

HOW WILL YOU SPEND THE DAY?

- In the lab, in the office, or traveling?
- With scientists, vendors, customers, or administrators?
- With fellow employees, vendors, or customers in different countries? Many companies today are global in scope. As a result, you may spend significant time at your company's international facilities.

LOCATION?

- Will you have to relocate? Will you and your spouse like the area? How does the cost of living compare with others?
- Are there family issues? Is day care available? Will the company help to find work for your spouse?
- Will you live and work outside the U. S., where family issues and cost of living can be quite different? Consider language proficiency and visa issues. International experience can offer faster and more varied career development.

If the company offers you the chance to explore the area, accept it. See *Places Rated Almanac* available at most public libraries for detailed information. The American Chamber of Commerce Researchers Association's *Cost of Living Index*, published quarterly, presents the cost of living indices for selected metropolitan areas.

THE COMPANY'S FUTURE?

This is hard to evaluate but will affect career growth.

- Is this a financially stable firm? What is the growth potential of the company?

Sources like *The Wall Street Journal* can help you make a secure choice. See the company's quarterly/annual report for detailed information. and



ACS CAREER SERVICES

Offers a unique collection of hands-on programs, services, and publications specially designed to assist the professional and economic future of chemists. Here's a sample:



Publications

- Tips on Resume Preparation
- Interview Handbook
- Targeting the Job Market
- Current Trends
- Professional & Workforce News
- Chem Census 2000 Series

To order ACS Career Services publications, please call 1-800-227-5558 or 202/872-4600

Additional information and assistance is available from ACS Career Services. See our World Wide Web site at:

<http://chemistry.org/careers>



ACS Salary Comparator

Using results from ACS employment surveys, the comparator helps members find answers to salary-related questions by providing current information applicable to specific employment situations.

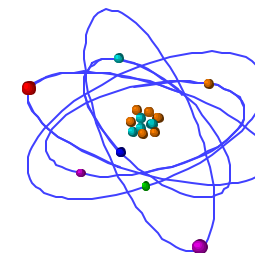


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**What a
BS/BA Chemist
should
consider
before accepting an
INDUSTRIAL
position...**



Committee on Economic
and Professional Affairs

2/02

BEFORE YOU ACCEPT, HAVE YOU THOUGHT ABOUT...

COMPENSATION?

The overall median starting salary for new inexperienced BS chemists was \$32,200 in 2001. Salaries vary by the type and characteristics of the employer as well as the educational backgrounds of the graduates:

- Salaries are higher in private industry and lower in other employer areas. For instance, the median starting salary for a new BS chemist was \$34,000 for those employed in industry and \$30,000 for those employed as elementary or secondary teachers.
- Larger employers generally pay more than smaller ones. In 2001, new BS industrial chemists at large firms with over 25,000 employees earned on average \$10,500 more than those at small companies, or those with fewer than 50 employees.
- Salaries for new BS chemistry graduates in industry were highest in the Middle Atlantic region (\$36,000) and South Atlantic region (\$37,000).
- Generally speaking, BS chemists receive higher salaries if their degrees are from schools that grant doctoral degrees and have completed ACS-approved programs.

For further information on starting salaries, check the "Starting Salaries" article in **Chemical & Engineering News**, March 11, 2002. For salaries of more experienced chemists, see the "Salary Survey"

YOUR CLASSIFICATION?

Be clear whether this is an exempt or a non-exempt position.

Non-exempt employees are eligible for over-time pay; positions are usually considered non-professional.

Exempt employees are not eligible for over-time pay; positions are considered professional.

Technician -- usually a non-exempt position.

Chemist -- usually an exempt position.

Contract employees -- benefit packages vary.

Make sure you understand the trade-offs. Starting salaries differ, but the prospect of being paid for overtime may be alluring, but salary growth differs significantly throughout entire career.

BENEFITS?

In addition to salary, you should consider the benefits package being offered:

- Are the health, pension, vacation, and disability programs acceptable? Will the company pay relocation expenses?

- Does the company have a savings and/or stock ownership plan? What plans are available, 401(k), etc.? What percentage of your salary can go into the company's savings plan? What percentage of your salary will they match?
- Is tuition reimbursement available? How is it administered?

Many benefits are negotiable. For contract employment especially, benefit packages vary. It is the responsibility of the Human Resources group at the firm that made you the offer to help you explore these issues.

CAREER GROWTH

- Career growth potential is more important than starting salary and the benefits package for long-term economic well-being. It is also more difficult to evaluate. Answers to the following may help:
 - What training and professional development does the company offer?
 - Does the position allow for advancement?
 - Can you excel under your supervisor? Will your supervisor be a mentor, give you one-on-one time you will need to further your career? Personalities may be a factor, but what your supervisor can and will do for you are far more important.
- Are there international opportunities for development?