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**Questions or Comments?**


Type them into the questions box!

**“Why am I muted?”**  
Don't worry. Everyone is muted except the Presenter and the Host. Thank you and enjoy the show.





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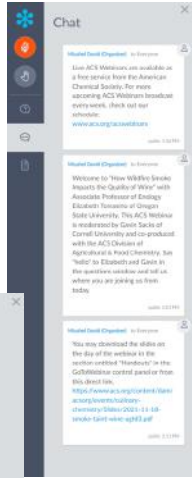



**Chat**

Announcements and hyperlinks from our team


**Handouts**

Download the PDF of today's slide deck




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2



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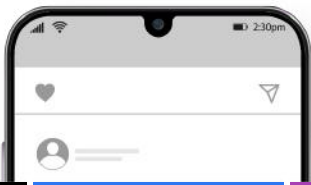

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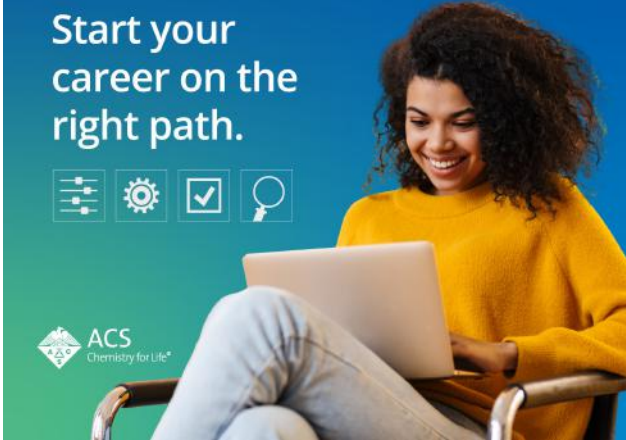


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American Chemical Society

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- ACS Member-exclusive program that allows you to arrange a one-on-one appointment with a certified ACS Career Consultant.
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## ACS Bridge Program



Increase PhD's Awarded

Improve access and culture of graduate education

Promote Successful program components

Provide professional and career development opportunities



Group picture from 2022 CKS at ACS HQ in Washington, DC

*“Being a part of the ACS Bridge program has benefited me in several ways. I was able to pursue fully independent, fascinating research at a top institution, but even more importantly, I was exposed to a number of opportunities (such as conferences, career events, etc.) I never would have known about otherwise. The best thing about Bridge in my opinion, are the people at ACS who have worked to make it happen. Their dedication to helping me develop professionally and supporting me in good or bad times I will forever be grateful for.”*

Hanin Sarhan, Bridge Fellow at Indiana University

American Chemical Society

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## ACS Scholar Adunoluwa Obisesan

BS, Massachusetts Institute of Technology, June 2021  
(Chemical-biological Engineering, Computer Science & Molecular Biology)



*“The ACS Scholars Program provided me with monetary support as well as a valuable network of peers and mentors who have transformed my life and will help me in my future endeavors. The program enabled me to achieve more than I could have ever dreamed. Thank you so much!”*

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<https://www.youtube.com/c/ACSReactions/videos>

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the small science of big things

Check out Tiny Matters, from the American Chemical Society.

Sam Jones, PhD  
Science Writer & Exec Producer

Deboki Chakravarti, PhD  
Science Writer & Co-Host

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# HEADLINE SCIENCE

ACS video series spotlighting new and interesting chemistry research.

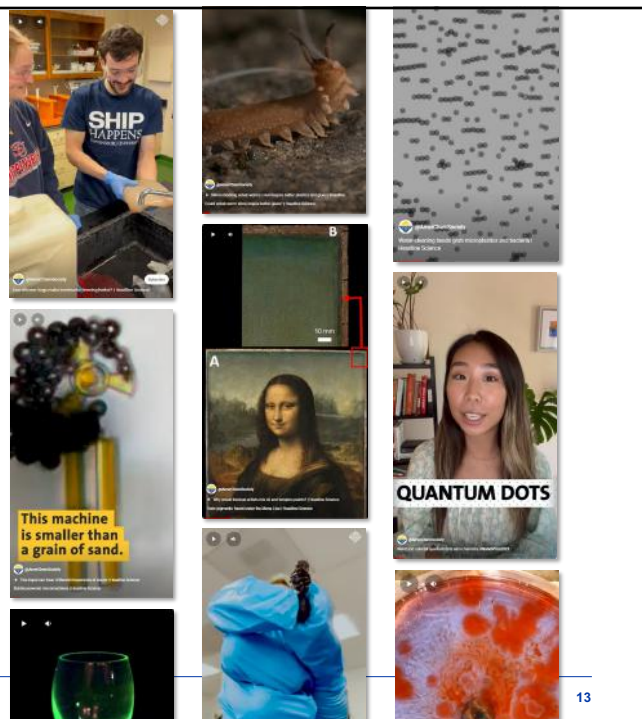
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Discover how to prepare an effective resume, interview with confidence, pick a graduate or post-doctoral program, and more!

**Get Published.**

Share your science with confidence - get essential tips for becoming a better writer, reviewer and communicator.

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Develop your career, network with local professionals, and learn how to leverage your ACS membership.

[acsoncampus.acs.org](https://acsoncampus.acs.org)




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## ACS Career Resources




### Virtual Office Hours



<https://www.acs.org/careerconsulting.html>

### Personal Career Consultations



**Jim Tung**  
Marketing  
Lacamas Laboratories  
B.S. Biochemistry, University of Oregon  
Ph.D. Organic Chemistry, University of Notre Dame

Jim Tung works at Lacamas Laboratories in Portland, OR, currently as a business development manager. He has been with Lacamas for 10 years, working on developing new chemical manufacturing projects. Before that, he was a career research chemist at Clitor Research in Chesham, IL performing full-scale organic chemistry.


An Oregon native, Jim got his B.S. in Biochemistry from the University of Oregon, his Ph.D. in organic chemistry from the University of Notre Dame, with postdoctoral experience at Pfizer's laboratories in La Jolla, CA. He is past chair of the Portland Section of the American Chemical Society and was 2019 general co-chair of NCRM 2019. He has interests in process chemistry, labor economics, social media outreach and encouraging career exploration and development for younger chemists.

Ask me about:  
Working in industry  
Applying for academic jobs  
Getting your first job

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<https://www.acs.org/careerconsulting.html>

### LinkedIn Learning



<https://www.acs.org/linkedinlearning>

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## ACS Advocacy

*See your influence in action!*



**The impact and results of ACS member advocacy outreach and efforts by the numbers!**

# 2439+

Members participated  
In Act4Chemistry

Get Involved

# 1739+

ACS Advocacy  
Workshops participants  
or enrollees

Enroll in a workshop

# 49

Years of Public  
Policy Fellows

Become a Fellow

# 2000

Letters sent to  
Congress

Take Action

American Chemical Society
<https://www.acs.org/policy>
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## A complete listing of ACS Safety Programs and Resources

Download it for free in the "Projects & Announcements" Section! [www.acs.org/ccs](http://www.acs.org/ccs)

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## ACS OFFICE OF DEIR

*Advancing ACS' Core Value of Diversity, Equity, Inclusion and Respect*

### Resources

<div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>Inclusivity Style Guide</b> Designed to help staff and members use language and images that respect diversity in all its forms. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>ACS Webinars on Diversity</b> Covering diversity and inclusion at the workplace. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>ACS Publications DEIR Hub</b> See what ACS Publications is doing for fostering inclusivity in scholarly publishing. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>ACS Volunteer and ACS Meetings Code of Conduct</b> Fostering a positive and welcoming environment for attendees, volunteers and staff. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>C&amp;EN Trailblazers</b> C&amp;EN highlights scientists from different backgrounds who are making an impact in chemistry. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>NEW! Download DEIR Educational Resources</b> Download this educational guide for additional recommendations on videos, articles, books, podcasts, and more on diversity, inclusion, and related topics. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px; margin-bottom: 5px;"> <p><b>Quick Guide: Inclusion Moments</b> Learn more about what Inclusion Moments are and see ideas to host them during your meetings. →</p> </div> <div style="border: 1px solid #ccc; padding: 5px;"> <p><b>Quick Guide: How to host inclusive in-person events</b> Recommendations and best practices to ensure that your events can accommodate everyone. →</p> </div>	<div style="background-color: #0056b3; color: white; padding: 10px; margin-bottom: 10px;"> <p><b>Diversity, Equity, Inclusion, and Respect</b> <small>**Adapted from definitions from the Ford Foundation Center for Social Justice:</small></p> </div> <div style="display: flex; justify-content: space-between;"> <div style="background-color: #0056b3; color: white; padding: 10px; width: 45%;"> <p><b>Equity**</b> Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.</p> </div> <div style="background-color: #0056b3; color: white; padding: 10px; width: 45%;"> <p><b>Diversity**</b> The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.</p> </div> </div> <div style="background-color: #0056b3; color: white; padding: 10px; margin-top: 10px;"> <p><b>Inclusion**</b> Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.</p> </div> <div style="background-color: #0056b3; color: white; padding: 10px; margin-top: 10px;"> <p><b>Respect</b> Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.</p> </div>
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<https://www.acs.org/diversity>

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Featuring the chemistry of photography and imaging as part of *National Chemistry Week*

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AMERICAN CHEMICAL SOCIETY 

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Proposal Submission: Aug 12 – Sep 6, 2024






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<b>\$0</b> Emeritus		

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**NEXT WEEK!**



Thursday, July 25, 2024 | 2-3pm ET

**Bridging the Skills Gap Between the CHIPS and Science Act and Chemical Technical Professionals**

Co-produced with ACS Science Policy



Wednesday, July 31, 2024 | 2-3:15pm ET

**Avoiding IP Own Goals in Drug Discovery: Best Practices for Obtaining (and Keeping) Your IP**

Co-produced with the ACS Division of Chemistry and the Law




Thursday, August 1, 2024 | 2-3pm ET

**Tax-savvy Donations: How to Benefit While Making a Big Impact**


Co-produced with ACS Office of Philanthropy


[Register for Free](#) Browse the Upcoming Schedule at [www.acs.org/acswebinars](http://www.acs.org/acswebinars)

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👋 Say hello in the questions window!

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### A Different Way of Thinking: How People Who are Neurodivergent can Flourish in Science



**CHRISTIN MONROE, PhD**  
SPEAKER

Assistant Professor of Chemistry, Landmark College



**MARIA T. DULAY, PhD**  
SPEAKER

Senior Research Scientist, Stanford University and Director, Center for STEM Mentorship, Stanford University



**HOLDEN THORP, PhD**  
SPEAKER

Editor-in-Chief, Science family of journals




**RACQUEL JEMISON, PhD**  
MODERATOR

Assistant Director, Office of Diversity, Equity, Inclusion, and Respect, American Chemical Society

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## Committee on Chemists with Disabilities (CWD)



**MISSION**

To promote educational and professional opportunities in the chemical sciences and in fields requiring knowledge of chemistry for persons with disabilities. We will champion the capabilities of those persons to educators, employers, and peers.



**VISION**

The committee envisions a time when all individuals, including those with disabilities, will advance the chemical enterprise by drawing on the full range of their talents.

<https://www.acs.org/about/governance/committees/chemists-with-disabilities.html>

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### A Different Way of Thinking: How People Who are Neurodivergent can Flourish in Science



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Assistant Professor of Chemistry, Landmark College



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# LANDMARK COLLEGE

**Established in 1985**

**First institution of higher education to solely serve students who are neurodivergent**

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## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT

### How familiar are you with the term “neurodivergent?”

- I have never heard the term
- I have heard of it
- I can write down the meaning of the term
- I can give examples of the term
- I'm an expert on this term and can teach someone else

\* Please use the radio buttons on-screen to answer!

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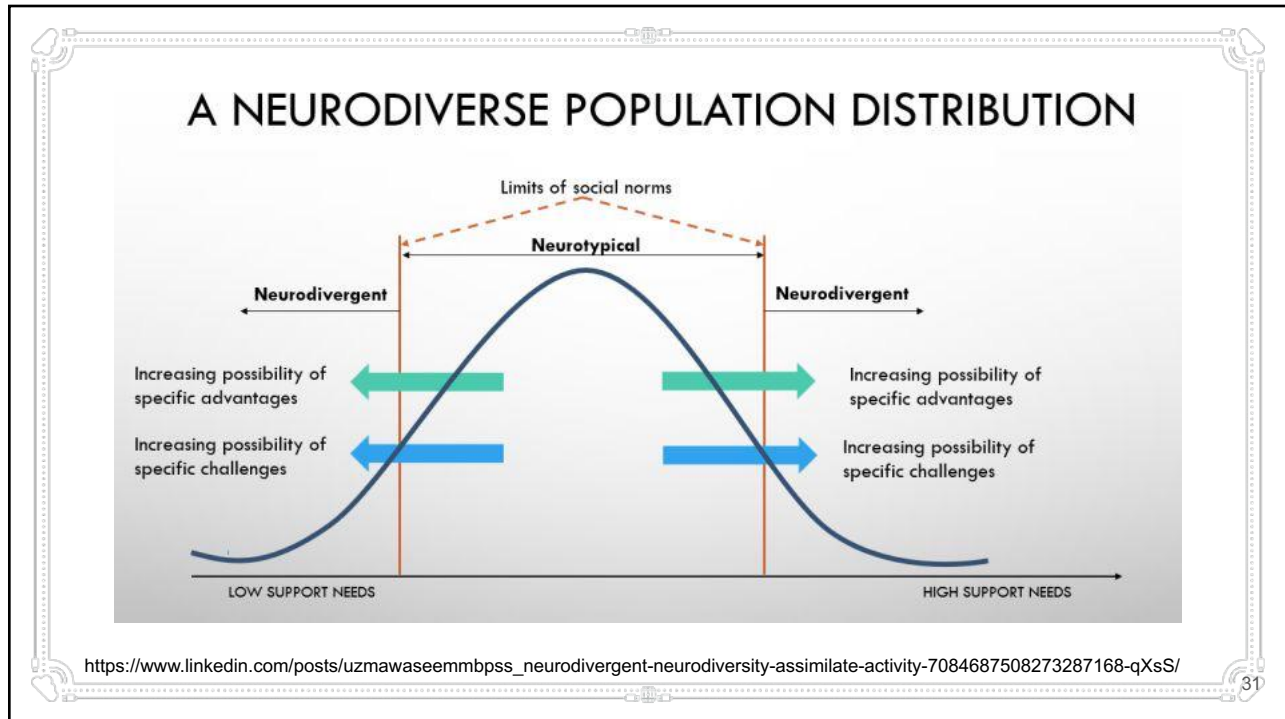
## Neurodivergence at Landmark College



**Neurodiversity** - Describes a multitude of naturally occurring variations in the brain that result from the human genome.

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## Executive Function

The cognitive processes that regulate an individual's ability to sustain self-directed action toward a goal.

### Brown's Model of Executive Function

**Executive Functions**  
(work in various combinations)

Organizing, prioritizing, & activating to work	Focusing, sustaining, & shifting attention to task	Regulating alertness, sustaining effort, & processing speed	Managing Frustration & modulating emotions	Utilizing working memory & accessing recall	Monitoring & self-regulating action
1. Activation	2. Focus	3. Effort	4. Emotion	5. Memory	6. Action

Brown, T. E. (2001) *Manual for Attention Deficit Disorder Scales for Children and Adolescents*

LANDMARK COLLEGE  
INSTITUTE FOR RESEARCH AND TRAINING

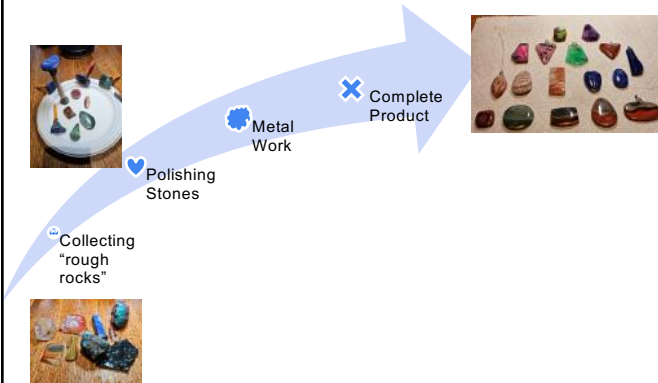
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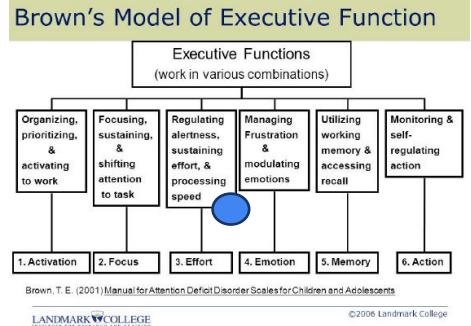


# What do EF Challenges this look like outside of the classroom?

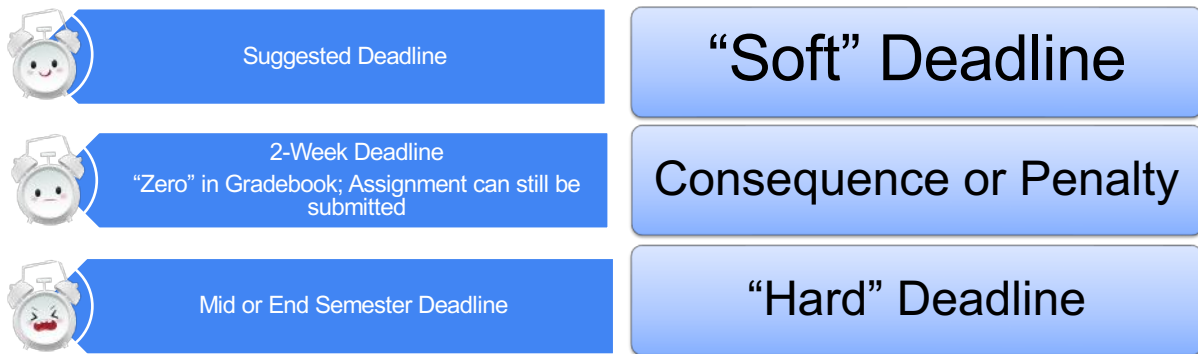
## Process of Making Jewelry

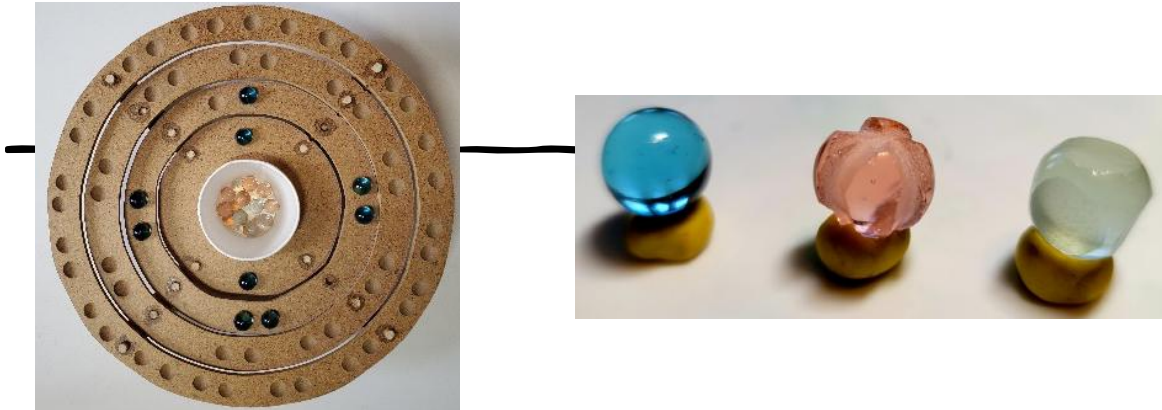


## Why is the final product not produced?



# Flexible Deadlines





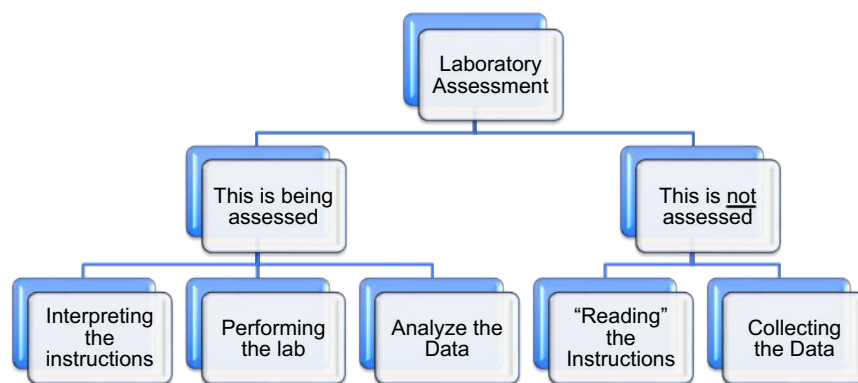
## Tactile Bohr Model

Monroe, Christin B.; Stein, Andrew B.; and Tolman, Cindy (2022) "Implementing Tactile Learning to Aid Students Understanding of the Bohr Model." *Journal of Science Education for Students with Disabilities*: Vol. 25 : Iss. 1, pp. 1-14, Article 3. DOI: 0.14448/jsesd.13.0003

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## Breaking Down Laboratory Assessments



These are examples of "reasonable" accommodations.

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## Sci-Voice Talking Labquest (TLQ) 2



Reads data off in real time

Reads instructions to students as they perform the lab

A tool that can be useful both for blind/low vision and dyslexic science students

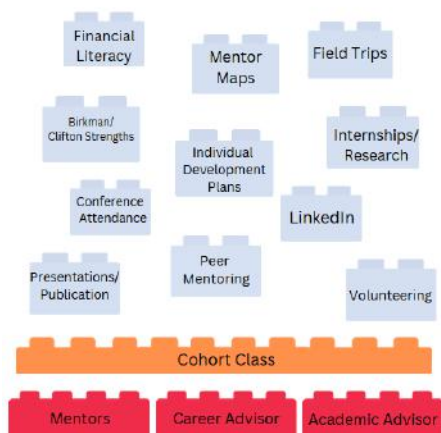
Monroe, Christin B. (2023) "[B/LV Laboratory Accessibility Technology Adapted for Neurodiverse Chemistry Students](https://repository.rit.edu/jse/d/vol26/iss1/5)". Journal of Science Education for Students with Disabilities. Vol. 26 : Iss. 1, pp. 1-9, Article 5. DOI: 10.14448/jse/d.15.0004. Available at: <https://repository.rit.edu/jse/d/vol26/iss1/5>.

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37

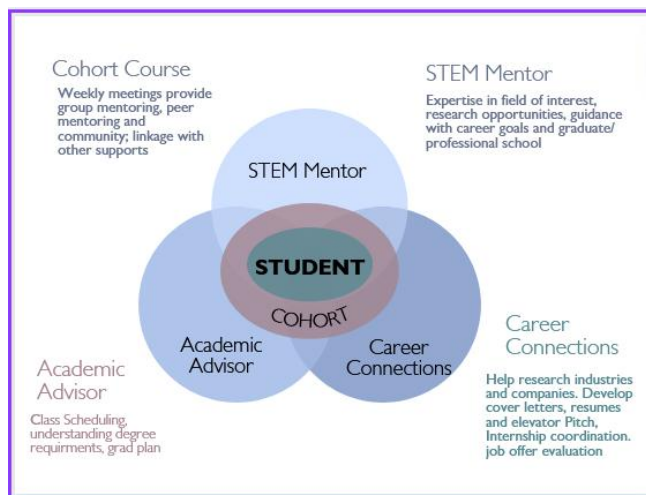
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## Scaffolded and Strengths Based Career Preparation

### Program Elements Catalyzing Success



NSF DUE S-STEM Award #2129912



New Directions in Higher Education, Under Review

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## Graduate School Accommodations

### Approach a Disability Resource Office

- When you are taking a class
- Before you take your generals exam
- When you are writing your dissertation

### Approach Human Resources

- Accommodations related to be a teachers' assistant
- Accommodations related to being a research assistant
- Essentially any role you are being "compensated" to perform

Disclosure is a very personal thing, but with the right graduate advisor, students may not need to request formal accommodations.

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What can you do to make your environment more accessible?

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## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT


**Which accommodations should ACS focus on at the next ACS meeting?**  
(You may choose more than one)

- Wheelchair accessibility
- Clearer signage in the meeting rooms
- Alt text options for images on screens
- Choice of colors that are accessible to visually impaired persons


**\*If other please let us know using the questions panel!**

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**THE LIVE Q&A IS ABOUT TO BEGIN!**


Keep submitting your questions in the questions window!

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## ACS OFFICE OF DEIR

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### Resources

<p><b>Inclusivity Style Guide</b></p> <p>Designed to help staff and members use language and images that respect diversity in all ACS forms.</p> <p>→</p>	<p><b>ACS Webinars on Diversity</b></p> <p>Covering diversity and inclusion at the workplace</p> <p>→</p>
<p><b>ACS Publications DEIR Hub</b></p> <p>See what ACS Publications is doing for fostering inclusivity in scholarly publishing</p> <p>→</p>	<p><b>ACS Volunteer and ACS Meetings Code of Conduct</b></p> <p>Fostering a positive and welcoming environment for attendees, volunteers and staff.</p> <p>→</p>
<p><b>C&amp;EN Trailblazers</b></p> <p>C&amp;EN highlights scientists from different backgrounds who are making an impact in chemistry.</p> <p>→</p>	<p><b>NEW! Download DEIR Educational Resources</b></p> <p>Download this educational guide for additional recommendations on videos, articles, books, podcasts, and more on diversity, inclusion, and related topics.</p> <p>→</p>
<p><b>Quick Guide: Inclusion Moments</b></p> <p>Learn more about what Inclusion Moments are and see ideas to host them during your meetings.</p> <p>→</p>	<p><b>Quick Guide: How to host inclusive in-person events</b></p> <p>Recommendations and best practices to ensure that your events can accommodate everyone.</p> <p>→</p>

**Diversity, Equity, Inclusion, and Respect**

\*\*Adapted from definitions from the Ford Foundation Center for Social Justice:

**Inclusion\*\***

Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.

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Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.

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**Respect**

Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.

<https://www.acs.org/diversity>

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## ACS Committee on Chemists with Disabilities



### Teaching Chemistry to Students with Disabilities

A Manual For High Schools, Colleges, and Graduate Programs  
Edition 4.1



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