



The logo features a stylized graphic of three human figures in blue and red on the left, followed by the text 'mac25' in orange and blue, and 'eNews' in large black font. Below the logo is the text 'AICHe Minority Affairs Committee'.

Volume 2, Issue 3 June, 2015

A Letter From the Editor

Greetings and welcome to the 3rd issue of MAC eNews of 2015. I know this is a very busy time of year for all of us, but I hope you will take a minute to read through this issue of our newsletter. Although we try to keep the verbiage to a minimum, there is much going on in MAC in 2015 that we need to share.

This is my first Letter from the Editor and I want to take this moment to send an invitation. This invitation is a *Call to Action* and a *Call to Celebrate*. First, the Call to Celebrate. 2015 marks the 25th anniversary of the inception of the Minority Affairs Committee. The MAC of today is the result of the hard work and vision of a key group of founders that saw a need within the minority members of the Institute that also served the need of the entire Institute. Few know that the K-12 initiative and the SIOC were born out of the actions and activities of MAC. We invite you to participate in the celebration of MAC by sharing your experiences and history in our MAC@25 archive project and join us at the 2015 Annual Meeting in Salt Lake City to honor our Pioneers of Diversity at invited talks and a joint reception with WIC which is celebrating their 15th anniversary.

Now, our Call to Action. We have raised the call for volunteers to an even louder level than before. And you have responded. I would like to welcome Michael Alexander Chee-Awai to our editorial staff. He joins forces with the smart and capable DeMarcus Hunter in managing our communications, the critical component of any national organization. DeMarcus will be spearheading our effort to begin a virtual community for MAC. We are thrilled about a new effort to endow the MAC Scholarship. We would like to welcome Joe Howard who has agreed to join us in this effort. And our outreach to the YP group. And the successful revival of the Minority Faculty Forum and the new scholarship format that makes it easy to renew. . . You can see why we need you?

So please, take a moment to read about our activities that someone recently described as “innovative and exciting.” How cool is that? Join us by just jumping in and dropping us a line.

Call to Action

Request for Mentors
Your participation is needed!

MAC@25 Archive Contribution
Please respond to “Interested?” email; interview questions will then be sent.

Scholar Find
If you are a MAC scholar, please send your updated email address.

HBCU Subcommittee
Committee members needed!

Vision for MAC in 2025
Ideas wanted for MAC’s future!

5 year Strategic Global Plan
Ideas needed for ways that MAC can connect globally!

MAC@25

There are 3 major activities happening at the Fall 2015 Annual Meeting in Salt Lake City. Please plan to attend.

SAVE THE DATE

Monday, Nov 9 – PIONEER AWARDS, 12:30 pm

Monday, Nov 9 – MAC/WIC reception, 8 pm

**Welcome****Michael Chee-Awai**

Michael is MAC's newest member. He graduated in May of 2015 with a Bachelor of Engineering in Chemical Engineering from Vanderbilt University. When he is not helping with editing MAC's newsletter, he spends his time restoring antique cars from the first half of the 20th century. His other hobbies include homebrewing, baking, and Texas style barbecuing. He also enjoys visiting family in Trinidad & Tobago. He hopes to begin working in industry soon.

What's Goin' On**MAC@25 Celebration**

This is the biggest event since the Founding of MAC!

SAVE THE DATE – MONDAY, November 9, 2015 for the MAC/WIC anniversary celebration. Also look for the Pioneers of Diversity awards given by MAC to members of the Institute whose work and career have exemplified and promoted diversity and inclusion.

The YP Social

Max's Wine Dive in Austin, TX was the site of the Spring Meeting YP Social. MAC was a co-sponsor of the event. MAC was represented by chair Isaac Gamwo, chair-elect Kathy Lee and Secretary DeMarcus Hunter.

Endowment Subcommittee

A new MAC Subcommittee was appointed by the chair to explore with the AIChE Foundation, the possibility of building an endowment for the MAC Scholarship Fund.

Minority Faculty Forum

The Minority Faculty Forum has restarted with great enthusiasm and is holding quarterly teleconferences.

New Online Member Database

The MAC leadership board is excited to announce the soft launch of our new online member database. Before, we relied heavily on attendance at Spring and Fall meetings to link up with new members. Now with this database, new members can register online for staying plugged into our events and activities. The link for the new website is shown below.

NOTE: If you are already receiving this eNewsletter, there is no need to register. Your email address is in the progress of being migrated to this online database right now.

<http://www.aiche.org/community/sites/committees/minority->

MAC Scholarship Program

CONGRATULATIONS TO OUR 2014-2015 SCHOLARS!

2014-15 was an extraordinary year for the MAC Scholarship Program. The membership of MAC and the Institute has rallied around our scholars through donations of time and money. We have granted \$62,000 this year in scholarships. Congratulations to MAC and AICHe.

Just as a reminder

- ⇒ The MAC scholarship fund awards Freshmen and College Students (sophomores, juniors and seniors) \$1000 directly to students.
- ⇒ The scholarships are funded through check-off dues, donations to the MAC Futures Fund and grants from the AICHe Foundation.
- ⇒ Last year, MAC awarded no scholarships due to funding stream issues, so this year twice as many as usual were awarded.

Follow the links below for Award Winner names!

<http://www.aiche.org/community/awards/minority-affairs-committees-scholarship-awards-incoming-college-freshmen>

<http://www.aiche.org/community/awards/minority-affairs-committees-minority-scholarship-awards-college-students>

MAC Incoming Freshman Scholarship Recipients	
2013 (Awarded in 2014) Number of Applicants: 84 Number of Recipients: 21 12/9 Male/Female Hispanic Students: 8 African-American Students: 11 Native-American Students: 2	2014 Number of Applicants: 49 Number of Recipients: 22 3/19 Male/Female Hispanic Students: 8 African-American Students: 12 Native-American Students: 2
MAC College Students Scholarship Recipients	
2013 (Awarded in 2014) Number of Applicants: 19 Number of Recipients: 7 6/1 Male/Female Hispanic Students: 3 African-American Students: 4 Native-American Students: 0	2014 Number of Applicants: 13 Number of Recipients: 12 8/4 Male/Female Hispanic Students: 4 African-American Students: 8 Native-American Students: 0

From the SIOC

The SIOC, Societal Impact Operating Council serves as an umbrella organization of several committees and is leading efforts to define how chemical engineers can most effectively address societal needs. Committees that report to SIOC include MAC, WIC, K-12 and Global Outreach. The SIOC holds monthly teleconferences with members from around the world to report on committee activities and to hear the latest from the Board of Directors. At each Spring and Annual meeting, representatives from each committee meet to discuss major Institute events and initiatives. Big things are happening that effect MAC and all AIChE members so please have an opinion, give us a call, drop us a line:

- A new Diversity Statement – the AIChE Board has decided to include the Institute Diversity Statement in the Ethics policy. They are looking for comment on the new statement by mid summer. Later in the issue of the newsletter, look for the “old” statement and the proposed “new” statement.
- Constitution Revision – Later this year, look in your AIChE mailbox for proposed changes to the constitution. These changes will have to be voted on but at least 20% of the membership so we will need your vote.
- New Strategic Plan - The Institute is looking for ways the SIOC and its committees can help implement its new Strategic Plan. The new plan has a global outlook and they are asking MAC to suggest ways in the next 5 years, it can expand its mission globally.

Diversity Statement

As promised, the current Diversity Statement and the Proposed Diversity Statement are listed below. The new Diversity policy will become part of the Ethics Policy and its rules and governance. Please contact Kathy Lee (kathylee30@comcast.net) or Steve Smith (stevs@aiche.org) for any suggestions, comments or questions.

Current Diversity Statement

“Diversity means, on a global basis, creating an environment in the Institute and the profession in which all members, regardless of their sex, race, religion, age, physical condition, sexual orientation or nationality are valued equitably for their skills and abilities, and respected for their unique perspectives and experiences.”

Proposed

"Treat fairly and respectfully all colleagues and co-workers, recognizing their unique contributions and capabilities by fostering an environment of diversity and inclusion. This involves creating an environment in the Institute and profession in which all members, regardless of their sex, race, religion, age, physical condition, sexual orientation, or nationality are valued and respected."

GET INVOLVED with MAC

What is MAC?

... MAC (Minority Affairs Committee) is a group of AICHE members interested in promoting diversity within the profession

What guides MAC?

... We look all along the pipeline and sponsor activities that encourage underrepresented students in STEM fields to be chemical engineers
... and to encourage professionals to be active in the profession

Networking

Volunteer Opportunities

Mentoring

Virtual Community

What does MAC do?

... raise money and give scholarships
... sponsor the Minority Faculty Forum
... give Travel Grants
... provide mentors for college students
... honor eminent engineers, and service to the community

What's up now?

... celebrating 25 years of MAC history

How Do You Get Involved? ... Attend the MAC Business Meeting

... Get on the eNews mailing list



**Feel free to contact any of the MAC people below
to find out more about MAC**

Isaac Gamwo (chair) gamwoi@gmail.com

Kathy Lee (MAC@25) kathylee30@comcast.net

DeMarcus Hunter (Virtual Community)
demarcushunter@yahoo.com

Emmanuel Dada (Scholarships)
emmanuel.Dada@ymail.com

Draft

Meeting Minutes
MAC Spring Meeting
Monday April 27, 2015
4:30 – 6:00 p.m.
Room 615AB, Hilton Austin

1. Introduction – see bottom for attendance list
2. Meeting called to order at 4:37 pm
3. Moment of silent for passing of William Grimes
 - a. Article in May 2015 CEP expected
4. Minutes from 2014 Fall meeting in Atlanta meeting approved
5. Attended YP function Sunday night
 - a. Great at getting out our name
 - b. Want to capitalize on the YP's energy
 - c. Possible new MAC members found
 - d. Goal is to have MAC reception for next year's Spring conference
6. SIOC Update
 - a. Reported on MAC25 event
 - b. SIOC is making a 5 year plan on what they plan to implement
 - c. As an entity of SIOC, MAC Board is requesting input on what our members see as the vision. If members have input, they are encourage to email Kathy as the email address below.
 - i. Ensure we can get funding to enact our ideas (via proposal)
 - ii. Looking now at Global Impact
 - iii. Constitution revision upcoming will require at least 75% in favor with 20% of our members voting
 - d. There will be a new diversity statement coming out. Members are asked to read it carefully.
 - e. Looking to embody diversity statement in the code of ethics
 - f. See attachment of both new and old diversity statements
 - g. WIC reported on its workplace re-entry program
 - h. Paula Hammond gave report on Minority Faculty Forum and its successful re-launch
7. Diversity Workshop / Summit
 - a. Praxair, UT-Austin, Chevron, and SWE talked about best practices on what they do for diversity

- b. White paper will come out by the middle of May
- c. Recommendations from Workshop
 - i. Track minorities within the organization
 - ii. Clearly specify what are the benefits of having the diversity versus just trying to impose quotas
 - iii. Engage volunteers to increase the minority presence
 - iv. Need to take a look at the programming and encourage more submissions for minority faculty.
- 8. MAC member Tim Odi will be running for AIChE Director this year.
 - a. Make sure you all vote in the election.
 - b. Look for article from Tim Odi in Fall Newsletter
- 9. MAC25 Celebration
 - a. 6 senior members are interested in helping with MAC25 celebration
 - b. Pioneers of diversity still open for nominations. Goal is to award 5.
 - c. If there are ideas on an event for MAC25, please let Kathy know at the email address below
 - i. Celebrate impact of MAC on AIChE (K-12, etc)
 - ii. Awareness for long term funding
 - iii. Shape new and fresh programming
 - iv. Writing proposal for the honoriam to have 5 come as Pioneers of Diversity
 - d. Joint MAC25/WIC15 reception on Monday evening of fall meeting
 - e. Two newsletters will be going out soon. One for minutes and one regarding scholarship programs
- 10. Archive History Project
 - a. Celebrates MAC turns 25
 - b. Probably won't be finished by fall.
 - c. Shows MAC's position in AIChE.
 - d. Oral and written stories
 - e. If interested in participating email Gordon (gorde@aiche.org) or MAC25@aiche.org
 - f. Video interviews are being done during Spring 2015 conference as well as Fall 2015 in Salt Lake City
- 11. Scholar Search
 - a. Would like to hear your ideas on how to stay in contact with our former and present scholars.
 - b. Could possibly be new members
 - c. If you have ideas on how to better connect with them, email DeMarcus
- 12. New Business
 - a. Discussion around endowing the scholarship program
 - i. Foundation has asked if there is interest in their help
 - 1. Foundation helps us do that by putting us a line item when they talk to their big donors (possible corporate underwriting)
 - 2. Foundation would setup trustees

3. Opportunity for corporate sponsorship because they would see it is not going for operational activities.
 4. We would like to hear your thoughts either way (if you see it as a good thing or bad thing).
- ii. How is it structured? How many members? What is the time commitment? Need information from James Abel.
- iii. Humbert to consult and lead effort.
1. Needs to be ready for vote by Fall meeting.
 2. If you would like to help in efforts of making a proposal for the scholarship program (intergenerational mentoring, setting up Virtual Local Section, section) please email Joe Howard at humbert.howard@Linde-LE.com.
13. Meeting adjourned at 5:55 pm

Attendees

James Abel
 Shannon Brown
 Andre Da Costa
 Gordon Ellis
 Valery Hill
 Humbert (Joe) Howard
 DeMarcus Hunter
 Godwin Igwe
 Kathy Lee
 Tim Odi
 Irvin Osborne-Lee
 Soni Oyaken
 Dickson Ozokwelu
 Steve Smith
 Isaac Gamwo

MAC Leadership 2015

Chair: Isaac Gamwo gamwoi@gmail.com
 Chair-Elect: Kathy Lee" kathylee30@comcast.net
 Treasurer: Maria Gencoglu mftafur@mtu.edu
 Secretary: DeMarcus Hunter demarcus.hunter@tetrapak.com

Sub-committee Chairs

Scholarships: Emmanuel Dada emmanuel.Dada@ymail.com
 Archive: Rodney Dotson r.dotson@cque.org
 MFF: Lance Collins LC246@cornell.edu