SHPE 4 YOU

LeaderSHPE Live 2023

Brianne C. Martin
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Who’s All Here
(icebreaker)
MemberSHPE
Purpose: Customer Service & Chapter Management
Hispanic Bachelors Graduates in U.S. Engineering Collegiate
A decade-long analysis of growth/representation

Decade-long 50% Hispanic graduation rate in Engineering

50% graduation gap

Data source: ASEE (asee.org)  
Mauro Rodriguez Jr., PhD
MEMBERSHIP JOURNEY

START
Attend Local Workshops
Register for Events
Volunteer

Join & Learn
MEMBERSHIP JOURNEY

**START**
- Attend Local Workshops
- Register for Events
- Volunteer

**HACER**
- Chapter Leadership Committee Role
- Lead Outreach

**PROPEL**
- Chapter President Regional Committee
- Project Lead Mentor

**ELEVAR**
- Regional Leadership School Board(s)
- National Board Industry Influencer

- Join & Learn
- Sign Up & Practice
- Lead Others & Manage
- Respect & Reputation
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LEADERSHPEN!
IN-PERSON 2023

SHPE EXCHANGE

NILA (CCLP)

NILA (CCLP & PRESIDENT SUMMIT)

Latinx factor (Learner Tuesdays)

Latinx factor (Technical Tuesdays)

Latinx factor (Wisdom Wednesdays)

MentorSHPE (MENTEE)

MentorSHPE (MENTOR)

NATIONAL CONVENTION
Membership Department

- Primary Liaison with Members
- Provide Customer Service
- Officer Training & Coaching
- Develop New Member Tools
- Streamline & Automate Systems
- Membership & Chapter Growth

Fernando Hinojosa
Manager, Chapter Operations

Anna G. Patrick
Manager, Member Relations
Set Up Time with Us!

bit.ly/SHPE_Membership
Chapter Management, Alignment Compliance, & Growth Framework

Provides:
- Feedback from established SHPE leaders
- Staff support & communication
- Resource development
- Chapter awards
How Does It Work?

Quarterly Check-Ins

(5) Total

0. July 15*

1. August 15

2. Oct 15

3. Jan 15

4. May 15

CHAPERTER IN GOOD STANDING
REQUIREMENT:
Submit all (4) check-ins

Invited to submit Chapter Reports

Reviewed & Evaluated

Chapter Report 1

Reviewed & Evaluated

Chapter Report 2

Group A: Score + Feedback
Group B: Score Only

Group A: Score + Feedback
Group B: Score Only
NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

Summer 2023
CCLP [Virtual] & President's Summit [In-Person]
NILA:
CCLP & President's Summit

PART ONE:
CERTIFIED CHAPTER LEADER PROGRAM
(VIRTUAL)

What You’ll Leave With:
- Easy-to-apply information about SHPE’s mission, vision, and strategic plan, as well as, programs and events
- A plan started for chapter operations and community engagement (Chapter Management Tool)
- Access to SHPE resources and chapter toolkits
- An established, supportive peer network

PART TWO:
PRESIDENTS SUMMIT

You’ll Leave With the Ability to:
- Identify and analyze cultural identities to enhance your leadership style
- Formulate approaches to solve and overcome challenges
- Communicate your authentic leadership style to others in a more compelling way
- Distinguish external forces of conscious and unconscious biases, and the internal forces that create tensions for many Latinos
- Review and apply insights from highly successful Latino executives
- Engage with various partners to problem-solve through collaboration
- Understand your personal leadership skills and leadership style

July 13 - 16
August 10 – 13
Dallas, TX
Chapter Awards

Luz Award
The highest honor that can be bestowed to a chapter
SHPE’s North Star
high degree of excellence in showing all four of SHPE’s core values: Familia, Service, Education, and Resilience
Continuously led and executed life-changing services and programs for their community and serve as a model for the rest of the SHPE Familia
Luz Award Considerations - Total points (of both Reports 1 & 2) must be 19 or more, out of a maximum of 24

Tenaz Award
Demonstrate perseverance and determination
Tenacity year after year and have built a solid foundation; High level of operational performance throughout the years
Tenaz Award Considerations – participated in NCP reporting (a minimum of 1 report) in the past 2-3 years
Reports include 3 out of the 5 following items:
- Chapter Management Tool (CMT)
- Budget
- Calendar of Events
- Corporate Sponsorship Packet
- Legacy/Document Storage

Fenix Award
Dormant to an active
Celebration of the triumph of chapters that have “risen from the ashes”
Fenix Award Considerations – demonstrate growth in their chapter through the following (but not limited to):
- Membership growth
- Previous participation in the National Chapter Program
- An increase in the number of events/offers offered to members
The Familia

Total Members 13,472
Total Chapters 271

Membership Type

PROFESSIONAL MEMBERS 3,362
UNDERGRADUATE MEMBERS 8,473
GRADUATE MEMBERS 1,023
JUNIOR MEMBERS 614

FY 21-22
Hispanic Undergrad Enrollment in U.S. Engineering Collegiate
A decade-long analysis of growth/representation

87k Hispanic Enrolled Undergraduate Engineers in 2018-2019

Data source: ASEE (asee.org)

Mauro Rodriguez Jr., PhD
We Need Your Help

Just Get 1!
Currently: SHPE is the Best Kept Secret
Together, We Can Change the Trajectory
Hispanics in STEM graduating in STEM are more likely to be in lower paying service occupations than higher paying professional occupations.

- electromechanical assemblers
- chemical technicians
- electrical engineers
- Chemists
- software developers.

40% of women who earn engineering degrees either quit or never enter the profession.

Stay Engaged

Excelencia in Education

Harvard Business Review
Questions?

Stories...

membership@shpe.org
chapters@shpe.org
Purpose: Engage in one-on-one mentoring with your SHPE Familia
The MentorSHPE Program facilitates one-to-one mentoring relationships that connect mentees with mentors to support growth and development. The program will help you expand your professional network, gain new knowledge and insights, and build new skills.
Why become a mentee?

• GROW your SHPE professional network

• LEARN to navigate your STEM career path

• DEVELOP your professional skills

• ACHIEVE your goals in STEM
Success Stories

"No manager, supervisor, team leader or mentor has ever made such a profound impact on my career. Ose opened up his network of general managers and executives at Chevron and introduced me to support me on my career path."

Staci L
Mentee

Uriel O
Mentor
“Blessed to have Raquel as a mentor. She motivated me to take on challenges, expand my comfort zone, and inspired me to do more. In the last 2 years, I saw a change in myself.

Not only did I start developing myself in a professional way, but I got the motivation to volunteer and give back to the community. It was like a buddy system, where she pushed me if I was slacking and encouraged me to take on new challenges everyday.

Most importantly she got me into SHPE and it felt like home. I am grateful to SHPE and MentorSHPE for life-changing graduate school experience and taking it to next level.”
3 Greatest Successes:

1) Admit to MIT boot-camp on Innovation and Entrepreneurship held in Australia.

2) Receiving "Difference Maker" award from school.

3) Being awarded for an Innovation challenge by Lear Corporation and receiving an internship.

During, SHPE national conference at Cleveland, I won Nissan Design Challenge. I would say the motivation and habit I cultivated under her mentor-ship has helped me a lot.
Why become a mentor?

• DEVELOP feedback and critical thinking skills

• GROW your SHPE professional network

• ADVANCE your leadership skills

• GIVE BACK to the SHPE Familia
Use the new MentorSHPE platform to connect with a mentor or a mentee. This online platform allows for one-on-one mentoring and is open to those in the STEM fields. MentorSHPE allows you to easily connect, manage your mentor/mentee relationship, and offers tools to guide your relationship.
JOIN MENTORSHPE NOW!
Jr. Field Engineer

Environmental Solutions & Innovations, Inc.
Cincinnati, Ohio, United States (Hybrid)
3 days ago

Description

ESI seeks to add multiple full-time and/or part-time positions within our growing civil engineering group. Although ESI was founded more than 20 years ago, the engineering team was formed just eight years ago in response to demand from existing energy sector clients. This position primarily supports linear transmission projects within the mid-Atlantic U.S., specifically Virginia, West Virginia, and North Carolina. On a day-to-day basis, the position will report to one or more Lead Project Engineer(s); administratively, the position reports directly to the company's Vice President of Engineering.

Responsibilities

- Understanding of relevant state erosion & sedimentation pollution control
- E&S and Post-Construction Stormwater Management (PCSM) regulations applicable to transmission projects.
- Identify technical issues, evaluate alternatives, and recommend solutions to peers and managers.
- Monitor E&S and PCSM Best Management Practices (BMPs) for performance and compliance during/after construction and recommend maintenance and/or practices, and compliance as needed.
- Work closely with project managers, clients, colleagues, and contractors to ensure construction and design are performed according to engineering plans, industry standards, and applicable environmental regulations.
- Actively support site-specific safety practices in accordance with client expectations.
- Assist with preparation of construction plan sets, reports, and permits.
- Design E&S controls including support calculations.
- Assist with grading tasks, specifically for access roads.
- Follow company standard AutoCAD procedures and project-specific project specifications for field modifications to design plans.

Minimum Qualifications

- B.S. in Civil Engineering or a related field from an accredited university or college required.
- E.I.T. Certification preferred.
- Travel (>80%) in Virginia, West Virginia, and North Carolina is required for this position.
- Proficient with Microsoft Office (Word, Excel, Outlook).
- Fluent written English, including composition of grammatically and structurally correct sentences and paragraphs.

Compensation

- Salary: $60,000.00 - $80,000.00 (Yearly Salary)
- View your connections at Environmental Solutions & Innovations, Inc.
Career Planning

ADVICE

Browse Topics
Blogs
Actions Items & Next Steps
Career Planning

INSIGHTS

Wages
Responsibilities
Expectations
Activities
Skills
Knowledge
Company Directory

IPC, Sponsors, SHPE Supporters, Partners
The Problem: Hispanic Student underrepresentation in STEM higher education and industry.


Our Solution: Providing financial assistance to as many students as we can while actively advocating for representation with our University & Industry partners.
Who can apply to ScholarSHPE?

- SHPE Member
- Pursuing STEM degree
  - Graduating High School Senior
  - Undergraduate
  - Graduate
  - PhD Student/Candidate
- GPA 2.5 or higher
- Citizenship NOT required
Key Dates

• Application Open, November 1st, 2022

• Applications Due, April 9th, 2023

• Award Notices Sent, July 7th, 2023
What do you need for your application?

• Contact Information
• Financial Information
• Resume
• Transcript
• Essay Responses
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<tr>
<td>Citizenship?</td>
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<tr>
<td>Class Standing</td>
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<td></td>
<td>Senior, Sophomore</td>
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<td>Major</td>
<td>Any STEM, Biomedical Engineering, Chemical Engineering, Computer Engineering, Computer Science, Electrical Engineering, Industrial Engineering, Materials Science &amp; Engineering, Mechanical Engineering</td>
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ScholarSHPE Recipients

STAND UP
MORE QUESTIONS?

EMAIL US AT SCHOLARSHIPS@SHPE.ORG
Local STEM Outreach
Local Noche de Ciencias Grants

- Did you already host one this Fall? GET REIMBURSED
- Planning one this SPRING?

Apply now!
Let's Rotate: Benefits of a Rotation of Cities