



SHPE 4 YOU

LeaderSHPE Live 2023

Brianne C. Martin





TABLE OF CONTENTS



MemberSHPE

MentorSHPE

Career Services

ScholarSHPE

Local STEM Outreach



Who's All Here
(icebreaker)



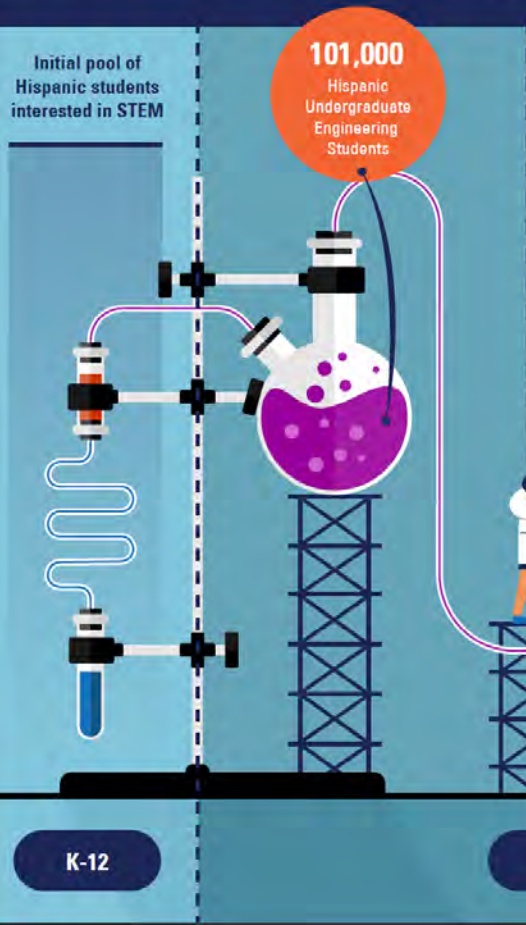
MemberSHPE

Purpose: Customer Service & Chapter Management



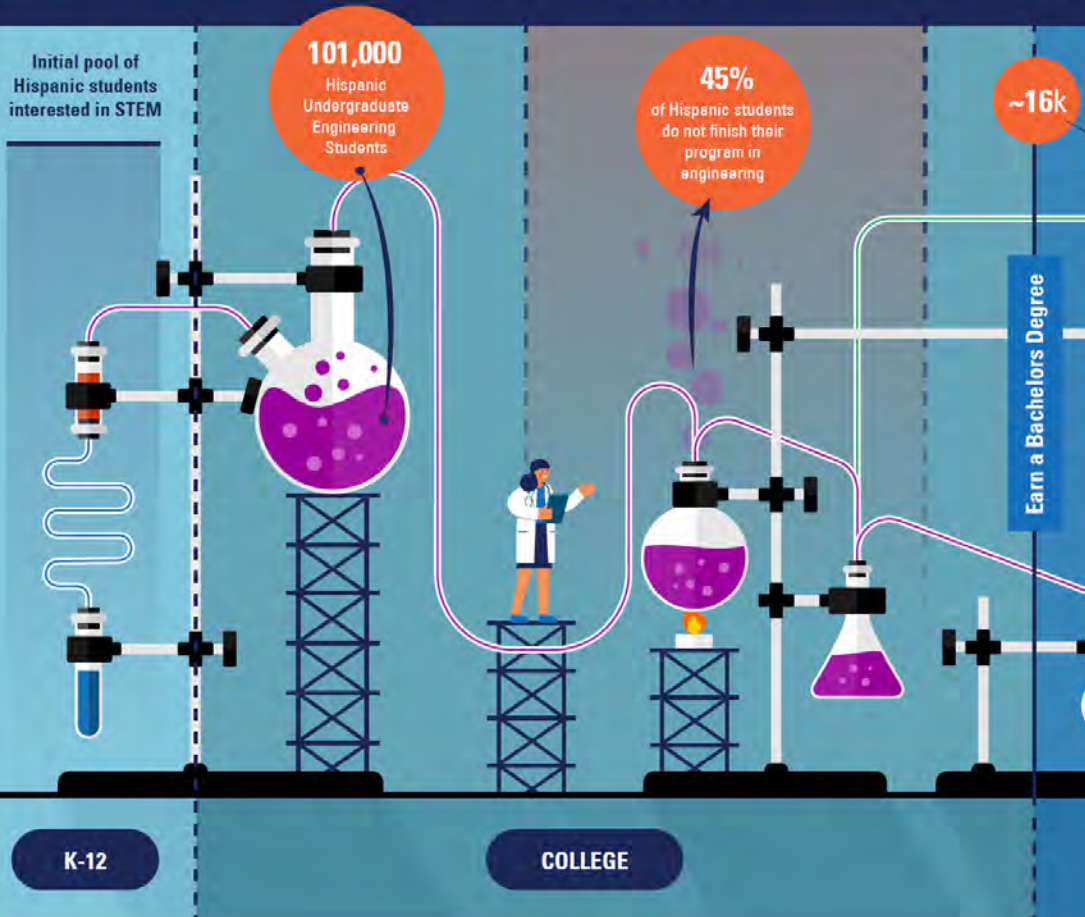
PATHWAYS: Hispanics in STEM

Data Sources:
ASEE (asee.org) &
U.S. Bureau of Labor Statistics (bls.gov)
Dr. Mauro Rodriguez



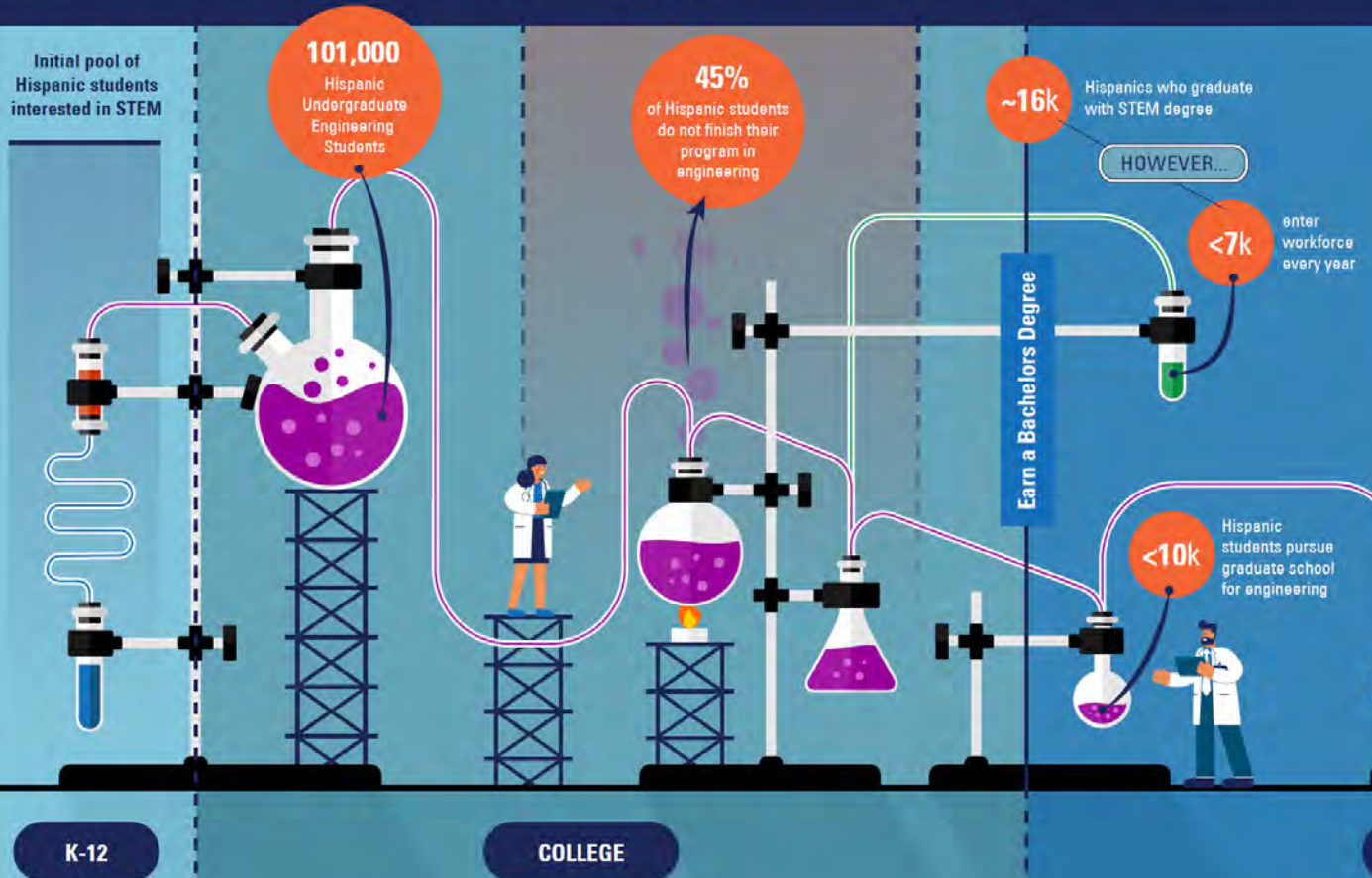
PATHWAYS: Hispanics in STEM

Data Sources:
ASEE (asee.org) &
U.S. Bureau of Labor Statistics (bls.gov)
Dr. Mauro Rodriguez



PATHWAYS: Hispanics in STEM

Data Sources:
ASEE (asee.org) &
U.S. Bureau of Labor Statistics (bls.gov)
Dr. Mauro Rodriguez



PATHWAYS: Hispanics in STEM

Data Sources:
 ASEE (asee.org) &
 U.S. Bureau of Labor Statistics (bls.gov)
 Dr. Mauro Rodriguez



Initial pool of
 Hispanic students
 interested in STEM

101,000

Hispanic Undergraduate Engineering Students

45%

of Hispanic students do not finish their program in engineering

~16k

Hispanics who graduate with STEM degree

HOWEVER...

<7k

enter workforce every year

Earn a Bachelors Degree

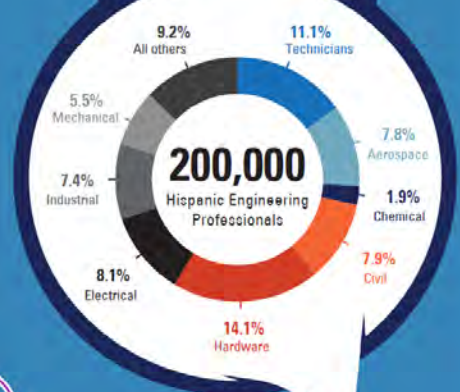
<10k

Hispanic students pursue graduate school for engineering

<2%

Enter a path to: "Executive Island"

American Engineering Workforce:



K-12

COLLEGE

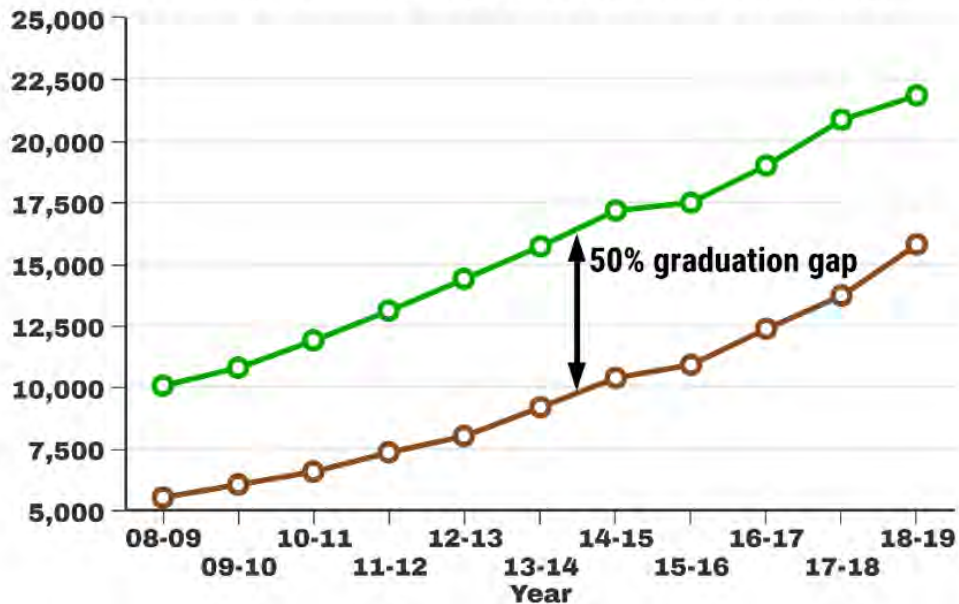
POST-GRAD



Hispanic Bachelors Graduates in U.S. Engineering Collegiate

A decade-long analysis of growth/representation

Decade-long 50% Hispanic graduation rate in Engineering



● Latino/as enrolled divided by four ● Hispanic graduates

Data source: ASEE (asee.org)

Mauro Rodriguez Jr., PhD



MEMBERSHIP JOURNEY

START

Attend Local Workshops
Register for Events
Volunteer

Join & Learn



START

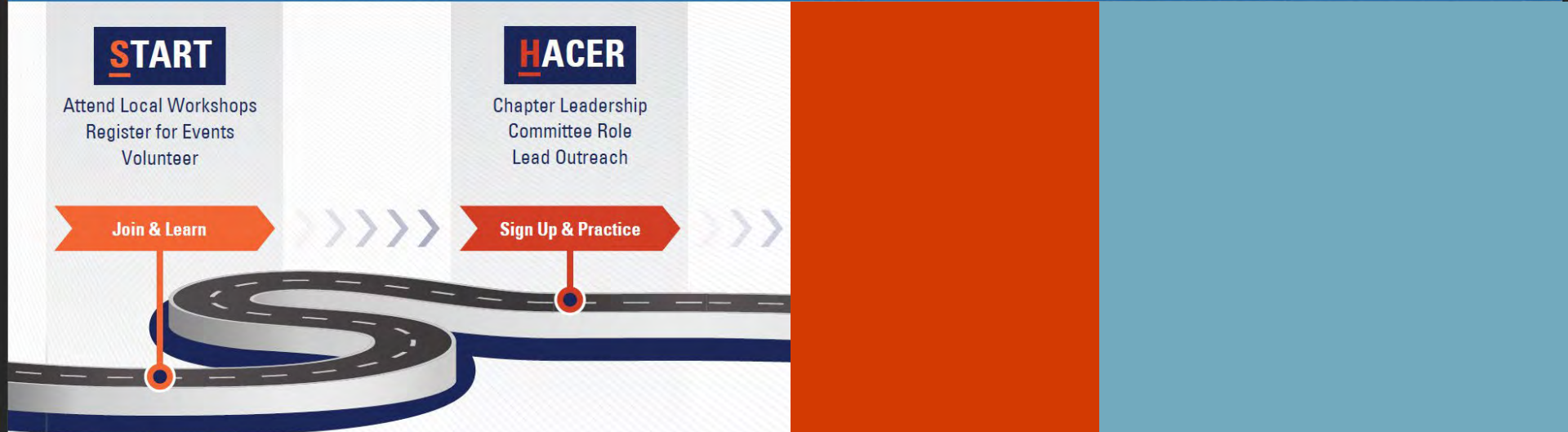
Attend Local Workshops
Register for Events
Volunteer

Join & Learn

HACER

Chapter Leadership
Committee Role
Lead Outreach

Sign Up & Practice



SSTART

Attend Local Workshops
Register for Events
Volunteer

Join & Learn

HHACER

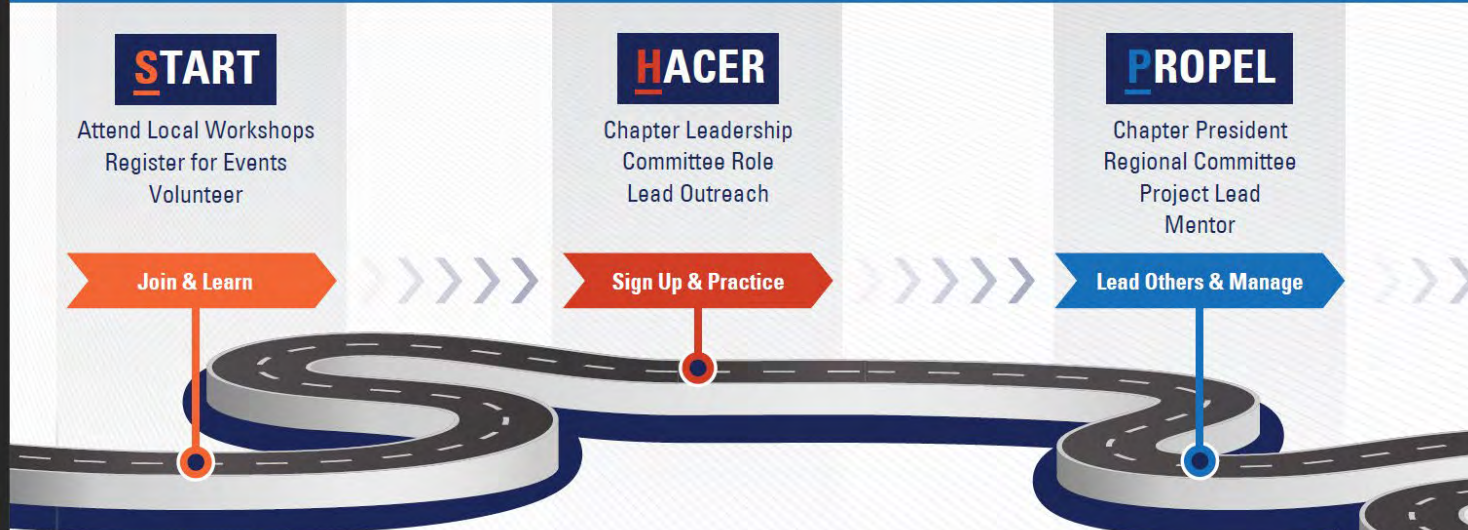
Chapter Leadership
Committee Role
Lead Outreach

Sign Up & Practice

PPROPEL

Chapter President
Regional Committee
Project Lead
Mentor

Lead Others & Manage



START

Attend Local Workshops
Register for Events
Volunteer

Join & Learn

HACER

Chapter Leadership
Committee Role
Lead Outreach

Sign Up & Practice

PROPEL

Chapter President
Regional Committee
Project Lead
Mentor

Lead Others & Manage

ELEVAR

Regional Leadership
School Board(s)
National Board
Industry Influencer

Respect & Reputation



START

Attend Local Workshops
 Register for Events
 Volunteer

Join & Learn

HACER

Chapter Leadership
 Committee Role
 Lead Outreach

Sign Up & Practice

PROPEL

Chapter President
 Regional Committee
 Project Lead
 Mentor

Lead Others & Manage

ELEVAR

Regional Leadership
 School Board(s)
 National Board
 Industry Influencer

Respect & Reputation



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

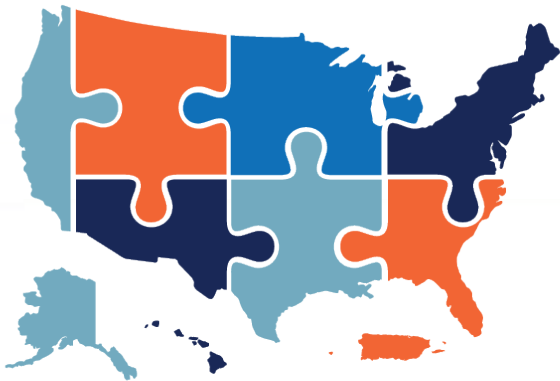


Set Up Time with Us!

bit.ly/SHPE_Membership

CHAPTERS





NATIONAL CHAPTER PROGRAM

SHPE

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

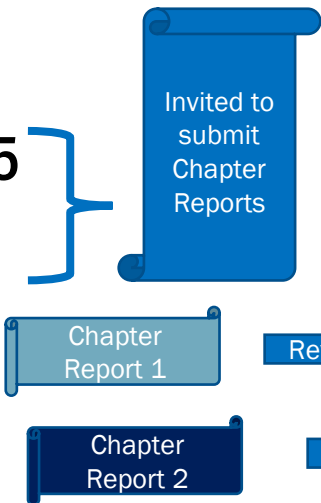
(0) July 15*

1. August 15

2. Oct 15

3. Jan 15

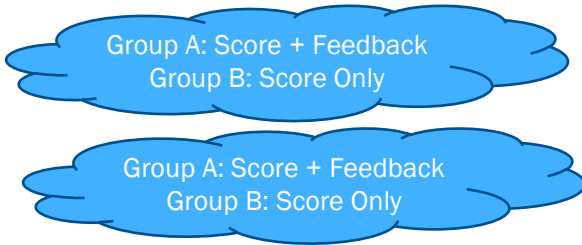
4. May 15



Reviewed & Evaluated →

Reviewed & Evaluated →

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





NILA

NATIONAL INSTITUTE FOR LEADERSHIP ADVANCEMENT

Summer 2023

CCLP [Virtual] & President's Summit [In-Person]

NILA: CCLP & President's Summit

1 PART ONE:

CERTIFIED CHAPTER LEADER PROGRAM

For all chapter leaders/e-board
members and regional leaders.



(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

July 13 - 16

2 PART TWO:

PRESIDENTS SUMMIT

For chapter presidents and regional leaders.



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

August 10 - 13

Dallas, TX





Chapter Awards



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



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



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/offerings offered to members



The Familia



Total Members
13,472



Total Chapters
271

Membership Type

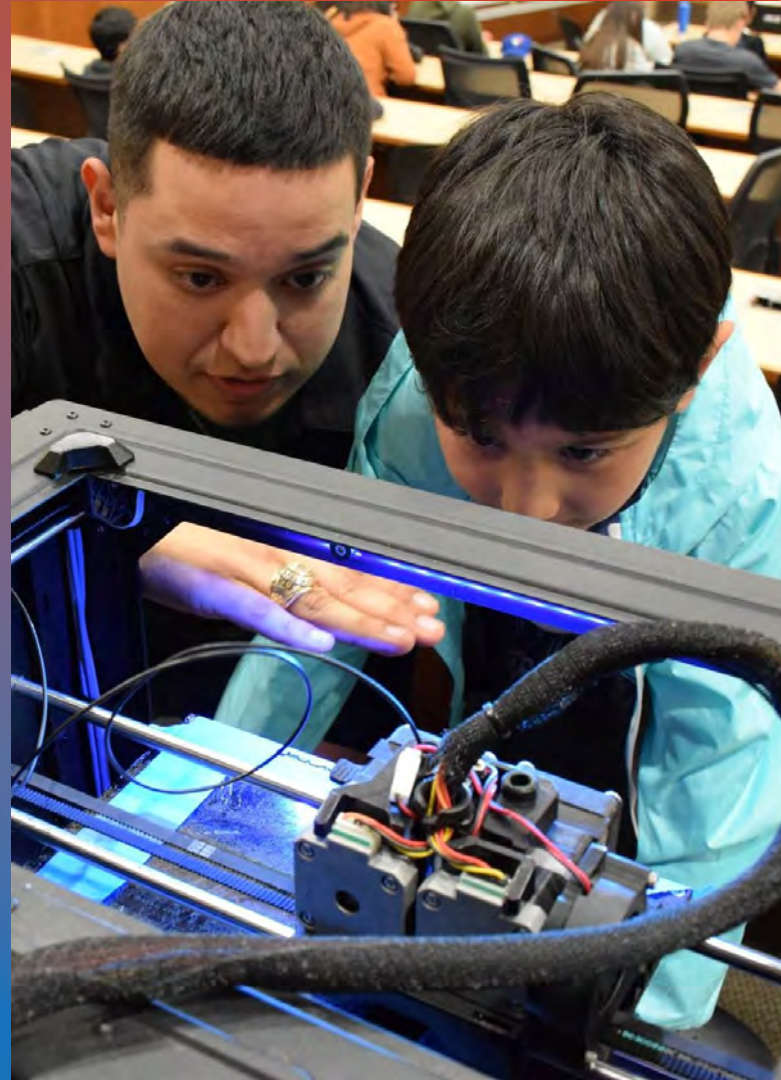
PROFESSIONAL MEMBERS **3,362**

UNDERGRADUATE MEMBERS **8,473**

GRADUATE MEMBERS **1,023**

JUNIOR MEMBERS **614**

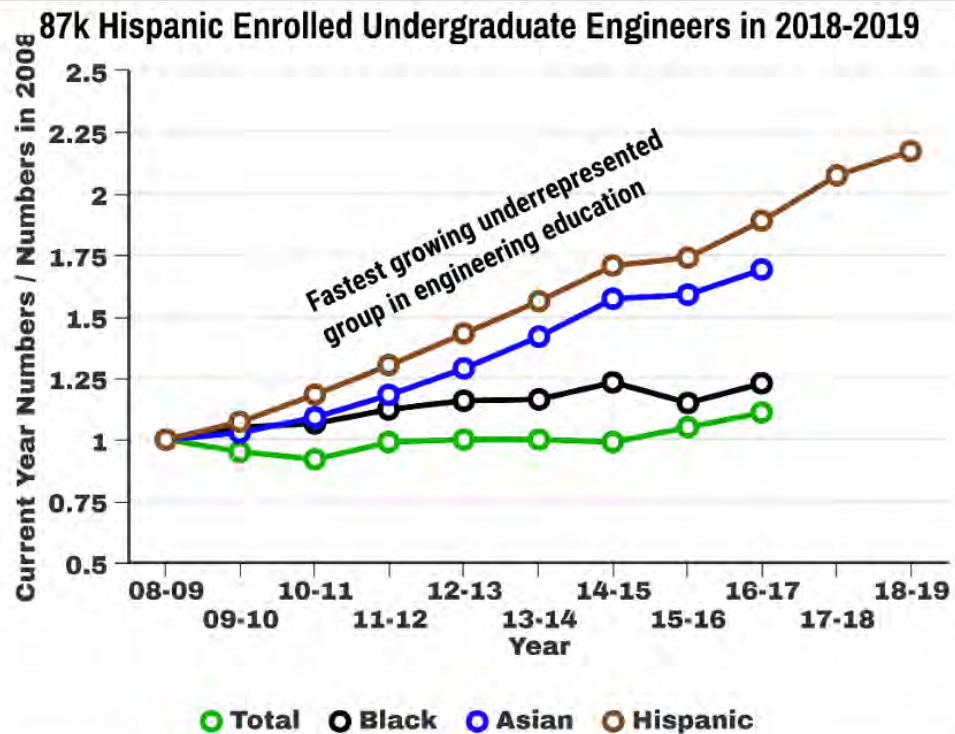
FY 21-22





Hispanic Undergrad Enrollment in U.S. Engineering Collegiate

A decade-long analysis of growth/representation



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**

Stay Engaged



Hispanics in STEM graduating in STEM are more likely to be in lower paying service occupations

- electromechanical assemblers
- chemical technicians

than higher paying professional occupations

- electrical engineers
- Chemists
- software developers.

Excelencia in Education

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

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.

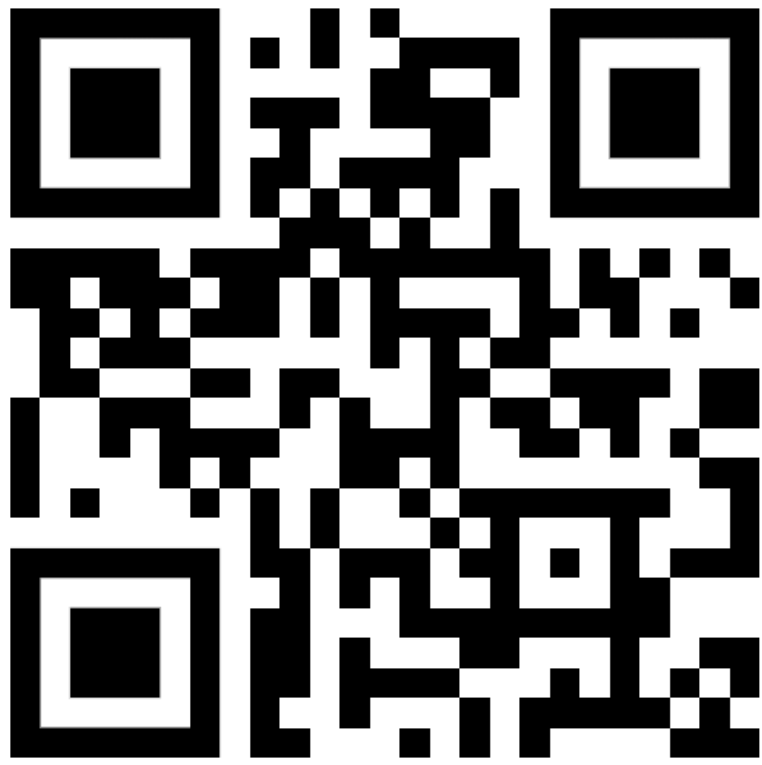


Why become a mentor?

- **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.



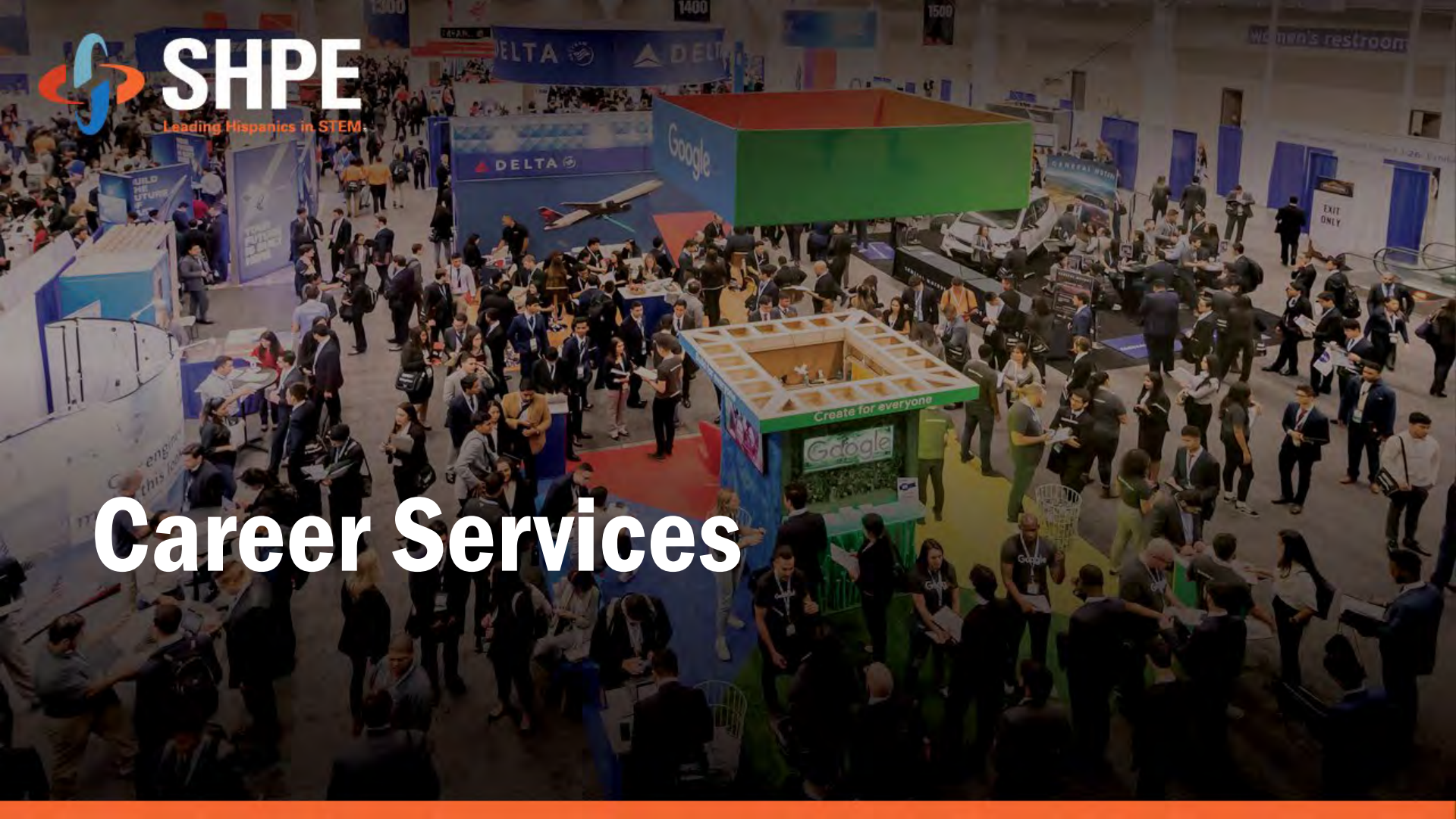
**JOIN
MENTORSHPE
NOW!**



SHPE

Leading Hispanics in STEM

Career Services



Career Center Portal

Job Search

Career Planning

Resumes

Job Alerts

Company Directory

The screenshot shows the SHPE Career Center Portal website. At the top, there is a dark blue banner with the text "Post A Job Here". Below this is the SHPE logo, which consists of a stylized blue and red icon followed by the text "SHPE" and "Leading Tomorrow in STEM" underneath. To the right of the logo are links for "Employers", "Job Seekers", and "Post a Job". A large, smiling woman's face is featured in the background of the main content area. Below the image is a search bar with a "Keyword or Job Title" field, a "Location" field, and a "Search Jobs" button. A paragraph of text describes the portal as the leading online career center for Hispanic STEM professionals. Below this is a "Career Center Snapshot" section with four statistics: 11666 Employers, 24752 Job Seekers, 3161 Jobs, and 19491 Resumes. At the bottom, there is a "Featured STEM Jobs" section with four job listings: Electrical Engineer (PE) at Engineers Engineering, Inc. in Atlanta, GA; Engineer II/III - Automation & Controls at GMSI in Suburbia, PA; Sr Data Scientist, CDRI/HOPES/OCEAD at U.S. Food & Drug Administration in Silver Spring, MD; and Process Improvement Specialist at Cook Children's Health Care System in Fort Worth, TX.

Filters ✕

Search Only Position Title

Preferred

Workplace Type ^

On-Site

Hybrid

Remote

Job Function ^

Aeronautical/Aerospace

Agricultural

Chemical

Civil

Computer

Construction

Industry ∨

Job Type ∨

State ^

Other / Non-US

Alabama

Alaska

Alberta

Arizona

Arkansas

Country ∨

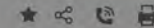
Location

200 mi/320 km

Search

Filter

Jr. Field Engineer



Spotlight Preferred

Environmental Solutions & Innovations, Inc.

Cincinnati, Ohio, United States (Hybrid)

3 days ago

Apply Now

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 practical, compliant alternatives as needed.
- Work closely with project management, client, colleagues, and contractors to ensure construction activities 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 Client-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 required.
- Travel (<50%) 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

Job Information

Job ID: 68300894

Workplace Type: Hybrid

Location:

Cincinnati, Ohio, United States

Company Name For Job: Environmental Solutions & Innovations, Inc.

Position Title: Jr. Field Engineer

Industry: Private Practice

Job Function: Engineering

Job Type: Full-Time

Job Duration: Indefinite

Min Education: BA/BS/Undergraduate

Required Travel: 25-50%

Salary: \$60,000.00 - \$80,000.00 (Yearly Salary)

View your connections at Environmental Solutions & Innovations, Inc.

in LinkedIn

Career Planning



Employers Job Seekers

ADVICE

Browse Topics

Blogs

Actions Items & Next Steps

The screenshot shows the SHPE Career Planning website. At the top, there's a navigation bar with "Career Planning" on the left and "Insights", "Advice", and "Coaching" on the right. Below this is a hero section with a background image of people in a meeting, titled "Career Advice" with the subtitle "Guidance for every step of your career journey." A "Browse Topics" bar contains several colored buttons: Personal Branding (blue), Networking (green), Resumes & Cover Letters (pink), Interviewing (purple), Career Growth (orange), Leadership (red), and Workplace & Health (red). The "Featured" section displays four blog cards, each with a "Resumes & Cover Letters" tag. The first card is by Amanda Augustine, titled "5 Signs You Need a Professional Resume Review". The other three are by Rachel Fletcher, with titles "Don't Waste Another Job Application: Fix Your Resume", "Resume Tricks That Don't Work", and "How Can You Make Yourself Sound Better on Your Resume?". The "Latest" section shows four more cards, each with a "Career Growth" tag. The first is by Amanda Augustine, titled "Five Ways To Improve Your LinkedIn Profile in 10 Minutes Or...". The others are by Rachel Fletcher, with titles "Five Questions to Ask Yourself If You're Anxious About a Job...", "Recession-Proof Your Career", and "Should you quit your job before you have another lined up?".

Career Planning



Employers Job Seekers

INSIGHTS

Wages

Responsibilities

Expectations

Activities

Skills

Knowledge

The screenshot shows the SHPE Career Planning interface. At the top, there are navigation links for "Insights", "Advice", and "Coaching". A search bar contains "Discover Occupations Mechanical Engineer" and "City, State, or Zip Texas, United States". The main heading is "Mechanical Engineers" with a brief description: "Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems." Below this, there are several "Also Known As" tags: Application Engineer, Design Engineer, Design Maintenance Engineer, Equipment Engineer, Mechanical Design Engineer, Mechanical Engineer, Process Engineer, Product Engineer, Project Engineer, and Test Engineer. The "Wages" section shows a line graph for "Annual wages for Mechanical Engineers in Texas" with data points: 10% (\$60,750), 25% (\$77,850), Median (\$100,480), 75% (\$128,400), and 90% (\$164,410). To the right, a "Job Outlook" box indicates "Below Average" with the text "New job opportunities are less likely in the future". Next to it, a box shows "Texas's 2031 Projected Employment 25,160" with a "19% Change From 2021" and a "View National" link. At the bottom right, there is a video player showing two men working in a laboratory setting, with the caption "Explore Mechanical Engineers video".



Company Directory



[Career Center Home](#) / [Company Directory](#)

Company Directory

Show entries

[Employers](#) [Job Seekers](#)

Search:

All | [A](#) | [B](#) | [C](#) | [D](#) | [E](#) | [F](#) | [G](#) | [H](#) | [I](#) | [J](#) | [K](#) | [L](#) | [M](#) | [N](#) | [O](#) | [P](#) | [Q](#) | [R](#) | [S](#) | [T](#) | [U](#) | [V](#) | [W](#) | [X](#) | [Y](#) | [Z](#)

Name	Location
National Security Agency (NSA)	Maryland, United States
3M	Minnesota, United States
3M	Minnesota, United States
3M Company	Minnesota, United States
3M HIS	Utah, United States
42403	West Virginia,
A. James Clark School of Engineering	Maryland, United States
AAM	Michigan, United States
Abbott	Illinois, United States
ABD	Florida, United States

Showing 1 to 10 of 628 entries

Previous 2 3 4 5 ... 63 Next

IPCs

Sponsors

SHPE Supporters

Partners



ScholarSHPE

SUPPORTING OUR FUTURE



- **The Problem:** Hispanic Student underrepresentation in STEM higher education and industry
- **The Why:** Financial need
- **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**

Types

Citizenship?

No

GE Scholarship

\$10,000

Class Standing

Freshman

Graduate Scholarship

\$2,000

Graduate Student

High School

Graduating High School Senior Scholarship

\$1,000

Júnior

Master Student

PhD Student

Senior

Helen Cuesta Scholarship

\$2,000

Sophomore

Major

Any STEM

Medtronic Foundation Scholarship

\$25,000

Biomedical Engineering

Chemical Engineering

Computer Engineering

PhD Scholarship

\$5,000

Computer Science

Electrical Engineering

Industrial Engineering

PRIDE Scholarship

\$2,000

Materials Science & Engineering

Mechanical Engineering

Undergraduate Scholarship

\$2,000

TOYOTA



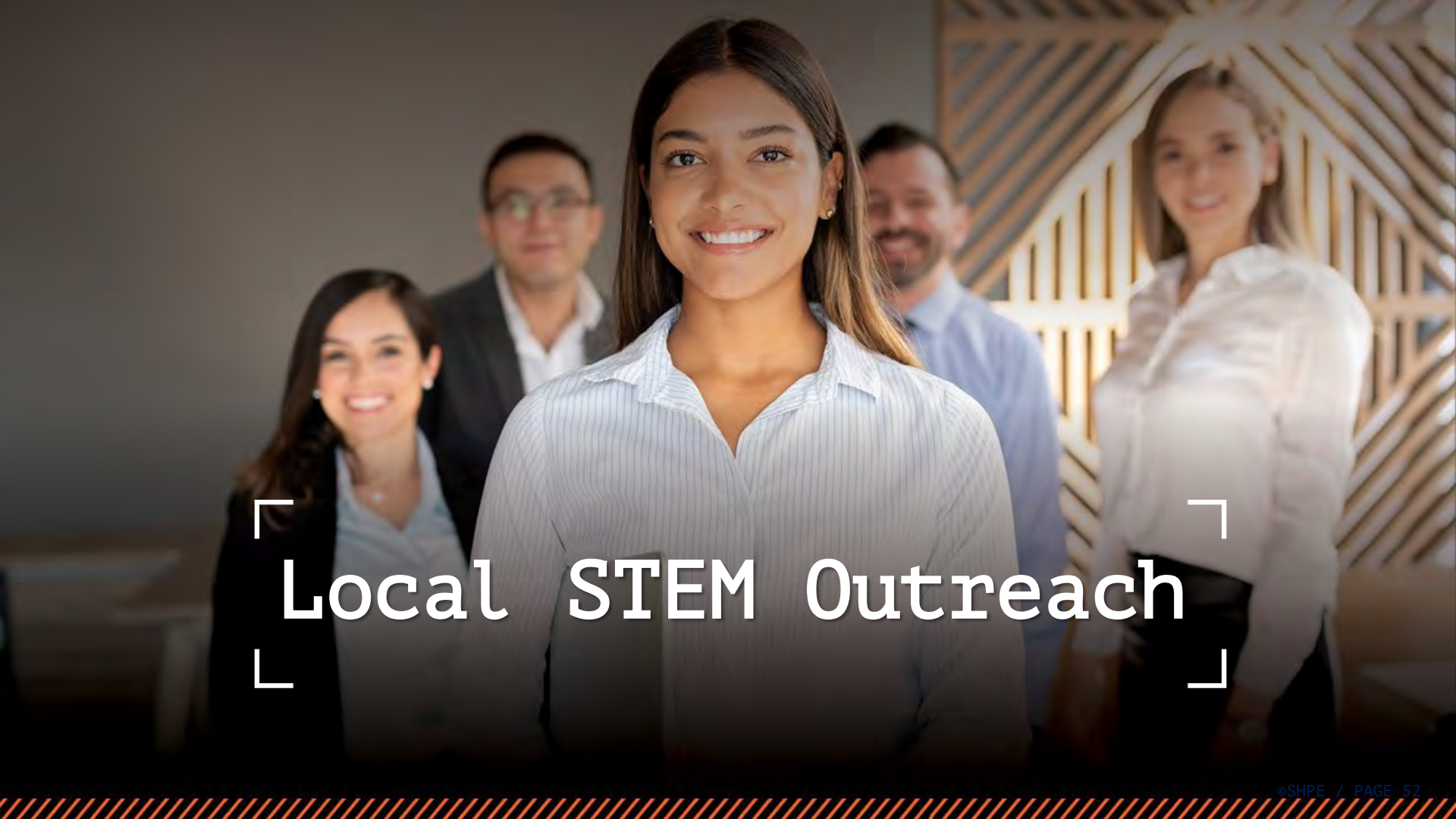
ScholarSHPE Recipients

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!















SHPE

Leading Hispanics in STEM.













[Redacted text block]

[Redacted text block]

[Redacted text block]



Let's Rotate: Benefits of a Rotation of Cities























“









Icons Navy





Icons Blue





Icons Red





Icons Orange

