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February 23, 2018

Dr. Gregory H. Zimmerman, Chair
Department of Chemistry and Biochemistry
Bloomsburg University
400 East Second Street
Bloomsburg, PA 17815

Dear Dr. Zimmerman:

Congratulations! The Committee on Professional Training (CPT) reviewed your department's 2017 periodic report and determined that your department meets all of the requirements in the ACS Guidelines and voted to continue approval for your program. Your department can continue to certify graduates.

Program Strengths: The department's support for a research culture is commendable, particularly since four faculty members sought research awards and the students were competitive for the summer research scholarship and creative activity awards. This is also evident by the excellent student research reports. Your chemistry program is strong and continues to work on program improvement, especially by linking student outcomes to the self-evaluation activities.

The following **suggestions** were made during your review, which may facilitate the continued development of your chemistry program:

Part-time faculty: According to Item 3.1 of the periodic report, the department has 11 full-time faculty members and 5 part-time, temporary faculty members. The ACS Guidelines strongly discourage excessive reliance on part-time/temporary faculty in an ACS-approved program. The Committee suggests that you work with the administration to greatly reduce that number.

Support staff. According to Item 3.5b of the periodic report, the department's instrument technician is shared with six other departments within the college, and the wait time for instruments to be repaired has greatly increased. The Committee encourages you to discuss this deficiency with the administration and identify a mechanism to fund another technician position to ensure laboratory instruments are properly maintained and in good operating condition.

Diversity. The Committee encourages the department to develop activities to recruit more underrepresented and ethnic minorities to faculty positions as hiring opportunities become available in the future.

Student skills: A description was provided on how the department incorporates the development of student skills into individual courses. Reviewers observed that the department might benefit from a more coordinated approach to teach professional skills in communication, teamwork, ethics, safe lab practices, and use of the chemical literature. The Committee also asks that you provide more evidence in the department's next report on how student skills are assessed. The [student skills supplement](#) offers guidance how a chemistry program can foster the development of student skills.

Tracking graduates. According to Item 1.4, the career paths were unknown for 40% of the graduates during the five years covered in the report. The Committee encourages the department to improve its efforts to track the outcomes of the students following graduation. Strong connections to alumni are an invaluable source of feedback for program improvement, employment opportunities for new graduates, and financial and technical assistance.

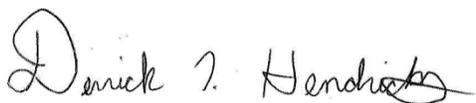
The following recommendations **require action** by your department.

MSN (macromolecular, supramolecular, mesoscale, and nanoscale systems) requirement. While your report specifies that you cover these systems, there is no indication of the lecture time spent on any of the four systems. The coverage of supramolecular systems is not supported by the syllabus provided for Physical Chemistry II (CHEM 362). In addition, Polymer Chemistry (CHEM 371) is not required for certification. **At the time of the program's next review, please provide a clear description and evidence of how this requirement is satisfied.** Please see the [MSN supplement](#) for guidance on CPT's expectations for coverage of these topics.

Please address the recommendation above in your department's next periodic report, which will be due in **2023**.

The staff in the Office of Professional Training is available to answer any questions you might have. Please feel free to contact us at cpt@acs.org or at 202-872-4589.

Sincerely,



Derrick T. Hendricks
Project Manager, Office of Professional Training



Michelle M. Brooks, Ph.D.
Senior Manager, Office of Professional Training
Associate Liaison, Committee on Professional Training

MMB/dth