

Member Receives Presidential Award for Mentoring

AIChE Board member Christine Grant was presented with the 2003 Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM) at a White House ceremony last month.

Administered by the National Science Foundation on behalf of the White House, the award recognizes people and institutions that have provided broad opportunities for participation by women, minorities and people with disabilities in science, mathematics and engineering in elementary, secondary, undergraduate and graduate education. The award includes a \$10,000 grant for continued mentoring work.



Grant, an associate professor of chemical engineering at North Carolina State University, was recognized for her many mentoring activities that seek to stop leaks in the academic pipeline for women and students from traditionally under-represented groups and teaches students how to work within the academic system.

"I'm most proud of the impact I've been able to have on students and faculty to effect change," Grant told *AIChEExtra*. "When you've been through it — the good and the bad — you can impart your experience, and help someone else grow."

As the only African-American woman faculty in the College of Engineering at NCSU and one of only six African-American chemical engineering women faculty nationwide, both chemical engineering and non-chemical engineering students and junior faculty are often referred to her for

both academic and career counseling.

Grant has mentored throughout her career — as a college student, a graduate student, a professor, and as a scientist. Her expertise provides a wealth of experience for her students.

"By actively doing science, by actively teaching, and by participating in national science and engineering leadership activities, I'm mentoring by example," said Grant. "When my students ask me, 'How did you make it through grad school?'"

'How did you get tenured?' 'How did you get involved in leadership in science on the national level?' I can talk from my personal experience."

To date, Grant has mentored over 75 undergraduate students, 15 graduate students (as primary research advisor), and over 80 junior engineering faculty.

Grant's mentoring, however, does not happen in a vacuum. "All along the way, I've been mentored, and my expectation is that my students mentor someone else," said Grant. "It's interesting to see what they've done, where they are now, and who they are working with. I have a vision of developing a mentoring family tree."

Grant states that she is a product of several minority educational initiatives developed in the 1970's (e.g., General Electric's Program to Increase Minority Engineering Graduates, PIMEG). Today, she names AIChE members Morris Morgan (Hampton University), Matthew Tirrell (UCSB), Esin Gulari (NSF), and Carol Hall (NCSU) among her mentors.

An active leader of AIChE, Grant has served as a member of the Chemical Engineering Technology Operating Council (CTOC), and chair of the Minority Affairs Committee (MAC). Grant is also the co-director of the NSF Green Processing Undergraduate Research Program and serves as a mentor to engineering students in Ghana, West Africa.

This award is not the first for Grant. Other awards that recognize her active mentoring and achievement in chemical engineering include the 2001 AIChE Minority Affairs Committee Distinguished Service Award, the 2000 YMCA Academy of Women Science and Technology Award, and the Top Ten Women in the Sciences Award from the National Technical Association in 1998.

MAKE A DIFFERENCE: MENTOR!

Contact AIChE Volunteer Member Activities at 212-591-7329 or vma@aiche.org.

AFS and AIChE Team Up for Joint Conference at 2005 Spring National Meeting

AIChE and the American Filtration Society (AFS) recently announced plans to co-locate their 2005 spring meetings at the Hyatt Regency Hotel in Atlanta, April 10-14, in conjunction with a joint exposition.

AFS is the largest filtration society in the world, boasting a membership of the leading companies and leaders in the industry.

Participants at both conferences can visit the combined exhibits, and for a modest incremental fee, gain shared access to selected sessions. The co-located exhibitions offer vendors a unique opportunity to

reach a significantly larger and more diverse, technically savvy audience.

"The AFS-AIChE co-located meeting will offer all participants a greater potential for learning and networking," stated Joseph Cramer, AIChE director of technical programming. "This is our first venture together, and we think the combination of industrial applications and applied research found in AFS Annual Meetings will prove to be an excellent complement to AIChE's Spring Meeting and Exposition."

Edward C. Gregor, Chair of AFS,

commented, "AIChE members will have an opportunity to attend conference sessions specific to filtration in the process industries and our members will have access to AIChE's diverse programming. The AFS Plant Floor Exposition will display filtration technology for the large number of AIChE process industry users and specifiers of filtration equipment."

For more information on the 2005 AIChE Spring Meeting, visit: www.aiche.org/spring. For more information on AFS, visit: <http://www.afsociety.org>.

To enable members to make informed selections for the upcoming AIChE election, the candidates have provided overviews of their experience, as well as their plans for future programs and directions for the Institute. These messages are in each candidate's own words. On the following pages are statements for director candidates. President-elect and treasurer candidate statements appeared in the June issue of *Extra*. All statements are posted at <http://www.aiche.org/candidates>.

Voting dates and deadlines: Ballots will be mailed on August 20. Electronic proxy will also be available on this date. Directions on electronic proxy will be included with the ballot and emailed to members with email addresses on file. All ballots must be received by September 24. The Teller's Committee will meet to verify the results of the election on September 30. Election results will be announced in November at AIChE's Annual Meeting in Austin, TX, and in the December issue of *AIChEExtra*.

2005 AIChE Election: Candidates for Director

Andre R. Da Costa



STATEMENT

How do we ensure AIChE's role as the premier global professional society for chemical engineers? Given the current risk of insolvency, improving AIChE's financial situation is the most pressing challenge. Revitalizing the organization, especially at the local level, is also critical. At present, only 10% of members attend national meetings; affiliation with local sections is down; and attendance at section activities is poor. I am working with other volunteers to:

- Evaluate lower cost options for headquarters.
- Reinvigorate local sections through visits from the Board of Directors and joint meetings of neighboring sections.
- Engage executives as section officers and speakers and enlist their support of employee participation in AIChE activities.
- Develop technical programs that are relevant to engineers working in biotechnology, nanotechnology and traditional areas.

I have the leadership skills, energy, and experience to help AIChE achieve these vital goals.

National AIChE Involvement:

- Director, Separations Division, since 2002: led fundraising efforts; expanded awards program overseas.
- Vice-Chair, General Arrangements, 2003 Annual Meeting: key member of fundraising team that raised \$50,000.
- Member, Career and Education Operating Council, since 2004: working with team to structure the Leadership Development Conference.

Northern California Section Involvement:

- Symposium Chair; Director, Vice-Chair and Chair of third largest AIChE section (1999-2003).
- Involved industry leaders, academics, Board of Directors, and AIChE staff.
- Introduced emerging areas into technical programming.
- Increased membership by 2%.

Other Experience:

- Fellow, Institution of Chemical Engineers (U.K.) and Institution of Engineers, Australia, since 2000 and 2002, respectively.
- Chair, Chemical Engineering Committee, State of Victoria, Australia, 1997.
- Member, Scientific Committee, 7th World Congress of Chemical Engineering, Scotland, 2005.

BIOGRAPHY

Currently, as staff chemical engineer at ChevronTexaco, I am involved in energy research and technology development. Previously, as head of the Natural Gas, Refining, and Petrochemicals Separations Group for Membrane Technology and Research (MTR), Inc., I was a principal investigator and manager of research projects. Prior to joining

MTR, I worked for Fluor Daniel in process and project engineering in Australia, Europe, and the U.S.; Sydney Water Board, CSR and Incitec (formerly a subsidiary of ICI) in Australia; the Mauritius Chemical & Fertilizer Industry; and the Angolan Ministry of Energy and Petroleum. I am co-inventor on 14 U.S. patents and author of more than 20 publications.

I completed undergraduate studies and received an MS(1986) from the Mendeleev University of Chemical Technology of Russia (Moscow) and a PhD (1993) from the University of New South Wales in Sydney, Australia, both in chemical engineering.

Emmanuel Dada



STATEMENT

AIChE is repositioning to continue as the premier professional organization worldwide for chemical engineers and chemical scientists. To meet the challenges of the 21st century and beyond, AIChE's continued success will depend on the efforts of a strong group of volunteers and members of the Board of Directors. AIChE faces a number of significant challenges and financial hurdles critical to the financial vitality and survival of our Institute. The long-term viability of the Institute depends on developing sound strategies to address declining membership, initiate partnering with other suitable organizations and generate positive net income. AIChE should continue its supportive role in the careers of its members and in the nurturing of its diverse volunteer force of men, women, minorities and persons with disabilities.

If elected as a member of the Board of Directors of AIChE, I will work on the following:

- Enable AIChE to provide products and services that generate funds for the Institute.
- Support activities to provide essential services that attract and retain members.
- Ensure that the implementation of partnership with other organizations like ACS is in the best interest of our members, the Institute, and industries we serve.
- Allocate adequate resources to respond to and take leadership role in serving our members in the emerging areas of nanotechnology, sustainability, and bioengineering.
- Support the K-12 initiatives and scholarship programs for college students to provide a pipeline for future chemical engineers.
- Collaborate with other professional organizations worldwide on environmental and sustainability issues.
- Support the diversity initiatives of AIChE that encourage full participation and career success of all population groups.

BIOGRAPHY

Emmanuel is associate research fellow at FMC. His technical group is responsible for evaluating and contributing to emergent technologies in the area of process miniaturization and intensification. Prior to joining FMC in 1995, he worked at Rohm and Haas Company from 1989 to

2005 AIChE Election: Candidates for Director

1994. Emmanuel received his BS from Obafemi Awolowo University, Nigeria and his MS and PhD in chemical engineering from Lehigh University in Bethlehem, Pennsylvania.

Emmanuel is an active member of the Delaware Valley Section. He served as chair of the Minority Affairs Committee (MAC) from 2000-2002 and chair of the MAC Student Awards since 1999. He was awarded the AIChE-MAC Distinguished Service Award in 2000. Emmanuel has served as the chair of the Diversity Task Force since 2002 and has served on the Societal Impact Operating Council (SIOC) since 2001. Emmanuel is active in other professional organizations, serving as an associate member of the Committee on Minority Affairs of ACS and president of the NY/NJ Chapter of NOBCChE.

L.S. Fan



STATEMENT

The chemical engineering profession, like other engineering professions, is in the midst of a crucial transformation from a traditional, cohesive discipline to one that embraces large components of interdisciplinary subjects. Fan believes that a vibrant chemical engineering profession must reach out and work together with other professional entities to efficiently accomplish common endeavors. We must also build strong partnerships with industry in such areas as conference programming, membership, and interdisciplinary activities, so that we can become more relevant to ever-changing industries.

A different but related aspect of the transformation is the issue of diversity. Fan favors more aggressive efforts by AIChE to promote both demographic diversity (who we are) and intellectual diversity (what we do). Such efforts would resonate to the diverse work force of any successful business.

Another outcome of the transformation in chemical engineering is curricular reform. The broader interdisciplinary orientation of chemical engineering has sparked a movement to reform the traditional curriculum in ways that will enhance its ability to fruitfully embrace and integrate biological and molecular subjects. Fan strongly advocates efforts to promote curricular reform, including pedagogical tool development and outreach to K-12 students, through such means as providing input in textbook preparation and mentoring science fair projects.

Fan will devote his efforts toward promoting these programs and strongly supporting the Institute mission of serving its members and the public's needs.

BIOGRAPHY

L.S. Fan is Distinguished University Professor and C. John Easton Professor in Engineering in the Department of Chemical Engineering at Ohio State. He has been on the faculty there since 1978 and served as department chair from 1994-2003. Fan has closely interacted with industry throughout his career on many projects. He has actively served AIChE in various capacities. His leadership positions include positions as chair of the Societal Impact Operating Council, founding chair of the Particle Technology Forum (PTF), and secretary of the Central Ohio Section. He has served on numerous task forces, divisions, and program area committees, namely: the Diversity Task Force, Security Task Force, Heat Transfer and Energy Conversion Division, Fluidization Area, Fluid-Particle Separation Area, and Multiphase Flow Area. He is a consulting editor of the *AIChE Journal*. A Fellow of AIChE ('00) and a member of the National Academy of Engineering ('01), Fan received the Alpha Chi Sigma Award for

Chemical Engineering Research ('96), and the Gary Leach Recognition Award for Outstanding Service Contributions to PTF ('96).

Deborah L. Grubbe



STATEMENT

As a new Director of the Institute, I am committed to continuing the AIChE renewal process. Our current Board has worked diligently to bring AIChE to a state of financial stability. With our finances under control, I believe it is now critical for AIChE to improve service to its members and their industries.

Improving service in the face of fiscal tightness will require creative and critical thinking. My work with teams internal and external to DuPont demonstrates that I can devise and execute strategies in participation with others. My industry and government networks are "idea pools" and can serve as a source of additional input to our discussions.

An issue facing chemical engineering and science in the U.S. is the reduced level of funding for research. Research drives innovation, and innovation drives inventions, which in turn, drives job growth. The only way to stay competitive is to keep on inventing. The economies that innovate will lead technology development and will grow jobs. AIChE needs to be heard on this issue.

Lastly, and most importantly, I look forward to meeting you, and to hearing your needs and ideas. It is only with the input of each member that we will be able to transform AIChE into what we need and into what our industries need.

BIOGRAPHY

Deborah Grubbe, P.E., has worked for DuPont for 26 years, and is currently corporate director, Safety and Health. Her prior roles include operations director, engineering director, site manager and business engineering manager. Deborah participates on the NASA Aerospace Safety Advisory Panel, the National Institute of Standards and Technology Visiting Committee for Advanced Technology, and is a former member of the State of Delaware Registration Board for Professional Engineers. She is a member of the Purdue University Chemical Engineering New Directions Committee, and is an advisory board member of the Engineering and Construction Contracting AIChE Division. Deborah is vice chair of the National Society of Professional Engineers Future Directions Task Force. She has a BS from Purdue University, and received an advanced degree in chemical engineering from the University of Cambridge, England, where she was a Winston Churchill Fellow.

Thomas R. Hanley



STATEMENT

AIChE and the chemical engineering profession are in transition, facing an operating environment different from that of the past 50 years. The Institute must investigate methods for revenue generation and cost reduction, while adjusting programs to meet established and emerging needs. I am encouraged by the Institute's recent accomplishments, and, as director, I will focus on maintaining these gains and investigating new opportunities, including:

- Enhanced interaction with student chapters, including the student program at national meetings and the student chapter regional conventions.

2005 AIChE Election: Candidates for Director

- Frequent review of the changing needs of established members.
- Generation of revenue-producing activities similar to those in other professional societies.
- Expansion of the AIChE Foundation to the individual, offering members the opportunity to support programs of interest.
- Expansion of AIChE into global opportunities.
- Determination of the "right size" for AIChE membership.

Reduction in staff and overhead has reduced services. The balance between cost and service should be reviewed regularly to provide maximum member support. Recent collaborations with other technical societies have successfully reduced costs with minimal loss in service.

I have great confidence in AIChE and am indebted for the opportunities the Institute has given me. Working together, I'm certain that we can return AIChE to financial stability and ensure its continuing support to our profession.

BIOGRAPHY

After earning three degrees at Virginia Tech and three-plus years at the Air Force Materials Laboratory, I began my academic career and active involvement in AIChE at Tulane. I chaired the New Orleans Section and served as Tulane's student chapter advisor, with that chapter receiving four national awards. At Rose-Hulman, I chaired the Terre Haute Section. As department chair at Louisiana Tech and FAMU/FSU, I was the GAC for the 1986 Annual Meeting, the MPC for the 1988 Annual Meeting, and the Tallahassee Section Chair. As dean of engineering at Louisville, I chaired the Student Chapters Committee, the Management Division, and the AIChE Foundation, and served on the Career and Education Operating Council. I am now provost and vice president for academic affairs at Auburn University and serve on the AIChE Foundation, the Industrial Advisory Board, and the North American Mixing Forum. I was named Fellow in 1995.

My university research, funded by NREL, NSF, GE, Colgate-Palmolive, United Catalysts and others, has produced 10 PhD dissertations and 27 Masters theses. I am a member of the Board of Directors of Plasticolors and the engineering college advisory boards at Michigan Tech and Virginia Tech.

Henry T. (Hank) Kohlbrand



STATEMENT

I have been an active member of AIChE since 1973. Early in my membership, I learned the personal value of attending local section and national meetings. In the early 1980's, I became personally involved with programming at a national level by teaming with a group to bring new focus to Area 12b (Pilot Plants), which, over time, has grown to become the Process Development Division.

Later, I had the opportunity to work with AIChE's Center for Chemical Process Safety (CCPS) and helped to organize and chair symposia, and participated in writing guidelines. I also worked with AIChE's Center for Waste Reduction Technologies (CWRT) and established the effort to develop a full-cost accounting project.

I believe AIChE brings great value to chemical engineers and am very interested in having the opportunity to help shape its future. My experiences and personal activity in AIChE have taught me that

addressing the following points will help us to assure its future health and success:

- Communicate the value of being a member of AIChE to our current and potential members.
- Listen carefully to the feedback from members and potential members in defining the future activities and offerings of the Institute.
- Help employers (academic, industrial, government, and others) to understand the value of AIChE membership for their employees.
- Benchmark against other professional organizations and continuously adopt best practices.
- Focus on students and aid in their transition to long-term membership.
- Form creative linkages with other professional groups so that chemical engineers can have all of their professional needs met, while belonging to AIChE

BIOGRAPHY

Henry T. (Hank) Kohlbrand is currently R&D director for Engineering Sciences & Market Development at Dow. He received a BS in chemical engineering from the Illinois Institute of Technology in 1973 and has worked for The Dow Chemical Company since 1974. In his 30-year career, he has worked as R&D director for New Business Growth (biotechnology, electronics, and pharmaceutical technologies), director of External Technology & Intellectual Asset Management, manager of Process Waste Elimination, and director of the Engineering Laboratory in Central Research. Prior to that, he served in a number of management and technical roles. Hank has served as a director of the Mid-Michigan Section of AIChE and is a Fellow of AIChE. He is also a member of ACS. His technical interests include process safety, process development and scale-up, process modeling, biotechnology, and reaction engineering.

Henry A. McGee



BIOGRAPHY

My PhD in chemical engineering from Georgia Tech was followed by a post-doc appointment at Wisconsin. At NASA, I led research on advanced propellants that were at energetic limits that were not thought to be even theoretically possible.

From 1960-98, I was on the faculty at Georgia Tech, department head at Virginia Tech, and dean at Virginia Commonwealth University. I served three years as a division director at NSF (1990-93) where, with \$2 million in 8 grants, I led the creation of the first federally-supported research program in environmentally conscious processing, now called "green engineering."

I served as founding dean of the School of Engineering at VCU, which enrolled its first freshmen in 1996. Eight years later, the new school is fully accredited; offers the PhD; has an endowment of \$38 million; a new \$43 million building; and an enrollment of 1,000 in a total university enrollment of 26,000.

I am a Fellow of AIChE, served as chair of the National Program Committee, meeting program chair of our Diamond Jubilee Meeting, and in numerous committees and offices at the national and local levels. In 1994, I was one of 74 founding inductees into the Georgia Tech Academy of Distinguished Engineering Alumni.

STATEMENT

It sounds pompous, but the myriad career pathways of persons trained in chemical engineering suggest that anything is possible. As a broad-based organization, AIChE links this diverse constituency.

2005 AIChE Election: Candidates for Director

Chemical engineers who concentrate on heat transfer, nanotechnology, management, or whatever, all have specialist's organizations where like-minded folks meet. But the most exciting advances always seem to occur at interfaces — and stimulating these interfacial contacts is a major role of AIChE. For example, it is good for a person in biotechnology to listen to a person in process design, and vice versa.

AIChE must be passionate about this unifying role. With so much exciting science and engineering before us, with chemical engineers becoming leaders in non-traditional industries, and with difficult circumstances continuing to face AIChE, we need creative out-of-the-box thinking to ensure that our professional society best serves our diverse membership.

Entrepreneurship, a business orientation, creativity, and a blurring of the academic/industrial interface were defining characteristics in the birth of our new School of Engineering at VCU. If elected, I will bring these same qualities and insights to the AIChE Board of Directors.

Eric M. Stuve



STATEMENT

Don't forget: AIChE celebrates its centennial in 2008! The people elected now must close out the first century and prepare the Institute to enter its second century with a running start. We have heard much about the difficulties currently facing AIChE, but we must not lose track of the exciting road that lies ahead.

We can do this by focusing on our core constituencies — the chemical engineering profession, its chemical engineers, and society — and aligning the Institute's activities accordingly. This means close and frequent interactions among practicing engineers, engineering educators and researchers, and the students who will inherit the Institute in its second century.

For example, in response to industrial and research needs in the emerging area of fuel cells, I developed and taught courses in fuel cell engineering to students on campus and to practicing professionals worldwide through distance learning. AIChE could assist similar activities as part of its efforts in curriculum issues, lifelong learning, and promoting new technologies.

As Director, I will work to achieve the following goals:

- Foster closer interactions among industrial, academic, and student members.
- Improve meeting quality, while reducing costs.
- Refine interactions within AIChE so that members see one Institute serving their career goals, industrial and research needs, and meetings needs.
- Recruit student members and encourage them to become lifelong members.
- Improve the perception of AIChE by identifying how the Institute helps its members and its profession benefit society.
- Continue AIChE's leading role in accreditation.

BIOGRAPHY

Since 1985 I have taught at the University of Washington and am currently professor and chair of the Chemical Engineering Department. I received a BS degree from the University of Wisconsin-Madison in 1978, PhD from Stanford in 1984, and spent one year in Berlin as an Alexander von Humboldt Fellow at the Fritz Haber Institute. I have extensive experience in professional organizations, having served the American Vacuum Society (AVS) in many roles,

including chair of the Investment Advisory Committee, director, and trustee. I am associate editor of *Surface Science* and have organized approximately 20 symposia for AIChE, ACS, AVS, the Electrochemical Society, and a Gordon Research Conference. I have published over 50 technical papers in electrochemical surface science and fuel cells and am a Fellow of AVS. I am looking forward to serving AIChE as it prepares for the next century!

Neil Yeoman



STATEMENT

Since its founding, AIChE has been an organization of individual members. It has prospered through many periods, but times are changing and its focus must be continuously reevaluated. Too many members are dissatisfied and membership has been in a disturbing decline, based on perceptions that the Institute has failed to demonstrate relevance and value to its members. AIChE, whatever else it does, should benefit its member chemical engineers. As Director, I will strongly support three areas:

- Outreach by the Institute to enhance the ability of chemical engineers to find productive and rewarding employment.
- More productive cooperation between national AIChE and the Institute's divisions and forums to exploit their potential to play an increasingly important role in growing and strengthening AIChE and helping its members.
- Restoration of some of the activities abandoned because of AIChE's financial crisis by promoting the properly supported use of interested volunteers, primarily retired members.

As a recent retiree with ongoing involvement in the profession, I have the time, insights and desire to do what needs to be done. Following is my background as presented before my last election as treasurer of the Separations Division. I intend to bring the same dedication and energy to the role of Director.

BIOGRAPHY

Neil Yeoman is a 2001 retiree from Koch-Glitsch, LP, where he worked 15 years, 14 as director of Research and Development. At Koch, Neil was one of the inventor/developers of Flexeramic structured packing, Hckp random packing, Fleximax random packing, the MaxFrac tray, the BiFrac tray, Flexipac HC structured packing, and KG's vapor distribution technology.

From 1960 to 1986, Neil worked for Scientific Design (SD) Company, including eleven years as a process manager, one year as director of administration, and seven years as chief chemical engineer. At SD, Neil designed 21 process plants, nine of which were first-of-a-kind. Some were based on the dozen or so chemical processes he helped develop. From 1957 to 1960, Neil worked for General Foods.

Neil has been on the Design Practices Committee of Fractionation Research since the committee's founding in 1976 and served eight years as chair. He is also a founder of AIChE's Separations Division and has served as its treasurer since 1990. Neil has a BS from Polytechnic University and an MS from Columbia University, both in chemical engineering. He is a registered professional engineer in Kansas, Louisiana, New York, and Texas, and is a listed inventor on 28 U.S. patents.

AICHE Financial Statements, Year ended December 31, 2003

Statement of Activities

Revenue:	
Dues and other membership revenue	\$5,435,827
Publication sales, subscriptions, and royalties	3,064,267
Industry technology alliances	3,576,242
Meetings and technical programming	3,235,308
Education services	1,440,427
Financial services	411,454
AICHE Foundation contributions	264,601
Other revenue	649,834
Total investment return, net of expenses	336,850
Total revenue and support	\$18,414,810

Expenses:

Program Related:	
Membership	\$2,304,529
Publications	3,329,780
Industry technology alliances	3,235,269
Meetings and technical programming	2,828,771
Education services	2,152,284
Financial services	117,982
AICHE Foundation programs	35,289
Other program support	1,385,553
Total program related	\$15,389,457

Support Services:

General and administration	\$4,268,694
Fund-raising	250,353
Total support services	\$4,519,047
Total expenses	\$19,908,504
Deficit from operations	(1,493,694)

Nonrecurring items:

Minimum pension liability reduction	\$549,704
Restructuring costs	(4,151,941)
Total nonrecurring and other expense and losses	(3,602,237)

(Decrease) in net assets (5,095,931)

Net assets at beginning of year	\$1,704,604
Net assets at end of year	\$(3,391,327)

Balance Sheet

Assets:	
Cash & cash equivalents	\$4,322,208
Investments, at market	6,074,575
Accounts receivable, less allowance for doubtful accounts of \$228,000	807,925
Prepaid expenses and other assets	209,805
Pledges receivable, net	422,578
Property and equipment, net of accumulated depreciation	689,712
Total assets	\$12,526,803

Liabilities & Net Assets

Liabilities:	
Accounts payable	\$2,528,929
Deferred revenue – dues, subscriptions and other	5,132,417
Accrued expenses:	
Leasehold assignment and restructuring costs	3,174,330
Employee vacation and other benefits	480,412
Pension and other postretirement benefit costs	3,269,329
Other	832,713
Royalty advance	500,000
Total liabilities	\$15,918,130

Net Assets:

Unrestricted	\$(5,139,688)
Temporarily restricted	1,249,186
Permanently restricted	499,175
Total net assets	\$(3,391,327)
Total liabilities and net assets	\$12,526,803

This is a condensed version of the 2003 financial statements of the American Institute of Chemical Engineers. The financial statements and the full audited report can be viewed by clicking on <http://www.aiche.org/about/pdf/2003finrpt.pdf>

For the year ended December 31, 2003 AIChE incurred an operating deficit of \$1.493 million, as compared to \$6.218 million, which was \$4.725 million lower than in 2002.

Additionally, as a result of reducing staff to 40 and reducing its real estate obligation, AIChE incurred non-recurring expenses of \$3.602 million of which \$4.152 million was related to restructuring costs. This was partially offset by the reduction in the minimum pension liability of \$549K.

AIChE's independent public accountants rendered an unqualified opinion on the 2003 financial statements.