

Dear Colleague:

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Recently, a number of us received an email raising issues concerning the ACS and its position on Open Access, and singling out some of its employees by name. The anonymous author makes erroneous and misleading claims about the compensation of these employees and alleges that the compensation is somehow related to the Society's position on open access. As Chair of the Society's Board of Directors, I would like to share a few facts with you:

1. The ACS's position on Open Access has been developed carefully over many years, in consultation with scientists and publishing experts from a wide range of scientific disciplines and interests. It is measured and seeks to balance the legitimate needs of all stakeholders in scientific publishing. That position has been fully reviewed and approved by the appropriate levels of ACS Governance, including Board Committees and the Board of Directors, and is not a "staff decision" alone.

The Society supports initiatives to ensure broad information access. The ACS Publications Division has, in recent years, introduced a range of offerings intended to provide flexible, sustainable approaches to information access (including most recently the *ACS Author Choice* option that allows authors or their funding agencies to sponsor the immediate online availability of journal articles open to all upon publication on the web; see <http://pubs.acs.org/4authors/cycle.html>). At the same time, ACS also has been engaged in communicating to policymakers the Society's concern that government mandates regarding information access are inappropriate interference with the independent publishing activities of the private sector.

Our Society's position is also represented by the Association of American Publishers, a non-profit organization whose membership encompasses the major commercial and non-profit scholarly publishers, including ourselves. ACS is not alone among scholarly publishers in reaching out to legislators, librarians, editors, authors, and readers to educate and advocate about the unintended consequences of unfunded government and agency mandates, in the U.S. and abroad.

2. ACS executive compensation is based on a variety of indicators related to the health and long-term well being of the Society and its members. No ACS employee's compensation is linked to the Society's positions on open access.

The Society's Board of Directors has approved a compensation policy designed to ensure that Society compensation is competitive, but not leading, in the marketplace. ACS has a Special Committee on Executive Compensation (CEC) that consults and relies on independent compensation consultants who conduct competitive reviews of all ACS executive positions every two years. The Board of Directors regularly reviews the recommendations from the CEC, to assure that

ACS' compensation is competitive with and comparable to similar organizations within the marketplace.

Our most recent IRS Form 990 is accessible to all members online at <http://www.acs.org>. Members can log in on the home page in the upper right hand corner. Members who have never registered must first click on "new user" after logging in. Once registered, they click on the Member Information Link and click on Compensation of ACS Officers and Key Employees.

In dynamic partnership, ACS members, governance volunteers, and staff strive to create, develop, and deliver to Society members and the chemistry enterprise worldwide valuable programs, services and products that advance the ACS vision "Improving people's lives through the transforming power of chemistry."

Thank you for considering this additional perspective, and please do not hesitate to contact me if you have questions or comments about this message.

Sincerely,
Judith L. Benham
Chair, ACS Board of Directors
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