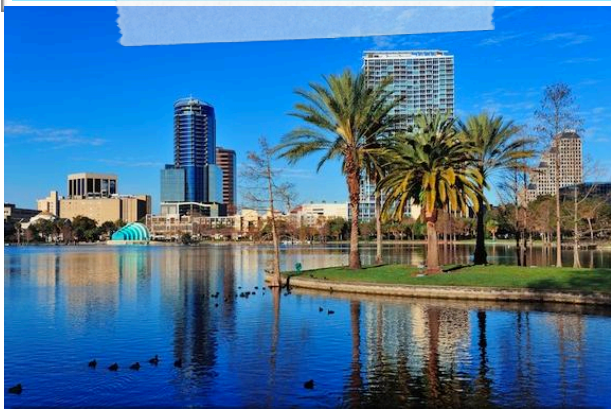


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MAC eNews

April 2018

Vol V, Issue I, April 2018

**AIChE Annual Spring
Meeting 2018: Orlando,
Florida**

MAC Events at AIChE Spring Meeting, April 22-26, 2018

**MAC Business Meeting – Monday, April
23rd, 3pm-5pm**

**WIC/MAC Unconscious Bias Workshop –
Tuesday, April 24th, 8am-Noon**

Gerald A. Lessells Boosts Henry T. Brown Scholarship Endowment with Major Gift

By **Felicia Guglielmi**

AIChE's campaign to fund the Henry T. Brown Endowment for the Education of Under-Represented Minority Chemical Engineers has been given a solid foundation thanks to Gerald A. Lessells, an AIChE Fellow and longtime friend of Brown. To build the endowment, Lessells, who collaborated with Brown on AIChE's earliest minority outreach activities, has made a challenge gift and will match others' donations to the fund up to \$50,000.

Lessells' donation launched the campaign to endow AIChE's Minority Affairs Committee (MAC) scholarship program in honor of Brown, a key figure in AIChE's outreach to minority engineers. This gift raises the Brown endowment to over \$142K to date, toward our overall goal of \$300,000. Beginning this year, all gifts to Henry T. Brown Endowment will be matched, dollar for dollar, up to \$50,000. You can read more about Gerry's inspiring gift [here](#)!

The campaign to endow the scholarships recognizes Brown's legacy as a leader and mentor to minority chemical engineers over the past 50 years. For more information on how you can make a gift, please visit, [here](#).

**Welcome, S. Shariq Yosufzai, Board Chair of the AIChE Foundation**

By **Felicia Guglielmi**

The AIChE Foundation is pleased to announce and welcome S. Shariq Yosufzai, Vice President, Global Diversity, Chevron Corporation, as its chair. Yosufzai will lead strategic development for the Foundation's initiatives — exemplified by the ongoing Doing a World of Good campaign, which funds projects that chemical engineers have identified as crucial to advancing the good works of the profession. These areas of investment include projects that increase the diversity and inclusiveness of the engineering workspace, as well as

initiatives devoted to safety and ethical practice; technical literacy; and science, technology, engineering, and mathematics (STEM) education programs to attract young people to the chemical engineering profession.

Yosufzai succeeds Eduardo D. Glandt, Dean Emeritus of the School of Engineering and Applied Science at the University of Pennsylvania, as Foundation chair. Pablo Debenedetti, the Class of 1950 Professor in Engineering and Applied Science, Professor of Chemical and Biological Engineering, and Dean for Research at Princeton University, joins the Foundation's leadership as vice chair. Read press release, click [here](#).



Diversity and Inclusion: Starting and Thriving in the Workplace By **Kathy Lee**

An Invited Speaker Panel featuring Yuk Louie, ExxonMobil Process Development, Cynthia Murphy-Ortega, University Affairs Chevron, Mike McAtee, BASF and Jim Sweeney, Oregon State University took place on Tuesday of Annual Meeting.

This session was intent on engaging industry in a conversation so that they could share their perspectives on resources available to employees to build community and safety around the topic of Diversity & Inclusion. The session also gave attendees the opportunity to ask questions and share their experiences.

“This session was a valuable venue that enabled difficult conversations on diversity and inclusion spanning academic and industry workplaces,” says Adrienne Minerick of Michigan Technological Institute, one of the co-chairs of the session. “The meaningful involvement from Chevron, BASF, ExxonMobil, and Oregon State enabled panelists to share promising practices and identify areas for improvement.” Additional co-chairs were Kathy Lee from ExxonMobil Corporate Strategic Research and Dwayne Mays from Evonik.

This Panel was sponsored by MAC and the Education Division and was part of an effort to more directly involve MAC in the divisional program. The partnership with the Education Division has been very important in guiding an institute wide discussion about diversity issues.

The panel has a history rooted in Diversity & Inclusion, such as their participation in the session of 2016: D&I in the classroom. “We thought it was important to examine the landscape of diversity as students make the transition to the workplace,” says Kathy Lee. “It is encouraging that more companies are taking the opportunity to openly address company resources and attitudes that create a climate of Inclusion within a company.”

The session was particularly well attended by students and young professionals that shared their positive and negative experiences in the workplace. It was a great opportunity for them to hear and learn what to look for in a positive work experience.



MAC Real Talk: Undergraduates Speak Up By **Kathy Lee**

The AIChE Annual Meeting each year offers an opportunity to network with students and professionals from around the world. On Sunday morning, students and professionals came together in Minneapolis for a new MAC sponsored event called MAC Real Talk: What's next with your ChemE degree?

MAC Real Talk was a speed-mentoring event for undergraduate students. Students came to learn about various career paths for chemical engineers through informal dialog with professionals at all stages of their careers.

It provided undergraduate students with the opportunity to meet with a range of professionals and informally discuss their hopes, challenges and career options.

The MAC Real Talk session was conceived and developed by Dr. Sheena Reeves and Dr. Belinda Akpa. They served as facilitators for the event.

The event began with a closed session with Dr. Sheena Reeves and the three minority serving institutions AIChE Student Chapters at three universities sponsored by MAC and the AIChE Foundation: Prairie View A&M, New Mexico State University and Hampton University. Some of these students were recipients of a travel grant from the funded Foundation MSI project. These students were also treated to a session with Glenn Taylor about getting that first job post-degree.

These students were joined by other registered students for another short presentation by Glenn about the power of belonging to a professional organization throughout a career. In the final phase of the session, students engaged with some of the most active professionals in AIChE for an hour and a half of speed mentoring. In this session mentors moved every 10 minutes between groups of 3-4 students to answer questions about career paths, future plans and any other questions these undergraduates had.

Mentors came from academia, industry and government labs and included members from the AIChE Board of Directors, the AIChE Foundation Board of Trustees, AIChE staff and a Janice Lumpkin grant winner all of whom made time in their conference schedule to participate: John O'Connell, Rose Wesson, Glenn Taylor, Kathy Lee, Temitayo Femi-Fowode, Jamie Gomez, Reginald Rogers, LaRuth McAfee, Al Sacco, Emmanuel Dada, Ian Sergo, Frank van Lier, Sharon Robinson and Kimberly Ogden.

Also represented were members of AIChE Staff, checking in to see how this new event proceeded. Check out the AIChE web page [MAC Real Talk](#) for pictures of the event.

Feed back from students was very positive. Some comments:

"This was such a cool experience for me. I loved that we got time to talk to mentors from so many different backgrounds."

"Hearing about so many different possible paths helped reaffirmed commitment to the degree."

"Mentors made a point of addressing life obstacles, work-life balance."

Most importantly, mentees took home a strong message about needing *"to be open-minded and versatile when evaluating new opportunities to gain experience or pursue career change."*

Both students and mentors agreed that more time was needed for this event. All agreed that this was an experience worth repeating.

MAC Leadership 2018

Chair:	LaRuth C McAfee	laruth.mcafee@wisc.edu
Vice-Chair:	Sipho Ndlela	sndlela@gmail.com
Past-Chair:	Belinda Akpa	belinda.akpa@gmail.com
Treasurer:	Joe Howard	noirmal@aol.com
Secretary:	Michael Chee-Awai	michael.a.chee-awai@vanderbilt.edu
Officer:	Emmanuel Dada	emmanuel.Dada@ymail.com
Staff Liaison:	Felicia Guglielmi	felig@aiiche.org

Contact the Editor:

Michael Chee-Awai michael.a.chee-awai@vanderbilt.edu

MAC Business Meeting, Fall 2017

Participants	Date:10/27/17	AIChE 2017 Annual Fall Meeting - Minneapolis, MN	Next Meeting: 04/23/18
		Agreements/Actions	
Belinda Akpa LaRuth McAfee L. Antonio Estevez Kathy Lee Elsa Lopez Gilda Barabino Henry T. Brown Christopher Norgbay Timothy O. Odi Emmanuel Dada Michael Gyamerah Adetutu Martins Ja’Kari Jackson Sheena Reeves Temitayo Femi-Fowode Michael Chee-Awai Otis Shelton Kenri Animasherun Jeff Gray Kevin Solomon Afolabi George Gordon Ellis Paula Hammond Lola Ennola-Adefaso Manuela Ayee Sipho Ndlela	<p>The endowment has been renamed to The Henry T. Brown Endowment for the Education of Under-Represented Minority Chemical Engineers.</p> <p>Established bylaw Committee consisting of the following members: 1x MAC members with knowledge of historic functions 1x MFF member with knowledge of historic functions 2x Young MAC members interested in leadership pipeline 1x leader with considerable experience in AIChE broadly defined (op council, board of directors etc.)</p> <p>Advisory: 1x Aiche member external to MAC, experienced with AIChE leadership and conversant with Bylaw development 1x current SIOC member</p>	<p>Scholarships - College Students: 16, Incoming Freshen College Students: 18, Total: 34 AIChE Council will be volunteering to serve as mentors</p> <p>Unanimous vote that MAC Real Talk will be a recurring event at the Next Fall Meeting.</p>	<p>Unanimous vote to elect Dr. Sipho Ndlela as the Chair for 2018-2019.</p> <p>Unanimous vote to elect Michael Chee-Awai as Secretary for 2018-2019.</p>

Welcome and Introductions

Antonio declines to be involved as Chair-Elect due to difficulties in Puerto Rico. Chair Elect for 2018 and Chair for 2019 up for election.

Joe Howard traveling for work and not available for meeting.

Approval of Minutes from Spring Meeting

Report on Annual Meeting Activities

MAC Real Talk

MAC Real Talk took place on Sunday with a closed session for HBU.

Board of directors, trustees, and several senior mentors participated.

Janice Lumpkin Award Winner and former MAC scholar Temitayo Femi-Fowode joined as mentor.

The event was successful for both students and mentors.

There was a misconception that the event was only for minorities so in the future it will be useful to spell out what MAC is. There may have been students who registered but then thought the event was only for minority engineers.

All students who participated would have chosen to do it again in the future.

Vote on whether to have this event again next year.

Is this a programming event that should be continued in MAC.

There was unanimous agreement on vote that this program will be continued next year.

Minority Faculty Forum

Minority Faculty Forum on Academic Career Paths

Featuring Gilda Barabino, Levi Thompson, and Paula Hammond will take place on Tuesday, October 31.

Lola Eniola Adefeso, Luke Achenie and Andre Da Costa have all agreed to participate.

The success or otherwise of this will be in an upcoming newsletter.

Afterwards, a vote will happen to determine whether to continue or not.

Goal is to bring in students, post-docs, and create a connection between MFF and MAC.

MFF seeking assistance from AIChE headquarters to help find volunteers for their program.

AIChE headquarters will help find people who self-identify as underrepresented minorities and publicize MFF content.

There are members of AIChE who have ChE backgrounds but are not in ChE departments at their respective universities.

Leadership and succession planning for the forum

Lola is the Chair for now and most likely next year, there should ideally be a co-chair. We are looking for an individual to step up and be co-chair next year.

In MFF there is a need to diversify the minority populations that are engaged.

Belinda: Why don't we have more Hispanics, Asian Pacific Islander, Native American, and individuals who are not in the room. We have a job to be inclusive.

AIChE members self identify as a minority so there are a lot of blanks.

Belinda: We are now working with a Hispanic serving institution, at the University of New Mexico.

Sheena: There are individuals who we can contact to bring into the fold.

Gilda: There is a piece of self-identification and who feels a need to make a connection with a group. There is a piece of engagement. Even if you reach out we need to make people feel connected and engaged.

Otis: Students do not know the value of participation in MAC. There is a high caliber of talent available but students do not know. How do we work with MAC to get this message out.

Agenda Item 3: Diversity and Inclusion: Starting and Thriving in the Workplace

Kathy: Last year we discussed getting MAC involved in regular programming. Last year we had several people give talks about programs on the academic level. We asked for industry experts and got nothing back because companies do not talk on that type of level. Got a response from Chevron about their initiatives, a senior VP from BASF, and a rep from ExxonMobil on issues of diversity of thought. We would like to encourage corporations to think along lines of diversity and inclusion. There will be very short talks and then questions. Goal is to have audience to engage them instead of relying on precooked questions.

Cynthia Murphy-Ortega (Chevron) is looking to get involved with corporate engagement with MAC.

Broadening Participation in ChemE: Outreach Efforts that Work.

Panel for four different speakers and group discussions about what it means to do broadening participation and outreach work that is highly successful. Tuesday, October 31, 3:15 PM CDT

NOBCChE Meeting Overlap

First opportunity for NOBCChE Meeting is Reception in the Hilton.

Reception will include student representation and NOBCChE members.

Regenerative Engineering program has been put together by Dr. Cato Laurencin.

This features talks by Cato, Paula Hammond, and Guillermo Ameer, as well as a technical session in the afternoon.

MAC Chemical Engineering Forum

Tim Odi, Felicia Nave, and Alicia Boler-Davis were honored and presented.

NOBCChE Meeting

It will consist of a lunch and speed mentoring session.

Fellows Report

Otis: Fellows met and proposed to match fellows with MAC's minority scholarship recipients has been approved. They plan to submit a proposal to MAC to outline the specifics of this proposal. LaRuth will receive this in the future.

Kathy: Do we have any idea how this would work through volunteer central.

Otis: They are thinking of connecting with students in different regions of the country but it is not finalized at this point.

There is a proposal from the MAC fellows that was first discussed at the spring meeting that is part of our mentoring program that works to match our scholarship students with a fellow as a Mentor.

Special committee for WCK and MAC combined, that is where their focus would be, looking for candidates for award nominations across the institute.

Is there a way to provide assistance in forming a committee to do that.

Up until now neither WCK or MAC have pinpointed the correct approach for fellowship nominations. There may be an opportunity to brainstorm how to do this effectively across the institution.

Fellows initiative might be a possibility

Fundraising Report

AIChE presentation about the endowment.

At the spring meeting there was a discussion about how to donate to MAC. There were multiple locations on forms to donate.

Two ways to donate – one to the endowment

The other – funds that contribute to the operating budget

Mac requires both to operate.

There should only be two options for donating.

The Mac future fund appears but does not add to the total if selected.

Stephanie Viola and Cathy Diana both work on the funding.

MAC Endowment Fund was set up to help endow the scholarships that we give out. The idea was to get \$300,000 that would perpetuate 15 scholarships per year.

That fund could continue growing but it would guarantee that we could award those scholarships each year.

These funds are restricted to scholarships only and cannot be used for other things. It could be used for promoting the scholarship and giving out the awards.

Otis: Scholarship fund enables a lot of people to go to college who have the skills but not the finances. We have raised \$80,000 so far for the endowment fund. The next step is to identify a person who epitomizes MAC. We identified a person who is a guide, Mentor, and MAC pioneer for the past 50 years, Henry Brown would be that person.

The endowment has been renamed to the Henry T. Brown Endowment for the education of under-represented minority chemical engineers.

Henry, Jimmy Way, Gary all got MAC started during a time when it wasn't easy to talk about racial or minority issues. Henry took it from a concept to a realized group.

One of the pioneers is going to donate \$50,000 and we are matching funds for the endowment fund. This will put us at \$130,000.

Henry: Jerry said that it had been 50 years that they were together, which spurred the idea for the \$50,000 donation to the fund. Thank you.

Founding Donors: The Henry T. Brown Endowment for the Education of Under-Represented Minority Chemical Engineers.

Financials

Total Endowment Goal is \$300K by 12.31.18

2017 Fall Cycle

Need proposal submissions for the fall cycle of funding.

Each conference working to collaborate with WIC, LGBTQ, and MAC groups in promoting their content.

This foundation proposal process has funded the Minority service institution that led to event on Sunday and further programming that we will engage in.

The proposals are first passed to SIOC and then we work to finalize them before they go to the foundation.

In the SIOC meeting there were talks about proposals because there is a lot of talk about Diversity/Inclusion and soft skills programming. They settled on looking for a way to make programming for cultural awareness and how

business is done across the world. The proposal will be to bring someone in for the Spring Meeting to present this to YPs.

At the spring meeting there is no student conference.

Officer Elections:

We elect a new Secretary for a two year stint starting in 2018.

Vote for Michael Chee-Awai as Secretary for 2018-2019.

Unanimous vote to be elected Secretary for 2018-2019.

Next vote for Chair Elect in 2018-2019.

Sipho is current programming chair for AIChE meeting and is nominated for Chair Elect in 2018-2019.

All in favor of Sipho being 2018-2019 Chair Elect.

Unanimous vote to elect Sipho as the Chair for 2018-2019.

MAC Treasurer Report

Net income looks healthy for this year.

There has been a decline in due's check offs possibly due to confusion about how to donate to MAC. YTD it has gone from 13209 to 8300 from 2016 to 2017.

A lot of people who are doing dues check-offs do not renew until the end of the year so there may be more dues check offs coming toward the end of the year.

Generous Contributions from AIChE this year.

Corporate contributions are down. These are things such as matching funds from corporations, which is dependent on other donations besides dues. It is company dependent.

The South Texas Local section has been offering \$5000 towards students for scholarships in Texas. We are trying to get them involved in mentoring the students.

The local Prairie view chapter has been incorporated into mentoring scholarship recipients from that area.

In 2015 MAC at 25 had two proposals that were generously funded. This shows up as a blip that is not part of the regular scholarships.

End of year expenses have been trending downwards. This is a good thing that needs to continue.

Corporate contributions down compared to 2016

MAC Revenue on pace to be up.

Member contributions down.

Look at ways to grow corporate donations,

Slow losses in member contributions,

Reduce committee expenditures \$30k/year

AIChE/Mac endowment

Review of MAC Mission, org chart, and bylaws

As a minority affairs committee we should be positioning ourselves to make it a truly inclusive and welcoming climate. There seem to be mismatches between bylaws and reality of MAC.

Belinda believes it is a good time to update the bylaws and redefine who we are as the Minority Affairs Committee and how we operate.

This allows us to

- 1) Flexibly adopt and retire targeted activities
- 2) Create structured involvement of broad membership

Goal to enable MAC community to be cognizant of and active in pursuit of core mission – while being nimble in deployment of specific activities as befits available volunteer base, funds, and annual priorities.

Approach: Assemble an ad hoc bylaw committee to

Develop a clear mission statement

Update our broad objectives and review current activities for fit

Review and restructure subcommittees for alignment with broad objectives

Suggest procedures for defining and retiring specific activities

Delineate, within the new structure, the role of an advisory board.

Nominate champions to delineate procedures for activities that are identified as long-term commitments (e.g. specific awards, scholarship process, mentor program, fellows pipeline).

Streamline the structure so that it is easy to deploy and retire activities.

Revisiting our Mission Statement

The current mission statement is not straightforward in communicating what MAC is and what the role of the committee is.

In addition to the about statement we have a set of objectives from the 2003 Bylaws.

These are a list of the objectives of the committee. It is not common to see a list of objectives on a list of bylaws.

Belinda suggests that we do not need an objective statement but instead need a very clear mission statement.

Currently there are six officers and eight subcommittees. Officers: Chair, Chair-elect, past chair, secretary, treasurer

Eight Subcommittees

Activities can be implemented and the chair can be nominated for each activity.

Scholarship not mentioned in bylaws, Minority Faculty forum, MSI Initiative, and MAC-Awards are currently not mentioned in the Bylaws.

Belinda proposes that we have subcommittees with their own associated activities. These would include four subcommittees: Meeting programming, college relations, membership recruiting and retention, and awards.

Activities are to be reviewed by each incoming chair and their executive committee.

Proposed year's activities and leadership to be presented to members via eNews and Jan/Feb town hall telecom for comment.

Activities implemented to be consistent with funds available, active volunteers, and committee priorities.

Last year we agreed as a committee to implement an Awards subcommittee. This subcommittee has been working on procedures and deploying information about honoring members who have been successful and engaging student members.

Engage Lumpkin Award winners who participate as mentors to student-chapter attendees.

Paula Hammond: It is a great idea to consolidate our activities and create structure.

Tim Odi: Over time MAC has evolved. It is not every single time that people will volunteer for these activities. Now we have willing volunteers but apart from a handful of people. If we can get a lot of people to serve then we should have the boxes.

Gilda: I would suggest making a decision between what is a functional area and what is a committee. For the Minority Faculty Forum to be considered separate as a unique entity that does not fit a committee structure. It needs to be separate from MAC. We do not want MFF to be by itself or be a subcommittee. It fits in the functional area.

Belinda: We are going from eight subcommittees down to four. Everything else is spontaneous as long as we have the volunteers, funding, and support. MFF does not want to be subject to review year to year, thus we would not treat it that way.

MFF is not thinking about retaining folks to be part of MAC and AICHE. In terms of membership recruiting and retention, get MFF out of there.

Kathy: MAC reports to SIOC and they are all entities that report to SIOC. Maybe the minority faculty forum would prefer reporting to SIOC so that it is not an MFF-MAC reporting structure. But I do not know the rules about entities in the operating council.

Gilda: Just being loosely defined under SIOC is not the answer either. The idea is how can MFF and MAC work together where one can strengthen the other.

Belinda: WE need to think very carefully about how MFF and MAC interplay. MAC is footing the bill and facilitating what MFF decided what is their initiative for the year. We need to figure out exactly what that relationship is. Perhaps MFF wants to be included in a different way in MAC.

The ad-hoc committee would try to reduce the subcommittees, align them with the core mission that we would set, and figure out where the MFF and scholarships sit within that. Not everything will be a subcommittee.

There was a discussion within SIOC of how MAC spearheaded K-12 Liason, which has now become an independent entity within SIOC. There is now a discussion about community colleges and how students are coming from CC and into engineering. A disproportionate number of students coming from CC are minorities. Do we want to make that a priority in our operations? There needs to be a conversation each year about where to direct our limited resources.

Tim Odi: MAC made an effort to create a K-12 outreach to students in San Antonio in the past. Now it has moved to SIOC. Should MAC think about bringing that entity back to MAC.

Kathy: These days you cannot go into a school anymore because getting security clearance to get a bunch of strangers into schools does not work anymore.

I like the idea of a K-12 Liason but we need to synergistically work with what SIOC has developed. It is something we need to think about in a local section where you contact with specific individuals within a school. Locals may know people and it may be possible to work with a local section, but it is difficult to get a group of strangers to participate in this.

Sheena: SIOC is doing a great deal with K-12 and what they are trying to do is partner with K-12 Local communities and K-12 in SIOC. WE should have that liason meet with the committee in SIOC. Whatever liaison we have here can go to the SIOC committee and be a representative of MAC there. All schools are on lock-down now, which require background checks.

Belinda: As we deploy these activities to the DC Science fair are we reaching the right communities such as those that MAC is interested in and socioeconomic communities. WE cannot bring everything back into MAC but what can MAC lead as a voice. How does our K-12 activity change?

Kathy: Are there any plans for the student chapter to participate in local section to outreach locally.

They tried to go to high schools and with the Houston science fair but applications must be filled out. Third-fifth graders were coming to prairie view A&M. There were different types of engineers and different activities. There was a plan to have that happen again next year.

Cathy Diana: These are all great ideas for Foundation Funding. We spend a lot of time on succession planning. We try to think about the committees we have and who we should engage down the road to ensure that we have vibrant communities.

Once a year we think about individuals we might have sitting in this room in the future. This way you do not have an issue with lack of personnel.

Gilda: Possibly individuals who led committees could become officers for MAC. Who wants to lead a particular area? Individuals who are passionate about a specific area. A more sensible committee structure that makes sense where we can match up with what people are passionate about it would move things forward.

Otis: The board is looking at strategic planning and updating it. With a focus on manufacturing and the need for minority engineers it may push it even further to get MAC involved. A simplified structure is a lot better than the complicated structure that we had before.

Kathy: The difference between MAC and AIChE at large is that we give half of our scholarships to declared ChemE. We reserve some money for just STEM students who do not know what they will ultimately pursue. This is because MAC is concerned with MAC as a whole. We donate to this mission because we believe it is as important as the chemical engineering mission. The goal of getting underrepresented minorities in STEM is different for us than the rest of AIChE.

Proposed Bylaw Committee Membership

1x MAC members with knowledge of historic functions

1x MFF member with knowledge of historic functions

2x Young MAC members interested in leadership pipeline

1x leader with considerable experience in AIChE broadly defined (op council, board of directors etc.)

Advisory:

1x Aiche member external to MAC, experienced with AIChE leadership and conversant with Bylaw development

1x current SIOC member

We want two younger MAC members who have not previously been involved in leadership.

Annette Johnston has a lot of experience with bylaws and wanted to be involved in it. She was enthusiastic about supporting us in that.

Scholarship Report – Emmanuel Dada

2017 – College Students: 16, Incoming Freshmen College Students: 18, Total: 34

AIChE Council will be volunteering to serve as mentors

All AIChE members are able to volunteer to be mentors

We have given 483 scholarships over the years, 214 College students and 269 Freshmen.

68 applied for the Freshmen scholarship. There are many qualified students with high GPA.

Hispanic, African-American, Pacific Islander, and Alaskan Natives have all been part of the application pool for freshmen in 2017.

Hispanic, African-American, and Alaskan Native have all been part of the application pool for College Students in 2017.

Dr. Dada believes that we should not advertise the scholarship too much because then we get too many applicants and we can only award a few scholarships.

Scholarships are \$1000.

Scholarships helped with finances, working two jobs and doing chemical engineering.
Scholarship also encouraged by showing there was a body outside that was interested in supporting.

We may not have enough funds to support the Outstanding Scholarship Award this year. Not many students applied and we do not have enough money to give to two.

Belinda: We are putting money directly into pockets so that financial aid office does not count it against students.

Kathy: We could advertise and double the applications but we do not have people to read them. Some of these students are community college students.

Belinda: We need to have a discussion about our mission to decide if we will set aside a significant amount of funds towards a student who may not choose chemical engineering as their major. Do we want to focus on transfer students or chemical engineering students.

Kathy Diana: In the future I can help get reviewers from the AICHe staff.

Kathy: What can we do to outreach to students in devastated areas in University of Puerto Rico. Possibly foundation grants but we need to show support to Chemical Engineering Students in Puerto Rico.

We will make sure it is on our priority list to support the University of Puerto Rico.

Thank you to the MSI students.

8:00 AM Ballroom B in the convention Center.
Officer Elections

Treasurer's Report