



AICHe Minority Affairs Committee

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A Letter from the Editor

Finally the MAC@ 25 Celebration time is here!. I suspect you may be tired of me talking about it. The celebration you see at SLC in November is just part of the MAC@25 Celebration. This year has been a year of reflection and growth. We have reflected upon the vision and efforts of our Pioneers in building the organization that is MAC. Please look below and inside this edition for the names of our honorees and their contributions to MAC and Chemical Engineering. I invite you to check out the MAC@25 website Archive later this year and as well as the commemorative booklet that will be available at the Award ceremony to find out more about our honorees. The MAC Pioneer Award committee had a really tough job choosing Pioneer Award winners and I deeply regret that we couldn't honor many more important contributors. Take that as an invitation to join us at the MAC reception where all MAC members will be applauded.

Now is the time to **Sign In with MAC** on the AICHe website. That way you get all the updates and news about MAC activities. We will not abuse that, I promise.

I look forward to seeing you in Salt Lake City.

Volume 2, Issue 4 October, 2015

November 8-15, 2015
Salt Lake City, Utah

MAC@25 Celebration

MAC Pioneer Awards Celebration
Monday, Nov. 9, 12:30– 3pm
Salt Palace Convention Center,
Ballroom G

MAC Business Meeting
Monday, Nov. 9, 4–6pm
Location TBA

MAC Reception/MAC@25 Celebration
Monday, Nov. 9, 8–10pm
Location TBA

Other meetings of interest
Minority Faculty Forum
Sunday, Nov. 8, 9–11pm
Location TBA

Diversity & Inclusion Summit
Tuesday, Nov. 10, 3:15-5:45pm
Salt Lake Marriott Downtown at City
Creek, Deer Valley I/II

Women's Initiative Committee Business
Meeting
Sunday, Nov. 8, 2-3pm
Location TBA



MAC PIONEER AWARDEES

Founding Pioneers

Henry Brown,
Jimmy Wei
Otis Shelton
Christine Grant
Emmanuel Dada
Irvin Osborne Lee
Gerry Lessells

Pioneers

Arnold Stancel
Soni Oyekan
Mike Harris
Luke Achenie
Andre DaCosta
Tom Marrero
L Antonio Estevez
Tonya Peeples
Victor G. Rodger
Cato Laurencin
Tom Mensah
Timothy Odi
Lance Collins

The Pioneer of Diversity Award was conceived in 2014 in recognition of MAC's 25th Anniversary. The award honors the career achievements and leadership contributions of chemical engineers who have shaped MAC's progress and promoted diversity within AIChE and the profession. We acknowledge the experience and vision of these "Pioneers of Diversity" with a celebration of their accomplishments as an acknowledgment of the progress that the Institute has made in support of Diversity and Inclusion and as a way to focus light on the future ways in which MAC and AIChE can support and advance Diversity and Inclusion.

A Special Thanks

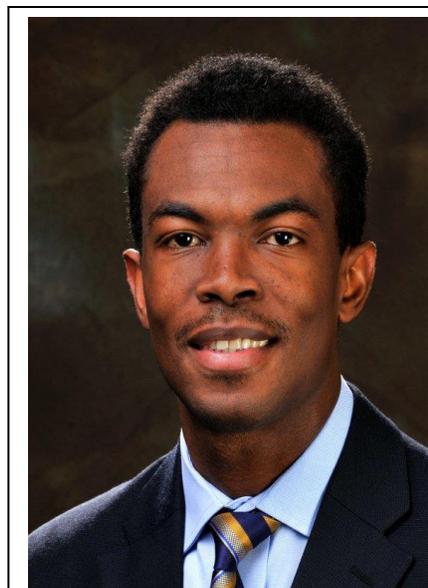
The Minority Affairs Committee would like to extend our thanks and warmest gratitude to the staff of AIChE for the enthusiastic support of the MAC@25 events. Gordon Ellis, Stephanie Viola, James Abel and Felicia Guglieimi for their tireless efforts and unwavering support of MAC's mission. Thank you for being a part of this.



MAC@25 Celebration Planning Committee

MAC would like to thank the Celebration Planning Committee for their contributions:

James Wei
Otis Shelton
Thomas Mensah
Isaac Gamwo
Kathy Lee
Stephanie Viola
Felicia Guglieimi



Please Welcome

Dr. Tagbo H.R. Niepa

Tagbo H.R. Niepa is a Postdoctoral Fellow for Academic Diversity at the University of Pennsylvania. He received a BS in Biomedical Engineering (2009) and Ph.D. in Chemical Engineering (2014) from Syracuse University. His broad research experience focuses on microorganisms relevant to the food industry, medical and environmental fields. His current research interests revolve on nanoculture system to study microbiome dynamics and microbial stress response to physicochemical factors. He is also a co-founded Helios Innovative Technologies Inc.

CONGRATULATIONS PROFESSOR PAULA HAMMOND



Join us in congratulating Paula Hammond, the David H. Koch Professor in Engineering, for being named the new head of the Department of Chemical Engineering at the Massachusetts Institute of Technology. She is the first woman and the first person of color to hold the position. As a core faculty member of the Koch Institute for Integrative Cancer Research and a founding member of the Institute for Soldier Nanotechnologies, Professor Hammond researches biomaterials, drug delivery, and cancer treatment. Professor Hammond is also a director of the Board of the American Institute of Chemical Engineers.

Some of Professor Hammond's recent research involves drug delivery systems made from nanoparticles assembled layer-by-layer. These layer-by-layer nanoparticles allow drugs to be delivered to targeted locations and allow the drugs to be released in specific order over varying amounts of time. These drug delivery systems are promising treatment options for aggressive cancers such as ovarian cancer. Her research in this area earned her the Ovarian Cancer Research Program Teal Innovator Award in 2013. Involved in a breadth of research areas, her group also created a device that instantly induces blood clotting, which may be used to help soldiers who sustain injuries on the battlefield. Much of her research has turned into inventions that have been brought to market in the biotech industry by Professor Hammond and members of her group.

As Chair of the Initiative on Faculty, Race, and Diversity at MIT, Professor Hammond helps encourage young people who are minorities to become scientists and engineers. An extremely active mentor of African American students and women students both at MIT and in her community, Professor Hammond regularly volunteers at the Math-Science Academy at her church, St. Paul A.M.E. in Cambridge. We are glad to have such an accomplished individual representing minorities in chemical engineering.

MACs Communication Strategy

The MAC leadership board would like to encourage you to sign in to our new online member database. Before, we relied heavily on attendance at Spring and Fall meetings to link up with our 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-affairs/forms>

This is part of our overall communication strategy that started with the MAC eNews letter and will continue with our build of a virtual community and LinkedIn site. Our strategy is ably managed by DeMarcus Hunter. If you would like to help or have ideas you think we should add to our strategy, please contact DeMarcus.

What's Goin' On

MAC@25 Archive Project

Make sure you check out the MAC@25 Archive Project. To be unveiled at the Annual Meeting in Salt Lake City, it will be a combination of written and oral interviews of the founders and leadership of MAC. Learn about the history of the Institute that lead up to the creation of Mac. Also glimpse some of the future of MAC.

MAC Endowment Fund

With the help of the Endowment Subcommittee and the AIChE Foundation, MAC will be initiating an endowment fund. This will put in place more regular funding for the MAC Scholarship Program.



LOOKING FOR LEADERS**Real Job Descriptions**

We are looking for a CHAIR-ELECT

There are bylaws written ages ago that describe the Chair-Elect Job. But here is the real job description/job requirements:

1. The Chair Elect is in training for one year in order to become chair.
2. So in that year you must
 - a. Be an active executive committee member by attending a teleconference about every 6 weeks
 - b. Support MAC activities with vigorous discussion and ideas
 - c. Build connections with other parts of the Institute
 - d. Advise various subcommittees
 - e. Attend at least one meeting, Spring or Fall

But the main job requirement is to *care about the direction of MAC*.

We are also looking for a TREASURER

This is the easiest position on the executive committee. All the accounting is done by the Institute. MAC is sent a monthly accounting. Treasurer's job is to look it over. You don't have to be involved with fund raising unless you want to be. There is no fiduciary responsibility.

The biggest job is to be an active member of the Executive Committee.

THINK ABOUT BECOMING PART OF THE TEAM
We need people who care.

Contact Kathy Lee or Isaac Gamwo

Starting a New Ethics Entity**Looking for ideas and volunteers**

Tuesday at 1pm at 2015 Annual Meeting in Salt Lake City

Location will be in the Ancillary program.

Chemical Engineers are moving into areas of ethical sensitivity with our work around nano particles, tissue engineering, bio-engineering, drug delivery, etc. Additionally, many chemical engineers from around the world come to study and practice in the U.S. and to work for U.S. companies with different views on proprietary information protection and others associated ethical behaviors. AIChE must be thinking ahead on these issues or the issues could cause the Institute harm in the future. An entity whose mission is to engage with members on recognizing, understanding and navigating ethical challenges is timely. But what should this new entity be doing? Do we have a core group of volunteers that can implement proposals? How should the ethics entity organize itself? We are looking for your ideas and how you would like to be involved. We have arranged for a discussion at the Annual Meeting on Tuesday at 1pm. Please come and share with you some thoughts.

Draft (published previously)

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@aiiche.org) or MAC25@aiiche.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