

Allison K. Pymer

Recent Employment History

Eastman Chemical Company

CTO Strategic Support	2019 – Present
Growth Process Steward	2018 – Present
Senior Chemist, Corporate Analytical Division	2017 – 2018
Advanced Chemist, Corporate Analytical Division	2014 – 2017

Professional Experience

Leadership experience and capability: Translates directives at a platform level to execution needed at the project level. Works with a diverse set of businesses and functions. Has improved functions within the Growth Process Steward Center of Excellence: utility of databases, creation of Power BI dashboards, biannual portfolio review processes, streamlining of financial processes.

Influence without authority: Uses subject matter knowledge to influence the direction of project teams without having formal team membership. Listens to team members' concerns and seeks to understand before influencing. Has demonstrated influence without authority in both technical-facing (Chemist) and business-facing (Growth Process Steward) roles.

Familiarity with Stage-Gate processes and marketing practices: Coaches project teams on refining the business case presented during Gate reviews. Participates in project pre-review brainstorming and discussion sessions, which seek to refine the recommendations that project teams make. Understands the customer segmentation and addressable market maps.

Networking and cross-functional communication: Works as a member of and as a resource for project teams in several business units. Interacts across technology and marketing functions to pursue value-adding outcomes for innovation project teams and their stakeholders. Assists in preparing portfolio management reviews for business leadership teams.

Change management: Has worked with businesses to adopt new portfolio management processes and tailored them to maximize value for each.

Data analysis and programming: Created Power BI dashboards to present interactive, monthly spend reports for stakeholders. Programmed an algorithm that filtered small-amplitude signals from a fluctuating noise profile from large data sets to determine the time evolution of chemical processes. Proficient in Python, LabView, Adobe Illustrator, Igor Pro, Excel, and Origin.

Spectroscopy: Expert in using and interpreting UV/vis, NIR, IR, fluorescence, EUV, and Raman spectroscopies. Expert in the use of ultrafast systems.

Process Creation, Maintenance, and Management: Developed quality documentation and procedures that certified instrument performance on a monthly basis and worked with group members in process deployment and maintenance. Complies with appropriate processes and serves as a steward for a non-disclosure agreement between Eastman and an outside vendor.

Coaching and Mentoring: Coached seven technicians, most of whom had no prior industry experience, in the basics of spectroscopic methods and data interpretation. Enabled them to handle routine analyses and communicate with internal clients for timely, targeted problem solving. Worked alongside them to introduce advanced analysis methods. Provided one-on-one mentoring to improve their communication skills and interpersonal interactions.

Resource Management: Ensures that the technical strengths of team members are matched to projects requiring their expertise. Identifies projects or opportunities for the technical growth of team members. Co-authored competency assessment for spectroscopy techniques at Eastman and successfully advocated for changes in spectroscopy capabilities based upon the assessment's findings and Eastman's priorities.

Education

Ph.D. Chemistry, University of California, Berkeley	2014
<i>Research Advisor: Professor Stephen Leone</i>	
<i>Thesis: "Ultrafast Molecular Dynamics Studied Via Attosecond Transient Absorption"</i>	
B.S. Chemistry, Temple University	2008
<i>Magna cum laude</i>	
<i>Phi Beta Kappa</i>	

Recent Professional Service

Judge, Upper East Tennessee Science Fair	2015 – 2020
Mentor, tnAchieves	2018 – 2019