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LEATHER CHEMISTS ASSOCIATION



113th Annual Convention

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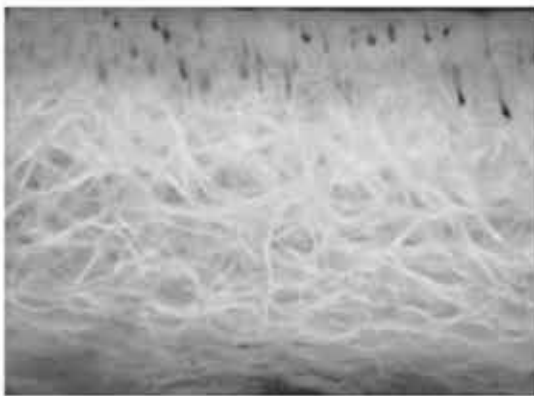
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Introduction to the 57th John Arthur Wilson Lecture

by
Steve Houghton

Fellow Leather enthusiasts;

It's a great personal honor for me to be standing before so many knowledgeable peers and business leaders from our beloved leather industry. Today I am here on behalf of Stahl Chemicals, a company that is proud to have been the sponsor of the Wilson lecture since 2004.

To be truly honest my knowledge of the great man it's named after was very limited so I decided to do a little research and thought it might interesting for all to know a little more about him.

John's introduction to the leather industry was probably pretty similar to most people in the room today including our guest expert. It was not his first stop after leaving school, he actually fell into it by accident and to quote Rachel "The best accident I ever had". John actually arrived in the industry via grade school in Chicago and thereafter furthered his studies in New Jersey/New York and eventually Leeds, UK.

Some people may consider him an industry freshman as he only spent 30 years working with and studying leather! In that time his research and new ideas helped shape the leather industry into what we have today. Unfortunately John was taken very early and sadly passed away in 1942 at the relatively young age of 52 years.

Anyway, "back to the future."

It's with great pride that I introduce a fellow "Brit" who has also helped improve both ours and the public's knowledge/impression of the leather industry.

Rachel started her leather career at the world-renowned BLC technology center where she continued to study and obtained both Bachelors and Master's Degrees in Biology and Leather Technology. Her next stop was as Director at ICLT where she remains until this day and which has proudly maintained 100% employment success for its students.

Esteemed guests it gives me great pleasure to present Ms. Rachel Garwood.

Some people may consider John an industry freshman as he only spent 30 years working with and studying leather!

Leather Education – Preserving the Past... Investing in the Future

by

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Abstract

“Challenges facing the leather industry” commonly include environmental legislation; the need for green chemistry, traceability, ethical sourcing and the list goes on. One issue that is crucial for the sustainability of the global leather industry and is often overlooked is “succession planning”. With large cohorts of employees due for retirement between now and 2020, the demand for quality leather graduates is ever increasing, placing a heavier reliance on higher education.

In this review, the history, the present and the future of leather education are explored. What has driven the transition from “chalk and talk” to delivery via virtual space? With advanced information technology we are also facing a changing student and today’s student does not expect to be spoon fed the facts. Today, they have ready access to information on the Internet, so classroom delivery takes on a very different approach. Modes of delivery now incorporate social media, discussion boards, blogs alongside tutorials and seminars.

The ability within education to address these changing demands and an understanding of the ever-changing market pressures will support the sustainability of our high value industry.

Introduction

It is with both immense honor and pleasure that I am here to present the 2016 ALCA John Arthur Memorial Lecture on the subject of Leather Education.

John Arthur Wilson himself clearly demonstrated the importance of leather education through his worldwide contribution to the understanding of leather science. During his two-year’s study at the University of Leeds in UK, he became an

award-winning student under the renowned Professor Henry Richardson Proctor and, like his mentor; he later made significant contributions in the field of leather science. In 1923, Professor H R Proctor was referred to as the “father of leather chemistry” and in 1929, John Arthur Wilson published “The Chemistry of Leather Manufacture”: both men are still referred to in modern leather science education today.

Heraclitus of Ephesus (544-483BC), is quoted as saying “there is nothing permanent except change”, a phrase I am sure to which we can all relate. He also wrote “the hidden harmony is better than the obvious”, perhaps presaging the development of leather science some two thousand years later! Whilst reasoning on the world order and human life in the temple of Artemis and inscribing his work in soot on papyrus roll, I am sure Heraclitus could not have foreseen how right he was to be. Today, he would use his smartphone to communicate with philosophers all over the world by videoconference, create a collective work using Fileshare and publish it online. He would then defend his theories at an international conference, where he might appear on stage as a 3D hologram. All this is already possible.

During his 2012 John Arthur Wilson Memorial Lecture, ‘Leather Science: Requisite or Requiem’, Covington concluded that not only is there a shortage of qualified people to sustain the leather industry, but also there is a diminishing pool of research leaders to inform leather education. Later, in Glasgow in 2015, he expressed his views on change:

“What controls the rate of change is more fundamentally the supply of people who can create change, continue development, maintain the European edge in the sector. But, where do these people come from and how many do we need? To paraphrase an ancient roman question about who guards the guards... who will teach the teachers...?”

Presented at the 112th Annual Meeting of the American Leather Chemists Association, June 23, 2016, Oglebay Resort & Conference Center, Wheeling, WV. The ALCA Wilson Committee provides this lecture for the *Journal*.

Author e-mail: Rachel.garwood@northampton.ac.uk

Perhaps we should also bear in mind the Chinese aphorism: “*we are cursed to live in interesting times.*” Just substitute ‘*interesting*’ with ‘*changing*’.

These thoughts highlight two critical factors currently having a significant effect on our leather industry: firstly, the rapid rate of change, particularly in the field of information technology (IT) and secondly, the supply of educated people to manage this change. Education has an important part to play in both. Education’s ability to accommodate IT developments and transpose them into innovative pedagogical deliveries within tertiary education is crucial in supplying industry ready graduates for the long-term sustainability of our high value industry.

In the journal of the Corium Club of the National Leathersellers College of London in 1926, the eminent academic Smithells reflected on a conversation he had with a tanner in 1889, when he observed that ‘if the leather manufacturers wanted special leather science, they must get a special man’. The result was beginning of the career of Henry Proctor. In the same journal, an anonymous writer speculates on the future of the leather industry. Two quotes are worth repeating.

“The future of the industry depends on progress and progress will only be obtained by a thorough understanding of the materials with which we work; and how can this be obtained? Purely and simply by research.”

“practical men are very necessary, just as are our limbs, but the practical man of the future will be of little use without the scientific knowledge and understanding, any more than the limbs without the guiding and directing influence of the brain.”

In the last one hundred years, most would agree that the start was auspicious and there have been many important contributors to Proctor’s legacy, our current body of leather knowledge. However, it must also be admitted that the concept and objective of the technologically and scientifically literate tanner has not been universally achieved. That is, leather education in UK and the rest of the developed economies has not been as successful as the industry actually needs.

This paper will review the history, the present and the future of leather education and examine what has driven the transition from “chalk and talk” to potential delivery via virtual space.

Where are We Today?

To put this treatise into context, it is important to understand where are we today. In addressing the current challenges facing the global leather industry, the usual topics relating to technical problems or the supply chain do not often include the concept of “succession planning”. As reported in World Leather Magazine in 2013, Professor Nick Petford, vice-Chancellor of the University

of Northampton, pointed out that many companies in all parts of the leather industry are currently looking at the age profile of their employees. In many instances, they have a cohort of employees who will retire between now and 2020. The demographic challenge being faced by many companies with large numbers of these people, together with the on going restructuring in the industry, are just two of the current problems creating the need for more well trained staff throughout the leather sector.

The search to find new staff is not as easy as it was in the past. Normally appropriately trained staff move forward from the younger generation and so business goes on in an endless cycle. This time it is not so simple. Whilst the generation that is coming up to retirement is a large one, the next generation in the line of employees is small by comparison and does not have the numbers and skills to fill all of the gaps. The outcome is that those born between 1980 and 2000 will have to move quickly into senior positions.

Furthermore, the “leather industry” is bigger and more complex than it used to be. Heightened interest in supply, quality, traceability, end of life and environmental matters means that companies involved in using and supplying leather from all areas in the value chain are now looking for staff with some level of technical knowledge of leather. Therefore, it is important to remember that whilst preserving historic scientific heritage, the present body of knowledge, investing in the future generation of technologists and leather scientists is crucial for securing the long term sustainability of our industry.

“Since we bought the largest tannery in Ethiopia and began our expansion into the manufacturing of finished products we have embarked on a cautious but steady plan to grow our business. This means that we need to continuously recruit technicians to support that development. This is becoming problematic. The supply of good technicians is poor and we are very dependent on The University of Northampton for the new staff we need to secure our growth plans.”

Reg Hankey, CEO, Pittards, UK, 2012

History of Leather Education in UK

The well known figure in the global leather industry and technical editor for World Leather Magazine, Richard Daniels, has extensively researched the history of “leather making and education in Northampton”, with the main milestones outlined in Figures 1-3. In 1524 records showed 15 tanneries and 1 fellmonger to be present in Northampton increasing to 42 tanneries and leather dressers in 1960, making Northampton a

- 1176: King Henry II paid three shillings for John, clerk to his daughter Alionara, Queen of Spain, to stay at “School” in Northampton.
- 1265: University dissolved after town capture by forces of King Henry III. Scholars involved in the struggle came near to losing their heads.
- 1541: Grammar school founded by Thomas Chipsey in Bridge St.
- 1557: School rehoused in the old Church of St. Gregory. Closure 1864.
- 1867: School reopened in the Corn Exchange (Market Square). Private schools started at other locations with classes in science and art.
- 1870: School relocated to new premises at Abington Square: science classes subsidized by town transferred from private schools in 1876.
- 1879: School split into Classic and Commercial (Technical) schools: common syllabus to a certain stage, but then specialization.
- 1885: City and Guilds of London Institute provide finance a to scheme of examination for the development of scientific and technical education.
- 1887: A tanning class started with 15 students.
- 1911: Premises made over completely to scientific and technical education with name changed to Northampton Technical School. The Grammar school was relocated to Billing Road, Northampton.
- 1920: Tanning and Boot and Shoe departments relocated in an adjacent tannery fitted with model equipment in St. Michael’s Road.
- 1932: Tanning and Boot and Shoe departments relocated in the new Technical College, St. George’s Avenue, Northampton.
- 1979: Leather Department and The National Leathersellers’ College merged within the Park Campus of Nene College, Northampton.
- 1999: Nene College designated as University College Northampton.
- 2005: UCN became The University of Northampton.

Information: Northampton Studies, Northamptonshire Central Library. Research: R.P.Daniels

town ripe for leather education. Comparing these numbers to today’s total of 24 tanneries, representing not just Northampton but the whole of the UK, is a stark reminder of the rationalization and shift in production the industry has undergone over recent years.

Figure 1 shows the main milestones outlining education in Northampton and the introduction of technical schools and colleges, which eventually led to the presence of specialized leather education. Daniel’s review of education in Northampton traces back to 1176, when King Henry II was recorded as having paid three shillings for John, clerk to his daughter Alionara, Queen of Spain, to stay at “School” in Northampton. Note, but for an unfortunate incident in history, the University of Northampton should have just celebrated it’s 750th anniversary!

The formation of technical schools began with the first tanning school appearing in 1887 having a cohort of 15 students. Beeby Thompson established this school, with the first lecturer being W.N. Evans, a vegetable-tanning specialist from Bristol. In 1920, “Tanning” and “Boot and Shoe” departments were formed and eventually became located in the new Technical College, St Georges Avenue, Northampton in 1932. David Woodroffe became the first Principal of Tanning and Footwear in 1947 before the department was divided and he became Head of the “Leather Department” with J.H. Thornton becoming Head of the “Boot and Shoe Department”. John H. Sharpouse, well known for his still much used book “Leather Technicians Handbook”, became Head of Department in 1957-1975.

In 1979, the National Leathersellers’ College in Bermondsey, London merged with Nene College, Northampton to form a purpose built school on the College’s Park Campus. This new leather education facility was funded by the Worshipful Company of Leathersellers and named the British School of Leather Technology (BSLT): the Head of School at the time was Dr Richard Roy, 1985-2005. The College gained full university status in 2005 and the department was rebranded as the Institute for Creative Leather Technologies (ICLT) in 2009. The idea of becoming an Institute and incorporating the creative side of the industry was to enable leather education to reach out across the whole supply chain including fashion and design. By increasing the education portfolio, programs now include footwear and fashion running alongside the science and technology of leathermaking.

The evolution of education is enriched by paralleled research activities, with the most successful institutes delivering “research informed teaching”, supported by JSLTC and JALCA, the two most important refereed journals within the industry. Milestones are also (infrequently) marked by leather publications shown below, typically created by globally renowned figureheads in the leather industry.

Figure 1. Education in Northampton 1176 to 2009.

- 1922, Proctor “The Principles of Leather Manufacture”
- 1929, Wilson “The Chemistry of Leather Manufacture”
- 1946, BLMRA “Progress in Leather Science: 1920-45”
- 1958, O’Flaherty, Roddy and Lollar “Chemistry and Technology of Leather”
- 1971, Sharphouse “Leather Technician’s handbook”
- 1993, Heidemann “Fundamentals of Leather Manufacture”
- 2009, Covington “Tanning Chemistry. The Science of Leather”
- 2013, Daniels & Landmann “The Framework for Leather Manufacture”

Roger Barlee, from the tannery “J HEWIT & SONS LTD”, UK, has captured the contribution of educational value within a commercial environment with his reflective piece given below. It is heartening to see that over the period from 1908 to the present day, leather education has played a vital role in the tannery’s success.

However, there is an imperative today not to be complacent. Harking back to the quotes from the Corium Club Journal,

progress in the global leather industry has always relied on a blending of leather technology and leather science. But, as observed by Covington (ALCA 2012):

“centres for teaching leather science with technology are not great in number, thereby limiting the opportunity for prospective leather scientists to enter a subject which serves a very large global industry.”

He identified the existence of 13 such centers: it is now estimated that institutes offering Higher Education in Leather Technology and Science around the world are more like 6, with the main ones as follows.

- Institute for Creative Leather Technologies (ICLT) UK
- Centro Tecnológico do Couro (SENAI) Brazil
- Sichuan Union University China
- Anna University/CLRI, Chennai India
- Igualada School of Engineering Spain
- Ege University Turkey



Figure 2. Education in Northampton: School Locations.

The limited number of institutes, along with the departure of the leather industry from much of Europe and North America in the last part of the twentieth century – and the careless use of terms such as “heavy metals” and “toxic chemicals” when tanning is discussed – have also slowed the interest of young people to enter the industry. The low student uptake for leather education was one contributing factor to the demise of renowned leather education institutes such Lederinstitut Gerberschule Reutlingen, Germany and Leather Industries Research Institute (LIRI), South Africa, also including the closure of the leather department in Leeds University of UK in 1969. Throughout these hard times, the presence of the Institute for Creative Leather Technologies, ICLT, (formerly British School of Leather Technology, BSLT)

remained, but not without a struggle to embrace changing market needs, from both an industry and student perspective.

Today, we see the need for leather knowledge having a wider importance throughout the value chain, with all participants from the farmer through to the manufacturers and retailers seeking a more in-depth understanding of leather as a material. This is reflected by the level of both industry and student interaction within ICLT, both of whom are considered customers. ICLT’s core product is producing Higher Education for students alongside ensuring graduates are armed with the necessary knowledge and transferable skills to meet the needs of the commercial sector. The success of this has relied on reacting to

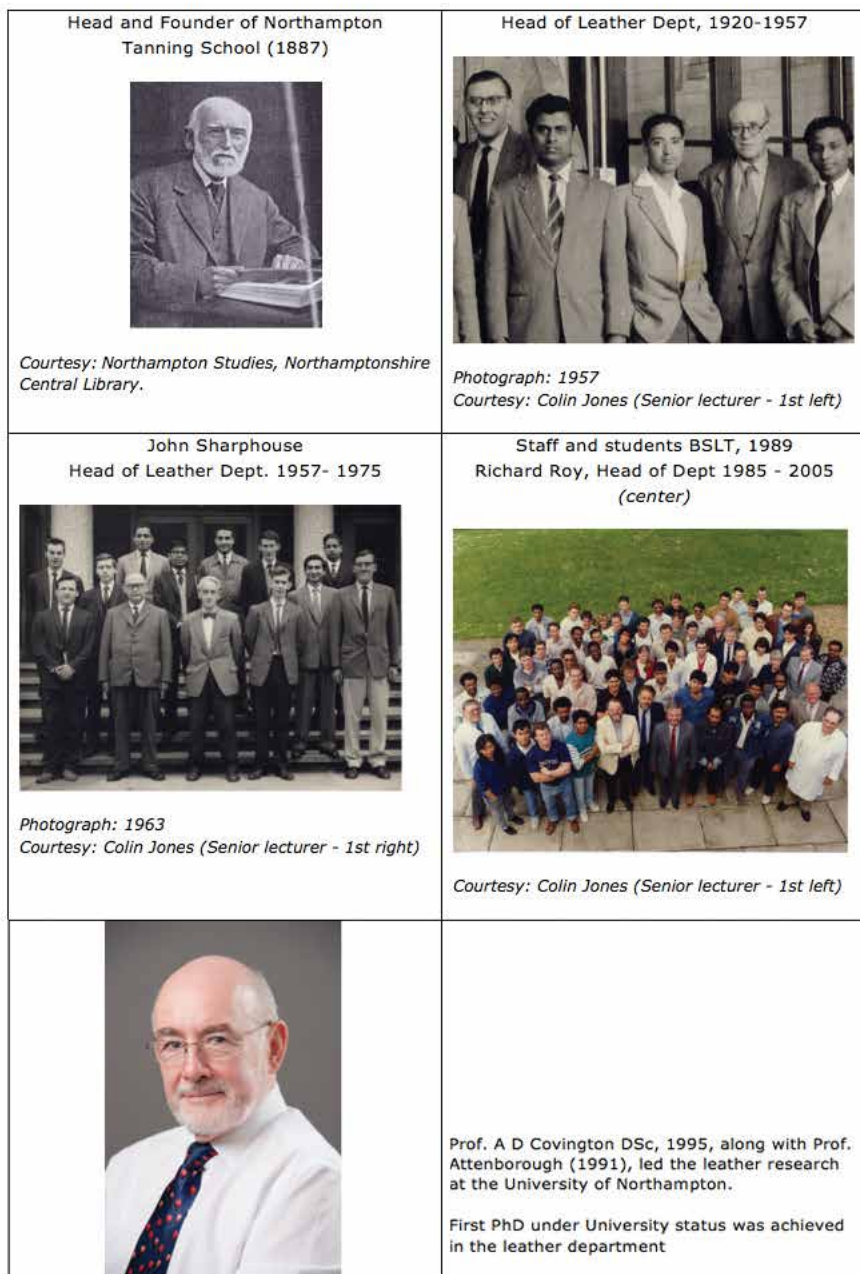


Figure 3. People in Leather Education in Northampton.

J Hewit & Sons Ltd - Leather Science Education

1908 - Present.

“My great uncle was the first member of the family to go through a formal leather tanning course at the Herold’s Institute in London graduating in 1908. Hewit Lawson’s time at college certainly had an effect in the Company as far as purchasing new equipment. In the following few years the Company purchased their first 5 drums along with, amongst other things, a printing machine, staking machine and a shaving machine. Unfortunately this modernisation stalled with the First World War. Hewit and his younger brother after serving for 4 years both lost interest in the business and only appear to have stayed on as they were not prepared to go against the will of their Father. As a result little or no progress was then made until 1948 when my father joined the Company. As an aside, David Tuck, who later became a lecturer at the Leathersellers’ was employed by Hewits in the 1930’s but left as he was unable to change anything. My Father George Barlee joined the Company on his return from the Royal Navy and went to the Leathersellers’ in London 1948-1950. David Tuck took George under his wing, possibly as he knew what a hard task he would have modernising the Company. On my Father’s return to Edinburgh he demonstrated to his two uncles that, with a bit of corner cutting, you could tan and finish a calfskin in under a week

with a drum liming and tannage rather than unhairing in pits and bottle-tanning, but that had little impact on changing things. It was in the end the intervention of my Grandmother, who told her brothers to retire, that allowed my Father to modernise. Within 5 years all the unhairing and tanning pits were removed and replaced by drums. In addition much of the now very out of date tanning machinery was replaced although interestingly many of the specialised hand operations such as fleshing and scudding over a beam were kept and we still hand scud all our calf today. The new equipment and practises also meant that, despite growing sales, we were able to consolidate from 2 sites down to one in 1969. My cousin, William McLean, joined the Company in the early 1970’s and went to Nene College/Leathersellers and having worked in the tannery in my school holidays from the age of 15, I went to Leathersellers after completing my degree in Chemistry in 1984. Finally we put our dyer and main finisher through a distance learning course in the 1990’s in order for them to have a fuller understanding of the processing outside their areas of expertise.

I am now looking to send my son of 17 years on a short course at ICLT.”

Roger Barlee, Dec 2015

market needs and the willingness to change, meaning innovative pedagogical delivery and a re-focus of content are necessary to meet these evolving market needs.

Historically, ICLT delivered both the science and technology of leather making to students from around the world. However, it is now widely recognized that generic global issues can also have an impact (either positively or negatively) on our leather industry with not all being associated directly with the manufacturing process: for example, the growth of the global population, changes in animal feed and husbandry, the assault on the Amazon rainforest, corporate social responsibility, new technical innovation in the production of leather products, to name but a few. Therefore, in order to maintain a sustainable industry, it is imperative that graduates today are aware of these current issues.

Not only has the content of delivery at ICLT changed to accommodate industry needs but also the mode of delivery. No longer can all companies afford, from both time and monetary perspectives, to send employees away for long periods of education. As a result, teaching has moved from “long and thin” to “short and fat” units of delivery. A prime example is the MSc Leather Technology (Professional): this one-year course is packaged in such a way as to offer a mix of both on- and off-

campus learning. The new structure intensively delivers the program’s theory and practical elements on site at ICLT over a period of three months, with each individual module running over a period of two weeks. Students then return to their company to complete their written assessments and research dissertation. As well as serving as an academic program, the theory and practical element can also be taken as a continuous professional development course (CPD), ranging from 2 weeks to 3 months duration. This mode of delivery creates a multi-product available to a wider audience, thus increasing student numbers and income for the institute whilst meeting market demands.

Following the generality of the Heraclitus quote, John Dewey, the American philosopher, psychologist and educational reformer, is also correct in saying, “...if we teach today as we taught yesterday, we rob our children of tomorrow”. Which leads nicely onto the next consideration, the evolution of teaching in Higher Education.

Evolution of Teaching in Higher Education

The traditional teaching method was “chalk and talk” or “teaching by telling”. Historically, but still to some extent, lectures were situations where an expert would stand at the front of the class and pass across his/her knowledge en masse, often by

scribing on a black (white) board. Students would learn this material and then regurgitate it within an exam environment. Of course, assignments were set to test the application of knowledge, but not in the ways they are done now. Today's student has changed with the times: the traditional modes of delivering information, such as lecturing, are not designed to hold his or her attention, simple telling of what is needed to be known, a spoon fed mechanism, is not acceptable. Access to the Internet has changed everything. Modes of delivery now incorporate social media with associated discussion boards, blogs, tutorials and live or on-line group sessions, where acquired knowledge can be applied to commercial situations.

The introduction of the World Wide Web has made information readily available to all and thus affected the way we teach. Indeed, during lectures, students are simultaneously goggling what is being delivered!

This increased availability of information has led to changes in teaching methods. Face to face contact time now takes on a different format: common ways, particularly with smaller cohorts, are to use workshops, seminars, team based learning and 'flipped classroom' approaches. In this situation, 'class time' (which could be physical or virtual space) is used for exploration, analysis and application rather than transmission of information.

Recent studies by Freeman (2014) compared student performance in undergraduate science, technology, engineering and mathematics (STEM) courses when taught by traditional lecturing versus active learning. They documented that average examination scores improved by about 6% in active learning sections, and that students in classes with traditional lecturing were 1.5 times more likely to fail than were students in classes with active learning.

Within a recent report to the European Commission on "New modes of learning and teaching in higher education" (October 2014) it was outlined that whilst the conventional setting of the lecture hall will continue to form the bedrock of higher education systems, it will be enhanced by the integration of new tools and pedagogies, and it will be complemented by many more online learning opportunities. Indeed, a plethora of new terms have been making recent headlines in higher education – xMOOCs, cMOOCs, SPOCs, DOCCs... - with the promise or threat, that digital technology will revolutionize the traditional bricks and mortar universities. This together with digital platforms and portals has accelerated the growth of on-line study and the emergence of short focused on-line courses.

Most people are familiar with the concept of Distance Learning (DL). Historically this has been paper led, but due to the rise of the worldwide web it is now predominantly delivered electronically.

Definition of Distance Learning:

A method of studying in which lectures are broadcast or lessons are conducted by correspondence, without the student needing to attend a school or college

As defined by The Oxford Dictionary [accessed 10.04.16]

A distance learning module is one in which (1) the entirety of the module is taught via the virtual learning environment (VLE), and (2) students use that environment to access a variety of pre-prepared learning materials, including open educational resources (OERs) and to interact with their peers and tutors. Whilst a distance learning module does not involve any face-to-face contact time, this does not mean that such modules do not have any staff contact time, as an essential part of a distance learning module is the work that staff do to support and guide students via the use of discussion boards, blogs, journals, virtual classrooms, etc., and to develop the learning community. Distance learning modules should not be confused with MOOCs (Massive Open Online Courses), which are typically short, free, carry no academic credit and make minimal use (and often no use) of student-tutor contact time.

As well as the emergence of the worldwide web, other factors are also influencing student expectations. One of these is the rise in student fees, particularly for the UK. Students are now questioning more closely what they are receiving in return for their money, which raises the question of how much contact time should students be receiving and where the value lies. Should students be given a total Campus experience or do they expect a more blended approach? Students display a range of attitudes toward the possible approaches to blended learning – from those who love it (more flexibility, independent learning, autonomy, etc.) to those who hate it and want a Campus based experience.

Definition of Blended Learning:

"a way of studying a subject that combines being taught in class with the use of different technologies, including learning over the Internet"

As defined by The Oxford Learner's Dictionaries [accessed 10.04.16]

Distance learning is not currently a common mode of delivery for leather education, most likely due to leather being predominantly a practical subject and also a tactile material, however, the concept of blended learning is commonly employed.

Recent feedback from ICLT students indicates that significant value is still held in the on-campus experience. It is not all about the transmission and application of knowledge between tutors and students but also what students learn from each other. Given the international intake of students within ICLT, students have differing manufacturing experiences to share with each other and provide enrichment within group workshops. The close networking and solid lifelong friendships made during their study years are reflected in the ongoing success of the University's leather alumni club, The Corium Club, mentioned above. This was inaugurated at Leathersellers' Technical College, London in 1920 and is still active today, with events being held around the world and via social media.

An example of blended learning is the MSc Leather Technology (Professional) described earlier where delivery is offered both on-site and off-site, with reliance on on-line access. This scenario is facilitated by Northampton's Integrated Learning Environment (NILE), which essentially is an on-line blackboard or VLE. This tool enables students and tutors to communicate electronically with course material, discussion boards and the electronic submission of assessments and subsequent feedback.

Over the next 10 years, e-learning is projected to grow fifteen-fold, accounting for 30% of all educational provision (EU report 2014). Education has adopted and adapted technology and is still in the process of absorbing and applying the implications: this alone can place additional pressures on teaching staff, since not all are technology experts. New technologies and associated pedagogies require very different skill-set from the more conventional teaching. Teachers have to embrace a changing role, from knowledge transmitters and experts in a particular subject, to mentors and facilitators of critical thinking. Indeed, who is going to teach the teachers during this period of rapid change...?

Today's student expects smart phones or tablets to play a standard role in the receipt of course information and delivery. E-books now play a crucial role in student education. Whilst these are limited within the field of leather, students now have electronic access to the technical arm of World Leather Magazine as a standard offering of their education at ICLT, this enables them to kick-start their literature research without getting out of bed! At what point will they be able to control tannery drums and chemical dosing via the same method...?

Future Challenges

So, whilst positive changes and advancements have been made in line with meeting market demands and expectations within leather education, all is not perfect and challenges will always lie ahead, with the two most likely being Global/Government changes and student expectations.

To a certain extent the first factor is out of our control, but may encompass issues such as UK Visa and immigration (UKVI) regulations that can impact on the accessibility of international students into UK HE. The recent UK Higher Education white paper, released May 16th 2016, proposes the go ahead for private companies to set up as universities with no minimum cap on student numbers, thus increasing the competitiveness of the HE sector.

Student expectations are compounded with the price of courses in higher education, particularly in the UK, where universities are obliged to charge the full economic cost because they are no longer subsidized by government. As a result, students are more critical of universities, looking more closely at the quality of teaching and receiving "value for money". The development of data capture has enabled the education system to become more transparent, with statistics being readily available to students such as, student satisfaction, retention and graduate employment.

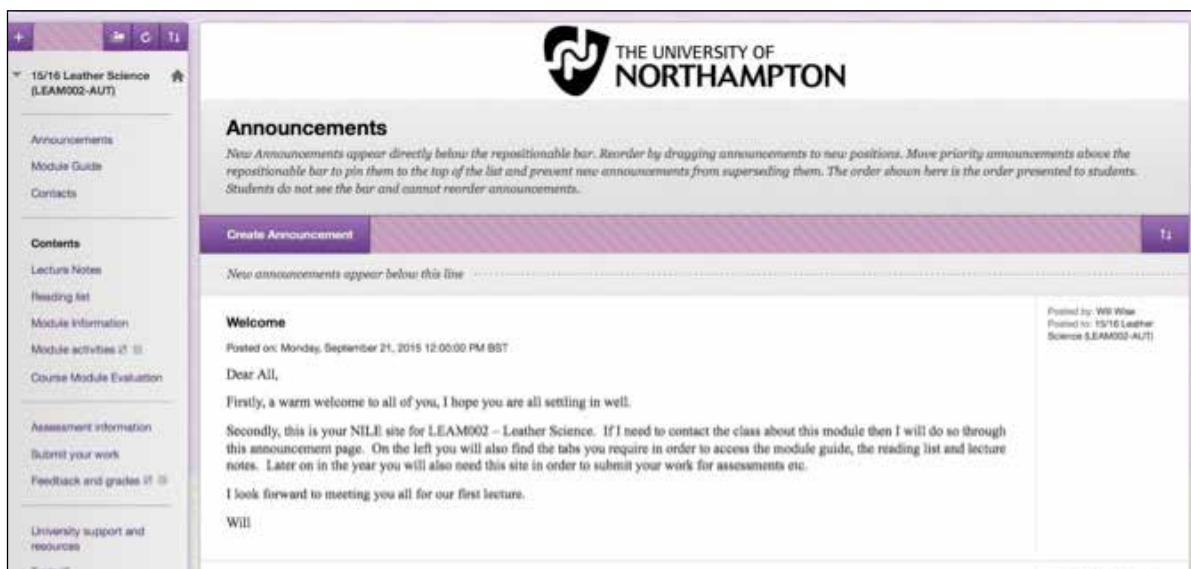


Figure 4. The Northampton Integrated Learning Environment (NILE)

This alone increases the competitive nature of the HE sector, with each university constantly looking for ways to differentiate themselves from others. Maybe the University of Northampton is fortunate; no other University in Europe is able to offer a BSC in Leather Technology with a full working tanner.

Matthew Taylor (Chief Executive of the Royal Society of Arts) received an Honorary Doctorate at the July 2015 University of Northampton Graduation, and offered the following advice to fellow Graduates:

“You may be breathing a sigh of relief that after 20 odd years you’re coming off the education treadmill, but my advice is this: those learning muscles that you have strengthened over your time here, keep building them and don’t let them sag. Don’t ever stop learning. Some of you may have finished full-time education, but you are only just starting a lifetime of learning.”

Conclusion

For those that claim they are leather experts, they are telling an untruth. It is impossible to know everything about leather. The modern leather industry starts with the live animal and finishes with an end product being fit for purpose and safe and legal. Education of the next generation of technologists and scientists must reflect the wider implications of the supply chain, to prepare the tanner for the influences each element of that chain will have on his operation.

More than this, the global leather industry needs to reflect on the state of leather education. It is clearly a relatively small activity. The size of the global leather industry is big: the annual turnover is of the order of US\$ trillion, bigger than several other major commodities put together. Therefore, in order to maintain its position in the world’s economy, the supply of qualified persons ought to be increased. The ‘critical mass’ of such persons is a long way away from the current production from the small number of institutions around the world.

To meet the needs of the industry, it is necessary to inform, excite and bring the younger generation into the industry. Part of the attraction has to be delivering their education via formats they have already accepted in their social interactions.

Change is implied in the precepts of ‘continuing professional development and life-long learning’. In this ever changing environment...

“Every day’s a schoolday...” R Garwood 2016!

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ALCA President Sarah Drayna presenting Wilson Award to Rachel Garwood.

Opening Address for the Technical Sessions 112th Annual Convention

by
David Peters

Good morning ladies and gentlemen,

Firstly, I would like to welcome and thank all our presenters, most of whom have travelled from around the globe to attend the 112th ALCA convention. The following countries are represented - Brazil, UK, Germany, Austria, Netherlands, Spain, Italy, China, Slovakia and the USA.

We have prepared a very interesting and diversified technical session that will occupy the next 2 days. Each session will have between 3 and 4 speakers and together with our various moderators we will adhere to the indicated schedule, with each speaker being given the opportunity to answer questions at the end of their presentation.

Please note that this year we received more requests than previous years and as such we have increased the number of presenters to 20 but in accommodating this number of presentations it is essential that we adhere to our schedule. It is therefore very important for all of us to respect the time allocated to each speaker and if we start to run over we will need to defer the questions to one of the coffee breaks.

Our speakers will cover a wide variety of issues encompassing the leather spectrum from the science and chemistry, the equipment, the product and also the softer more pleasing aspects of a fantastic raw material.

Our speakers will cover a wide variety of issues encompassing the leather spectrum from the science and chemistry, the equipment, the product and also the softer more pleasing aspects of a fantastic raw material.



112th ALCA Annual Meeting June 22-25, 2016 Oglebay Resort & Conference Center Wheeling, West Virginia, USA

Technical Program

John Arthur Wilson Memorial Lecture

***“Leather Education - Preserving the Past...Investing in the Future” by Rachel Garwood
Director of the Institute for Creative Leather Technologies (ICLT), Northampton, UK***

Most Recent Advancement in Clean Beaming Technologies by Jurgen Christner, TFL Ledertechnik AG, Basel Switzerland

Brazilian Global Leather Trade by Rogerio de Souza Cunha, CICB, Brazil

Trends in Automotive and Impacts on Leather by Andreas Kindermann, Wollsdorf Leder, Schmidt & Co Ges.m.b.H., Austria

The Over-Engineering of Nature’s Most Beautiful Product by Steve Lange, Leather Research Laboratory,
University of Cincinnati, Cincinnati, OH

The Physical Properties, Morphology and Viscoelasticity of Biobased Sponges Prepared from Un-tanned Hides
by Cheng-Kung Liu, United States Department of Agriculture, Eastern Regional Research Center, Wyndmoor, PA

Sustainable and Environmentally Friendly Technologies for Drums by Marco Maroglio, Vallero International, Italy

Sustainable Leather Finish Technology by Marc Oomens, im innovating, The Netherlands

Hybrid Tannage Using a Cationic Syntan (CAT) in Combination with Chrome for a Complete Exhaustion in Tanning
by Eric Poles, Silvateam S.p.A., Leather Division, Italy

Development of Collagenous Material Production, Treatment and Drying Techniques: Gelatin from Bovine Dermal Material by Juan Luis Salmeron, IPAP, Spain, and Alessandra Vangelista, Officine di Cartigliano S.p.A., Italy

Modified Smart Collagen Biomaterials for Pharmacy and Adhesive Applications
by Jan Sedliacik, Technical University in Zvolen, Slovak Republic

Transformative Potential of Digitalization by Roy Shurling, Lectra, Navarre, FL

Update on U.S. Hide Trade by Stephen Sothmann, U.S. Hide, Skin & Leather Association (USHSLA), Washington, D.C.

Complexing Agents and Their Practical Influence in Pickling, Chrome Penetration and Basification
by Marcelo Fraga de Sousa, Buckman North America, Memphis, TN

LWG Traceability and Protocols by Sarah Swenson, Prime Asis Leather Company, Exeter, NH

Tanning Technologies and Equipment Offered by the Italian Industry by Giulio Tandura, ASSOMAC, Italy

Utilization of Water-Soluble Carbodiimides in the Modification of Gelatin and Chitosan
by Maryann M. Taylor, United States Department of Agriculture, ERRC, Wyndmoor, PA

Green Crust Technology: A Game Changing Chemical Solution for Wet End Processing
by Dietrich Tegtmeyer, LANXESS Deutschland GmbH, Germany

MACH SENSATION: How to Sell Prestigious Leather by Luca Tisato, Feltre, Italy

Regulatory Challenges Facing the U.S. Leather Industry by John Wittenborn,
Leather Industries of America, Inc., Washington, D.C.

Global Trade with China by Chen Zhanguang, Chinese Leather Industry Association (CLIA), China

Presentation and Acceptance of the 2016 Fred O'Flaherty and Alsop Awards

by

Doug Morrison, Jim Haggerty and Simon Yarwood

Doug Morrison

It is my pleasure to introduce Jim Haggerty as the 2016 ALCA recipient of both the Fred O'Flaherty and Alsop Awards.

Jim began his business career after spending 5 ½ years in the U.S. Coast Guard where he served as a Meteorological Technician. Jim began his career in the Chemical Industry at Dewey and Almy Division of W.R. Grace and Company in inside sales and eventually on the road. He marketed Process Chemicals to a variety of industries covering 15 Midwestern States. In 1975, he joined the leather industry at Hamblet and Hayes Division of Ciba Giegy, calling on key account tanneries in New England. He then moved on to Tannin Corporation in the same capacity, covering the Northeast portion of the United States.

In 1986, Jim moved to the Wellington International sales arm of Sirois Leather, serving as International Sales Manager in the U.S., Canada, Hong Kong, Taiwan, and Korea selling lambskin leathers. The lambskins were tanned and finished in New England for the Garment, Handbag, and Personal Leather Goods industries. Jim left the leather business in 1988 and became a licensed Agent and Sales Trainer for a Small Business Health Benefits Association. He was awarded trips to Switzerland and Australia for his production and spent the next 18 months doing in-depth sales and product training across the US.

In 1994, Jim was offered the opportunity to rejoin the leather industry becoming the President of the Columbia Tanning Division of Howes Leather Company located in Brockton, MA. After overseeing a lengthy and extensive renovation, the facility experienced a devastating electrical fire. Howes Leather then made a decision to not rebuild the tannery following the fire.

At that point in 1996, Jim was offered and accepted the North American Advertising Manager position at Shoe and World Trades Publishing. He was responsible for Leather Manufacturer, World Leather, and World Sports Activewear. In addition, Jim worked at World Footwear and the associated websites, www.leatherbiz.com, www.footwearbiz.com, and www.sportstextiles.com.

Through the course of his working career, Jim has served 9 years as Press Secretary of the New England Tanners Club. Jim has been very active throughout his entire membership with the ALCA. He has overseen the annual Fun Runs, sponsored early on by Shoe Trades, but in recent years by World Trades Publishing and it's titles: World Leather Magazine and leatherbiz.com, and the Tannery of the Year Program.

Jim has enjoyed his friends, his customers, his associates, and the wonderful ALCA Annual Meeting venues that he has experienced through the years.

I wish to acknowledge the Alsop nominating committee of Lori Hyllengren, chairman and committee members: Rob Harvey and Bob White for your selection process. In addition, I wish to acknowledge the Fred O'Flaherty nominating committee chaired by me, and committee members: Susan Green and John Rodden.

Jim has enjoyed his friends, his customers, his associates, and the wonderful ALCA Annual Meeting venues that he has experienced through the years.

In conclusion, a review of our past winners of the Alsop Award and Fred O'Flaherty Award shows that we have never had the same person win both awards in the same year. So this is certainly a special night for Jim.

At this time, I would request Lori Hyllengren to join me on stage for our presentations to Jim.

Thank you.

Jim Haggerty

Mr. Chairman, Madam President, Officers, Alsop and O'Flaherty Committee Members, ALCA Members and Guests,

I have been attending ALCA meetings since 1976 and each year listened to awards with little thought of ever being up at this podium but surprise... surprise; here I am and I'll bet you are tired of seeing me up here.

I may take a bit more than a brief time but not much... and steal a line from Rachel Garwood's keynote memorial lecture and say that I too, experienced a most fortunate accident in my early years in the Leather industry. In 1975, I joined a chemical supplier, later Ciba-Giegy, selling to the many Northeast tanneries that existed then. At the same time, they enrolled me in the New England Tanners Club, and I soon became its Press Secretary (a nine year experience) where I met and worked with the media side of the business. This was the lucky break, having regular contact with John Moynihan, Publisher of Leather Manufacturer Magazine and ALCA members. That would prove to be a career long beneficial relationship but I am getting slightly ahead of myself.

I also became a member of ALCA attending annual meetings. In 1980, the Fun Run began co-sponsored by John along with Max Maier of Roit Corporation. The first run was at Buck Hill Falls, PA, and in 1981 at Hilton Head. Due to illness, 1982 was missed but commenced again in 1983 in Hersey, PA, sponsored by Leather Manufacturer and John. Leather Manufacturer stopped publishing in 2001 and the Run was passed, in 2002, to World Leather, which has booked it ever since, for which it is to be commended.

As for the Chemical side of the business, I continued calling on tanneries until 1986 when I left the industry for a few years. In the interim, I began selling lambskin leather to the garment and handbag trades and eventually ran Colombia Tanning, manufacturing and marketing shoe lining leathers, elbow patch and collars and other small pieces tanned from the cow bellies that could not be used for soiling. It was then that I bought ads from John Moynihan in American Shoemaking Magazine. The tannery experienced a major fire at the end of an extensive rehab and it was then shut down in 1996. I then was offered the Advertising Sales Managers position for Leather Manufacturer, World Leather, and their affiliated websites as they were developed.

In closing, just know that it has been a wonderful 40-year career for the most part, with great experiences, customers and friends along the way. I am grateful, thankful and honored to have your thanks with these wonderful awards.

Thank you and be well!

Simon Yarwood



Jim Haggerty receives Awards from Doug Morrison and Lori Hyllengren.



Jim Haggerty receives recognition from World Leather publisher Simon Yarwood.

Closing Ceremony, ALCA President and Vice-President

by
Sarah Drayna and David Peters

Sarah Drayna

[President Sarah Drayna presented Certificates of Appreciation, summarized this year's Annual Convention and progress of the Association during the past several years. The "gavel" was handed off to incoming President David Peters.]

David Peters

Ladies and gentlemen and fellow council members, it is indeed a privilege and honor to serve as the President of the ALCA. Over the past 112 years this association has recorded, cataloged and witnessed the evolution of our industry. No small feat and something that could not have been done without the unselfish commitment of so many volunteers.

During the past 20 years we have seen a dramatic shift to Asia in the leather manufacturing industries and the ALCA has not only maintained its place in our industry but is consistently recognized and respected as the resource for leather science and engineering around the globe. To be a player in our industry, as I am sure all will agree, travel is an essential component and no matter where business takes us around the world, the ALCA is often referenced in meeting rooms, tanning offices and laboratories for the incredible work reported through our *Journal*, which is often referred to as *JALCA*.

It is a testament to the editorial board and more specifically Bob White's leadership that has kept this monthly *Journal* vibrant and alive. It is my belief and also conviction that the global leather industry needs the ALCA. To the best of my knowledge there is no other entity that focuses their energies and provides a forum for leather such as the ALCA.

What makes this organization so special is our structure, which is reliant upon individuals to contribute their time and resources without compensation. In fact this convention, which provides a forum for current and vital industry topics, is also a key ingredient for sustaining the financial well being of our association. We are here today strictly due to the generous participation of our 22 speakers who undertook to contribute their time and attendance for the betterment of the ALCA.

It should also be noted that none of this would have been possible without the hard efforts and commitment of our secretary, Carol Adcock. She keeps us informed, engaged and as we often slip or slide from pre-agreed time lines she politely and firmly brings us back on schedule.

Once again Doug Morrison has demonstrated his comprehensive command of arranging the venue. His attention to detail is an often taken for granted aspect of things running well. But as my fellow councilors will agree Doug has once again done a terrific job organizing this year's convention.

I would also like to thank Michael Bley for becoming Vice President and assuming the role of managing the technical program for 2017, which will be held once again at Pinehurst.

I am confident that at next year's convention we will have another impressive group of speakers and interesting subjects and in this respect I am totally committed to support Mike in achieving his goals and objectives.



Retiring President Sarah Drayna, incumbent President David Peters with Wilson Lecturer Rachel Garwood.

The success of our 2017 convention is also based on the commitment of our members and their corresponding resources to support ALCA. I know from discussions with various attendees that they will be engaged and helpful in attracting a wide range of speakers.

Finally I would like to thank Sarah Drayna. There is a need to applaud her commitment and leadership of ALCA these past 2 years.

Sarah brings enthusiasm and vibrancy wherever she goes and through her dedication and hard efforts has helped make the ALCA succeed during her tenure as president. She has been a positive change agent and supported my efforts as vice president and basically set the standard for her successor. Me.

I look forward to leaning on her experiences and marshaling her support in the coming months, as she is a valuable resource for the ALCA.

Thanks again for your participation in this year's convention, enjoy the rest of the evening and I look forward to seeing you all next year at Pinehurst.

It is a testament to the editorial board and more specifically Bob White's leadership that has kept this monthly Journal vibrant and alive. It is my belief and also conviction that the global leather industry needs the ALCA.

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WHEELING, WV
JUNE 22-25, 2016**

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World Leather Magazine

Comments from the *Journal* Editor

Dear members, subscribers, authors, leather scientists and June 2016 Annual Convention guests,

The proceedings of our 112th June Annual Convention, including the Wilson Lecture and the Technical Program of June 23-24 are published in this August 2016 issue. The diversity of excellent presentations encompassed major issues affecting the global leather activities. There were about 90 attendees from 10 countries, appropriately in alignment with the increasing more global reach of this *Journal*.

The Wilson Lecture by Rachel Garwood addressed the critical issue of how we educate the next generations of leather scientists and technologists, and proposals were offered. Many of the presentations were focused on automotive leathers, clean technologies, sustainability and environmental issues.

Next years program will continue this diversity of new technologies, global trends and issues reports. Mark your calendars now for next years Annual Convention, returning to Pinehurst Resort, Village of Pinehurst, NC, June 13-16, 1017.

I want to thank the many people that make this *Journal* possible and available in both print and the electronic (ezine) formats. For the electronic *JALCA* subscribers, log-on to alcajournal.com or use the link at our website leatherchemists.org. Your comments and suggestions are strongly encouraged and most welcome – send to jalcaeditor@prodigy.net.

Robert F. White
Journal Editor
June 2016

The diversity of excellent presentations encompassed major issues affecting the global leather activities. There were about 90 attendees from 10 countries, appropriately in alignment with the increasing more global reach of this *Journal*.

Bailey Keyser Awarded Scholarship

I am happy to announce this year's Randy Rowles Memorial scholarship is awarded to Bailey Keyser. Bailey is the son of Craig Keyser and is studying biomedical engineering at the Newark College of Engineering.

Bailey's career goals involve turning what sounds like science fiction into reality. Bailey hopes to create a sensor located inside the body that can differentiate neural impulses sent from recreated human skin to the brain. In other words, layers of human skin will be grown over prosthetic limbs. By way of the sensor, the skin will be connected to the nervous system and the brain will receive feeling sensations similar to the original limb.

On behalf of the 2016 selection committee, consisting of Sarah Drayna, Beat Shelling, CK Liu, Okey Abara, Nick Latona and myself, we congratulate Bailey and wish him success in achieving his goals.

Lori Hyllengren

Bailey hopes to create a sensor located inside the body that can differentiate neural impulses sent from recreated human skin to the brain.

News Release from the IULTCS

July 4, 2016

Young Leather Scientist Grant to be Sponsored by Lear Corporation

The Executive Committee of the IULTCS is glad to announce that Lear Corporation has agreed to sponsor the 2017 research grant for young scientists. This is the third time the IULTCS grant will be awarded, but the first time it will be sponsored by Lear. The monetary sponsorship is given annually to a young leather scientist, under the age of 30, for a worthwhile leather research project to be conducted at a recognized institution. For the upcoming grant, an increased award of €1 500 will be paid as a single sum to the young leather scientist that submits the winning proposal.

Nathan Mullinix, Vice President of Global R&D for Eagle Ottawa, a division of Lear Corporation noted: *"We are very proud to sponsor the grant, which has the objective of encouraging new scientists in the development of chemistry, science and technology of leather"*. The award will be administered by the International Union Research Commission (IUR), led by Dr. Luis Zugno. Details of the eligibility requirements and application form are available on the IULTCS website (www.iultcs.org). The submission deadline is October 28, 2016. The IULTCS requests that readers of this announcement forward the information to those institutions and individuals who could benefit from the award.

End News Release

For editorial Information:

Elton Hurlow

Email: elhurlow@buckman.com

Tel: +44 7471 351 247

The monetary sponsorship is given annually to a young leather scientist, under the age of 30, for a worthwhile leather research project to be conducted at a recognized institution.

Council Meeting Minutes

American Leather Chemists Association

Oglebay Resort & Conference Center, Wheeling, WV

June 22, 2016

Officers: Sarah Drayna, David Peters

Councilors: Mike Bley, Gary Rennerfeldt, Andreas Rhein, Beat Schelling

Executive Secretary: Carol Adcock

Editor: Robert F. White

Convention Chair: Doug Morrison

1. Welcome – Sarah Drayna, President

President Sarah Drayna called the meeting to order and welcomed everyone.

April 11, 2016 conference call minutes were previously approved by email.

Results from electionbuddy.com were announced. The new Vice President will be Mike Bley. New councilors will be Joseph Hoefler and Katie Thudium. Mrs. Adcock announced that 107 votes were cast out of the 274 sent out which is 39.1%. This was much in keeping with the usual amount of votes cast. President Drayna reported that due to Mike Bley becoming the Vice President of the Association, this would leave a vacancy on Council since he was a councilor whose term was to expire in June of 2018. Motion was made, seconded and passed to approve Shawn Brown as Councilor to fill the vacancy left by Mike Bley. In the event Mr. Brown declines to serve, motion was made, seconded and passed to approve Doug Morrison as Councilor to fill the vacancy. It was later announced that Mr. Brown accepted the position.

2. Convention Items and Meeting with Hotel Staff – Doug Morrison

Council met with the staff of the hotel. All introduced themselves and their duties. It was mentioned that there was a need for a shuttle to the golf course for the tournament that afternoon. The hotel staff indicated they would manage that request.

After the hotel staff left, Mr. Morrison reviewed the overall schedule for the convention with Council. President Drayna commended Mr. Morrison for the excellent job he had done in organizing the convention. Things were running smoothly so far.

3. Old Business – Sarah Drayna, President

Life Member

There were three candidates for life membership in the Association, namely Helmut Fritz, Prasad Inaganti and Roger Langlais. The bios of the first two were previously emailed to Council. The criteria for life status in the Association is that the member has been a paying member of the Association for forty (40) years. Motion was made and seconded and unanimously passed to give Helmut Fritz, Prasad Inaganti and Roger Langlais life status in the Association.

2016 Rowles Scholarship Recipient

It was announced that one application had been received for the 2016 Rowles Scholarship. The committee recommended to Council that the one application submitted be awarded the scholarship. Council previously approved such recommendation. The 2016 recipients of the Randall Rowles Memorial Scholarship is Bailey B. Keyser, son of Craig and Marianne Keyser who are both attending the convention. The award will be done during the Annual Business Meeting on Friday.

4. Editor's Report – Robert F. White

Mr. White submitted the following written report:

Dear ALCA Officers and Councilors:
June 14, 2016

Editor's Report

Comparative manuscripts activity for the 12-month periods June through May:

	<u>2015 – 2016</u>	<u>2014 – 2015</u>	<u>2013 – 2014</u>
Received	107	87	74
Rejected/withdrawn	56	37	26
Approved	37	38	32
In Process	13	12	16

We have had a dramatic increase in new manuscript submissions, with submissions from countries and labs that have not recently published in *JALCA*. This greater selectivity has enabled further improvements in quality and diversity of technologies we offer our readers. Our larger more international Editorial Board,

which now numbers 19, enables more focused expertise and in depth reviews. Our August issue will include the Wilson Lecture and report the Proceedings of our June 2016 Annual Meeting. I am now scheduling manuscripts for our December and January issues. We have recently adopted some updated style and formatting changes suggested by our reliable publishing resource KSA&D.

Respectfully submitted,
Robert F. White
Journal Editor

Discussion was held regarding the Editor's Report. Mr. Peters said that the number of manuscripts received in 2015 was remarkable. Mr. White said it was one of the highest number received in years. Discussion followed regarding the members of the Editorial Board. Motion was made, seconded and passed that to be on the Editorial Board you must be a member of the ALCA in good standing.

Motion was made, seconded, and carried to accept the Editor's Report as written.

5. Technical Committee Reports – Beat Schelling

Mr. Schelling announced that he would give a report at the Annual Business Meeting regarding his Sustainability Committee as well as brief reports on all subcommittees. He reported that the RLC had its usual meeting at the USDA in April. The Education Committee has 3 members who are no longer ALCA members. He spoke about the importance to provide education in the leather industry and how there was a real need for it in the US. He will talk again with Steve Lange about the possibility of merging the Leather Technology Correspondence Course with the University of Cincinnati. If this is not possible he suggested finding alternate options.

President Drayna reported that Mr. Schelling wanted to be relieved of his duties as Chair of the Sustainability Committee. He felt he was making no progress in organizing the main committee with other subcommittees. Discussion followed regarding the viability of the current technical committee and subcommittees and how to organize them to be of use and purpose to our membership. A meeting with representatives from the LWG, LIA and USHSLA along with Steve Lange and David Peters will be arranged regarding US standards. No changes will be made at this time in the technical committee and subcommittees until after this meeting.

Motion was made, seconded, and carried to accept the Technical Committee Report.

6. Financial Report – Carol Adcock

The council reviewed the Balance Sheet as of May 31, 2016 as well as the Profit and Loss Statement and Budget vs. Actual for the same time period.

The Membership and Subscription Report was also reviewed. The ALCA currently has 327 members consisting of 162 active, 44 active life, 3 active life mutual, 19 active life retired, 18 active mutual, 39 active retired, 35 SLTC, 5 SLTC students, and 2 ALCA students. It was noted that two members and/or friends of the leather industry had passed away since the last Annual Convention. They were Jim Biles d. April 7, 2016 and Mila Aldema-Ramos d. November 15, 2015. A moment of silence will be held for all of them at the Annual Business Meeting. It was also noted that two members, James Haggerty and George Stockman, had been given retired status with the Association.

For 2016, 185 paying members contributed \$37,733. There is outstanding approximately \$2,629 in dues from the SLTC after subtracting the dues of our mutual members. Subscriptions for 2016 have brought in \$11,325 in fees and \$3,989 in postage and handling charges. Discounts have been given in the amount of \$838.50, making a total of subscriptions and postage and handling charges minus discounts in the amount of \$14,475. Fourteen new members have joined ALCA since the last Annual Convention: eleven active members, one student member and two SLTC including members. The bylaws state, "Any member whose dues are unpaid on April 1st shall be dropped from membership." Accordingly two members who did not respond to the numerous invoices sent them were dropped from the membership roles for non-payment of their 2016 dues.

Motion was made, seconded and passed to accept the Financial Report as presented.

7. Ways and Means Committee – Andreas Rhein, Chair

Andreas Rhein, Chair for the Ways and Means Committee, submitted the following written report prior to the meeting:

As of March 31, 2016 our Portfolio was valued at \$186,035. For the year the portfolio value has increased by \$1,695 since December 31, 2015. As of June 15, 2016 our Portfolio was valued at \$ 183,255.

The following represents the present Asset Allocation Detail

Cash	\$3,691	2.0%
Fixed income	\$88,805	48.5%
Equities	\$80,876	44.1%
Alternative	\$9,883	5.4%
Total	\$183,255	100%

Respectfully Submitted
Andreas Rhein

Mr. Rhein was absent, but there were no questions about the report. Motion was made, seconded and carried to accept the Ways & Means Committee Report.

8. Annual Convention – 2017 Annual Convention

Mr. Lehman signed the contract for the 2017 convention last year, with a deposit of \$5,000 being sent in March of this year. It will be held at the Pinehurst Resort in Pinehurst, NC. The dates will be June 13-16, 2017. The rates at the Carolina will be as follows:

- Single: \$427.09 per night
- Double: \$283.43 per person per night

The format for the convention will be like the 2015 schedule. Plans are well underway.

9. Committee Appointments– Sarah Drayna, President

President Drayna announced the following appointments had seen previously sent to Council:

- 2017 Nominating Committee: Sarah Drayna (Chair), Steve Gilberg, Gary Rennerfeldt
- 2017 ALSOP Committee: Nick Latona (Chair), Prasad Inaganti, Andy Rhein
- 2017 O’Flaherty Award Committee: Beat Schelling (Chair), Joe Hoefler, Lori Hyllengren
- 2018 Wilson Selection Committee: Alex Campbell (Chair), Dietrich Tegtmeier, Robert White

Motion was made, seconded, and carried to accept the appointments as written.

10. New Business– Sarah Drayna, President

Formal Organization of 2017 Technical Program Committee

It was felt that the difficult time recruiting a candidate for Vice President this year resulted from the new two year term and

having to put together two technical programs in a row. In an effort to help the Vice President with the 2017 technical program, each Councilor was charged with providing one speaker. Mr. Peters felt he could contribute three to five speakers for next year. Discussion followed identifying different companies that should present next year and the registration fee for speakers. It was felt that at least half of next year’s speakers could be obtained during this year’s convention.

Appointment of Councilor to Replace Mike Bley

A replacement for Mr. Bley as a Councilor was approved earlier in the meeting.

Identification of Future Volunteers

A list has been compiled of potential volunteers for the Association in the areas of Officer, Councilor, Convention Committee, Technical Committee, and Selection Committee. The Officers will review this list and try to broaden our base of volunteers.

2017 Convention Vice Chair; 2018 and 2019 Convention Chair

Sarah Drayna was nominated as the 2017 Convention Vice Chair and the 2018 and 2019 Convention Chair. Motion was made, seconded and unanimously passed to appoint Sarah Drayna the 2017 Convention Vice chair and the 2018 and 2019 Convention Chair. As part of her duties, she will recommend a site to Council for both conventions. Mrs. Drayna graciously accepted these positions.

11. Adjournment

The next Council meeting will be Friday, June 24, at 8 am. It will be a short breakfast meeting before the technical sessions begin for the day including the current Council as well as the new members of Council.

There being no further business, the meeting was adjourned.

Respectfully Submitted by:
Carol Adcock, Executive Secretary

American Leather Chemists Association

Annual Business Meeting

112th Annual Convention

Oglebay Resort & Conference Center, Wheeling, WV

June 24, 2016

President Sarah Drayna welcomed Officers, Councilors and Members and called to order the annual business meeting of the 112th Annual Convention of the American Leather Chemists Association.

1. New Members

A warm welcome was extended to the 12 new active members who joined the association during the past year along with 3 new SLTC members. Congratulations were extended to two members, James Haggerty and George Stockman, who had met the requirements and were approved for retired status with the Association since the last annual meeting along with three members, Helmut Fritz, Prasad Inaganti and Roger Langlais, who were given life status in the Association.

2. Officers and Council

a. Officer Changes

At the end of the convention, David Peters moves to President and Mike Bley becomes Vice President.

b. Council Changes and Presentation of Certificates

Retiring councilors Gary Rennerfeldt and Chris Koelblinger were thanked for their service and contributions during the past three years. Mr. Rennerfeldt was absent and will be presented with a Certificate of Appreciation during the Banquet. The results of the election were announced and the incoming councilors for 2016-2019 will be Joseph Hoefler and Katie Thudium. The new councilors were congratulated, and appreciation was extended to the Nominating Committee, Steve Lange, Chair, Jeff Miller and Nathan Mullinix, for their service to the Association. It was then announced that Shawn Brown had been approved to fill the vacancy on Council, replacing Mike Bley.

3. Technical Committee Reports

President Drayna introduced Beat Schelling to give the report for the Sustainability Committee as well as reports for the other subcommittees under the Sustainability Committee. He reported that the RLC met April 20 at the USDA. The Methods and Specifications Subcommittee met right after the RLC meeting with the ASTM 31 Committee. One of the main topics was the atomic absorption method. Volunteers were needed to participate in a round robin study on the Atomic Absorption method for unfixed chrome in wet blue. The next meeting will

be held September 28 and 29 at the Leather Research Laboratory at the University of Cincinnati.

The Education Committee reported that two students graduated last year from the program and currently 5 students are enrolled. We are looking into possibilities with the University of Cincinnati or other colleges to improve our educational program and make it more interesting for future students.

One of the co-chairs of the Methods and Specifications Subcommittee, Lori Hyllengren, reviewed the guidelines for the Randall Rowles Memorial Scholarship. She gave the following report:

I am happy to announce this year's Randy Rowles Memorial scholarship is awarded to Bailey Keyser. Bailey is the son of Craig Keyser and is studying biomedical engineering at the Newark College of Engineering.

Bailey's career goals involve turning what sounds like science fiction into reality. Bailey hopes to create a sensor located inside the body that can differentiate neural impulses sent from recreated human skin to the brain. In other words, layers of human skin will be grown over prosthetic limbs. By way of the sensor, the skin will be connected to the nervous system and the brain will receive feeling sensations similar to the original limb. This is very exciting science and just think of the people it could benefit someday.

On behalf of the 2016 selection committee, consisting of Sarah Drayna, Beat Shelling, CK Liu, Okey Abara, Nick Latona and myself, we congratulate Bailey and wish him much success in achieving his goals.

4. Committee Appointments

The By-Laws state: "The composition of the Nominating Committee shall be reported to the membership at the annual meeting, and shall be subject to ratification by the active members there present." This motion was made at the Business meeting and the following members of the 2017 Nominating Committee were approved:

Sarah Drayna (Chair), Steve Gilberg, and Gary Rennerfeldt

The following appointments approved by Council were announced:

- 2017 O'Flaherty Service Award Committee: Beat Schelling (Chair), Joe Hoefler and Lori Hyllengren
- 2017 Alsop Award Committee: Nick Latona (Chair), Prasad Inaganti and Andy Rhein
- 2018 Wilson Memorial Lecture Committee: Alex Campbell (Chair), Dietrich Tegtmeier and Robert White
- 2017 Convention Vice Chair: Sarah Drayna
- 2018 and 2019 Hotel Arrangements and Convention Chair: Sarah Drayna

Andy Rhein was appointed to another term as our IULTCS Representative from June of 2016 to June of 2019. Appreciation was given for his willingness to serve again.

5. Editor's Report: Robert F. White

Mr. White gave the following report:

I want to welcome Kadir Donmez and Steve Lange to our Editorial Board, which now numbers 19. I certainly want to recognize and thank our continuing EB members for their faithful service; Dr. Meral Birbir, Chris Black, Dr. Eleanor Brown, Dr. Anton Ela'mma, Elton Hurlow, Prasad Inaganti, Dr. Cheng-Kung Liu, John Moore, Dr. Edwin Nungesser, Dr. Roger Pinto, Dr. Mila Aldema-Ramos, Dr. J. Raghava Rao, Andreas Rhein, Dr. Bi Shi, George Stockman, Maryann Taylor and Brandon Yoemans.

Manuscript submissions increased this year due, in part, to new submissions from laboratories (and countries) that have not participated in recent years. I believe this has enabled further improvements in quality and diversity of technologies we offer our readers. Our contributing research institutions are keeping *JALCA* at the leading edge of technology: much nano and most recently, DNA and quantum physics/chemistry manuscript submissions.

We continued to publish 45 manuscripts per year and upload the *eZine Journal* to our website on the first day of each month. I am now scheduling approved manuscripts for our October issue.

I want to thank those presenters at this Annual Meeting that promptly submitting their manuscripts. We will begin publishing these important contributions in September. I strongly encourage more comments and suggestions from our readers, either as letters to the editor or blog in our leatherchemists.org open access Networking: Forum

Respectfully submitted,
Robert F. White
Journal Editor

6. State of the Association

a. Membership Review

A total membership of 327 members, of whom 185 are paying members, was announced.

b. Convention Account

A bar chart was shown indicating the income and expenses for the annual conventions since 2009. The chart reflected revenue of \$55,150, expenses of \$35,623 for a profit for 2015 of \$19,527.

c. Convention Attendees

A review of the attendance for 2016 revealed that 15 tanners representing 10 tanning companies, 41 suppliers representing 17 individual chemical companies and 14 individual equipment companies, 11 research scientists representing 6 organizations, and 2 educators representing 2 universities or technical schools were present. Other attendees included 2 ALCA staff, 2 press, 3 consultants, and 9 guests for a grand total of 85.

d. Investments

A bar chart was shown reflecting the portfolio performance since 2008. The chart compared first quarter earnings versus the average portfolio value.

The report was included on the slide, which read as follows:

As of March 31, 2016, our investments were valued at \$185,715. The year-to-date liquid earnings were \$2,887 (\$962/mo). We feel our investments, money market and recovered funds are well positioned to endure volatility and earnings pressure as we still see in the market.

Respectfully Submitted
Andreas Rhein

e. Sponsorship

This year's meeting had a three level sponsorship program. They were Gold for a donation of \$1,000, Silver for a donation of \$750, and Bronze for a donation of \$500. There were 12 gold, 8 silver, and 8 bronze donors. ASSOMAC and the Italian Trade Agency sponsored one of the technical sessions, namely Session 5 – Tanning Technologies and Equipment. Buckman again sponsored Larry Shaver, golf pro, to analyze golf swings Thursday evening. A list of the specific sponsors for each category was shown. The association is very indebted to the generosity of all the sponsors.

In addition there were 3 exhibitors and 7 program advertisers. Appreciation was also extended to these generous supporters.

7. New Business

a. Website info

Everyone was reminded to go to the Association's website at www.leatherchemists.org for information about the Association as well as updates on next year's convention. The website has a wealth of information on the history of the Association as well as the updated membership directory.

b. 2017 Annual Meeting

The Association will host its 113th ALCA Annual Meeting at Pinehurst Resort in Pinehurst, NC-, June 13-16, 2017. The 2017 Convention Chair will be Lee Lehman, with Sarah Drayna being the 2017 Convention Vice Chair.

8. 2017 Wilson Lecture

The 2017 Wilson Lecturer was announced. It will be Federico Brugnoli, Technical Coordinator of the European Sectoral Skills Councils for 3 EU sectors (Fashion, Commerce and Automotive). His bio was given and will be posted on the Association's website under Annual Convention/Wilson Lecture.

Appreciation was given to the 2017 Wilson Selection Committee, Alex Campbell (Chair), Elton Hurlow and Andreas Rhein for their work in selecting a lecturer.

9. In Memory

There was a moment of silence observed for members and friends in the leather industry who passed:

- Jim Biles d. April 7, 2016
- Mila Aldema-Ramos d. November 15, 2015

10. Adjournment

President Sarah Drayna called for a motion to adjourn the annual business meeting held at the 112th convention of the American Leather Chemists Association. The motion was made and seconded. Motion carried.

Council Meeting Minutes

American Leather Chemists Association

Oglebay Resort & Conference Center, Wheeling, WV

June 24, 2016

Officers:	Sarah Drayna, David Peters
Councilors:	Mike Bley, Jeff Miller, Beat Schelling
New Councilors:	Joe Hoefler, Katie Thudium
Executive Secretary:	Carol Adcock
Editor:	Robert F. White
Convention Chair:	Doug Morrison

1. Welcome – Sarah Drayna, President

President Sarah Drayna called the meeting to order and welcomed everyone. New Councilors Joe Hoefler and Katie Thudium were welcomed along with new Vice President Mike Bley. Thanks were extended to outgoing Councilors and Convention Chair Doug Morrison.

2. Handing over of Gavel to New President – David Peters

President Drayna turned the gavel over to new President Peters.

3. What to Expect Next

Discussion followed regarding who we are, what we are and where we are going. The need for more revenue was discussed. Two other leather organizations have the same problem but are receiving government funding which helps. We cannot get government funding since we are a domestic association and do not participate in overseas events. President Peters talked to several of the companies that sponsor the Annual Convention asking if they would be opposed to a new structure for the sponsorship campaign. Most said it would not affect whether or not they attended the convention. It was felt that most of the Association's services were very inexpensive and could be increased. Mrs. Drayna will work on a new sponsorship campaign together with a new pricing schedule for advertisers and sponsors for the 2017 convention which may include advertising in the technical program. We also will investigate expanding the number of pages in the convention brochure.

4. Major Issues Before Council

Increasing Income of Association

It was felt that the importance of the *Journal* was underplayed.

This is something the Association needs to improve.

Membership Retention and Recruitment

Members of Council were asked to tell a friend about the *Journal* as well as the Association. Obtaining new members would also help to increase the revenues of the Association.

5. What is our Vision for the ALCA in the coming years?

How ill the ALCA prosper?

The current objectives of the Association were discussed and how to connect to the new generation and businesses. Mexico was mentioned as a prime player in the leather industry that was not represented very well either at the convention or in the *Journal*. We need to get more involvement from China and India as well. The Association's vision or mission statement needs to be refreshed. Bob White and Katie Thudium volunteered to work on updating the mission statement and will have something to Council by August 24.

It was also felt that an email survey should be sent out to the convention attendees. We should work on ways to get more tanners to attend the Annual Convention.

A meeting was held with David Peters, Mike Bley, Steve Lange, John Wittenborn and Steve Sothmann regarding the RSL list. Mr. Lange had prepared a list, but there seems to be a disconnect between the operational and commercial side. The result of the meeting was that a joint statement and list will be compiled and signed by the three presidents, namely, David Peters for the ALCA, John Wittenborn for the LIA and Steve Sothmann for the USSHLA, to be given to the LWG with an effort to have the LWG and their members endorse the ALCA RSL list.

President Peters went around the room asking each attendee to tell what they wanted to see happen with the Association. The following things were mentioned:

- Revenue generation;
- Additional use of the *Journal* with such things as editorials;
- Convention sponsorships increased;
- Broader areas of topics covered during the technical program;
- More papers covering leather finishing;
- Coverage during technical program of current hot topics and issues (suggested that Simon Yarwood might be helpful with this);
- More dedication from members and finding next generation of members;
- More education regarding leather;
- More papers relevant to tanners;
- Increase membership by younger generation such as students; find ways to reduce their rates;
- Group papers more by topic;
- Revamp sponsorship campaign of convention.

6. Wrap up/Next Council Meeting

Council will hold a conference call the end of July or first of August to discuss Mrs. Drayna's proposed convention sponsorship campaign going forward. Council will be polled to see when they are available. The fall Council meeting will be a conference call to be set in mid October at a later date.

There being no further business the meeting was adjourned.

Respectfully Submitted by:
Carol Adcock, Executive Secretary