



# Institute News

## Minority Affairs Committee will Honor Pioneers of Diversity at 25<sup>th</sup> Anniversary Events, Nov. 9, Salt Lake City

**A** IChE's Minority Affairs Committee (MAC) is marking a quarter-century of advocacy for underrepresented members of the chemical engineering community. At a special 25th anniversary session and a reception during AICHE's 2015 Annual Meeting in Salt Lake City, UT, the committee will reflect on the community's progress and look to the future. MAC will also present its Pioneers of Diversity awards to people who have played pivotal roles in AICHE's societal outreach and who have, through their commitment, made AICHE and the profession stronger and more inclusive.

As part of MAC's anniversary activities, the committee is conducting interviews with its most active leaders — documenting the challenges encountered and milestones achieved by MAC and its members. These perspectives are being incorporated into a multimedia MAC archive project, consisting of video interviews, transcripts, and other documents that describe MAC's origins and endeavors. Components of the archive project will debut onsite at the Annual Meeting.

The centerpiece of the Salt Lake City activities is the MAC@25 session on Monday, Nov. 9, 12:30 pm – 3:00 pm. The program, organized by MAC chair Isaac Gamwo and co-chaired by long-time MAC leaders Emmanuel Dada and Thomas Mensah, will feature presentations by some of MAC's founders — including former Institute directors Henry Brown, Gerry Lessells, and Mensah — as well as Otis Shelton, AICHE's immediate past president and the first African American to hold that office. These speakers will detail the early history, current activities, and future directions of MAC and AICHE's inclusiveness initiatives. (See the related article about the diversity summit on p. 49.)

The MAC@25 session will also highlight the contributions of 20 prominent figures in MAC's history with the Pioneers of Diversity awards (see sidebar). Several of the honorees will receive commendations as Exceptional Pioneers, in recognition of their work to establish the foundation of MAC or for their continuous service.

The MAC celebration continues on Nov. 9 at 8:00 pm with an anniversary reception, during which AICHE will also spotlight the complementary work of the Women's Initiatives Committee, which celebrates its 15th anniversary in 2015.

In the recent interviews, leaders of MAC identify the group's major accomplishments, including its high school and college scholarship programs, its wide-reaching mentoring initiative, and the group's Minority Faculty Forum — signature achievements that have supported the professional development of minority engineers at all career levels.

Another legacy has been the emergence of minority engineers among AICHE's leadership. MAC leaders note that, prior to the formal establishment of MAC in 1990, few representatives from the minority community — including women engineers — had held elected positions on AICHE's Board of Directors.

James Wei, a professor emeritus at Princeton Univ. and one of MAC's honorees, credits pioneers Brown and Lessells for personally working to break down barriers that led to minority engineers taking more-prominent roles in Institute life, beginning in the late 1960s and early 1970s. Wei, one of the first minority engineers elected to AICHE's Board of Directors (then Council) and AICHE president in 1988, was a key advocate for the chartering of the formal Minority Affairs Committee in 1990.

Wei says that he is gratified to have witnessed the opening of the profession to the full spectrum of engineering talent and experiences, and to see how “minority engineers are now part of mainstream AICHE life.” And, he adds, “who can doubt the contributions of minority engineers to the field of chemical engineering?”

Find out more about the Minority Affairs Committee at [www.aiche.org/mac](http://www.aiche.org/mac).

### PIONEERS OF DIVERSITY

**Luke E. K. Achenie**, Virginia Tech  
**Henry T. Brown**, Polaroid (retired)  
**Lance R. Collins**, Cornell Univ.  
**Andre R. Da Costa**, Corning  
**Emmanuel A. Dada**, FMC Corp.  
**L. Antonio Estevez**, Univ. of Puerto Rico  
**Christine S. Grant**, North Carolina State Univ.  
**Michael T. Harris**, Purdue Univ.  
**Cato T. Laurencin**, Univ. of Connecticut School of Medicine  
**Gerald A. Lessells**, J. M. Huber Corp. (retired)  
**Thomas R. Marrero**, Univ. of Missouri  
**Thomas O. Mensah**, Georgia Aerospace Systems  
**Timothy O. Odi**, Chevron Phillips Chemical Co.  
**Irvin W. Osborne-Lee**, Prairie View A&M Univ.  
**Soni O. Oyekan**, Prafis Energy Solutions  
**Tonya L. Peebles**, Univ. of Iowa  
**Victor G. Rodgers**, Univ. of California, Riverside  
**Otis A. Shelton**, Union Carbide; Praxair (retired)  
**Arnold F. Stancell**, Mobil Oil Corp. (retired); Georgia Tech  
**James Wei**, Princeton Univ.

## Diversity Summit Will Link AIChE with Broad Engineering Community

Participants at AIChE's 2015 Annual Meeting in Salt Lake City, UT (Nov. 8–13), will join with leaders from AIChE and other organizations to help create a more fully inclusive culture in the chemical engineering profession.

The interactive workshop, entitled Engineering Diversity and Inclusion: Moving Forward, takes place on Tuesday, Nov. 10, 3:15 pm – 5:30 pm, and will examine ways that AIChE can help its members from all segments of society to contribute and be recognized equitably in the engineering community. This inclusiveness embraces people who have not been especially visible in AIChE initiatives — such as lesbian, gay, bisexual, and transgender members, and members with disabilities.

The summit is being organized by AIChE's Societal Impact Operating Council (SIOC) and builds upon a session on engineering diversity held during AIChE's 2015 Spring Meeting and Global Congress on Process Safety.

Zenaida Gephardt, a session organizer and immediate past chair of SIOC, says that diversity and inclusiveness are not simply matters of fairness and justice, but also a business imperative. Inclusion of a diversity of skill sets, aptitudes,

and experiences, she says, is the only sustainable approach to growth, and leads to companies that are more innovative, productive, and profitable.

AIChE President Cheryl Teich and Executive Director June Wispelwey are among the leaders who will set the stage for the session, including a discussion of a new AIChE diversity statement. Later, panelists will describe their organizations' inclusiveness initiatives. The panelists include:

- Shariq Yosufzai, Vice President for Global Diversity, Ombuds, and University Affairs at Chevron, who will discuss Chevron's Connecting the Dots initiative and how AIChE can work with outside organizations to strengthen diversity.

- Chastity Harmon, Manager of University Relations and Diversity Outreach at Praxair, Inc., who will review Praxair's diversity efforts and discuss how AIChE can help industry to advance inclusiveness efforts.

- Adrienne Minerick, Co-Chair of the American Society for Engineering Education's National Diversity Committee and Associate Dean for Research and Innovation at Michigan Tech, who will outline the role of AIChE in fostering diversity efforts in industry and academia.

## #McKetta100: Former AIChE President McKetta Celebrates 100 Years

This fall, a kind of alchemy has brought into alignment the centennial anniversary of the Univ. of Texas at Austin's chemical engineering program with the 100th birthday of John J. McKetta, Jr., the school's legendary chemical engineering professor emeritus.

McKetta, a Fellow and former president of AIChE, marks his 100th birthday on October 17, while the UT-Austin chemical engineering department, named in McKetta's honor, celebrates its own 100th year. Friends and colleagues of McKetta — including legions of chemical engineering students that he mentored during his 70-year career — are sending birthday wishes to McKetta, and, on Sept. 19, they gathered on the UT-Austin campus for a McKetta Tailgate Party to mark the dual anniversaries.

Friends can send birthday greetings online, using the Twitter hashtag #McKetta100, or at <https://chenected.wufoo.com/forms/celebrating-100-years>.

To further mark McKetta's milestone, the AIChE Foundation is renaming its Cumulative Giving Society "The John J. McKetta, Jr., AIChE Lifetime Giving Society." The Foundation raises funds to support AIChE's mission to promote excellence in chemical engineering education and global practice.

Peter Lederman, Chair of the AIChE Foundation, announced the naming of the program and expressed the Institute's thanks in a phone call to McKetta on Sept. 17. In

response, McKetta said that he could not find the words to express his gratitude — but then did. "People say to me how appreciative they are for what I've done for AIChE," McKetta said. "But I think everyday how grateful I am for what AIChE has given to me."

McKetta is an authority on thermodynamic properties of hydrocarbons. He joined the UT faculty in 1946, and served as energy advisor to five U.S. presidents. He retired in 1995, but remains involved in UT life. In 2012, UT renamed its chemical engineering department in honor of McKetta.

McKetta has been a member of AIChE since 1937.



▲ John McKetta demonstrates UT-Austin's hook-em horns.

### AIChE Gala Set to Honor CEOs for Process Safety Excellence, Nov. 3

**R**ex W. Tillerson, Chairman and Chief Executive Officer, Exxon Mobil Corp.; Andrew N. Liveris, Chairman and Chief Executive Officer, The Dow Chemical Co.; and Mark J. Costa, Chairman and Chief Executive Officer, Eastman Chemical Co., will be honored at AIChE's 2015 Gala: Leading the Way to a Safer World.

The event, which will raise funds for a new global Undergraduate Process Safety Learning Initiative, will be held Tuesday, Nov. 3, at Cipriani 25 Broadway in New York City.

The new training program is being designed to ensure that chemical engineering graduates around the world are equipped with process safety knowledge when they enter the workforce. Accelerating undergraduate process safety education is also a core initiative of the AIChE Foundation's "Doing a World of Good" campaign, which promotes chemical engineering's positive impact on society.

Gala honorees Tillerson, Liveris, and Costa are being recognized for setting standards of excellence for process safety culture in the organizations they lead.

The 2015 Gala dinner chairs are: Neil A. Chapman, President, ExxonMobil Chemical Co.; James (Jim) R. Fitterling, Vice Chairman of Business Operations, The Dow Chemical Co.; Mark K. Cox, Senior Vice President and Chief Manufacturing and Engineering Officer, Eastman Chemical Co.; Thomas M. Hayes, Corporate Vice President of Operations, Cargill; Andreas C. Kramvis, Vice Chairman, Honeywell; John Y. Televantos, Partner at Arsenal Capital Partners; and S. Shariq Yosufzai, Vice President for Global Diversity, Ombuds, and University Affairs, Chevron.

Each fall, AIChE holds an awards gala that recognizes leaders from a variety of industries whose careers exemplify excellence in advancing chemical engineering. The gala strengthens AIChE's connection with industry leaders and builds support for important initiatives AIChE is undertaking on behalf of its members and the chemical engineering profession.

For more information about the 2015 AIChE Gala, visit [www.aiche.org/gala](http://www.aiche.org/gala).

## Your AIChE Membership

### Group Insurance Benefits and Other Protection Plans

**C**hemical engineers understand the importance of recognizing and reducing risk in order to protect critical assets. Your AIChE membership provides access to quality insurance products and services at affordable group rates. The plans are portable, too, so you can maintain protection when you change jobs or careers.

**Life Insurance** — While it may not be possible to completely eliminate risk, life insurance is a contingency plan in case things go terribly wrong. AIChE group insurance plans help you to build an affordable safety net to protect your family and assets. Because insurance needs change over time, it's important to regularly re-evaluate your coverage. For example, as your salary increases, you may want to increase your life insurance so that your family can maintain the same standard of living. Changes in your coverage should also mirror life's major milestones, such as marriage, becoming a parent, or retirement.

**Disability Plans** — You may have long-term disability coverage at work. However, as with other types of employer-based insurance, that protection may be limited. With AIChE's portable protection, members can feel secure against unexpected disruption in income and supplement employer benefits. Your AIChE membership also offers dental, cancer expense, long term care, and Medicare supplement plans.

All AIChE life and health insurance plans are subject to eligibility criteria, and are not available in all locations. Details about eligibility and other instructions for plan participants are available at [www.aiche.org/resources/member-insurance-solutions](http://www.aiche.org/resources/member-insurance-solutions).

**Professional Protection** — AIChE offers professional liability insurance that is customized to the needs of full- and part-time chemical engineering consultants. Underwritten by Lloyds, this protection is offered at competitive rates, and is written to protect not only against individual risks but also against risks specific to the chemical engineering professional. This is professional protection you own, and protects consultants against even costly, frivolous claims, regardless of actual or assumed liability. Eligibility is limited to AIChE members with consulting businesses in the U.S.

In addition, eligible business owners can purchase commercial general liability coverage in conjunction with AIChE's professional plan, and a new, competitively priced policy for educators is available to protect against claims of bodily injury due to events that occur in the classroom or laboratory.

AIChE works with reputable and financially stable insurance providers to develop these plans for the exclusive benefit of AIChE members. Read all the details and start your coverage at [www.aiche.org/resources/member-insurance-solutions](http://www.aiche.org/resources/member-insurance-solutions).