

## **Career Paths and Development of Technical Professionals at The Dow Chemical Company**

**Bernard Dems, Ph.D, Assoc. Dir., Core R&D Materials Science Laboratories  
The Dow Chemical Company**

Taking the step from Ph.D. and/or Post-Graduate academic researcher into a global R&D organization within a Fortune 50 Corporation is a daunting task. Assessing where you fit in and how to contribute on Day One within a company that manufactures over 6,000 products at 200+ manufacturing sites in over 35 different countries is difficult and there is no answer “in the back of the book.” Furthermore, the academic researcher must often adjust from a basic research mindset to a mindset that is aimed at earning higher profits in a hyper-competitive and constantly changing global marketplace. I will share examples of potential career paths, keys to being effective, and perspectives on how to realize a sustainable and fulfilling career as an industrial researcher, based on my twenty-five years of R&D experience at The Dow Chemical Company.



**Thursday, September 25 in 700 Clark Hall  
12:15 pm  
Lunch available at noon**