

The Association of Chinese Food Scientists & Technologists in America

旅美中國食品科技學會

ACFSTA

創刊
誌

· 第三卷 · 第二期 ·

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NEWSLETTER



Vo. 3, No. 2

JANUARY
1981

OFFICERS (1980-81)

President:	Santa H. Lin Ralston Purina Company	林輝正
President-Elect:	Sherman S. Lin Anderson Clayton Foods	林信南
Secretary:	Angel A. C. Yang Ralston Purina Company	楊安琪
Treasurer:	Hong-Ming Soo Ralston Purina Company	蘇鴻銘

EXECUTIVE COMMITTEE

Santa H. Lin (President) 林輝正 Sherman S. Lin (President-Elect) 林信南
周鴻恩 David H. E. Chou (President '79-'80), Ralston Purina Company
魏綸鑫 Lun-Shin Wei (President '78-'79), University of Illinois
任筑山 Joseph J. Jen (President '77-'78), Campbell Soup Company
張駟祥 Stephen S. Chang (President '76-'77), Rutgers University
陸伯勛 Bor S. Luh (President '75-'76), University of California - Davis
張天鴻 T. H. William Chang (1980-82), Miles Labs, Inc.
姚崔愛鈺 Ann Choy Yiu (1980-82), Uncle Ben's Foods

ACFSTA Newsletter

Published quarterly by ACFSTA for its members. For membership application and other information, please write to:

Dr. Santa H. Lin
President, ACFSTA
Ralston Purina Company
Checkerboard Square
St. Louis, MO 63188
U.S.A.

Telephone: 314-982-3138

MEMBERSHIP CATEGORIES & DUES

Corporate Member	\$50.00 and above
Honorary Member	\$25.00 and above
Supporting Member	\$5.00 to \$24.00
Professional Member	\$4.00
Student Member	\$2.00

LETTER TO MEMBERS

* * * * *

Directory & Newsletter

Have you ever missed our Newsletters? Or, a copy of our useful Directory? If not, something must be wrong. However, considering that so many things have been bothering us since last October, such as busy study, hard work, meetings, travel, election, hostages, inflation, Chrysler, etc. --- we will all be forgiven. Before the ACFSTA record has been set straight, it is 1981.

To put together a directory for our members seems easy, because we are not as big as IFT. But to make it useful, we must rely on your cooperation in submitting complete data. This is then not too easy. Anyway, we have taken time to try our best so that you can find helpful information from our directory. If you notice any errors, please advise us to make correction for the next issue.

We have tried to solicit various articles for our Newsletters. The response turned out to be somewhat discouraging. If you do have some ideas, thoughts, or news to share with your fellow members, please write to us. We appreciate that Emil (黃安一) and Peter (葛建心) let us share their valuable experience in job interviews in this issue.

Health and Growth

Our current membership and financial conditions look like this:

<u>No. Membership, Category and % Distribution</u>			<u>Dues Contribution</u>	
38	Student	24%	\$76	8%
40	Professional	25%	\$160	18%
46	Supporting	28%	\$307	34%
14	Honorary	9%	\$360	40%
24	Dues Unpaid	14%	\$ --	--
Total 162			\$903	

It is obvious that we did not break our previous year's records (Vol. 3, No. 1). Unfortunately we lost 33 members (listed as the missing members in the directory) due to their silent response during the past two years. If you know where they are, please help us to get in touch with them. We still have 24 members with dues unpaid. If you are one of them, you can certainly help improve our financial record. We should be proud of our supporting and honorary members (37% total) who take care of 74% of our financial burden. It is good to know this. We are in a process to recruit the Corporate members and would like to have your recommendations.

Nomination

We would like to call for the nomination of candidates to fill the following ACFSTA positions:

- . President-Elect (1981-82)
- . Two Executive Committee Members for 1981-83 term

Please consult the ACFSTA Charter and By-Laws for submitting your nomination. To qualify your nomination, we suggest that you first secure a personal consent from your nominees and then prepare a written nomination statement for our office.

Annual Meeting

It is not too early to remind you that our annual get together will be at Atlanta IFT '81. We will begin to plan for this event and would like to have your suggestions.

Sincerely,

林輝正 楊安理 蘇鴻銘

Santa H. Lin, President
Angel A. Yang, Secretary
Hong M. Soo, Treasurer

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P. S. We will continue to provide special employment services to our members. If we can be of help in announcing positions wanted or available in our Newsletters for you, please let us know. If you happen to be interested in our announcement, please contact us by the code numbers in the parentheses. We will then provide additional information for you to directly make the necessary contact.

ACFSTA FINANCIAL BALANCE REPORT
(as of December 31, 1980)

ITEMS	INCOME	EXPENSE
Balance from 1979-80	\$ 652.53	
Membership Dues	\$ 903.00	
Interests	\$ 24.69	
Office Supplies and Services		\$ 126.16
Charter and By-Laws Pamphlets		96.60
Membership Cards		97.00
General Postage		58.00
Newsletter (Vol. 3, No. 1)		
Printing		76.79
Postage/Handling		92.21
Refund		8.00
Balance Forwarded (12/31/80)		\$1,025.46
Total	\$1,580.22	\$1,580.22

Treasurer: Hong Ming Soo

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ACFSTA EMPLOYMENT SERVICES -- POSITIONS WANTED

PRODUCT R&D (3)

MS (Food Sci.); BS (Horticulture)

Experience in marine resource utilization, chemical analyses, quality control, antioxidants, enzyme processing, and frozen food manufacturing.

R&D IN FOOD INDUSTRY (8)

Ph.D. (Food Sci.); MS (Chemistry)

Experience in dairy products, baby foods, bakery goods, instrumentation in structure determination, TEM, SEM, AAS, UV-VIS, FT-NMR, GC-MS, HPLC, electrophoresis, ultracentrifugation, flavors, stabilizers, statistics and computer programing.

R&D IN FOOD INDUSTRY (23)

Ph.D. (Food Sci.); MS (Grain Sci.)

Experience in cereals and bakery products, natural preservatives, flavors, fats and oils, instrumentations in HPLC, IR, UV-VIS, GC-MS, and NMR.

◆ 消息 ◆ 動態 ◆

[本會訊]

經濟部食品工業發展顧問委員會第七次會議已於1980年11月13日至15日在New Brunswick, N. J. 召開。由召集人本會前會長(1976-77)張駟祥教授主持, 與會顧問委員計有黃敏男、許耀顯、任筑山、李志航、李東慶、林芳明、陸伯勳、毛為文、譚光霄、岑卓卿、魏綸鑫、殷長賡等12專家學者, 本會林會長亦應邀代表本會列席參加。

此次會議圓滿結束, 除針對台灣目前食品工業研究發展問題作具體建議之外, 並利用各委員專長經驗成立技術專案小組, 直接參與推動台灣食品科技之發展。目前工作計劃, 計有米糠油穩定、食品機械自動化、食品包裝技術, 及食品衛生管制等項目。

顧問委員中多數為本會資深且熱心會員, 其陣容包括: 學術、工業及政府機構各方專才, 能各盡所能, 群策群力, 純係以奉獻精神參與其事, 實難能可貴。

[德州·崔愛鈺]

• 郭正光會友已獲得Texas A&M Univ. 食品科學博士學位, 現服務於Houston附近 Northrop Science Company.

• 檜現任理事崔愛鈺已暫時辭去 Uncle Ben's 工作專心管理家務, 照顧新嬰。

[印第安納州·張天鴻]

• 饒原奇會友已榮任 Supervisor of Chemical Engineering and Pilot Plant Service, 負責有關屬於 Miles Labs, Biotechnology Group 食品工程方面的研究計劃。

• 張天鴻理事亦升任 Senior Research Scientist

• 王璧貽會友原在本州 Fort Wayne 任職 Beatrice Foods Co. 曾於年初 (1980) 一度遷往 Arizona, 最近才又回到本州。王君曾於去夏返國參加近代工程技術研討會, 負責有關食品加工方面討論項目。

[本會訊]

• 資深會友殷長慶博士已離開 Bloch & Guggenheimer 自行創業, 成立 Lucky Vineland Enterprise Inc. 担負總經理要職。其公司新址: 94-24 Merick Blvd., Jamaica, N.Y. 11433. Tel (212)-739-6092

• 人事變動 請參照新通訊錄:

李志航 RJR, Winston-Salem, N.C. → Del Monte Corp., CA

李震賢 Rutgers Univ. → Oscar Mayer & Co., WI

李秀吉 Standard Brands Inc → Philip Morris, Richmond, VA

蔣建心 Best Foods, NJ → Anderson Clayton Foods, TX

..... ETC..... ETC..... ETC..... ETC..... ETC.....

歡迎來信報導會友消息、動態

• 黃安一 •

從 Employer 觀點論 How To Interview Applicants.



How to interview applicants 是依各公司及各 interviewer 不同而相異。Interview 的方式及問題也是沒有一定的規律。一般來說 interview 的目的在公司來說是一種淘汰的程序。當公司請一位 Applicant 前來 interview 時，當已事先審核過他的資料，並已認為符合該公司現缺職位的要求時才會請他前來一敘。就我所知 interviewer 在一星期前即已獲得一切有關該 applicant 的資料。這些 interviewer 在 interview 以後又須將結果填寫於審核表 (Rating Form) 上，以供人事室官員作為應聘與否的根據。對於 interviewer 是何許人也？在第一次 interview 時多半由人事室官員，各 Department Head，以及各位 Senior Staff 把關。第二次 interview 時則除你將來的頂頭老板外，並加上你老板的老板，Marketing 的老板及 Sales 的頭子來“考”你一番。其實到了第二次 interview 時，其成功的機會已在百分之七十以上了。當然也有不成的可能。

Rating Form，是依職位及公司的不同而不同。現取本公司對專業人員 (Professional Level) interview 的 rating form 作一例子來作供各位參考。該 rating form 主要分成兩類。第一類為 "Must" Dimensions For Evaluation。其中包括十五個項目，那就是：Interpersonal competence, Technical competence, Educational competence, Experience, General Intelligence and Judgment, Oral Communication skill, planning and Organizing ability, Maturity, Achievement motivation 和 Potential。第二類為 "Optional" Dimension for Evaluation。其中包括 Leadership, Creativity, and Others.

從以上分類看，我們可以一目了然的知道 Interpersonal Competence 仍被列為第一類的第二項。Interpersonal 仍包括 manner, Appearance 和 Personality。這以說 interview 除了是一種淘汰的程序過程和揣摩你到底有多少真摯實料以外，其另一主要目的即在探討你的 Personality。因為你揣摩的老板深之体会到，一個具有 odd personality 的人是不容易同別人相處的，而這種人對他的 group 亦有影響，而決不會輕易的去取用他的。

在第一項裡，我曾提到“資料”一詞。所謂資料者仍是你的 Resume。我建議各位無論你的 Resume 寫的多好，多美，多豐富，你最好下些功夫將你寫在 Resume 中之內容充分準備，因為 interviewer 多藉你的 resume 做根據，而從你的 Resume 中去“拷問”你也。所以古人曰：「凡事俱備，馬到成功」。最後敬祝各位“獵者”百發百中，馬到成功。

— 作者簡介 —



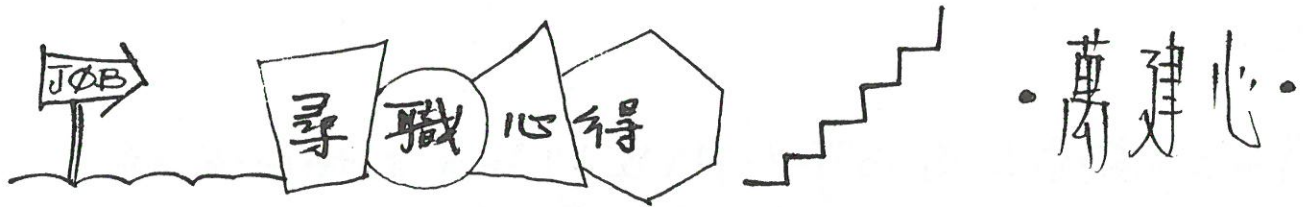
▲ 黃安 — Emil Huang, 1973 Rutgers Ph.D.

多年從事食品工業 R&D. 先於 Nabisco 充實經驗後轉 Land O'Lakes. 負責乳製品, 蛋白新產品發展工作. 為人豪爽, 擅於交際, 熱心 ACFSTA.



● 萬建心 — Peter Wan, 1973 Texas A&M Ph.D.

從化工走化學轉食品. 多方實際訓練及經驗. 曾任職 Food Protein R&D Center, Texas A&M Univ.; Best Foods, CPC Int'l; 現服務於 Anderson Clayton Foods. 頗具專職潛質. 從不錯過對 ACFSTA 會友勸勞機會.



最有效的方式是直接寄信給對僱用有決定權的人，這個人通常不是公司的人事主任，他可能是小組負責人，研究部門的主管，甚或公司的總裁、總經理，或是副經理，其次是職業介紹所，找位適當的 Head Hunter 為代理人，會收到事半功倍之效，最常被使用而且也是最不具功效的方法乃是寄信給公司的人事主任。

覓職成功機率最高的當然是由熟人介紹者，但這種機會可遇不可求，因而必須主動地多方試探，除了靠運氣之外，要有一份寫得耐人尋味的自傳及中肯的書信，這個簡潔的自傳最好是不超過一頁，要能生動地刻劃出個人的理想 (Career Objective) 經歷及特長，讓人讀了有如見其人之感，而引發進一步約談的興趣。

約談的主要目的是讓雙方，僱主及受僱者，有機會進一步地互相認識，這是個平等互惠的機會，你看他們的設備，人事結構，運作體系，工作環境氣氛及將來工作的職責、義務及權利，他們看你的應對、與人相處是否和諧，對問題的處理方式，對自己遠境的構想，自信心及積極性 (適度的 Aggressiveness 是必要的)，約談時常有些不易回答的問題，諸如：Tell me about yourself. What is your weak point or points? What would you like to do five years from now? Do you like management type of work? If you were given ten different projects, how would you handle them? 這類問題的適當答案，最好事前想過，對公司的問題也多想一些，通常對方提出的問題也常是你想知道的，不妨在你答過之後，也聽聽他們如何回答，至因約談時的衣看及應對該注意的地方，在圖書館或書局裡總可以找到許多參考書，有充分準備的約談，自然增加信心而能泰然處之。

旅美加華裔包裝科技學會
THE ASSOCIATION OF CHINESE PACKAGING ENGINEERS
AND TECHNOLOGISTS IN AMERICA

P. O. BOX 142, HILLSDALE, N. J. 07642, U. S. A.

Telephone: (201) 391-8321

Nov. 5, 1980

Dear Dr. Lin:

I would like to take this opportunity to introduce to you The Association of Chinese Packaging Engineers & Technologists in America.

The Association is a non-partisan, non-profit, national advocacy organization of the concerned overseas Chinese. It is aimed to stimulate communication among Chinese Packaging professionals, to safeguard their benefits and rights in America and Canada so as to raise their social status, and to promote technology and academic exchange in China, America, and Canada.

The Association is comprised of the following groups according to its current membership specialties:

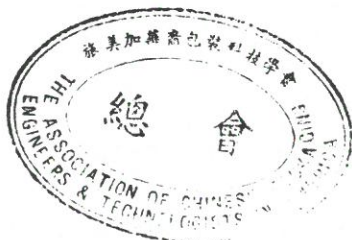
1. Food & Beverage Packaging Engineering.
2. Pharmaceutical Packaging Engineering.
3. Cosmetic Packaging Engineering.
4. Toiletry Packaging Engineering.
5. Packaging Material Research & Development.
6. Packaging Machinery Design, Development, and Manufacturing.
7. Commercial & Industrial Packaging Engineering.
8. Material Handling & Industrial Engineering.
9. Computer Applications.

There are several major projects being undertaken at the present time:

1. Setting up a data-bank where all the suppliers in the Packaging field are rated according to their professional merits. The rating is made based on the user's own professional experiences. The information will be accessible to all the Association members.
2. In view of the fact that there is no systematic reference materials available in Chinese, the Association is making plans to edit, translate, and publish a series of reference material for the users who need them.
3. The Association is contemplating on publishing a technical and scientific journal, the majority contributors of which will be outstanding Chinese in their respective fields.

We are setting the months of December and January as our membership-drive months, and we will appreciate very much if you can publish this letter on the next issue of your Newsletter and ask the interested parties and their friends to contact our office for informations to become a member of our Association.

Should there be anything we can do for your Organization, please do not hesitate to call us.



Sincerely yours,


K.C. Tan
President

