates with multiple levels of benefits and prices.
- Recruit [X] new members by [date] through an intentional campaign of collaboration with and outreach to other ACS divisions.
- Create a formal onboarding process for new CHAS members and for individuals leading committees, Communities, etc.
- Clearly define CHAS Value proposition. Why people would join and volunteer their time to CHAS?
- Develop specific resources for volunteer roles and responsibilities

**Goal 2: Member Engagement.** Engage current and future members by providing resources, training, and opportunities to network and volunteer.

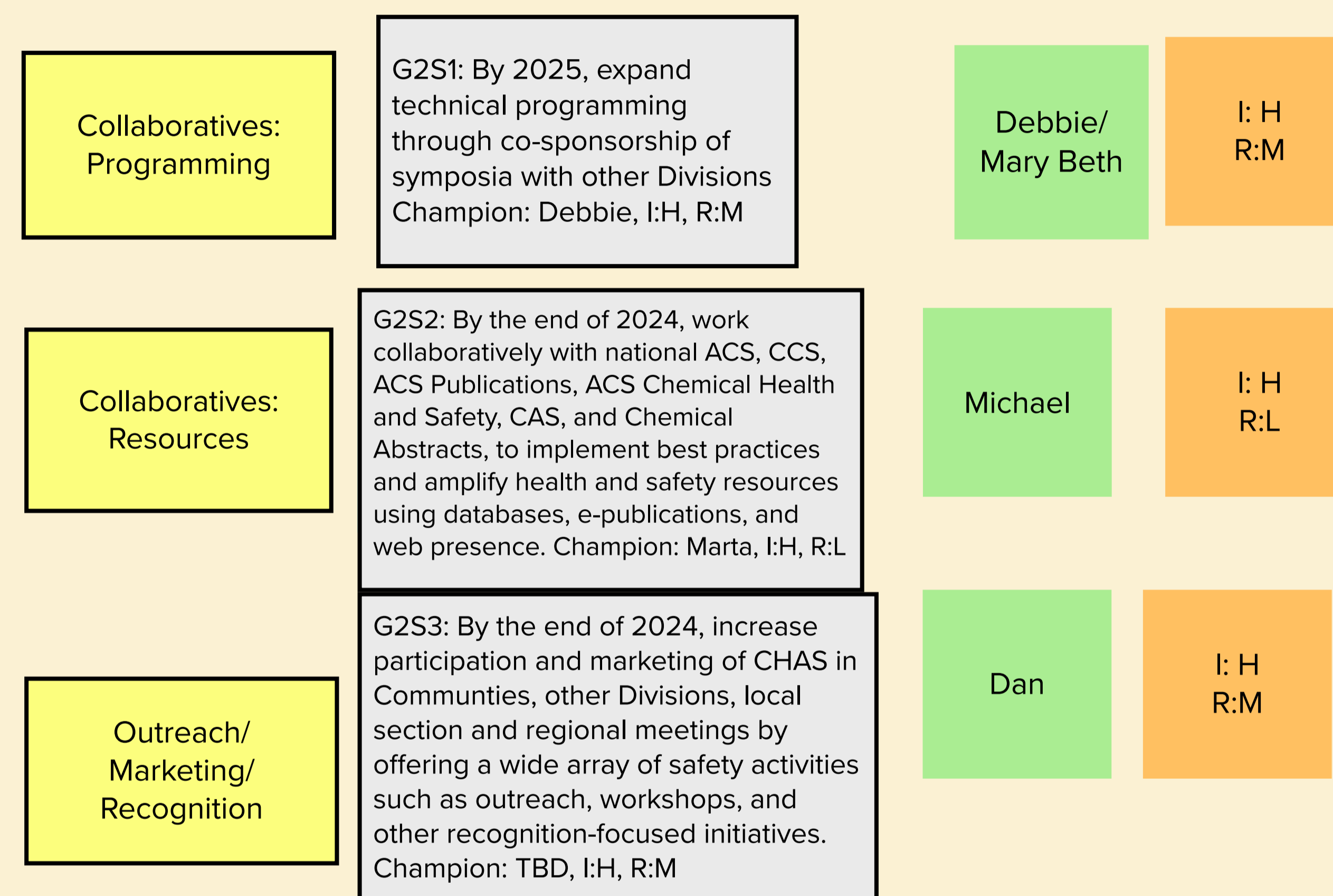
G2S1: By Q2 2023, create and implement a recruitment and retention program that communicates and creates the value proposition for LS membership. [I, M; R, L] [Champion, Sarah]

G2S2: Develop by 3Q22 four networking events (1 social, 3 for targeted groups) and implement by 4Q23. Targeted groups include young professionals, graduate student, undergraduate students, etc. [I, H; R, H] [Champion, Paul]

G2S3: Collaborate with the Communications Committee to create and maintain guidelines for publicizing events and create a volunteer opportunities and events calendar by 4Q22. [I, H; R, L] [Champion: Carol]

## Goal 2 Strategies

**Goal 2: Communicate Best Safety Practices.** Through technical programming, education, recognition, and outreach, advance and communicate best safety practices and their value.



### Collaboratives

1. Expand technical programming through co-sponsorship of symposium with other Divisions.
2. Provide Collaborative Programming
3. Interdivision webinar series
4. Partnership with CHED safety committee on developing and delivering safety workshops.
5. Offer safety-related programming for AACT, NOBCCHE, AIHA, ABSA, etc
6. symposium planning at national meeting should always include a Leadership and Diversity session. CHAS leadership should take turns leading this and finding topics and speakers.
7. Build CHAS Communities. Challenge each to host or coordinate a webinar, CHAS Chat, symposium (national or local), or other resource each year.
8. Grow newly established partnership with ACS CHAS on communicating best safety practices.
9. Collaborate with another ACS divisions once per quarter (different division each quarter) to provide web-based content (Webinar? E-book PDF?) on a chemical health and safety topic relevant to that division's membership. Identify the first partner division within 3 months and present content within 4 months.
10. Work collaboratively with national ACS, Chemical Abstracts, and ACS Chemical Health and Safety to implement best practices using databases, e-publications, and web presence.
11. Coordinate with CCS, ACS Safety, ACS Publications, CAS, and others to identify, develop, and amplify health and safety resources.
12. The Joint IPG grant with the Organic Division needs to be included here

CHAS, DEIR, Co-programming (inter-division)

Create databases, collab with infrastructure

### Outreach

- Outreach Workshops
- DEIR-inspired outreach
- Identify outreach activities to local sessions and regional meetings should be developed!
- Support Regional Meetings

### Recognition

- Create awards programs designed to empower individuals who are particularly thriving in lab safety
- Establish a CHAS Award by [date] that can only be awarded to ACS members who are not currently CHAS members and provides the recipient with a no-cost CHAS membership for [X] years.
- Recognize one CHAS member per quarter through email, newsletter, video, or podcast format including an interview that allows them to share the value of best safety practices and the value of CHAS.

**Goal 3. Provide Opportunities.** Provide members with opportunities for career and social networking, exchange of knowledge, and professional development, which span the broader chemical fields.

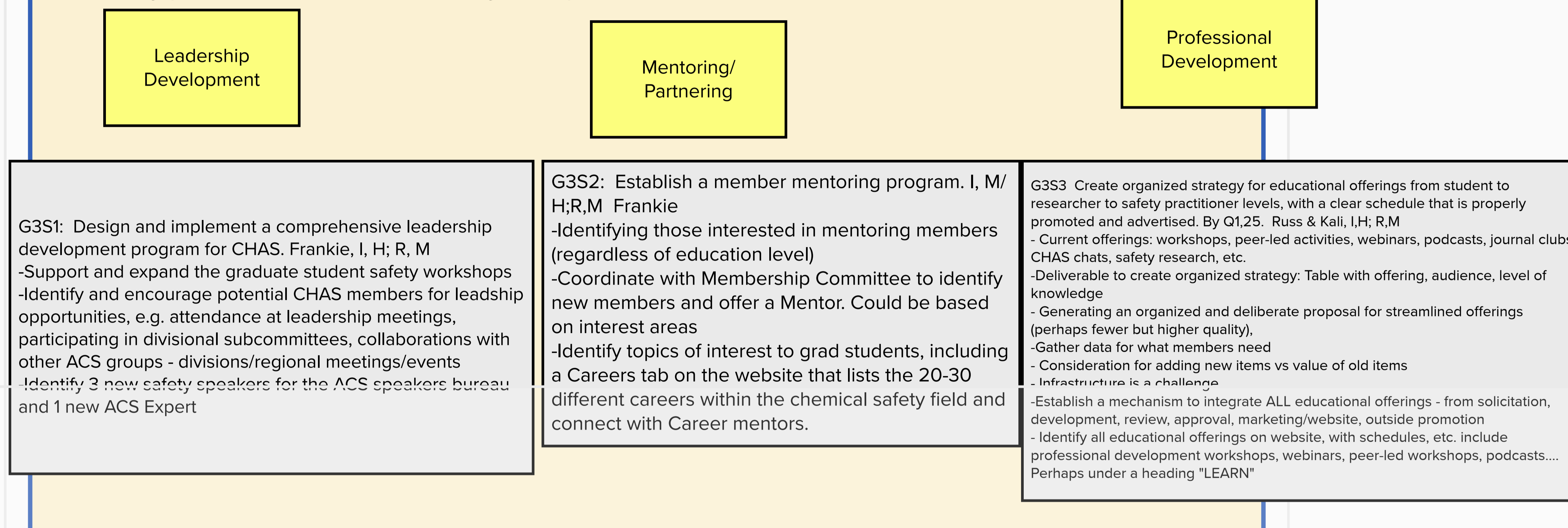
G3S1: By end of Q4,2016, re-evaluate current mentoring strategies, assess needs, and present a proposal to Exec. Meeting. [I, H; R, H] [Champion: Colleen]

G3S2: In 2017, the LS will support/leverage at least two ongoing networking, outreach, educational, and development events at local university and business partners across the region. [I, M; R, M] [Champion: YCC]

G3S3: Organize innovative programs for scientific and career development (Career Forum Q3,18) (I: H, R: H) [Champion: Barbara & David]

## Goal 3 Strategies

**Goal 3: Develop Leaders.** Develop leaders in chemical safety in the division, the health and safety profession, and the chemistry enterprise.



### Leadership Development

- Continue to promote student led Local Safety Teams at Universities which include leadership training.
- Create a leadership guide ("living document") with a shared structure, but unique content for each CHAS leadership position by [18 months]
- Build a formal Leadership Development Program (perhaps certificate program) that incorporates leadership skills and best practices.
- Safety Professional/Leadership Workshops
- Provide opportunities for leadership development
- Create a campaign to promote and track CHAS member participation in ACS Leadership Development Workshops with a goal of recording at least [X] members completing at least 1 course per year.
- Formally and informally invite members to committees and Communities, supporting a succession plan for CHAS and providing leadership opportunities.
- Identify volunteers who may have interest or potential for leadership
- Safety leader speaker series

### Mentoring

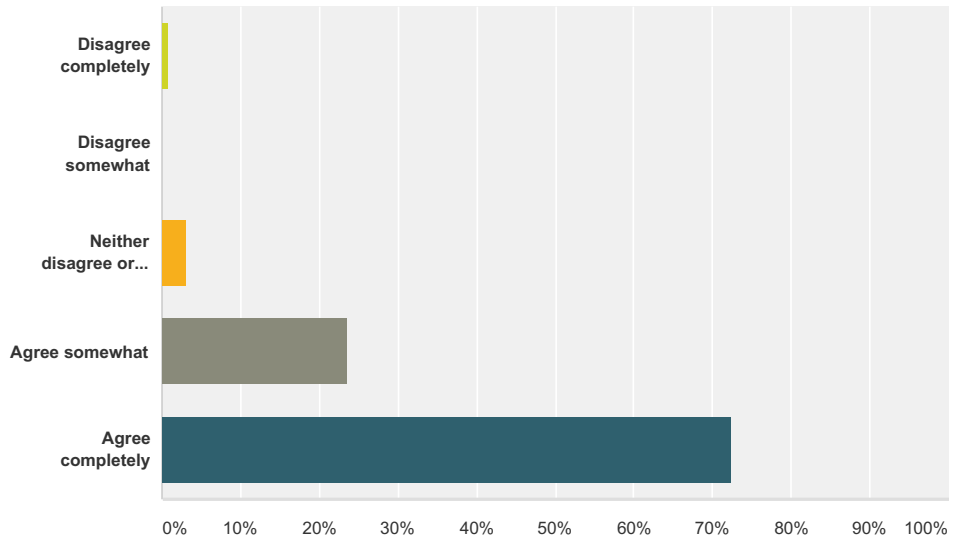
- Identify emerging leaders and establish a mentoring program that would provide meaningful opportunities for professional growth while enriching CHAS.
- Develop a mentorship program between more senior professionals (greater than 10 years since B.S. degree.) and younger professionals (less than 10 years since B.S. degree.)
- A formal mentoring process program needs to be defined and implemented
- Provide mentorships
- Create a mentorship program that connects mentors with mentees.
- Support mentorship programs that encourage networking and the development of leadership skills

### Professional Development

- Provide Workshops for Professional Development
- The Education Program Team/ committee needs to be defined for the professional workshops and the grad student efforts.
- Establish a CHAS scholarship to support CHAS member participation in preparatory courses for professional certification in the field.
- Chemical safety professions webinars

**Q1 Making Chemical Safety an additional American Chemical Society (ACS) Core Value will demonstrate important leadership and improve chemist’s perceptions of ACS.**

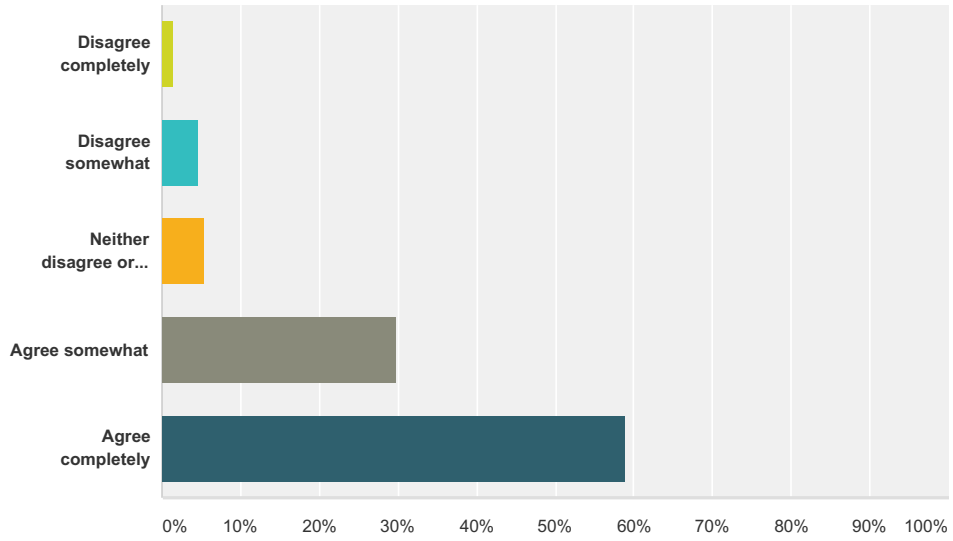
Answered: 131 Skipped: 1



Answer Choices	Responses
Disagree completely	0.76% 1
Disagree somewhat	0.00% 0
Neither disagree or agree	3.05% 4
Agree somewhat	23.66% 31
Agree completely	72.52% 95
<b>Total</b>	<b>131</b>

## Q2 Safety and ethical considerations overlap.

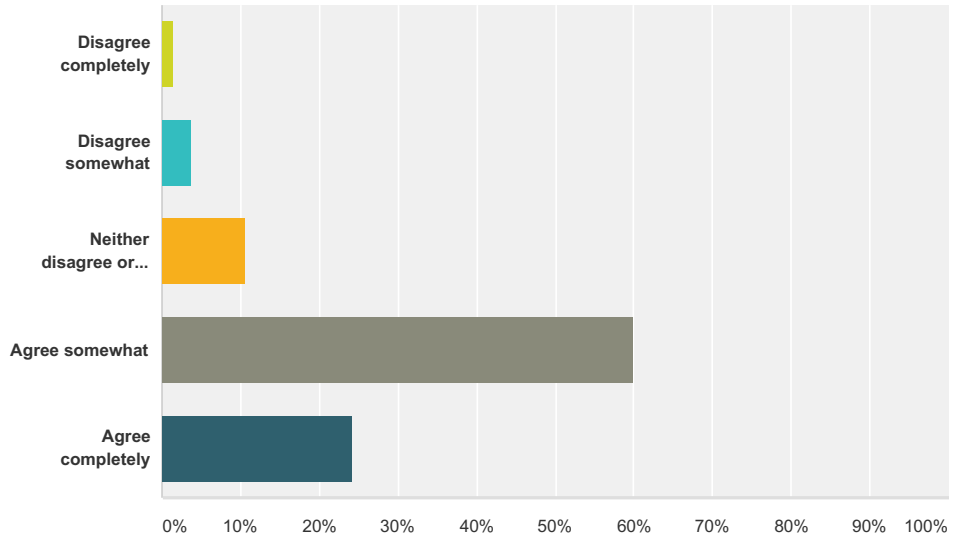
Answered: 131 Skipped: 1



Answer Choices	Responses
Disagree completely	1.53% 2
Disagree somewhat	4.58% 6
Neither disagree or agree	5.34% 7
Agree somewhat	29.77% 39
Agree completely	58.78% 77
<b>Total</b>	<b>131</b>

**Q3 Laboratory chemistry is safer today than it was in the 20th Century.**

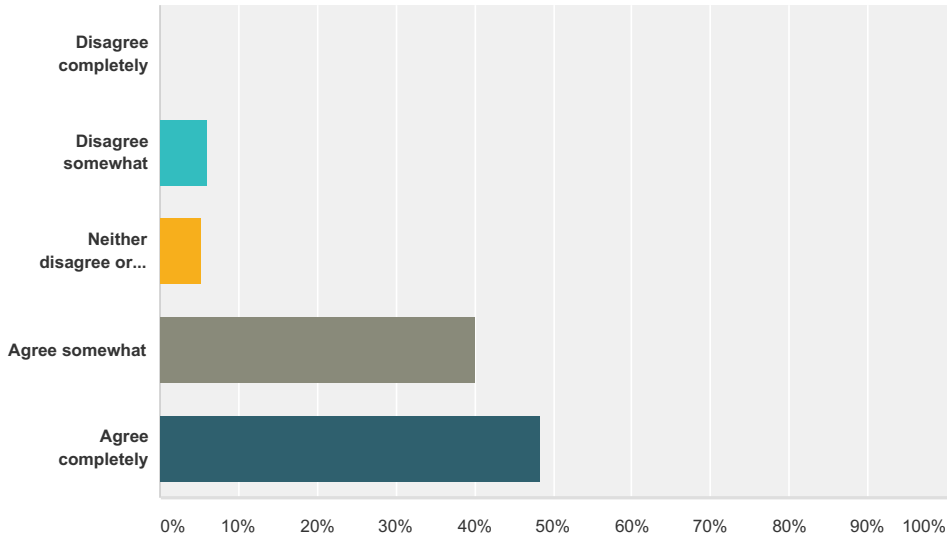
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	1.52% 2
Disagree somewhat	3.79% 5
Neither disagree or agree	10.61% 14
Agree somewhat	59.85% 79
Agree completely	24.24% 32
<b>Total</b>	<b>132</b>

**Q4 The public's expectations for the safe use of chemicals have increased.**

Answered: 132 Skipped: 0

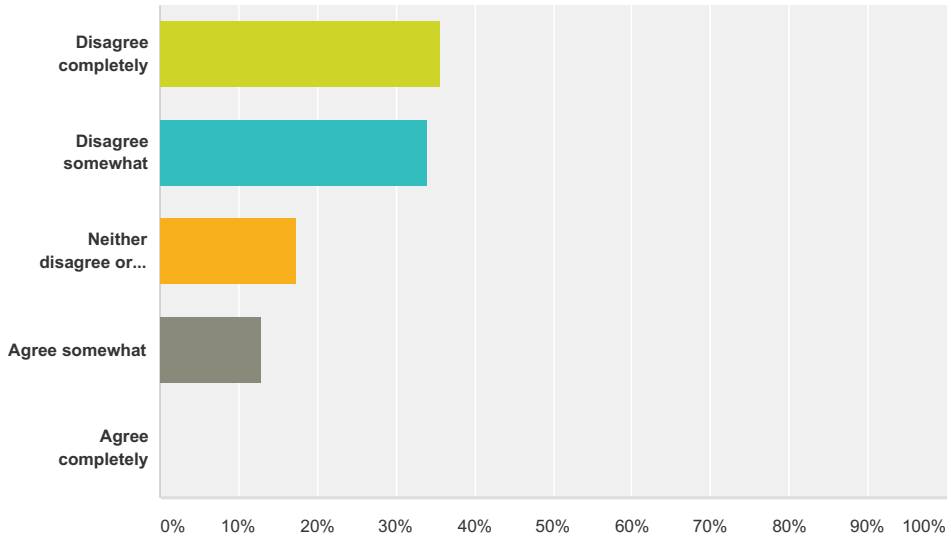


Answer Choices	Responses
Disagree completely	0.00% 0
Disagree somewhat	6.06% 8
Neither disagree or agree	5.30% 7
Agree somewhat	40.15% 53
Agree completely	48.48% 64
<b>Total</b>	<b>132</b>



**Q5 The primary responsibility for the safe use of chemicals rests with the government**

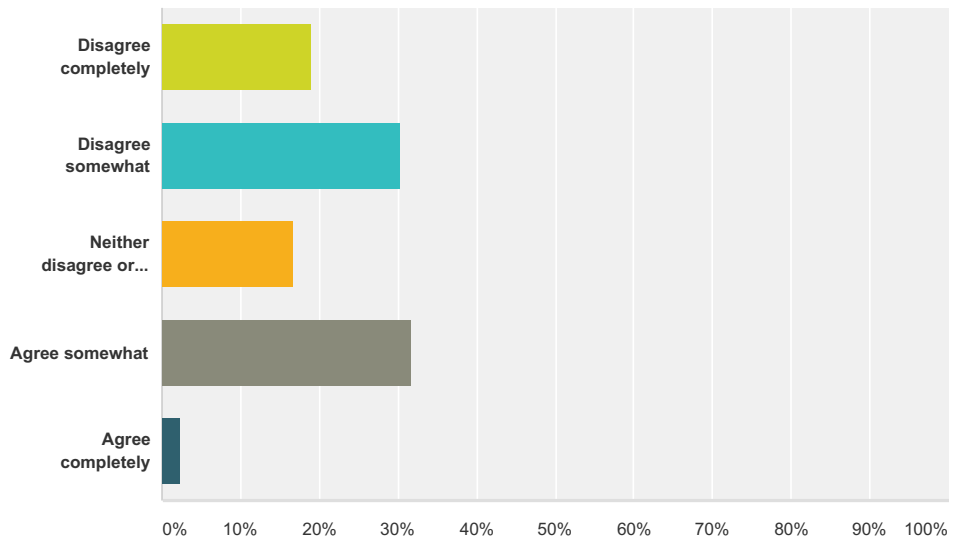
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	35.61% 47
Disagree somewhat	34.09% 45
Neither disagree or agree	17.42% 23
Agree somewhat	12.88% 17
Agree completely	0.00% 0
<b>Total</b>	<b>132</b>

**Q6 The primary responsibility for the safe use of chemicals rests with the manufacturer of the chemical.**

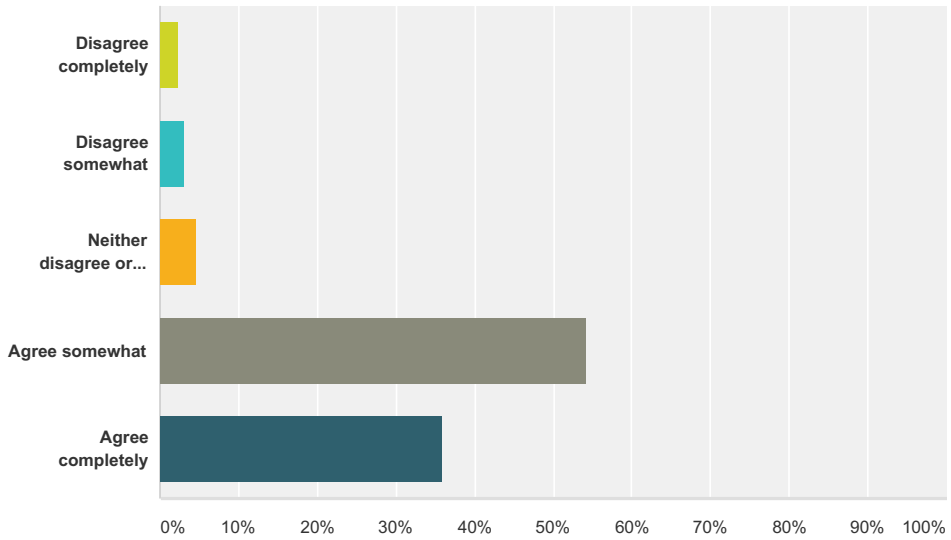
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	18.94% 25
Disagree somewhat	30.30% 40
Neither disagree or agree	16.67% 22
Agree somewhat	31.82% 42
Agree completely	2.27% 3
<b>Total</b>	<b>132</b>

**Q7 The primary responsibility for the safe use of chemicals rests with the user of the chemical.**

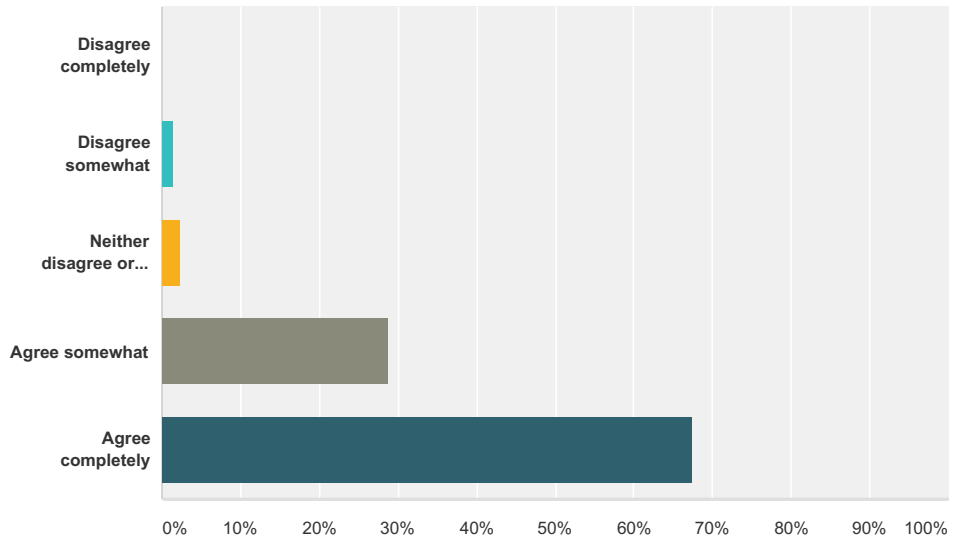
Answered: 131 Skipped: 1



Answer Choices	Responses
Disagree completely	2.29% 3
Disagree somewhat	3.05% 4
Neither disagree or agree	4.58% 6
Agree somewhat	54.20% 71
Agree completely	35.88% 47
<b>Total</b>	<b>131</b>

**Q8 Objective consideration of a chemist's safety record should be included when considering a chemist's work for public recognition of scientific achievement,**

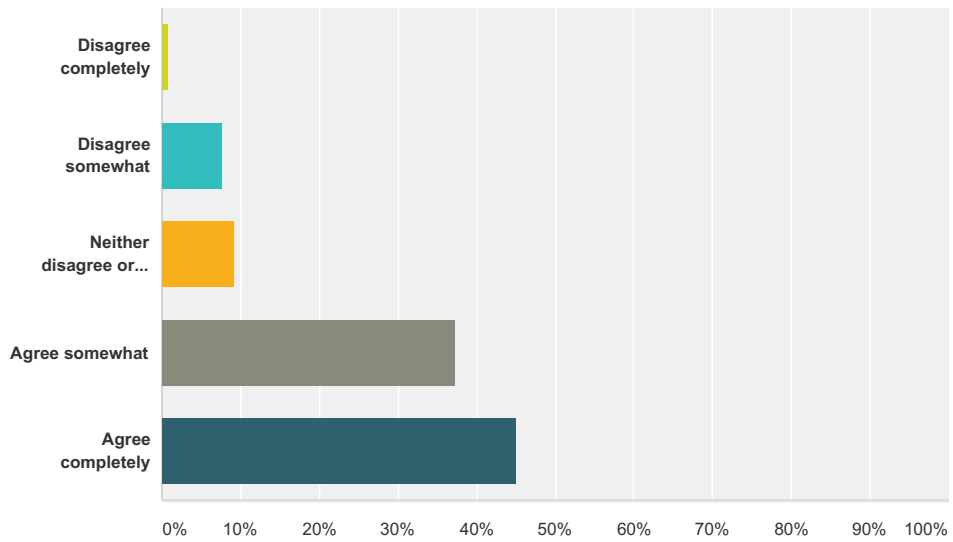
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	0.00% 0
Disagree somewhat	1.52% 2
Neither disagree or agree	2.27% 3
Agree somewhat	28.79% 38
Agree completely	67.42% 89
<b>Total</b>	<b>132</b>

**Q9 Undergraduate chemical safety training is currently inadequate to support professional chemical work.**

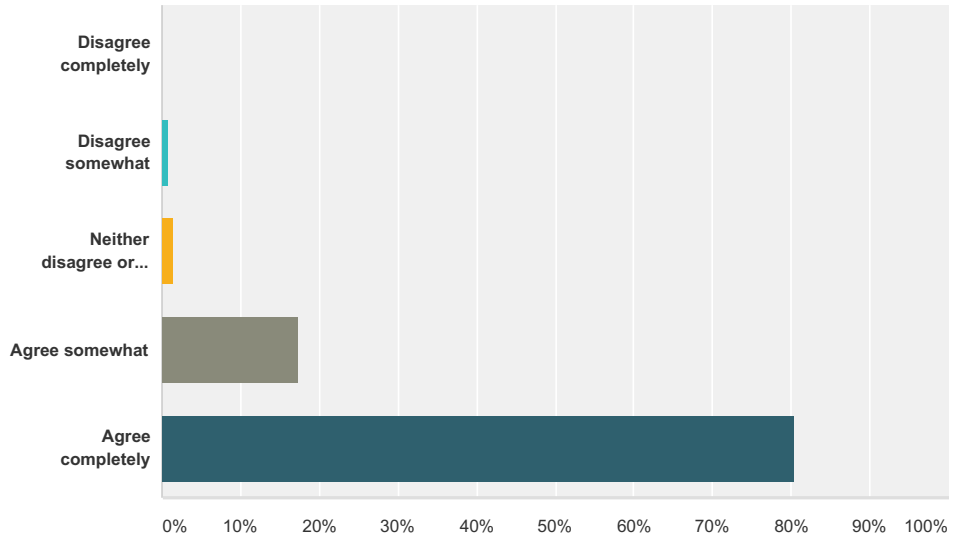
Answered: 131 Skipped: 1



Answer Choices	Responses
Disagree completely	0.76% 1
Disagree somewhat	7.63% 10
Neither disagree or agree	9.16% 12
Agree somewhat	37.40% 49
Agree completely	45.04% 59
<b>Total</b>	<b>131</b>

**Q10 The ACS should take a leadership role in addressing chemical safety concerns.**

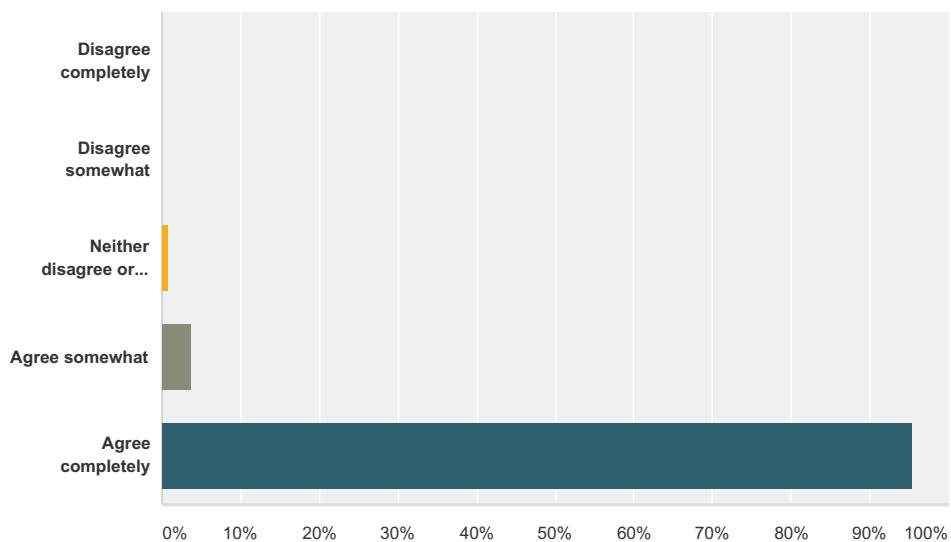
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	0.00% 0
Disagree somewhat	0.76% 1
Neither disagree or agree	1.52% 2
Agree somewhat	17.42% 23
Agree completely	80.30% 106
<b>Total</b>	<b>132</b>

### Q11 Safety should be part of the undergraduate chemistry curriculum.

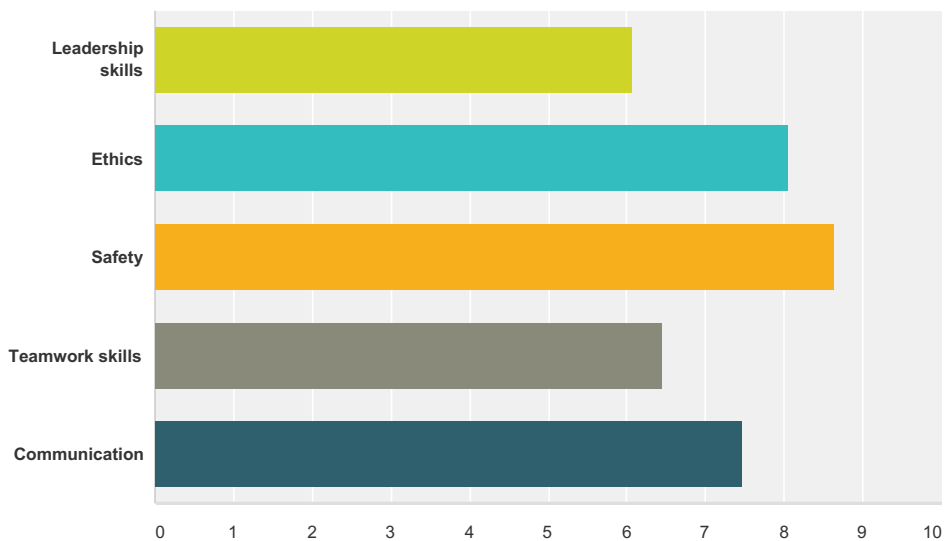
Answered: 132 Skipped: 0



Answer Choices	Responses
Disagree completely	0.00% 0
Disagree somewhat	0.00% 0
Neither disagree or agree	0.76% 1
Agree somewhat	3.79% 5
Agree completely	95.45% 126
<b>Total</b>	<b>132</b>

**Q12 Rank the following "soft skills" in terms of their important for chemists to include in their professional development. (1 is the most important skill, 5 is the least. This can be done by either selecting a number in the drop down menu or by dragging and dropping the items in the list.)**

Answered: 131 Skipped: 1

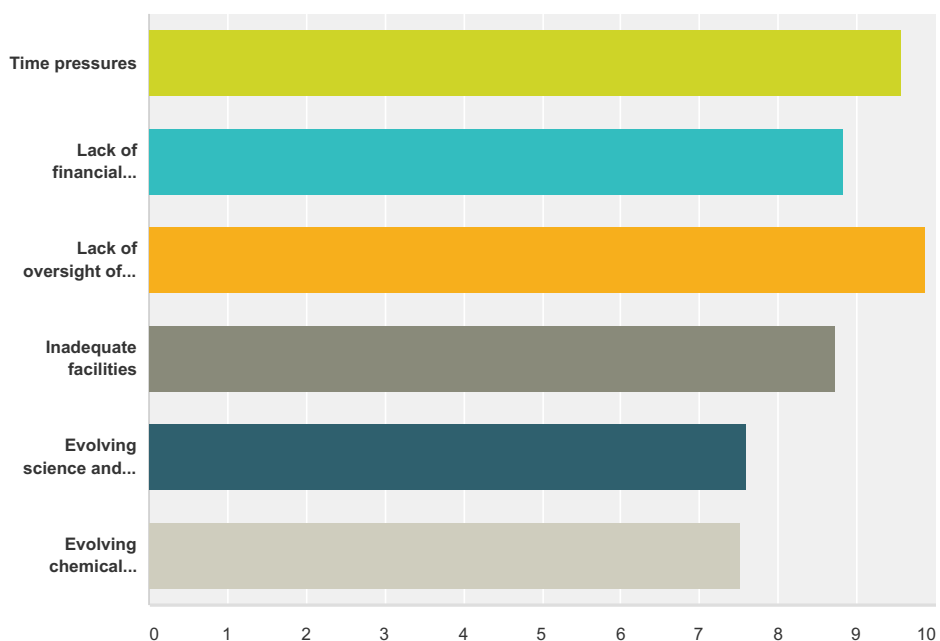


	1	2	3	4	5	1	2	3	4	5	Total	Score
Leadership skills	2.31% 3	6.15% 8	7.69% 10	23.08% 30	46.92% 61	0.00% 0	0.00% 0	3.08% 4	5.38% 7	5.38% 7	130	6.08
Ethics	21.43% 27	34.92% 44	15.08% 19	7.94% 10	7.14% 9	8.73% 11	2.38% 3	0.79% 1	0.79% 1	0.79% 1	126	8.06
Safety	48.82% 62	27.56% 35	7.87% 10	0.79% 1	1.57% 2	3.94% 5	5.51% 7	2.36% 3	0.79% 1	0.79% 1	127	8.65
Teamwork skills	3.20% 4	4.00% 5	16.00% 20	40.00% 50	23.20% 29	0.00% 0	1.60% 2	4.00% 5	4.00% 5	4.00% 5	125	6.46
Communication	11.72% 15	14.06% 18	40.63% 52	14.84% 19	5.47% 7	1.56% 2	4.69% 6	3.91% 5	1.56% 2	1.56% 2	128	7.48



**Q13 Rank the following potential barriers to a scientist's development of a robust safety awareness?(1 is the most important barrier, 6 is the least. This can be done by either selecting a number in the drop down menu or by dragging and dropping the items in the list.)**

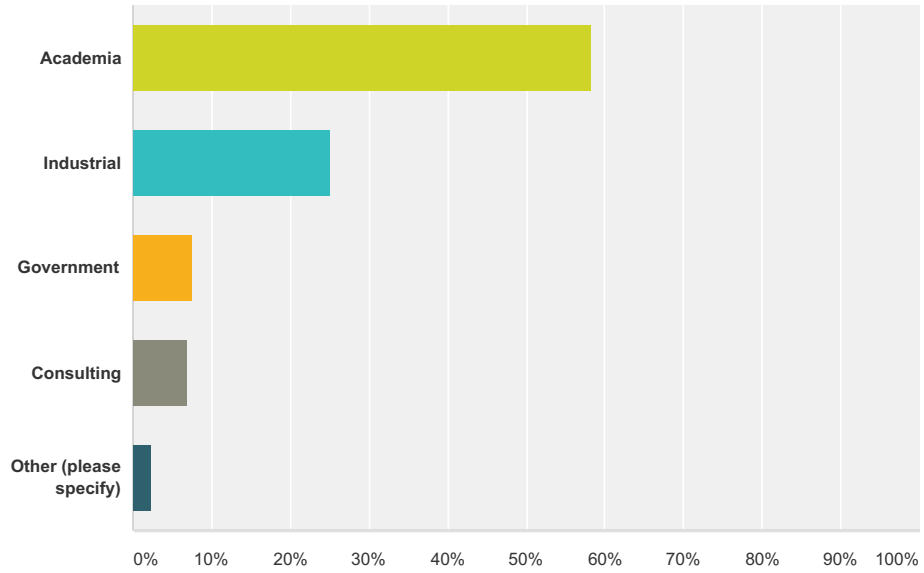
Answered: 130 Skipped: 2



	1	2	3	4	5	6	Not Applicable	1	2	3	4	5	6	Total	Score
Time pressures	25.78% 33	19.53% 25	19.53% 25	10.16% 13	7.03% 9	3.13% 4	2.34% 3	3.91% 5	3.91% 5	2.34% 3	1.56% 2	0.00% 0	0.78% 1	128	9.57
Lack of financial resources	10.24% 13	16.54% 21	16.54% 21	22.83% 29	11.81% 15	7.09% 9	3.94% 5	1.57% 2	1.57% 2	2.36% 3	3.15% 4	1.57% 2	0.79% 1	127	8.84
Lack of oversight of safety	40.63% 52	17.97% 23	11.72% 15	7.81% 10	3.91% 5	3.91% 5	0.78% 1	4.69% 6	2.34% 3	3.91% 5	1.56% 2	0.78% 1	0.00% 0	128	9.87
Inadequate facilities	3.13% 4	21.09% 27	22.66% 29	21.09% 27	8.59% 11	8.59% 11	3.13% 4	1.56% 2	2.34% 3	2.34% 3	2.34% 3	2.34% 3	0.78% 1	128	8.73
Evolving science and technologies	3.17% 4	7.14% 9	5.56% 7	13.49% 17	29.37% 37	21.43% 27	7.94% 10	0.79% 1	1.59% 2	0.79% 1	2.38% 3	3.97% 5	2.38% 3	126	7.60
Evolving chemical pedagogy	3.13% 4	6.25% 8	10.16% 13	7.03% 9	21.09% 27	30.47% 39	10.94% 14	0.78% 1	1.56% 2	0.78% 1	0.78% 1	2.34% 3	4.69% 6	128	7.52

**Q14 For demographic purposes: What sector do you work in?**

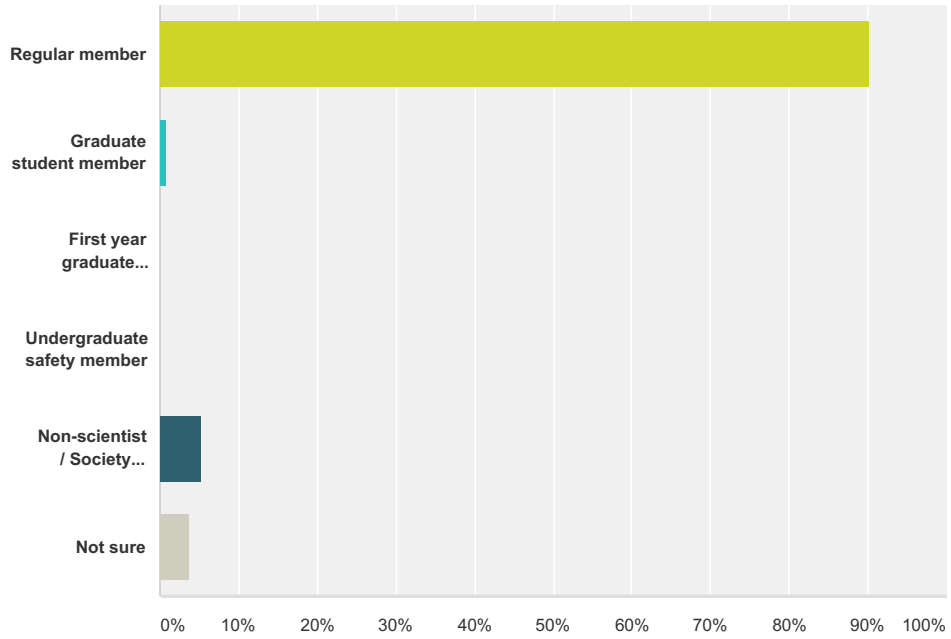
Answered: 132 Skipped: 0



Answer Choices	Responses
Academia	58.33% 77
Industrial	25.00% 33
Government	7.58% 10
Consulting	6.82% 9
Other (please specify)	2.27% 3
<b>Total</b>	<b>132</b>

**Q15 For demographic purposes: Indicate your membership category within ACS**

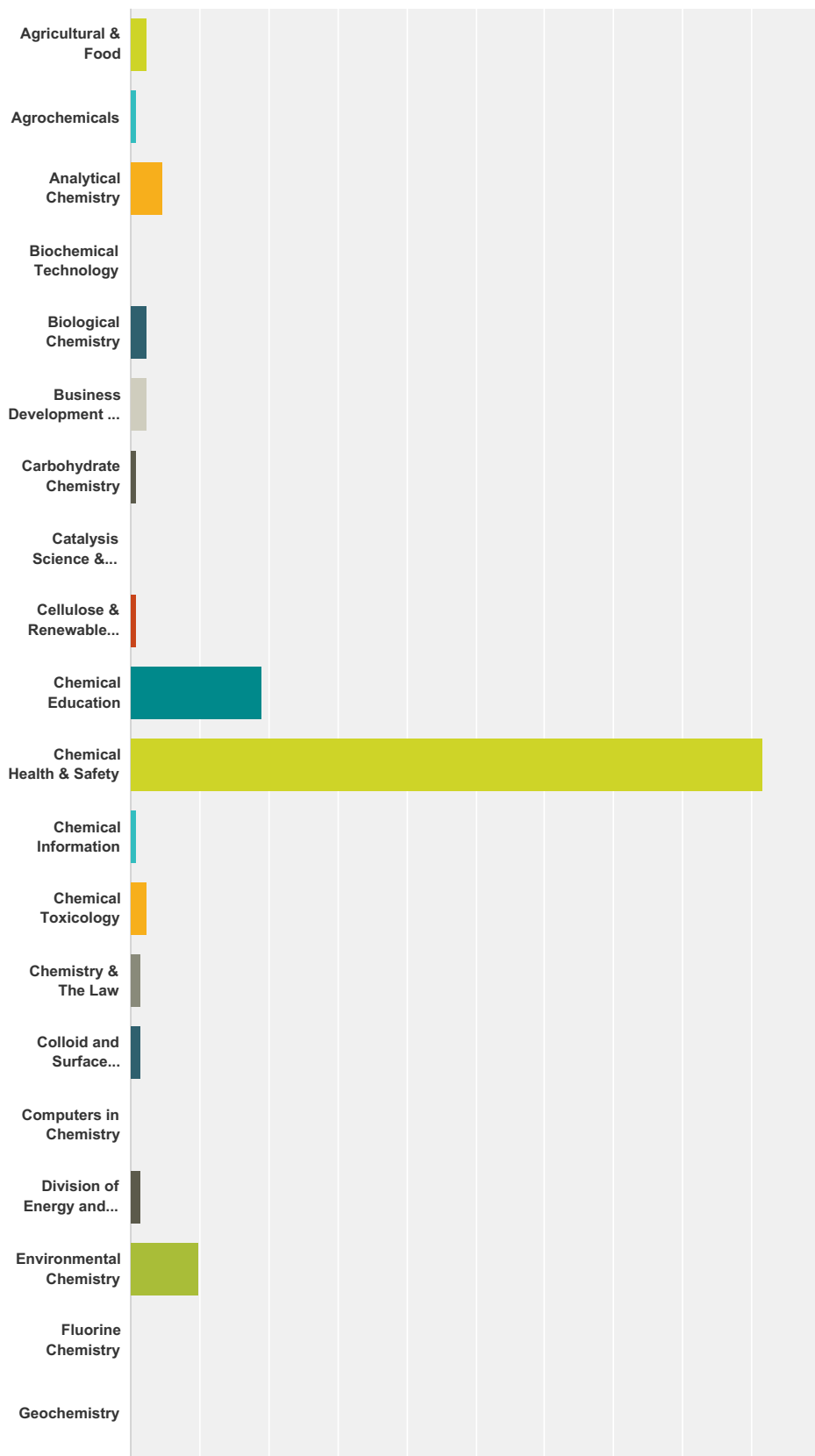
Answered: 132 Skipped: 0



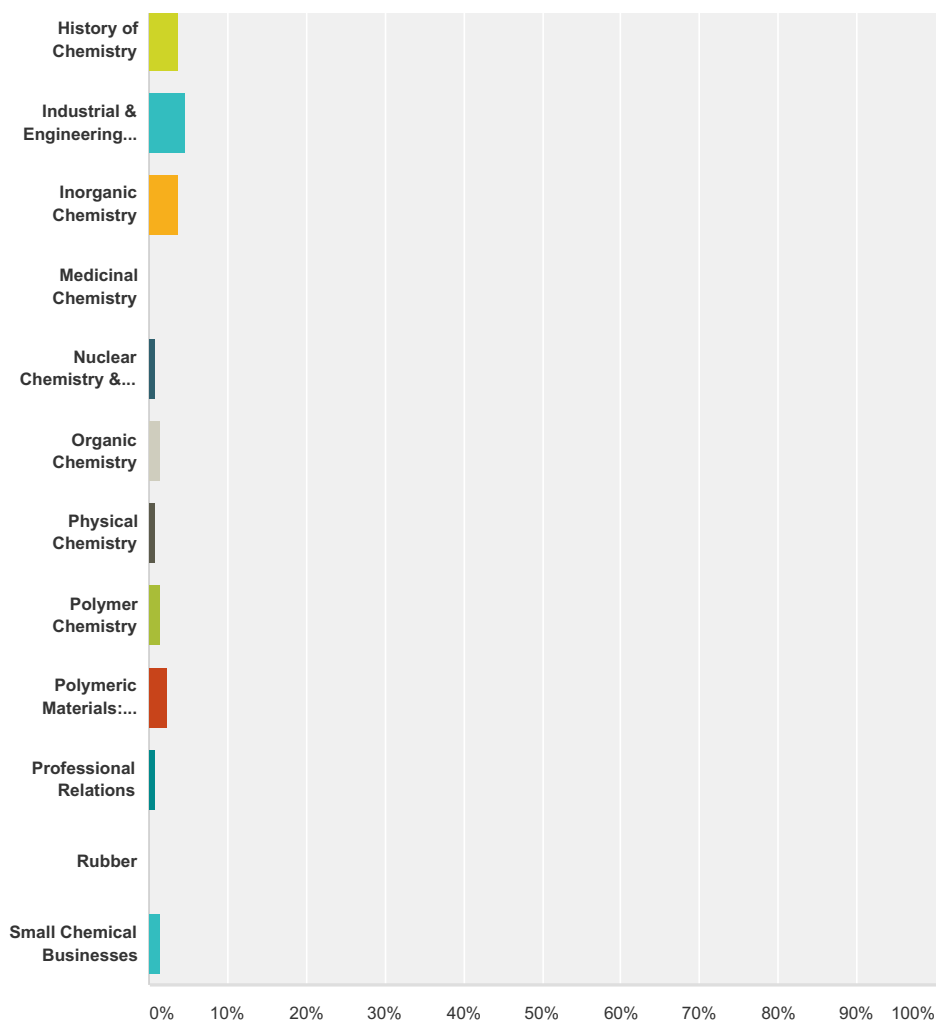
Answer Choices	Responses	Count
Regular member	90.15%	119
Graduate student member	0.76%	1
First year graduate student member	0.00%	0
Undergraduate safety member	0.00%	0
Non-scientist / Society affiliate	5.30%	7
Not sure	3.79%	5
<b>Total</b>		<b>132</b>

### Q16 For demographic purposes: Which ACS Technical Divisions do you belong to?

Answered: 132 Skipped: 0



# ACS Community Values Survey



Answer Choices	Responses
Agricultural & Food	2.27% 3
Agrochemicals	0.76% 1
Analytical Chemistry	4.55% 6
Biochemical Technology	0.00% 0
Biological Chemistry	2.27% 3
Business Development & Management	2.27% 3
Carbohydrate Chemistry	0.76% 1
Catalysis Science & Technology	0.00% 0
Cellulose & Renewable Materials	0.76% 1
Chemical Education	18.94% 25
Chemical Health & Safety	91.67% 121
Chemical Information	0.76% 1
Chemical Toxicology	2.27% 3
Chemistry & The Law	1.52% 2
Colloid and Surface Chemistry	1.52% 2

## ACS Community Values Survey

Computers in Chemistry	0.00%	0
Division of Energy and Fuels	1.52%	2
Environmental Chemistry	9.85%	13
Fluorine Chemistry	0.00%	0
Geochemistry	0.00%	0
History of Chemistry	3.79%	5
Industrial & Engineering Chemistry	4.55%	6
Inorganic Chemistry	3.79%	5
Medicinal Chemistry	0.00%	0
Nuclear Chemistry & Technology	0.76%	1
Organic Chemistry	1.52%	2
Physical Chemistry	0.76%	1
Polymer Chemistry	1.52%	2
Polymeric Materials: Science & Eng	2.27%	3
Professional Relations	0.76%	1
Rubber	0.00%	0
Small Chemical Businesses	1.52%	2
<b>Total Respondents: 132</b>		

**Q17 We'd appreciate any comments you have on this survey.**

Answered: 35 Skipped: 97

10:25:18 From Larry Krannich To Everyone:  
CHAS VSPR ASSESSMENT  
<https://survey.alchemer.com/s3/7504591/CHAS-2G-VSPR-ASSESSMENT>

10:58:46 From Mary Beth Koza To Everyone:  
just got our membership numbers, we have 1390 members and 391 cann members

11:00:55 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
28%

11:28:08 From Debbie Decker (she/her/hers) To Everyone:  
Nice to see Jim Tung's name on this list.

11:30:34 From Debbie Decker (she/her/hers) To Everyone:  
should that 2023 be 2024?

11:30:37 From Calla McCulley To Everyone:  
I think you mean 2024!

11:30:57 From Calla McCulley To Everyone:  
Replying to "should that 2023 be ..."

Yeah, I think that is what Robin means!

11:31:25 From Debbie Decker (she/her/hers) To Everyone:  
Time Travel Community? 🙄

11:31:39 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "Time Travel Communit..." with 😊

11:33:02 From Jack Reidy (he/him) To Everyone:  
Reacted to "Time Travel Communit..." with 😊

11:33:12 From Jack Reidy (he/him) To Everyone:  
Reacted to "Time Travel Communit..." with ⌚

11:37:38 From Mary Beth Koza To Everyone:  
CANN can be an example as what a community cando

11:37:43 From Russ Phifer To Everyone:  
There are a lot of CHAS members who are also CANN members; we don't know how many members we will actually lose when CANN gets Division status

11:38:18 From Mary Beth Koza To Everyone:  
We have 1391members and 390 of them are CANN members.

11:38:49 From Calla McCulley To Everyone:  
Replying to "CANN can be an examp..."

I love this idea Mary Beth!

11:39:11 From Mary Beth Koza To Everyone:  
Replying to "CANN can be an examp..."

I am glad someone is readingthe chat

11:39:21 From Calla McCulley To Everyone:  
Reacted to "I am glad someone is..." with ❤️

11:39:37 From Sammie Sigmann To Everyone:  
Might even be a safety in startups or small business.

11:40:22 From Kimi Brown, CSP, ARM (she/her) To Everyone:



By having a CANN community, we may retain some CANN members as part of CHAS if there's already active participation in a community  
11:40:30 From Calla McCulley To Everyone:

Reacted to "By having a CANN com..." with 100  
11:41:41 From Mary Beth Koza To Everyone:

Reacted to "By having a CANN com..." with 100  
11:42:27 From Marta Gmurczyk To Everyone:

I understand Mary Beth!!! Great point! - also communities may also get more active with programming not only at the Fall and Spring meetings. This will help with Debbie's point that programming should be included in the number of strategies.

11:42:42 From Calla McCulley To Everyone:

Reacted to "I understand Mary Be..." with 100  
11:42:58 From Mary Beth Koza To Everyone:

Reacted to "I understand Mary Be..." with 100  
11:44:33 From Marta Gmurczyk To Everyone:

Also onboarding new members will be faster as they can be directed to a smaller, more intimate group. I am loving it!!!!

11:45:01 From Mary Beth Koza To Everyone:

i suggest adding Melinda Box since she is our current webmaster. She also wants to get involved

11:45:58 From Sammie Sigmann To Everyone:

Can we change that to "recruit" to match the goal. Also, advertising might be perceived incorrectly by others.

11:46:47 From Debbie Decker (she/her/hers) To Everyone:

Sorry about that. The interwebs had a hairball

11:47:13 From Robin Izzo To Everyone:

Reacted to "Can we change that t..." with 👍  
11:52:48 From Sammie Sigmann To Everyone:

Toreki

11:57:17 From Mary Beth Koza To Everyone:

web needs to be ADA compliant

11:57:38 From Dan Kuespert To Everyone:

You mean Section 508 compliant?

11:59:12 From Debbie Decker (she/her/hers) To Everyone:

Does ADA compliant mean those who are color blind? I don't remember if that's included

11:59:32 From Mary Beth Koza To Everyone:

Replying to "Does ADA compliant m..."

I beleive so!

12:01:47 From Robin Izzo To Everyone:

Our original timeline was 12 months for this strategy.

12:01:52 From Marta Gmurczyk To Everyone:

Jack - I would like to volunteer to help with this Task as we already collaborate on the safety booth and we can help with communications.

12:02:16 From Kimi Brown, CSP, ARM (she/her) To Everyone:

Reacted to "Jack - I would like ..." with ❤️  
12:02:23 From Calla McCulley To Everyone:  
I can see the second task correlate well with G1S3 too!  
12:02:26 From Calla McCulley To Everyone:  
Reacted to "Jack - I would like ..." with ❤️  
12:02:49 From Marta Gmurczyk To Everyone:  
Often new members might be coming from staff contacts at the meetings we travel so we can be spokespeople for CHAS.  
12:03:09 From Calla McCulley To Everyone:  
I could see the tailored language task correlate with the marketing strategy in goal 2 as well  
12:04:02 From Marta Gmurczyk To Everyone:  
ACS membership is staff responsibility so it aligns with our goals.  
12:05:24 From Calla McCulley To Everyone:  
I love your "Welcome Wagon" idea!! I've got some more specific ideas and comments for that task if you'd like to add me to those initial discussion sessions in the future :)  
12:05:42 From Mary Beth Koza To Everyone:  
Reacted to "I love your "Welcome..." with ❤️  
12:06:10 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "I love your "Welcome..." with ❤️  
12:06:11 From Robin Izzo To Everyone:  
RUBB and ORGO have nice member benefit pages <https://www.organicdivision.org/faq/#MembershipBenefits> and <https://www.rubber.org/membership/>  
12:06:19 From Calla McCulley To Everyone:  
Reacted to "RUBB and ORGO have n..." with ❤️  
12:06:30 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "I could see the tail..." with 🙌  
12:06:41 From Calla McCulley To Everyone:  
Reacted to "RUBB and ORGO have n..." with 🙌  
12:06:49 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "RUBB and ORGO have n..." with 🙌  
12:06:52 From Marta Gmurczyk To Everyone:  
Reacted to "RUBB and ORGO have n..." with ❤️  
12:07:14 From Calla McCulley To Everyone:  
Replying to "I love your "Welcome..."  
  
To clarify - yeah, don't count me in the goal, but I'd love to participate in the conversation!  
12:09:44 From Sammie Sigmann To Everyone:  
Replying to "I love your "Welcome..."  
  
We actually have something like this already, but likely needs work.  
12:11:32 From Calla McCulley To Everyone:

We listed "ongoing" for the continuous website updates too,  
Debbie!

12:13:36 From Jack Reidy (he/him) To Everyone:  
Replying to "I love your "Welcome..."

If we do, I fear that it's largely theoretical and/or defunct. I've received no documentation about any such team, or any extant members. Did have one person volunteer to do something like this a month or two ago, and she has sent one tranche of emails

12:14:24 From Marta Gmurczyk To Everyone:

I am wondering whether CCS Partnership Subcommittee might be a potential partner here? CCS Partnership has established relations not only with other committees but also outside organizations who might be interested in contributing into programming.

12:17:45 From Robin Izzo To Everyone:

And helps promote international reach

12:17:49 From Calla McCulley To Everyone:

Replying to "I am wondering wheth..."

I know CCS was directly mentioned in G2S2, but I wonder if this is meant to be included under task 2 in this G2S1 project plan? I could be confused though and it might be helpful to clarify!

12:18:11 From Jack Reidy (he/him) To Everyone:

Hybrid presentations (or online only) is also an important accessibility option. I have friends with chronic pain issues for whom having the option to attend from home is a real lifesaver.

12:18:21 From Calla McCulley To Everyone:

Reacted to "Hybrid presentations..." with 🙌

12:20:46 From Sammie Sigmann To Everyone:

Replying to "I love your "Welcome..."

It is a web item buried somewhere... Joe Pickel wrote it when he was Chair. I do not like to assume things are not valid without looking at them. The fact that nobody pointed it out does not make it not a starting point. That said, it may not be useful or I may be remembering incorrectly. 🤔

12:24:26 From Robin Izzo To Everyone:

Be right back

12:24:28 From Marta Gmurczyk To Everyone:

It was ACS program for local section.

12:25:38 From Calla McCulley To Everyone:

The event "in a box" was definitely used by student chapters in 2012-2016 timeframe

12:26:01 From Marta Gmurczyk To Everyone:

I will send a message to our Colleagues working with LSections.

12:26:28 From Calla McCulley To Everyone:

They were always great for bringing more folks in!

12:26:39 From Sammie Sigmann To Everyone:

Replying to "I love your "Welcome..."

I can't even find it. Here is something Ralph wrote, but it is a lot of text.

12:26:42 From Sammie Sigmund To Everyone:  
Replying to "I love your "Welcome..."

<https://dchas.org/2018/01/01/volunteer-opportunities-in-dchas/>  
12:26:57 From Calla McCulley To Everyone:

The "free ACS swag" helped raise our attendance rates

12:29:52 From Sammie Sigmund To Everyone:  
We now have an agreement to publicize topical items from the list.

12:34:54 From Debbie Decker (she/her/hers) To Everyone:  
TikTok and Insta are how my offspring communicate with each other and friends on social media. Facebook is where their Mom communicates on social media. International friends use WhatsApp. The media site formerly known as Twitter is not favored - too scary is how my offspring describe it.

12:35:06 From Calla McCulley To Everyone:  
Reacted to "TikTok and Insta are..." with 😂

12:35:08 From Calla McCulley To Everyone:  
Reacted to "TikTok and Insta are..." with ❤️

12:35:22 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "TikTok and Insta are..." with +

12:36:54 From Robin Izzo To Everyone:  
Reacted to "TikTok and Insta are..." with +

12:40:28 From Mary Beth Koza To Everyone:  
yes

12:46:16 From Calla McCulley To Everyone:  
G2S3: By the end of 2024, increase participation and marketing of CHAS in Communities, other Divisions, local section and regional meetings by offering a wide array of safety activities such as outreach, workshops, and other recognition-focused initiatives. I:H, R:M

12:48:39 From Mary Beth Koza To Everyone:  
How about editing to match the new IPG grant?

12:49:13 From Dan Kuespert To Everyone:  
Thanks, Mary Beth.

12:50:53 From Mary Beth Koza To Everyone:  
be more specific and use the ipg grant details. also incorporate the lst's

12:51:26 From Larry Krannich To Everyone:  
The members of the Goal 2 Strategies group were Calla, Mary Beth, Michael, and Debbie.

12:51:38 From Robin Izzo To Everyone:  
Yes

13:01:57 From Debbie Decker (she/her/hers) To Everyone:  
Peter is brilliant

13:04:41 From Debbie Decker (she/her/hers) To Everyone:

What is an ACS expert?

13:06:51 From Mary Beth Koza To Everyone:  
agree

13:07:31 From Jack Reidy (he/him) To Everyone:  
It sounds like there are deeper discussions to be had, but for the items currently listed I'm not sure all of them fall within Membership's purview. I think that discussion can wait until a future date.

13:07:50 From Debbie Decker (she/her/hers) To Everyone:  
But is codifying (for lack of a better word) with a measure for what we're currently doing a bad thing, necessarily?

13:10:47 From Jack Reidy (he/him) To Everyone:  
I think in the interest of time we should probably move on to the next strategy

13:11:23 From Mary Beth Koza To Everyone:  
steps and strategy do not match.

13:14:08 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
A big part of this needs to be guidelines for mentorship

13:14:17 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Expectations for both parties

13:14:25 From Mary Beth Koza To Everyone:  
agree with Kimi

13:14:26 From Robin Izzo To Everyone:  
Reacted to "agree with Kimi" with 👍

13:14:27 From Sammie Sigmann To Everyone:  
Yes!

13:14:29 From Sammie Sigmann To Everyone:  
Reacted to "agree with Kimi" with 👍

13:14:43 From Calla McCulley To Everyone:  
Replying to "Expectations for bot..."

Yep, mentorship contracts are big now  
13:15:13 From Calla McCulley To Everyone:  
Replying to "Expectations for bot..."

I'm running two mentorship programs and have been testing out new ways to mentor within academia

13:15:20 From Mary Beth Koza To Everyone:  
can we see the tasks

13:16:11 From Robin Izzo To Everyone:  
I think we need to separate mentorship for succession as its own line within this strategy.

13:16:26 From Sammie Sigmann To Everyone:  
Process needs to be developed.

13:16:27 From Calla McCulley To Everyone:  
Potential tasks to add to G3S1 (Leadership):  
\* Identify emerging leaders. Properly document ways to fill in for critical CHAS roles.  
\* Mentor new leaders. Work with G3S2 project team.  
\* Provide opportunities for leadership development (i.e. soft

skills, career-focused support, etc.)

- \* Provide constructive feedback
- \* Teach future mentors how to network
- \* Offer leadership support

13:16:46 From Calla McCulley To Everyone:

Just to add to the notes for G3S1^

13:16:56 From Debbie Decker (she/her/hers) To Everyone:

Agree with Robin – succession is separate from mentorship

13:17:12 From Kimi Brown, CSP, ARM (she/her) To Everyone:

Reacted to "Agree with Robin – s..." with +

13:17:13 From Calla McCulley To Everyone:

Yes Jack!!

13:17:43 From Calla McCulley To Everyone:

Mentorship needs to be tackled by those passionate about this

13:18:09 From Robin Izzo To Everyone:

Reacted to "Mentorship needs to ..." with 👍

13:18:29 From Sammie Sigmann To Everyone:

Mentors who are chairing for succession need to be willing to write down what they do.

13:19:48 From Sammie Sigmann To Everyone:

The tasks were totally metric oriented with no process development.

13:21:11 From Jack Reidy (he/him) To Everyone:

I think there's gotta be two directions for mentoring, one for general membership that focuses on career growth and one for leadership/"leadership-track" members that focuses on running the division.

13:21:30 From Marta Gmurczyk To Everyone:

Also as we are collaborating with CHAS on making ACS a professional home for LSTs, mentorship was identified as possible component of the ACS LSTs program. This program will be discussed at the upcoming LSTs Summit ( October 6-7) and Mary Beth will be there so she and I will be looking for opportunities for CHAS growing its support for LSTs.

13:21:44 From Jack Reidy (he/him) To Everyone:

Replying to "I think there's gott..."

Whether or not those are run as two aspects of the same program or are split, I'm not really sure which way I lean right now

13:23:07 From Sammie Sigmann To Everyone:

We really do not want to change the Bylaws until we are required to by the ACS.

13:25:32 From Marta Gmurczyk To Everyone:

Replying to "I think there's gott..."

Jack – I feel that in some cases these could be connected. For example LSTs workshop leaders are growing their leadership skills by organizing and giving the workshops, but they also grow their technical skills. Leadership often is leading projects. Leadership might be involvement with programming and leading symposia. These are

great discussions.

13:25:38 From Mary Beth Koza To Everyone:

the new hood inspection workshop needs learning outcomes

13:25:50 From Sammie Sigmann To Everyone:

Yes.

13:26:10 From Russ Phifer To Everyone:

AGree... I asked for them but he didn't send

13:27:10 From Robin Izzo To Everyone:

For that G3S3, we need to change the Goal statement to the actual goal and move what is in that box to the strategy statement.

13:27:28 From Sammie Sigmann To Everyone:

Reacted to "For that G3S3, we ne..." with 👍

13:27:58 From Marta Gmurczyk To Everyone:

A lot of safety learning objectives were included in this booklet <https://www.acs.org/content/dam/acsorg/about/governance/committees/chemicalsafety/publications/acs-safety-guidelines-academic.pdf>

13:30:40 From Marta Gmurczyk To Everyone:

This work was extended by surveying industry on what industry need from newly Ph.Ds. Industry was teleeng us that new Ph.D s are not well-prepared for work in industry. <https://www.acs.org/content/dam/acsorg/about/governance/committees/chemicalsafety/reports/2022-safety-summit-esumary.pdf>

13:31:18 From Marta Gmurczyk To Everyone:

Just sharing in case you may not be aware of this guidance.

13:34:22 From Carol Duane To Larry Krannich(Privately):

They need a strategic plan champion!

13:35:31 From Mary Beth Koza To Everyone:

we need a game plan on the strategies that need to be worked on

13:36:10 From Calla McCulley To Everyone:

Reacted to "we need a game plan ..." with 🙌

13:42:46 From Mary Beth Koza To Everyone:

we can create a basecamp for each goal.

13:42:57 From Mary Beth Koza To Everyone:

or strategy

13:43:08 From Debbie Decker (she/her/hers) To Everyone:

Agreed, Mary Beth

13:43:18 From Sammie Sigmann To Everyone:

That is what I want to look at with you on Thursday..

13:43:52 From Jack Reidy (he/him) To Everyone:

I'm going to need info on how to access basecamp

13:44:00 From Mary Beth Koza To Everyone:

great we have a plan

13:44:23 From Debbie Decker (she/her/hers) To Everyone:

What's happening on Thursday?

13:44:25 From Mary Beth Koza To Everyone:

if you are not part of basecamp you will be invited.

13:44:26 From Robin Izzo To Everyone:

Agree - we should try to use tools we already have

13:44:59 From Dan Kuespert To Everyone:  
I would like to see a summary report of the SP status every EC meeting.

13:45:04 From Calla McCulley To Everyone:

Reacted to "I would like to see ..." with 👍

13:45:18 From Sammye Sigmann To Everyone:

Reacted to "I would like to see ..." with 👍

13:45:21 From Mary Beth Koza To Everyone:

if I can figure it out anyone can

13:45:29 From Calla McCulley To Everyone:

Reacted to "if I can figure it o..." with ❤️

13:45:30 From Mary Beth Koza To Everyone:

Reacted to "I would like to see ..." with 👍

13:46:57 From Marta Gmurczyk To Everyone:

CCS is reviewing a strategic plan at EACH committee meeting and subcommittee meetings. Alos, during the CCS Executive mtg the chair starts the meeting with reviewing the strategic planning. It was a game changer and the committee greatly increased it focus.

13:48:49 From Robin Izzo To Everyone:

We should schedule a meeting of this group (minus Larry and Carol) this month or next month to confirm these plans - outside of the EC meeting.

13:49:18 From Mary Beth Koza To Everyone:

Replying to "We should schedule a..."

totally agree

13:51:31 From Jack Reidy (he/him) To Everyone:

Reacted to "We should schedule a..." with 🙌

13:52:58 From Calla McCulley To Everyone:

Reacted to "We should schedule a..." with 🙌

13:52:59 From Mary Beth Koza To Everyone:

I got to go! Great work! thanks Larry and Carol.

14:02:28 From Jack Reidy (he/him) To Everyone:

+1 to Russ'

14:02:56 From Calla McCulley To Everyone:

I like that we were productive

14:06:18 From Larry Krannich To Everyone:

CHAS VSPR ASSESSMENT

[https://survey.alchemer.com/s3/7504591/CHAS-2G-VSPR-](https://survey.alchemer.com/s3/7504591/CHAS-2G-VSPR-ASSESSMENT)

ASSESSMENT

14:06:31 From Dan Kuespert To Everyone:

I have to go, but I want to thank every member of the strategic planning team for their participation, ideas, and energy. Thank you all for coming! -Dan

14:07:04 From Marta Gmurczyk To Everyone:

I loved seeing emerging CHAS leaders who contributed so many great thoughts!

14:07:17 From Calla McCulley To Everyone:



Reacted to "I have to go, but I ..." with 🙌  
14:07:19 From Calla McCulley To Everyone:  
Reacted to "I loved seeing emerg..." with ❤️  
14:07:23 From Sammie Sigmann To Everyone:  
Reacted to "I loved seeing emerg..." with ❤️  
14:07:30 From Marta Gmurczyk To Everyone:  
New emerging leaders!  
14:08:47 From Calla McCulley To Everyone:  
I would almost see having a working meeting session before  
today's session  
14:10:01 From Debbie Decker (she/her/hers) To Everyone:  
The Mission and Vision is important to coalesce the group and  
to communicate to wider membership  
14:12:14 From Jack Reidy (he/him) To Everyone:  
I've got just a few more minutes before I have to go  
14:12:45 From Calla McCulley To Everyone:  
I think possibly adding a peer review components to the  
project plans could help?  
14:12:57 From Michael G. Koehler, Ph.D. To Everyone:  
Appreciated hearing your input Jack! You are a real champion  
of this stuff!  
14:13:06 From Calla McCulley To Everyone:  
Replying to "I think possibly add..."  
  
Mirroring Debbie's comment in a way  
14:13:24 From Jack Reidy (he/him) To Everyone:  
Replying to "Appreciated hearing ..."  
  
Thank you, and likewise!  
14:14:13 From Jack Reidy (he/him) To Everyone:  
I do like that this was virtual. If it had been in-person,  
good odds I wouldn't have been able to attend  
14:14:19 From Calla McCulley To Everyone:  
Reacted to "I do like that this ..." with 🙌  
14:14:25 From Calla McCulley To Everyone:  
Reacted to "I do like that this ..." with 🙌  
14:14:38 From Debbie Decker (she/her/hers) To Everyone:  
In-person would have been difficult for me, too  
14:15:17 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "I do like that this ..." with 🙌  
14:16:24 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
I only had till 3 pm held on my calendar for this so I've got  
to run. This has been an excellent experience overall. It was great  
to spend time with you all and get excited about the future of the  
division!  
14:16:27 From Calla McCulley To Everyone:  
Great job everyone – we made it!!! Thank you for including me  
on this journey and a huge thank you to our wonderful facilitators

Larry and Carol! 🥰

14:16:31 From Calla McCulley To Everyone:

Reacted to "I only had till 3 pm..." with ❤️

14:17:26 From Robin Izzo To Everyone:

Thanks, everyone! This was excellent.

10:18:02 From Calla McCulley (she/her/hers) To Everyone:  
bridges

10:24:23 From Calla McCulley (she/her/hers) To Everyone:  
decisions

10:44:01 From Debbie Decker (she/her/hers) To Everyone:  
Society Core Values were not elevated as much as they are now during our previous strat plan exercise. We spent much time in 2014/15 to develop mission and vision statements.

11:08:01 From Sammye Sigmann To Everyone:

I don't recall that the website was redesigned. It was studied, but looks the same as it used to be before the 2015 SP.

11:12:57 From Russ Phifer To Everyone:

Within ACS there are essentially four different efforts to provide chemical safety education – the ACS Office of Professional Development (offers extensive, expensive workshops with no coordination with CHAS), the Office of Chemical Safety (offers online training and coordinates somewhat with CHAS for graduate & undergraduate safety education), the CHAS Professional Workshops, and the CHAS peer-led workshops. There is little to no coordination between these efforts.

11:13:50 From Kimi Brown, CSP, ARM (she/her) To Everyone:

Reacted to "Within ACS there are..." with +

11:16:43 From Debbie Decker (she/her/hers) To Everyone:

What Russ describes above is absolutely accurate and has been an ongoing issue for years.

11:18:27 From Marta Gmurczyk To Everyone:

The Office of Safety Programs is now positioned to help with connecting all ACS educational activities. I am here to listen, and help with bringing necessary connections if the workshops are to be determined to be the CHAS goal.

11:18:49 From Kimi Brown, CSP, ARM (she/her) To Everyone:

Reacted to "The Office of Safety..." with ❤️

11:19:25 From Mary Beth Koza To Everyone:

well said!

11:23:11 From frankie.woodblack Northern Oklahoma College To Everyone:

I will be back this afternoon – I have to go teach a couple of classes.

11:23:17 From Marta Gmurczyk To Everyone:

The Envisioning Process was to start building the clarity on how we can better align all AS safety programs so ACS becomes a leader for Chemical Safety . CHAS must be at the heart of this goal!!! You will be in a position to charge our office to help with collaborations per the strategic planning goals. YOU have my commitment that I will do whatever I can to help with necessary bridges.

11:26:06 From Marta Gmurczyk To Everyone:

I envision CHAS being a partner for all goals. The champions are to develop plans for these goals in the fall.

11:29:21 From Larry Krannich To Sammye Sigmann(Privately):

If the value survey has content that may be of value to consider during the SPR, would you forward it to me? krannich@uab.edu

11:30:08 From Sammie Sigmann To Larry Krannich(Privately):  
I just sent it out to all (I think). Let me know.

11:31:42 From Dan Kuespert To Everyone:  
I found the survey data-sent to Carol and Larry for dissemination.

11:32:07 From Sammie Sigmann To Everyone:  
I also sent it to everyone.

11:34:03 From Dan Kuespert To Everyone:  
Actually, they're two different surveys.

11:34:16 From Sammie Sigmann To Everyone:  
Thanks.

11:39:51 From Sammie Sigmann To Everyone:  
Technical Divisions (DAC)  
Technical Divisions are autonomous and offer opportunities network and collaborate with chemists in an area of specialization Operate with their own Bylaws, treasury, and officers  
There are 32 ACS Divisions (some with subdivisions)  
Divisions are involved in programing, professional development, and awards  
Membership dues are paid to join

11:41:56 From Debbie Decker (she/her/hers) To Everyone:  
DAC = Division Affairs Committee. Russ serves on that committee

11:44:46 From Kali Miller (she/her) To Everyone:  
Does anyone know which slide our bylaws are listed on?

11:44:52 From Marta Gmurczyk To Everyone:  
From my perspective of ACS Staff, I see CHAS as a primary space to grow engagement with chemical safety. CHAS provides space and support for chemists that aim to make chemistry safer. There is no other space within the ACS that can do it.

11:44:56 From Calla McCulley (she/her/hers) To Everyone:  
Reacted to "Does anyone know whi..." with 100

11:45:20 From Russ Phifer To Everyone:  
Actually, DAC is Division Activities Committee, not Affairs 😊

11:45:43 From Sammie Sigmann To Everyone:  
I am not sure the whole bylaws are listed only the "objects"

11:47:12 From Marta Gmurczyk To Everyone:  
CCS provides a lot of guidance on shaping the directions for chemical safety, but I think CHAS should be a partner to engage members and potential members with these excellent resources.

11:47:39 From Debbie Decker (she/her/hers) To Everyone:  
Oops - Thanks, Russ.

11:48:14 From Russ Phifer To Everyone:  
The difference between CHAS & CCS has always been CCS= policy & resources; CHAS = programming and collaboration among members

11:48:16 From Calla McCulley (she/her/hers) To Everyone:  
The LST community Robin?

11:50:36 From Calla McCulley (she/her/hers) To Everyone:  
Thanks Sammie!

11:50:45 From Sammie Sigmann To Everyone:

- a. focus information on the properties of chemicals that affect humans directly or through the environment;
- b. monitor the technical aspects of the above;
- c. develop symposia and general sessions on topics related to the above at national, regional, divisional, and other meetings of the SOCIETY;
- d. foster publication and other modes of dissemination of information pertaining to the above; and
- e. provide expertise in chemical health and safety to the SOCIETY and, in the public interest, to others as specified in the Charter of the SOCIETY.

11:50:48 From Robin Izzo To Everyone:

Yes – the LST community

11:50:52 From Calla McCulley (she/her/hers) To Everyone:

Reacted to "Yes – the LST commun..." with 👍

11:52:37 From Russ Phifer To Everyone:

Every organization I've ever been involved with has put Members first to be served....

11:59:47 From Russ Phifer To Everyone:

The Chem Professionals is a subset of ACS members – does it need to be listed at all?

12:01:16 From Calla McCulley (she/her/hers) To Everyone:

You could make "The LST community" as another stakeholder?

12:03:26 From Calla McCulley (she/her/hers) To Everyone:

I agree with you Mary Beth!

12:05:11 From Sammie Sigmann To Everyone:

Aren't all LST participants doing graduate research?

12:05:46 From Mary Beth Koza To Everyone:

no some of the lst community have graduated

12:05:56 From Jack Reidy (he/him) To Everyone:

Their level of involvement with CHAS (and thus our impact on them) is very different than for researchers in general

12:06:11 From Sammie Sigmann To Everyone:

I can see how we are having more influence on the LST folks though.

12:06:15 From Calla McCulley (she/her/hers) To Everyone:

Replying to "Aren't all LST parti..."

I think there are other individuals that are no longer doing graduate research still actively involved in the LST community though.

12:06:20 From Jack Reidy (he/him) To Everyone:

I agree that it is a case of getting a bit granular, but I think that particular grain warrants attention

12:06:40 From Mary Beth Koza To Everyone:

yes

12:06:45 From Calla McCulley (she/her/hers) To Everyone:

Reacted to "I can see how we are..." with 🙌

12:07:08 From Debbie Decker (she/her/hers) To Everyone:

I agree with Jack

12:07:38 From Calla McCulley (she/her/hers) To Everyone:  
Replying to "Aren't all LST parti..."

Myself being one of these persons

12:19:08 From Mary Beth Koza To Everyone:  
i am back

12:30:24 From Dan Kuespert To Everyone:

Just to toss out an alternative: "Zero chemical injuries & illnesses." That's what we would achieve in an ideal world. That's how we would improve people's lives.

12:30:47 From Calla McCulley (she/her/hers) To Everyone:

I was also brainstorming something else - "Championing excellence in chemical health and safety to protect our future."

12:31:09 From Jack Reidy (he/him) To Everyone:

I like both Dan's and Calla's

12:34:02 From Sammie Sigmann To Everyone:

Totally agree with Debbie.

12:34:45 From Mary Beth Koza To Everyone:

I always hated zero injuries and illnesses

12:34:46 From Robin Izzo To Everyone:

Vision Zero is a global enterprise: <https://visionzero.global>

12:35:00 From Robin Izzo To Everyone:

Zero preventable injuries

12:35:18 From Sammie Sigmann To Everyone:

The Zero concept is not congruent with risk based safety. It is a very 20th century idea.

12:36:08 From Kali Miller (she/her) To Everyone:

I vote Calla's as well

12:36:51 From Kali Miller (she/her) To Everyone:

Excellence encompasses awards, professional development, programming. It also includes our protection idea

12:37:55 From Jack Reidy (he/him) To Everyone:

Building, promoting, nurturing, growing...

12:37:57 From Debbie Decker (she/her/hers) To Everyone:

Protecting people and the planet through excellence in chemical health and safety.

12:39:54 From Kali Miller (she/her) To Everyone:

Reacted to "Protecting people an..." with 100

12:48:02 From Sammie Sigmann To Everyone:

Provide technical expertise and mentorship to the chemistry enterprise that improves health and safety.

12:50:17 From Calla McCulley (she/her/hers) To Everyone:

Nurture community connections

12:51:50 From Calla McCulley (she/her/hers) To Everyone:

develop is start from the bottom

12:51:58 From Robin Izzo To Everyone:

Foster a technical community...

12:51:58 From Calla McCulley (she/her/hers) To Everyone:

yep

12:53:59 From Sammie Sigmann To Everyone:

I have my hand up.

12:54:03 From Dan Kuespert To Everyone:  
Need to add "education" to that.

12:54:09 From Robin Izzo To Everyone:  
Foster a collaborative technical community promoting best practices in chemical health and safety

12:55:23 From Calla McCulley (she/her/hers) To Everyone:  
Reacted to "Foster a collaborati..." with ❤️

12:55:36 From Robin Izzo To Everyone:  
We could take out the word "technical"

12:56:23 From Russ Phifer To Everyone:  
I believe we can roll education into programming

13:02:01 From Robin Izzo To Everyone:  
Eats, Shoot & Leaves: The Zero Tolerance Approach to Punctuation by Lynne Truss

13:02:12 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
Reacted to "Eats, Shoot & Leaves..." with ❤️

13:02:27 From Kimi Brown, CSP, ARM (she/her) To Everyone:  
I bought that book for my college boyfriend who was studying linguistics

13:02:47 From Robin Izzo To Everyone:  
Reacted to "I bought that book f..." with 😎

13:03:02 From Calla McCulley (she/her/hers) To Everyone:  
Thanks!

13:46:30 From Larry Krannich to Everyone:

MURAL CHAS Goals link

<https://app.mural.co/t/krannich3398/m/>

krannich3398/1684507067046/a9092eae34ad848268bca1541c16ddb2af77a82?  
sender=u2b5a87e5f83da5064aed9964 Alchemer CHAS Brainstorm  
Strategies link

[https://survey.alchemer.com/s3/7367275/CHAS-2Gen-](https://survey.alchemer.com/s3/7367275/CHAS-2Gen-Brainstormed-Strategies)

[Brainstormed-Strategies](https://survey.alchemer.com/s3/7367275/CHAS-2Gen-Brainstormed-Strategies)

13:46:57 From Larry Krannich to Everyone:

Alchemer CHAS Brainstorm Strategies link

[https://survey.alchemer.com/s3/7367275/CHAS-2Gen-](https://survey.alchemer.com/s3/7367275/CHAS-2Gen-Brainstormed-Strategies)

[Brainstormed-Strategies](https://survey.alchemer.com/s3/7367275/CHAS-2Gen-Brainstormed-Strategies)

13:58:35 From Russ Phifer to Everyone:

To Carol and Larry - I have a commitment in the early evening and will need to leave about 5PM. I need a little extra time because I live near the area where the escaped convict in PA is hiding out, and the police are roadblocking the roads to my destination :-(

14:07:16 From Carol Duane to Everyone:

Russ

14:07:47 From Carol Duane to Everyone:

Russ - better safe than otherwise

14:17:49 From Marta Gmurczyk to Everyone:

ACS Programs also forward the ACS strategic goals and partnerships among ACS Safety programs, CHAS and CCS has contributed a lot to positioning ACS as the leader for chemical safety education.

14:19:40 From Robin Izzo to Everyone:

1: Foster Community

14:20:13 From Robin Izzo to Everyone:

2- Recognize and share best practices. 3 - Professional development / education

14:22:26 From Kali Miller (she/her) to Everyone:

Some additional brainstorming ideas:

(1) Membership growth and retention (twitter, website, listserv, diversity inclusion, networking, technical community)

(2) Technical expertise (regional/national programming, workshops, webinars, chats)

(3) Leadership development (awards/ recognition, mentorship/ professional development, CHAS structure and organizational efficiency)

14:27:16 From Robin Izzo to Everyone:

Support professional development / education (needs a verb)

14:27:55 From Debbie Decker (she/her/hers) to Everyone:

Encourage professional deve ...???

14:28:04 From Calla McCulley to Everyone:

Also had a few I was brainstorming because I felt that "foster community" was too on the nose with the mission.

(1) Educate and Provide Resources

(2) Recruit and Nurture Members and Member Communities

(3) Programming for Development



14:33:31 From Marta Gmurczyk to Everyone:

WE have experienced this trend of many individual contributions across all safety programs. CCS recognized this issue and put an operational goal in its 2019 strategic plan.

14:34:26 From Sammie Sigmann to Everyone:

I think there is a lot in the AM, but needs to be more.

14:34:47 From Debbie Decker (she/her/hers) to Everyone:

Calla mentioned some things going on within the context of peer-led training of which I was completely unaware. And I'm pretty plugged in!

14:35:02 From Sammie Sigmann to Everyone:

The bylaws are only a small part of the AM.

14:35:29 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I want to amplify what Jack said. The main thing I did during my time as Awards Committee chair is define and document processes in a comprehensive manual for future committee chairs.


14:35:46 From Sammie Sigmann to Everyone:

Yes!

14:35:53 From Robin Izzo to Everyone:

I agree and I've been working on a succession planning document as well as an onboarding process.

14:36:01 From Calla McCulley to Everyone:

Reacted to "I agree and I've bee..." with 

14:36:25 From Jack Reidy (he/him) to Everyone:

The by-laws alone are a behemoth, let alone the full administrative manual. It creates an incredibly steep barrier of entry.

14:36:34 From Robin Izzo to Everyone:

But while these are very important, I don't think the ACS strategic planning process incorporates that sort of thing

14:37:12 From Sammie Sigmann to Everyone:

...but that is not the same as saying that it is not there.

14:37:20 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I used it

14:37:25 From Debbie Decker (she/her/hers) to Everyone:

If we think about it ...

14:39:02 From Jack Reidy (he/him) to Everyone:

I don't want to split hairs about what it means for something to be there if it's unapproachable to 99% of people. Even if the material exists, if it exists in a format that most people find impractical, there's still a need to be addressed.

14:40:17 From Calla McCulley to Everyone:

Replying to "Calla mentioned some..."

If it makes you feel any better, all of the work I've done on behalf of CHAS has been documented and organized in a google drive folder so that I can share these initiatives and ideas with anyone that needs/wants it!

14:40:29 From Marta Gmurczyk to Everyone:

This is the goal that CCS added to the strategic planning to

tackle internal operations.

14:40:36 From Marta Gmurczyk to Everyone:

Goal 4: Optimize CCS structure and operations to achieve strategic goals and ongoing responsibilities.

Impact: High; Resources: Medium

14:40:45 From Sammie Sigmann to Everyone:

I don't think it is impractical. It is like know the Standards to me for Safety work.

14:40:53 From Jack Reidy (he/him) to Everyone:

Replying to "Calla mentioned some..."

I think that's great, and stuff exactly like that is what I'm thinking. Moving things to accessible platforms is a great example.

14:41:05 From Calla McCulley to Everyone:

Replying to "This is the goal tha..."

I like the wordage of "Internal operations"

14:41:16 From Calla McCulley to Everyone:

Reacted to "I think that's great..." with 👍

14:41:22 From Sammie Sigmann to Everyone:

We certainly can have simpler ways to utilize it, but one has to put in the work.

14:42:03 From Marta Gmurczyk to Everyone:

Goal 4: Optimize CCS structure and operations to achieve strategic goals and ongoing responsibilities.

Impact: High; Resources: Medium

14:42:20 From Sammie Sigmann to Everyone:

Reacted to "Goal 4: Optimize CC..." with 👍

14:42:31 From Jack Reidy (he/him) to Everyone:

Replying to "I don't think it is ..."

I'm speaking just for myself and other newer members that I've spoken to who have voiced similar opinions. I'm sure that with sufficient time working with it, especially if I had no other option, I'd find it less impractical, but the fact remains that for people not already familiar, there's a barrier.

14:42:36 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Sounds like CANN leaving CHAS is a big "threat" in the SWOT

14:42:41 From Marta Gmurczyk to Everyone:

It was for CCS!!!!

14:44:34 From Debbie Decker (she/her/hers) to Everyone:

If we're talking about programming – the barrier for onboarding and recruiting volunteers to programming lies with me and the daunting task of developing an SOP for CHAS/CANN programming

14:45:06 From Marta Gmurczyk to Everyone:

2019 Goals from the Strategic Planning in 2019;

14:45:07 From Kimi Brown, CSP, ARM (she/her) to Everyone:

What if in our goal themes we build in some goal(s) towards improving our organizational design as it relates to these areas?

14:45:12 From Marta Gmurczyk to Everyone:

Goal 1: Foster collaborative partnerships to advance safe chemistry.

Impact: High; Resources: Medium/Low

14:45:16 From Robin Izzo to Everyone:

Reacted to "Sounds like CANN lea..." with 👍

14:45:27 From Marta Gmurczyk to Everyone:

Goal 2: Create and compile chemical safety resources that are current, well managed and authoritative.

Impact: High; Resources: Medium

14:45:31 From Calla McCulley to Everyone:

Reacted to "What if in our goal ..." with 🎯

14:45:41 From Marta Gmurczyk to Everyone:

Goal 3: Ensure effective dissemination of high quality chemical safety resources.

Impact: High; Resources: Medium/High

14:45:53 From Robin Izzo to Everyone:

Reacted to "What if in our goal ..." with 👍

14:45:59 From Marta Gmurczyk to Everyone:

Goal 4: Optimize CCS structure and operations to achieve strategic goals and ongoing responsibilities.

Impact: High; Resources: Medium

14:48:11 From Frankie Wood-Black, Northern Oklahoma College to Everyone:

I don't feel that it so much about the infrastructure, i.e. it is more about getting individuals on the same page -- but I agree there is a technology infrastructure issue.

14:50:52 From Robin Izzo to Everyone:

I think we should add a fourth goal. I don't see the downside. It could take 3 to 5 years to make the improvements we are discussing. It is important enough to warrant the priority we will giving to achieving the goals.

14:51:11 From Jack Reidy (he/him) to Everyone:

Replying to "What if in our goal ..."

I'd still prefer it to be something more focused and direct but this is a compromise I could agree with

14:51:30 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "I'd still prefer it ..." with ✚

14:52:40 From Mary Beth Koza to Everyone:

totally agree

14:53:09 From Jack Reidy (he/him) to Everyone:

Replying to "I think we should ad..."

I think the downside would be stretching bandwidth. With the person-hours available based on our current volunteer pool, we'd probably be stretched with 3 goals. Not saying I disagree about adding a 4th goal, just putting it out there.

14:53:52 From Robin Izzo to Everyone:

But I am also fine with the approach that Kimi suggested. As

long as we consider the infrastructure issues as we discuss strategies toward the goals.

14:54:56 From Sammye Sigmann to Everyone:

Russ, I think that might be the bylaws leading that.

14:55:42 From Calla McCulley to Everyone:

This note may be more relevant for a later discussion, but wanted to make sure I shared this while it was still in my brain bank. --- For our LST Quick Connections events, we actually effectively create SOPs for event planning so it's helpful for the next group of individuals we bring on. Documentation was something I learned while I was an undergrad volunteering in an ACS student chapter.


14:55:59 From Jack Reidy (he/him) to Everyone:

I have thoughts on engaging more members, but I'll leave that for later, once we've finished this discussion.

14:56:02 From Sammye Sigmann to Everyone:

We need more people who are willing to intern with others.

14:56:16 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "This note may be mor..." with 

14:56:17 From Russ Phifer to Everyone:

okay, Sammye, but how did those changes happen without anyone noticing? I really do not recall bylaw changes that kicked those committees off the EC. And we saw last year that a Chair can control the entire agenda without even involving important aspects of

14:56:28 From Russ Phifer to Everyone:


Divisional activities

14:57:22 From Kimi Brown, CSP, ARM (she/her) to Everyone:


Replying to "This note may be mor..."

SOPs are a marvelous way to ensure that you're not stuck doing the job in perpetuity 😊

14:57:29 From Calla McCulley to Everyone:

Reacted to "SOPs are a marvelous..." with 

14:57:31 From Jack Reidy (he/him) to Everyone:

Reacted to "SOPs are a marvelous..." with 

14:57:49 From Calla McCulley to Everyone:

Replying to "This note may be mor..."

I also like seeing what the next folks do with it and how they make it their own!

14:57:54 From Debbie Decker (she/her/hers) to Everyone:

Amen to that Kimi!

14:58:22 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Replying to "This note may be mor..."

Yes. Very important. It's just a starting point so that things don't slide off the rails.

14:58:23 From Calla McCulley to Everyone:

Replying to "This note may be mor..."

It's always encouraging to look back and see your "baby" thrive without you

14:58:28 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "It's always encourag..." with +

14:58:38 From Sammye Sigmann to Everyone:

I don't think that is the case, Russ. That part of the bylaws did not change. The disconnect happened when the EC was limited to only the voting members.

14:59:12 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "Amen to that Kimi!" with 😊

14:59:21 From Robin Izzo to Everyone:

We are opening meetings beyond the EC and getting rid of the "Committees" list – back where we were previously.

14:59:41 From Debbie Decker (she/her/hers) to Everyone:

So does the infrastructure become a strategy under each of the goal (under the goal theme)?

14:59:53 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "So does the infrastr..." with +

15:00:20 From Sammye Sigmann to Everyone:

Is fostering community internal or external?

15:00:26 From Robin Izzo to Everyone:

Both

15:00:29 From Calla McCulley to Everyone:

Reacted to "Both" with 100

15:01:14 From Sammye Sigmann to Everyone:

Not clear as it is?

15:02:04 From Robin Izzo to Everyone:

We need to add more words. I figured we could do that as we develop the statements.

15:03:00 From Jack Reidy (he/him) to Everyone:

100% agree with Robin!

15:03:06 From Calla McCulley to Everyone:

Reacted to "100% agree with Robi..." with 100

15:04:50 From Calla McCulley to Everyone:

Replying to "Also had a few I was..."

I wrote this a long time ago – was trying to workshop the words but agree with y'all on the pillars

15:05:18 From Jack Reidy (he/him) to Everyone:

I'm at least 80/20 comfortable

15:06:16 From Marta Gmurczyk to Everyone:

It is fabulous !!!! It looks like we all might be marching in the same directions!

15:09:52 From Frankie Wood-Black, Northern Oklahoma College to Everyone:

Have you put out the Mural Link in the Chat?

15:11:42 From Calla McCulley to Everyone:

Replying to "Have you put out the..."

No, they haven't yet!

15:12:13 From Larry Krannich to Everyone:  
MURAL CHAS Goals link  
<https://app.mural.co/t/krannich3398/m/krannich3398/1684507067046/a9092eae34ad848268bca1541c16ddbd2af77a82?sender=u2b5a87e5f83da5064aed9964>

15:23:03 From Debbie Decker (she/her/hers) to Everyone:  
Not to be a pill ... but I can envision a "programming" goal under each of these goal themes.

15:24:40 From Kimi Brown, CSP, ARM (she/her) to Everyone:  
Reacted to "Not to be a pill ... b..." with 

15:24:47 From Calla McCulley to Everyone:  
Reacted to "Not to be a pill ... b..." with 

15:26:54 From Jack Reidy (he/him) to Everyone:  
I'm in the multi-monitor crew too

15:27:48 From Calla McCulley to Everyone:  
Reacted to "I'm in the multi-mon..." with 

15:28:57 From Dan Kuespert to Larry Krannich(Direct Message):  
Please swap Russ Phifer and me—he needs to be in #3.

16:01:47 From Russ Phifer to Everyone:  
I unfortunately need to leave in a few minutes to get to my early evening appointment. Hopefully they catch our escaped convict soon because I need to drive through the area where he was last seen.

16:02:10 From Debbie Decker (she/her/hers) to Everyone:  
Oh dear! Stay safe

16:02:12 From Michael G. Koehler, Ph.D. to Everyone:  
Have a good evening Russ!

16:03:36 From Russ Phifer to Everyone:  
see you all tomorrow at Noon ET

16:12:48 From Jack Reidy (he/him) to Everyone:  
Maybe "field" instead of profession? Makes it a bit broader.

16:15:29 From Calla McCulley to Everyone:  
Implementing a "braided river" mentality to inspire and develop the current and future leaders of the division.

16:16:39 From Marta Gmurczyk to Everyone:  
• Leadership skills that include prioritizing safety,

16:20:46 From Debbie Decker (she/her/hers) to Everyone:  
could we have a quick break?

16:21:04 From Mary Beth Koza to Everyone:  
agree on break

16:40:53 From Calla McCulley to Everyone:  
I think adding partnerships under opportunities sounds like a good idea to me!

16:42:27 From Debbie Decker (she/her/hers) to Everyone:  
CANN currently doesn't have a programming chair so their programming will be reduced

16:54:21 From Calla McCulley to Everyone:

I need to head out now, but thank you all for including me in this process – today's been a wonderful learning opportunity and I'm looking forward to seeing everyone again tomorrow! I also wanted to give a huge thanks to our facilitators for guiding us along this journey 🤗🙌🙌

16:54:39 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Thanks everyone. I have to step away from the keyboard to get ready for an appointment, but I'm listening for a few more minutes.

16:57:12 From Kali Miller (she/her) to Everyone:

I've got to log off for another meeting. Thanks everyone! See you tomorrow

16:57:46 From Mary Beth Koza to Everyone:

great work see you tomorrow.

10:46:05 From Larry Krannich to Everyone:  
MURAL CHAS Strategies link  
<https://app.mural.co/t/krannich3398/m/krannich3398/1684507298322/d80d24831988b65a4695f78c37eec1bdd9160d6b?sender=u2b5a87e5f83da5064aed9964>

11:02:38 From Debbie Decker (she/her/hers) to Everyone:  
I have my camera off because I'm eating a messy bagel and don't want to inflict that on you all

11:02:47 From Jack Reidy (he/him) to Everyone:  
Reacted to "I have my camera off..." with 😂

11:02:47 From Kali Miller (she/her) to Everyone:  
Reacted to "I have my camera off..." with 😂

11:03:07 From Marta Gmurczyk to Everyone:  
I am finishing my lunch too.

11:03:19 From Calla McCulley (she/her/hers) to Everyone:  
Reacted to "I have my camera off..." with 😂

11:03:21 From frankie.woodblack Northern Oklahoma College to Everyone:  
FYI – I may have students pop in during the session.

11:04:09 From Mary Beth Koza to Everyone:  
sorry i need to leave at 1:45

11:06:44 From Sammie Sigmann to Everyone:  
Champions failed miserably on the last plan.

11:07:27 From Kali Miller (she/her) to Everyone:  
Our division has a problem with the very active members always taking ownership of too many items, I would recommend that we consider other options for champions

11:07:46 From Kimi Brown, CSP, ARM (she/her) to Everyone:  
Related to above . . . I suggest that in our implementation of this SP, we have a regular check-in on the status of each tactic for accountability, adjustments, etc.

11:07:58 From Monica Nyansa to Everyone:  
Reacted to "Related to above . . . ." with 👍

11:08:13 From Calla McCulley (she/her/hers) to Everyone:  
Reacted to "Related to above . . . ." with 🙌

11:08:15 From Kali Miller (she/her) to Everyone:  
Reacted to "Related to above . . . ." with 🙌

11:08:18 From Calla McCulley (she/her/hers) to Everyone:  
Reacted to "Our division has a p..." with 🙌

11:08:25 From Mary Beth Koza to Everyone:  
let's hold off on this discussion on champions until we get there.

11:08:30 From Jack Reidy (he/him) to Everyone:  
Reacted to "let's hold off on th..." with 🙌

11:08:33 From Calla McCulley (she/her/hers) to Everyone:  
Reacted to "let's hold off on th..." with 🙌

11:08:49 From Mary Beth Koza to Everyone:  
Reacted to "Related to above . . . ." with 🙌



11:08:57 From Robin Izzo to Everyone:

Reacted to "let's hold off on th..." with 👍

11:08:58 From Sammie Sigmann to Everyone:

Agree. Also people come and go. Half of the people who took hold of a strategy were gone. I agree with MB. We take the champions out of today.

11:09:03 From Sammie Sigmann to Everyone:

Reacted to "let's hold off on th..." with 🙌

11:10:18 From Sammie Sigmann to Everyone:

That is a funny slip. They come and go too.

11:10:29 From Debbie Decker (she/her/hers) to Everyone:

Are the previous strategies from 2015 that those who took the survey wanted to come forward – are those included in the communication Larry sent this morning?

11:11:28 From Kimi Brown, CSP, ARM (she/her) to Everyone:

@Debbie Decker (she/her/hers) I got the impression that if we wanted those included we were to promote them to our individual brainstorm responses

11:11:36 From Carol Duane to Everyone:

Appendix F has the 2015 SP strategies

11:12:03 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I recall that we were directed to review Appendix F as part of our homework brainstorming

11:12:52 From Debbie Decker (she/her/hers) to Everyone:

Gotcha. I responded to this request pretty late last night (after another evening zoom call!) so how coherent my feedback was is probably an open question

11:14:18 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Replying to "I recall that we wer..."

. . . not saying that I did that . . .

11:15:39 From Debbie Decker (she/her/hers) to Everyone:



11:16:00 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "Gotcha. I responded..." with 😂

11:16:04 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "Gotcha. I responded..." with 🙌

11:18:06 From Kimi Brown, CSP, ARM (she/her) to Everyone:

@Jack Reidy (he/him) was your reassigned one, mentorship?

11:18:29 From Jack Reidy (he/him) to Everyone:

I think 2 or 3 of mine were reassigned, actually

11:18:39 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "I think 2 or 3 of mi..." with 🙌

11:18:55 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I had a similar sentiment about mine being reassigned

11:18:56 From Jack Reidy (he/him) to Everyone:

But there's only one that I feel particularly needs discussing

11:21:59 From Debbie Decker (she/her/hers) to Everyone:

FFWIW – we typically have 3 safety-related webinars per year, sponsored and marketed by ACS. Our next one will be in November to discuss and summarize the CCS DEIR Task Force work.

11:22:46 From Sammie Sigmund to Everyone:

Agree on website if we are going to keep it as a dissemination tool. It was not really designed to be a CHAS member tool.

11:25:34 From Jack Reidy (he/him) to Everyone:

I see what you mean. Not sure I 100% agree, but I feel a lot less strongly about where it should be now than I did when I spoke.

11:26:18 From Marta Gmurczyk to Everyone:

Basecamp is excellent for projects. WE use it extensively for CCS projects.

11:26:41 From frankie.woodblack Northern Oklahoma College to Everyone:

For Basecamp – this gets into the problem of the different platforms – Slack/Box/ etc. I can't keep up!

11:27:14 From Sammie Sigmund to Everyone:

Most platforms can connect to BC now.

11:27:40 From Jack Reidy (he/him) to Everyone:

Replying to "For Basecamp – this ..."

I 100% agree. It's an issue we're struggling with at Stanford, having various EH&S programs scattered across a bunch of different platforms. It seems to often lead to people not using any of them.

11:28:58 From Jack Reidy (he/him) to Everyone:

@Robin Izzo "As long as it's there, I'm happy" summarizes where I'm at

11:29:03 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "@Robin Izzo "As long..." with 👍

11:29:13 From Robin Izzo to Everyone:

Reacted to "@Robin Izzo "As long..." with 👍

11:32:36 From Russ Phifer to Everyone:

As an example of what we could do to improve our infrastructure, we have two Members at Large on the EC... who have no real assigned responsibility. They could be assigned specific projects selected among our goals.

11:32:48 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "As an example of wha..." with ✅

11:33:34 From Jack Reidy (he/him) to Everyone:

Replying to "As an example of wha..."

I think to one of Sammie's earlier comments, that level I think is good fodder for the "tactics" discussion

11:35:28 From Russ Phifer to Everyone:

Agree with Mary Beth – we should start with a clean page and redesign our leadership infrastructure, not encumbered by our current bylaws/ administrative manual. There don't need to be major changes, but what we have now needs improvement

11:38:03 From Jack Reidy (he/him) to Everyone:

For Goal 1 my vote would be Framework/Infrastructure,

Collaboration, and Membership Growth (I feel like Communications will be folded into the other three)

11:38:34 From Calla McCulley (she/her/hers) to Everyone:  
Replying to "For Goal 1 my vote w..."

I think I feel similarly after I scrolled to look at the other two goals

11:39:34 From Jack Reidy (he/him) to Everyone:

Mary Beth is doing virtual jumping jacks

11:39:44 From Jack Reidy (he/him) to Everyone:

hands up, hands down, hands up, hands down

11:39:49 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "hands up, hands down..." with 😂

11:39:52 From Kali Miller (she/her) to Everyone:

Reacted to "hands up, hands down..." with 😂

11:41:37 From Marta Gmurczyk to Everyone:

Reacted to "hands up, hands down..." with 😂

11:43:32 From Calla McCulley (she/her/hers) to Everyone:

I liked whoever added this one that might not fit into infrastructure because it's too specific... "Recruit [X] new members by [date] through an intentional campaign of collaboration with and outreach to other ACS divisions."

11:43:45 From Calla McCulley (she/her/hers) to Everyone:

Reiterating what Robin is saying

11:44:02 From Robin Izzo to Everyone:

Reacted to "Reiterating what Rob..." with 👍

11:44:29 From Calla McCulley (she/her/hers) to Everyone:

Plus would be easiest for us to measure^

11:45:21 From Jack Reidy (he/him) to Everyone:

I'm fine with taking the top 3

11:48:09 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "I'm fine with taking..." with 🎯

11:52:14 From Mary Beth Koza to Everyone:

I think Education is important and it could be under both Goal 2 & 3

11:52:35 From Dan Kuespert to Everyone:

I'm going to have to step away for a while. Will be back.

11:52:58 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "I think Education is..." with 👍

11:54:24 From Sammie Sigmann to Everyone:

Agree! Focus on the things that are broke.

11:54:50 From Jack Reidy (he/him) to Everyone:

I second what Kimi said, for me a baseline amount of Programming is implied, and would show up in strategies/goals for expansion of Programming (and I think that'll show up most in Goal 3)

11:54:58 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "I second what Kimi s..." with +

11:55:08 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "I second what Kimi s..." with +

11:55:56 From Russ Phifer to Everyone:  
agree with Jack

11:56:51 From Sammye Sigmann to Everyone:  
We need to assign strategies to committees to monitor. To do that we need our committee structure fixed.

11:57:00 From Robin Izzo to Everyone:  
Many of the items under Collaborative Activities are about programming. If there is a specific strategy around programming that we need to change, let's put it in this goal.

11:57:16 From Calla McCulley (she/her/hers) to Everyone:  
Reacted to "Many of the items un..." with 👍

11:58:02 From Kimi Brown, CSP, ARM (she/her) to Everyone:  
Written under goal 2 (maybe it's been moved to 1, infrastructure): Formalize a succession plan for CHAS Programming chairs including a leadership guide and minimum number of Programming committee members to assist the leadership and learn the role

11:58:36 From Robin Izzo to Everyone:  
That should be under Infrastructure

11:58:40 From Robin Izzo to Everyone:  
In goal 1

11:58:46 From Sammye Sigmann to Everyone:  
We need succession plans for every committee.

12:00:46 From Jack Reidy (he/him) to Everyone:  
I still support taking the top 3 items

12:01:57 From Jack Reidy (he/him) to Everyone:  
I'm going to have to step away for a few minutes

12:04:01 From Calla McCulley (she/her/hers) to Everyone:  
I agree with Robin completely!

12:04:05 From Debbie Decker (she/her/hers) to Everyone:  
I agree about taking the top 3

12:13:17 From Larry Krannich to Everyone:  
MURAL CHAS Strategies link  
<https://app.mural.co/t/krannich3398/m/krannich3398/1684507298322/d80d24831988b65a4695f78c37eec1bdd9160d6b?sender=u2b5a87e5f83da5064aed9964>

12:13:24 From Mary Beth Koza to Everyone:  
quick reminder I need to leave at 1:45

12:27:21 From Sammye Sigmann to Everyone:  
I am eating.

12:27:50 From Sammye Sigmann to Everyone:  
Robin you are muted

13:11:20 From Jack Reidy (he/him) to Everyone:  
I might be in and out, minor incident in a building I cover.

13:11:39 From Kimi Brown, CSP, ARM (she/her) to Everyone:  
Reacted to "I might be in and ou..." with 👍

13:12:01 From Jack Reidy (he/him) to Everyone:  
Replying to "I might be in and ou..."

No one hurt, just a bit of cleanup and communications management

13:13:08 From Debbie Decker (she/her/hers) to Everyone:  
Such over-achievers!

13:13:48 From Debbie Decker (she/her/hers) to Everyone:  
Champions are important

13:14:06 From Sammie Sigmann to Everyone:  
Not if they won't do anything.

13:14:27 From Monica Nyansa to Everyone:

Reacted to "No one hurt, just a ..." with 👍

13:14:41 From Jack Reidy (he/him) to Everyone:

Pay no attention to the man behind the curtain

13:14:45 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Reacted to "Pay no attention to ..." with 😊

13:14:51 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "Pay no attention to ..." with 😊

13:18:01 From Kimi Brown, CSP, ARM (she/her) to Everyone:

@Sammie Sigmann I'll be on your working group

13:22:10 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I volunteered because I'm not currently volunteering within the division elsewhere. You can consider me one of the "other helpers" rather than a co-champ

13:26:05 From Kali Miller (she/her) to Everyone:

I'll brb, got a work call

13:26:12 From Calla McCulley (she/her/hers) to Everyone:

Reacted to "I'll brb, got a work..." with 👍

13:40:10 From Kali Miller (she/her) to Everyone:

I'm still on my call, happy to help champion professional development that makes the most sense to me. I'm not sure who wrote out mentoring/partnering that may have been Marta. Maybe someone else can take on this one

13:50:33 From Kimi Brown, CSP, ARM (she/her) to Everyone:

@Jack Reidy (he/him) @Robin Izzo If I can help either of you, please let me know. Unfortunately, I have some major family obligations this weekend that are going to make it difficult for me to invest much time in project plan writing between now and Monday. I'll send you each my cell number in a private message in case you need to get in touch before our next module meeting.

13:50:56 From Jack Reidy (he/him) to Everyone:

Replying to "@Jack Reidy (he/him)..."

Thanks Kimi!

13:51:03 From Robin Izzo to Everyone:

Replying to "@Jack Reidy (he/him)..."

Thanks, Kimi!

13:51:04 From Sammie Sigmann to Everyone:

Kimi - You can help with the first one if you like?

13:52:07 From Kimi Brown, CSP, ARM (she/her) to Everyone:

@Sammye Sigmann happy to help as I can. I was offering specifically to those that didn't have any other extra names already

13:56:56 From Debbie Decker (she/her/hers) to Everyone:

Not to be a wet blanket but ... this weekend, over the next 3 days, as a Champion, I'll need to recruit several people - not on this call - to take on pieces of the project plan? Is this reasonable?

13:57:24 From Debbie Decker (she/her/hers) to Everyone:

And I'll have to make up this project plan in a vacuum?

13:57:59 From Kimi Brown, CSP, ARM (she/her) to Everyone:

Replying to "Not to be a wet blan..."

I was thinking the same. I would think that one of the tactics in the plan would be TO identifying those people, not necessarily to have them listed by Monday

13:58:31 From Robin Izzo to Everyone:

This doesn't seem achievable in a short meeting with either one other person or alone.

14:00:12 From Debbie Decker (she/her/hers) to Everyone:

I can make up a project plan but I won't be able to recruit a team in the next 3 days.

14:00:34 From Kimi Brown, CSP, ARM (she/her) to Everyone:

I have a hard stop. Got to drop. Thank you all.

14:01:13 From Robin Izzo to Everyone:

I have a meeting starting at a minute ago.

14:01:19 From Debbie Decker (she/her/hers) to Everyone:

Sorry - I have a hard stop. And I'll do my best but this isn't reasonable.

14:01:32 From Sammye Sigmann to Everyone:

That will not be doable for me.