



# SHPE

## Society of Hispanic Professional Engineers

UNIVERSITY OF MICHIGAN STUDENT CHAPTER

REGION VI

### National Report July 2012 - December 2012

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# Chapter 1: Cover Letter [5 Points]

To the SHPE National Student Affairs Committee,

I, Roberto Shu, chapter president of the Society of Hispanic Professional Engineers at The University of Michigan (SHPE|UMICH), am honored to share this year's accomplishments with you through this first National Report. Our chapter has continued to empower its members to become the leaders and best by providing extensive programs in all five pillars (leadership, academic excellence, professional development, community service and outreach, and chapter development) in order to fulfill our national mission. This year, the SHPE|UMICH executive board took it a step further.

For the 2012-2013 academic year, the SHPE|UMICH executive board has set the goal to restructure and revamp the chapter to once again be awarded the best student organization on campus as it was in 2008. To do so, many hostilities and personal interest that existed in the past were left aside to work for the greater good. Though we are not yet at the level we desire, we are close to it—and for that we consider this first half a success. The extensive commitment and organization of the executive board was the key element to the positive change that the chapter is experiencing this year. For the first time in the last four years an executive board leadership retreat was held during welcome week to advance the planning that was initiated over the summer through webinars. During the retreat, the entire executive board conducted a SWOT analysis, set the new goals and objectives, and finalized a master calendar. The extensive planning and organization led to an incoming freshmen class triple the size relative to last year. Our exposure within the college of engineering quadrupled from last year having 125+ students interested in joining SHPE. The positive change is further encouraged by the significant number of returning members that previously dropped out due to a discontent with the previous executive board. In addition, our kick-off events were a tremendous success, from day one new members asked about leadership and involvement opportunities.

Following the SHPE National Mission, our general body meetings provided exposure to various paths one can take as an engineering recent-graduate, such as academic, industry, global technologies and innovations, consulting, and research, etc. Continuing with tradition, we co-hosted the 6th annual SHPE-NSBE Corporate Mixer with NSBE and the Annual Winter Traditions Festival with Engineering Global Leadership (EGL) and Latino Student Organization (LSO). We were also fortunate enough to sponsor two undergraduate and two graduate members to NILA and 27 students to the SHPE National Conference in Fort Worth, TX. From the conference, we achieved 100% employment of all seniors attendees.

In order to fully achieve our mission and impact the world, we identified the need to expand beyond our chapter walls and partner with other organizations. This year we worked very closely with the newly revamped SHPE Detroit Professional Chapter (SHPE|DPC) by co-hosting our second Noche de Ciencias. This event impacted triple the amount lives from last year by providing comprehensive school entry workshops to parents and by encouraging high school students to pursue a degree in STEM through the different activities provided. Currently there is a big interested from both chapters to co-sponsor a SHPE Jr. chapter at Cesar Chavez Academy in South West Detroit. This would be the second SHPE Jr. chapter we sponsor. Another strong partnership we made this year was with the Ross Undergraduate Hispanic and Latin Society, our counterpart for the University of Michigan Business School.

As you continue to read this report you will learn about our semester and the new and positive direction we have taken. With the continued support of faculty, staff, students, corporations, as well as SHPE region and national leader, we will continue to change lives and impact the world by empowering Hispanics to be the leaders and best. Thank you all for your time.

Best Regards,



Roberto Shu  
Chapter President  
University of Michigan

# Chapter 2: Chapter Information

## 2.1 Chapter Contact Information [10 points]

Chapter information		
Mailing Address	E-mail	Website
1226 EECS Bldg. 1301 Beal Ave. Ann Arbor, MI 48109	shpe.eboard@umich.edu	www.umich.edu/~shpe

Primary Contact - President		
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Faculty Advisor		
Name	E-mail	Phone Number
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## 2.2 Chapter Executive Board [20 total possible points]

**Roberto Shu (NILA 2012 Attendee)**  
President  
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**Luis Gomez**  
Alumni Chair  
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**Elio Morillo (NILA 2012 Attendee)**  
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**Joanna Nieske**  
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**Daniel Nuñez**  
Academic Excellence Chair  
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**Ronaldo Tobar**  
Social Chair  
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**Karlos Malaga**  
Graduate Ambassador  
karloma@umich.edu

## 2.3 Chapter History [10 points]

The Society of Hispanic Professional Engineers at the University of Michigan (SHPE|UMICH) Chapter was founded in Ann Arbor, Michigan, in 1995 by a group of engineering students at the University. Their objective was to successfully establish a chapter of the larger and very respectable organization of professional engineers for the purpose of serving as role models in the local Hispanic community. The group wanted a strong and influential professional organization on campus for Latino/a students. This objective has been met over the years due to the leadership and dedication of several executive board members that established academic achievement and professional development as the norm for their cherished SHPE chapter. Due to these leaders efforts, the chapter has been well recognized on campus in last decade—making SHPE's entry into the University a welcomed and successful one.

SHPE|UMICH has always been an active member of the university and College of Engineering community. It has strong and well known bonds with SWE, NSBE, TBP, Engineering Global Leadership (EGL), and Latino Student Organization (LSO). Our involvement was at its peak in 2008 when the chapter was awarded student organization of the year by The University of Michigan. Following the 2008 success, the 2011-2012 academic year brought even more awards for SHPE|UMICH. The chapter hosted the 2012 Region VI Regional Leadership Development Conference (RLDC) with over 200 attendees—raising the standard for future years. During this RLDC the chapter received its first Blue Chip Award. Continuing with the chapter success; Paul Arias received the SHPE STAR National Honor: Student Role Model Graduate Award (2011). In addition to his success the chapter has taken first place in the case studies completion in NILA 2011, NILA 2012 and RLDC 2011 (Chicago).

Historically, the chapter has been well known for establishing long lasting relationships. In the 2010 we reached out to Western International High School in South West Detroit began to build our network. In 2011 we solidified the relationship by hosting our first Noche de Ciencia and starting a SHPE Jr. Chapter with them. The SHPE Jr. Chapter today now has 12 active members and is planned to increase significantly by the end of the year. With the revamping of the SHPE Detroit Professional Chapter (SHPE|DPC), we constantly look for opportunities to collaborate. This year we co-hosted Noche de Ciencia and plans are being made to co-sponsor a SHPE Jr. chapter in Cesar Chavez Academy in South West Detroit.

## 2.4 Calendar of Events (July-Dec) [40 points]

Event Name	Category	Date	CFF (Y or N?)
Center for Engineering Diversity and Outreach (CEDO) Michigan –Science, Technology, Engineering, and Mathematics (M-STEM) BBQ	CDN	20-July-12	No
Executive Board summer planning webinar	CDN	28-July-12	No
SHPE National Institute for Leadership Advancement (NILA) 2012	AD	2-Aug-12	No
M-STEM Resources Expo	CDN	3-Aug-12	No
Assisting Latinos to Maximize Achievement (ALMA) – Student Panel and Organization fair	CDN	27-Aug-12	No
Chapter Success Retreat	LD	2-Sep-12	Yes, Submitted
Recruitment Festivals	CDN	11-Sep-12	Yes, Archived
SHPE 101 Mass Meeting	CDN	13-Sep-12	Yes, Archived
Welcome BBQ	CDN	16-Sep-12	Yes, Submitted
Intramural Soccer Tournament	CDN	19-Sep-12 to 20-Oct-12	No
SHPE-NSBE 6 <sup>th</sup> Annual Corporate Mixer	PD	22-Sep-12	Yes, Submitted
National Instruments Excelling in Technical Interviews	PD	27-Sep-12	Yes, Submitted
Unilever – Networking Picnic	PD	21-Sep-12	Yes, Archived
Science Night Ann Arbor District Library	OCS	4-Oct-12	Yes, Submitted
The Mechanics of Giving a Research Talk (Graduate Students)	AD	4-Oct-12	No
Academic Retreat Fall	AD	6-Oct-12	Yes, Submitted
Collaborative Study Tables	AD	7-Oct-12	Yes, Archived
SHPE Study Tables (one every week)	AD	10-Oct-12 to 5-Dec-12	Yes, Archived
General Body Meting – Team Building & Engineering Challenge	CDN	11-Oct-12	Yes, Archived
Buffalo Wild Wings Dinner	CDN	12-Oct-12	No
General Body Meeting – Graduate Schools vs. Corporate World	PD/AD	25-Oct-12	No
Finance Seminar with SMES-G (Graduate Students)	PD	26-Oct-12	No
Noche de Ciencias	OCS	29-Oct-12	Yes, Archived
Graduate Students Professional Development Luncheon I	PD	1-Nov-12	No
Collaborative Study Tables	AD	4-Nov-12	Yes, Archived

General Electric – Branding Yourself	PD	7-Nov-12	Yes, Archived
SHPE Conference Pre-departure Meeting	PD	12-Nov-12	No
SHPE National Conference 2012	PD	14-Nov-12 to 18-Nov-12	Yes, Archived
SHPE Academic Olympiad 2012	AD	16-Nov-12	No
Course planning session	AD	20-Nov-12	Yes, Submitted
Winter Traditions Festival	CDN	29-Nov-12	Yes, Submitted
SHPE Jr. Holiday dinner	CDN	3-Dec-12	Yes, Archived
SHPE-RUHLS Resume Critiquing & Creating	PD	6-Dec-12	No
SHPE Jr. Chapter Kick-off event	LD	6-Dec-12	Yes, Archived
Collaborative Study Tables	AD	9-Dec-12	No

\*Academic Development (AD), Chapter Development/Networking (CDN), Professional Development (PD), Leadership Development (LD), Outreach Community Service (OCS)

## 2.5 Prior Year Business Analysis [80 points]

### SWOT Analysis

		Strengths	Weakness
Internal Factors	AD	<ul style="list-style-type: none"> <li>Access to resources – supportive, helpful, and influential advisor within the university hierarchy and SHPE graduate students</li> <li>Large academic diversity – as many non-engineering and engineering majors are in the chapter</li> </ul>	<ul style="list-style-type: none"> <li>Limited access to metrics to measure academics, research, internship</li> <li>No mentorship programs or events to help members study habits</li> </ul>
	LD	<ul style="list-style-type: none"> <li>Experienced Board members with high academic standards and entrepreneurial</li> <li>Previously hosted an RLDC and attended NILA</li> </ul>	<ul style="list-style-type: none"> <li>Limited incentives for non-Board members to lead committees and projects</li> <li>New/inexperienced Board members</li> </ul>
	PD	<ul style="list-style-type: none"> <li>Have scheduled several workshops with companies</li> <li>Gaining interest from new companies that are specifically interested in SHPE</li> </ul>	<ul style="list-style-type: none"> <li>Poor public speaking skills</li> <li>Lack of workshops and info sessions for career fair preparation</li> </ul>
	CDN	<ul style="list-style-type: none"> <li>Great SHPE Familia workshops scheduled for both semesters</li> <li>We have several marquee SHPE National mentors (i.e. Mauro Rodriguez and Paul Arias)</li> </ul>	<ul style="list-style-type: none"> <li>Not many outside of SHPE events (relationships), no sense of familia</li> <li>Need more gender diversity – Few female members</li> </ul>
	OCS	<ul style="list-style-type: none"> <li>Experience - Hosted Noche de Ciencias last year</li> <li>SHPE Jr. Chapter – We have established a chapter (pending SHPE Foundation approval) in Detroit</li> </ul>	<ul style="list-style-type: none"> <li>Lack of involvement and communication with SHPE Jr Chapter</li> <li>Lack of community service in general</li> </ul>
		Threats	Opportunities
External Factors	AD	<ul style="list-style-type: none"> <li>Tuition increases and lowering acceptance rates lead to fewer incoming Hispanic students</li> <li>Possible academic burnout of upperclassmen members in the board and incoming freshmen</li> </ul>	<ul style="list-style-type: none"> <li>Resources – Engineering Learning Center and the Center for Engineering Diversity and Outreach</li> <li>Utilize the Undergraduate Career Success presentations and documents created by the SHPE National Graduate Committee</li> </ul>
	LD	<ul style="list-style-type: none"> <li>New, developing leadership structure for the board</li> <li>Leaders don't develop proper soft skills (time management, communication)</li> </ul>	<ul style="list-style-type: none"> <li>Creating of "Leadership Certificate" Program/Workshop Day</li> <li>Create a workshop "how to create events + execution"</li> </ul>
	PD	<ul style="list-style-type: none"> <li>Poor economy reduces employment opportunities available, forces recent grads to be under employed</li> <li>Difficult for international students to get US jobs because of citizenship requirements</li> </ul>	<ul style="list-style-type: none"> <li>More corporate mixers</li> <li>Graduate students mentoring - shadow SHPE Grad students - match up according to majors</li> </ul>
	CDN	<ul style="list-style-type: none"> <li>Small numbers of incoming Hispanic students</li> <li>Too many student organizations on campus for students to join, SHPE struggles to stand out</li> </ul>	<ul style="list-style-type: none"> <li>Need to clean office, create inventory</li> <li>Integrate graduate student members into the chapter activities</li> </ul>
	OCS	<ul style="list-style-type: none"> <li>Lack of large nearby Hispanic communities (closest is Detroit and it is ~one hour away by car)</li> <li>Due to poor time managements, possible commitment conflicts from students</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate with NSBE, SWE and Tau Beta Pi for outreach programs</li> <li>Create curriculum and timeline for SHPE Jr. members</li> </ul>
		Threats	Opportunities

\*Academic Development (AD), Chapter Development/Networking (CDN), Professional Development (PD), Leadership Development (LD), Outreach Community Service (OCS)

## **Review of last year's goals and how to close gaps**

Last year's executive board set goals for each of the five pillars, were too specific and resembled objectives. Therefore, evaluating last year's accomplishment is trivial and will not demonstrate the impact SHPE|UMICH had on people's lives. To improve the evaluation of the chapter's accomplishments this year for each pillar a broader goal and SMART objectives for our different sub-categories (High school, underclassmen, upperclassmen and career) were set. The academic development goal was not achieved. Their objectives were too specific and only focused on gathering metrics. Hence, there were no tools provided to improve the chapters cumulative GPA. This year we set objectives that focused on strengthening our academics programs to provide ample diversity of resources and tools to achieve academic excellence. Hosting the 2012 Region VI RLDC helped to partially achieve last year's leadership development goal. 70% of the current executive board RLDC attendees, but the chapter did not manage to create a leadership program that reached out to all members. This year our focus has been put into encourage and foment leadership outside the executive board by creating committees and workshops. Based on the objectives set the professional development goal was not achieved, as none of the events mentioned were done. The goal set last year was too specific and did not aim for the long-term success or our members. This year goal and objectives ensured placing our member in the right track to post graduation success. The chapter development goal set last year was irrelevant to the pillar, making it the reason for a poor chapter development program. This year the chapter development has been re-writing so that it fully aligns with the pillar and the SHPE National mission. The community service goal and objective set last year were too specific as they targeted only our SHPR Jr. chapter. This year the goal has been re-writing to have a wider impact on the world, alongside with objectives that address issues faced by different sub-categories of people.

## **Involvement with other Hispanic organizations**

Throughout this semester, we increased our collaboration with other student organizations on campus, especially organizations that serve the Hispanic student population. We worked alongside the Assisting Latinos to Maximize Achievement organization on campus and together we conducted panel discussions with incoming Latin/Hispanic freshmen about the importance of STEM and personal experience as a minority student at the University of Michigan. Co-hosting an event with the Ross Undergraduate Hispanic and Latin Society (RUHLS), the SHPE UM chapter conducted a resume critiquing and creating aimed at underclassmen. The Latino Students Organization (LSO) on campus also participated in our annual Winter Traditions Festival where we exhibit to the entire college of engineering Hispanic traditions during the holiday season. At the Festival, LSO had a booth with traditional winter pastry and poster board about "Novena", while we had one themed around "The Three Kings Day" and traditional holiday food from Puerto Rico. Moreover, target dates have been made with RUHLS to co-host a professional development and social event in the winter semester with the aim to bring the Hispanic/Latin community together.

## **501©3 status**

As the University of Michigan and the Society of Hispanic Professional Engineers, and in accordance with the guidelines and stipulations established for voluntary student organizations at the University of Michigan, we must and continue to remain a non-profit organization.

## **2.6 Chapter Goals/Objectives [150 points]**

<b>Chapter Goals and Objectives</b>
<b>1. Academic Goal: Foster an environment where all SHPE members can thrive in academic excellence, and achieve beyond average expectations.</b> <ul style="list-style-type: none"><li>a. High School Objective - Organize tutoring program where 90% of the Western International High School SHPE Jr students are provided with a university mentor by January 1, 2013.</li><li>b. Underclassmen Objective - Hold an academic retreat with at least 50 underclassmen attendees by the end of October 2012.</li><li>c. Upperclassmen Objective - Host 8 study table sessions per academic term, where executive board members must attend once per term.</li><li>d. Career Objective - Provide professional and graduate mentorship for all SHPE seniors by January 1st, 2013.</li></ul>
<b>2. Leadership Goal: Grow transformative student members that become leaders in their particular STEM fields and positively impact the community.</b> <ul style="list-style-type: none"><li>a. High School Objective - Institute mentorship program between the executive boards at University of Michigan and Western International High School SHPE Jr chapters by November 1st, 2012.</li></ul>

- b. Underclassmen Objective - Have 50% of freshmen in event planning committees by the end of the academic year.
- c. Upperclassmen Objective - Fill the executive board with upperclassmen members for the 2013 academic year.
- d. Career Objective - Create a leadership certificate program in order to retain upperclassmen involvement by the end of the academic year.

**3. Professional Goal:** Empower our student members to be highly valued and influential technical professionals in order to serve as positive role models to the Hispanic community.

- a. High School Objective - Ensure that all of the Western International High School SHPE Jr members have a resume by the end of the academic year.
- b. Underclassmen Objective - Ensure 75% of SHPE underclassmen have a research or internship position for summer 2013.
- c. Upperclassmen Objective - Ensure 90% of SHPE upperclassmen have a research or internship position for summer 2013.
- d. Career Objective - Ensure all of SHPE seniors have a full-time position, pursue an advanced degree, or is an entrepreneur by their graduation date.

**4. Chapter Development Goal:** Foster a SHPE familia where every member is highly valued and an integral part of the chapter, ensuring effective recruitment and retention.

- a. High School Objective - Have at least one SHPE Jr social event at University of Michigan or Detroit International High School per semester.
- b. Underclassmen Objective - Hold two familia-fostering events with 50% attendance of underclassmen members per year.
- c. Upperclassmen Objective - Hold one webinar during the summer 2012 and 2013 and one executive board retreat during welcome week.
- d. Career Objective - Have at least 7 student members attend one SHPE-DPC event with alumni per semester.

**5. Community Service Goal:** Provides awareness, access, support, and development to encourage the Hispanic youth to pursue STEM degrees and thrive in their professional careers.

- a. High School Objective - Establish a SHPE Jr chapter at Western International High School with 20 active members by December 1st, 2012.
- b. Underclassmen Objective - SHPE underclassmen constitute 50% of the volunteers at the Noches de Ciencias event.
- c. Upperclassmen Objective - SHPE upperclassmen constitute 80% of the volunteers at one outreach event.
- d. Career Objective - Secure at least one SHPE-DPC member to speak at an outreach event per academic year.

## Chapter 3: SHPE Events

### 3.1 SHPE Quarter – Chapter Development [25 points]



In the recent years our chapter has felt downfalls in our chapter development program. The sense of Familia was close to non-existent. This year in order to change this fault, the executive board planned an extensive chapter development program with key events designed to solve many of the issues faced last year. In the first month we ensured our participation in every campus organization fair to increase our visibility and presence on campus; from which we managed to reach out to a chapter record of over hundred students. Further, we had two extraordinary kick-off events—a SHPE 101 presentation and welcome barbecue. Both events were 100% effective at recruitment, as all attendees became members.

To further increase the chapter presence and at the same time promote SHPE pride, a wear your SHPE|UMICH t-shirt day was done. In an effort to expand our network and gain greater outreach several socials were hosted with various companies such as Unilever and other Hispanic/Latino based student organizations. A comprehensive corporate partnership brochure was developed that resulted in a record size corporate network of 10 companies. During the remaining of the year, we focused on the retention of our members. To strengthen bonds within the chapter we created the first ever SHPE|UMICH intramurals soccer team. Beyond the camaraderie created within the team,

many members supported the team from the sideline enriching the “Familia” atmosphere in the chapter. This initiative had great membership feedback and we have been asked to repeat it in the winter semester and expand it to more sports. The great success of our chapter development program this year was due to our monthly social events that celebrate our cultural and heritage. Among these events were salsa dancing, Mexican dinner, Winter Traditions Festival, and Buffalo Wild Wings dinner. Although the last mentioned event had little to do with our heritage and culture, it had the highest attendance with almost 80% chapter membership participation. The event was an eye opener for many new members showcasing the true magnitude of the Hispanic community and diversity at the University of Michigan. Many were able to share personal anecdotes and customs from their home countries. Members have continuously asked for the repetition of the same or similar event. Today 80% of the available College of Engineering majors, undergraduate, graduate, and high school students are represented in the SHPE|UMICH network.

### 3.2 SHPE Quarter – Academic Excellence [35 total points possible]



In an effort to develop a comprehensive academic excellence program, we have hosted different events providing a wide range of resources for our members. A key component to our program is our weekly SHPE Study tables. These provide members a private and optimum study environment, while encouraging healthy competition among them to achieve academic excellence. During these sessions, graduate student serve as mentors for undergraduate students. This weekly study session expands and provides unique academic resources to our members. Further, the recurring weekly sessions embed rigorous and effective study habits, which many underclassmen seek to develop. In addition, once a month, we carry out Collaborative Study Tables (CSTs), which we do in conjunction with other Engineering student organizations, which include honor societies. These events bring high-achieving students to serve as tutors to other students from the College of Engineering. During every CST, we reserve 2 different style room environments, so that students may choose where they wish to study in a way that suits their needs.

CST has proved to be an effective study aid—as those who attend have reported higher scores on exams. The College of Engineering Learning Center (ELC) has acknowledged the impact of the event on students’ grades and consequently in recent years has sponsored professional tutors for the CST. We have also expanded our strong academic focus by focusing one of the general body meetings on the topic of graduate school and careers in industry. We had a panel of speakers of various backgrounds talk with students about the process of attending graduate school and comparisons to working in industry. This semester we also held a workshop where upperclassmen and our faculty advisor assisted underclassmen members in picking their classes for the upcoming semester and planning out future semesters. Both events had very strong attendance and a powerful impact on members toward learning more about graduate school opportunities as well as preparation for upcoming semesters.

### 3.3 SHPE Junior Chapter Progress/Events [20 points]

The University of Michigan SHPE chapter is in the process of establishing an official SHPE Jr chapter at Western International in Detroit, Michigan. Since the beginning of the semester the SHPE UM chapter has been visiting the High School chapter twice a month. Due to the lack of transition of leadership within the SHPE UM chapter board, the months of September and October were introductory meetings with the High School administration and the students that were at the High School from last year. In November a new SHPE Jr chapter advisor, Ms. Luna, was appointed by the previous advisor, Mr. Santavica. With Ms. Luna’s uncanny support and constant communication, SHPE UM chapter has been able to host two major events with the SHPE Jr chapter. The first event was a dinner for the graduating high school seniors to have the opportunity to ask the university students about college life and their personal successes. All the High School seniors from the SHPE Jr Chapter were able to attend and there was approximately a 1:1 ratio of college student to High School seniors. Testimonials gathered from the seniors were very positive as several of them were empowered and reassured that they can survive and thrive in college. Ms. Luna also provided positive feedback stating that the students continued talking about the event days later and were advocating college with their peers. The second



event had two parts and was aimed at providing the historical perspective about Latinos in the US and an interactive self-assessment component. The first part was a PBS video documentary called CHICANO that covered the Latino Civil Rights Movement in the 1960s and its relevance to education. The second part was a leadership workshop led by the National Graduate Committee Co-Chair, Mauro Rodriguez and consisted of a personality style assessment called True Colors. In comparison to the kick-off dinner, this second SHPE Jr event at Western International had twice the number of SHPE Jr students. The SHPE Jr student left the event with two tangible gains; increase knowledge on their personality from the results of the “True Colors” assessment, and personal identity motivation from Latino/a Civil Rights movement. After the event concluded, several SHPE Jr students voluntarily stayed after to ask questions to the SHPE UM, demonstrating their enthusiasm to start the SHPE Jr. Chapter. The SHPE Jr chapter is currently in the process of finalizing the SHPE Jr bylaws and in the planning stages of the events for the Winter Semester. Our goals for next semester are to hold the following events in for the SHPE Jr chapter: Shadow Day with SHPE UM students, Movie Night, SHPE 100 workshop, Resume building workshops, and a Leadership Development workshop.

### **3.4 SHPE Core Program Participation [25 points]**

The SHPE|UMICH chapter held Noche de Ciencias at Cesar Chavez Academy High School (CCAHS) on October 29th in cooperation with SHPE|DPC. The event was funded in its majority by the NAVSEA grant. 35 students and 12 parents attended the event, a significant increase over the 10 students and 10 parents we had last year. We attribute this increase to the lessons that were learned after hosting the event at Western International High School (WIHS) last year, where we relied on the school to handle most of the marketing without much oversight. This year, by partnering with SHPE|DPC, oversight of the marketing strategy was increased through regular meetings with CCAHS faculty. We look forward to continue hosting a yearly Noche de Ciencias with greater attendance and eventually make it a biannual event. With the activities and guidelines provided planning the event was much easier. We began the event with an introduction to SHPE and the goal of Noche de Ciencias. After the presentation, we proceeded to direct students to the gymnasium where volunteers from both chapters had set up

the Rover Race and Soda Straw Rocket activities. While the students were in the gymnasium, SHPE|DPC held two workshops for the parents: Understanding College Options and Financial Aid using the PowerPoint presentations provided by SHPE Nationals. We were also fortunate to have representatives from the Office of Admissions and the Office of Financial Aid from the University of Michigan present to answer any specific questions parents had. To encourage attendance we promote a raffle that included Amazon.com gift cards, University of Michigan shirts, and an iPad 2, that was held at the end.



During the planning process we found that there was a great level of mistrust among the high school in southwest Detroit, making it very difficult to find a neutral venue where we could host several schools of the area. However, this was not possible as we were led down by several school administrations by initially accepting to welcome other school and backing out at the last minute. CCAHS was chosen to be the hosting venue as it their faculty showed the most enthusiasm as it was the alma mater of several SHPE|DPC members. From the evaluations forms collected it can affirm that the event was a success, especially because of positive feedback was received by the parents. In addition to the feedback, the increase in participations shows a significant improvement from last year. Despite, the success of the event there is ample room to improve and grow. Communications between SHPE|DPC and SHPE|UMICH were not constant neither effective. There was a lot of miss communication between the chapters that lead to double the amount of planning. For future years, weekly meetings should be scheduled and one method of communication should be established to ensure the accurate conveyance of messages.

# **Chapter 4 Continuous Feedback Forms [200 points total]**

## **Academic Development: Course Planning Session**

Contact Person: Eduardo Cerame	Location: 1690 Beyster Bldg. UMICH
Email Address: edcerame@umich.edu	Date: November 20 <sup>th</sup> , 2012

### **PURPOSE OF ACTIVITY**

The purpose of this event is for upperclassmen SHPE members and faculty members to mentor underclassmen in the long and short term planning of their course schedule, evenly loaded semester, and prevent academic burnout.

### **HISTORY**

This is the first time an event of this kind is held by SHPE at University of Michigan. This is part of an initiative from the executive board to ensure academic excellence within the chapter. The event took elements from similar events that have been held by other student organizations on campus to plan the course planning session.

### **STATISTICS**

SHPE Members:	9	Male:	7	Non-SHPE Members:	0
SHPE Professionals:	0	Female:	3	Faculty:	1

### **COST OF ACTIVITY: \$0**

There was no cost for this event; there was no room reservation fee, and upperclassmen volunteered their time.

### **DESCRIPTION OF ACTIVITY**

At the University of Michigan there is a period of time before you can register for classes named “Backpacking period”, intended for students to select classes and work a schedule for the upcoming semester. The course planning session was held during this period of time. Upperclassmen from the SHPE UM chapter were asked to volunteer their time to help underclassmen define a schedule for next semester as well as planning long term course calendars. Our faculty advisor that is also the Chemical Engineering Department Faculty member was present at the session mentoring the underclassmen. The format of the session was an open forum, where topics such as Professor’s styles and courses load were a part of the discourse. Pairs of underclassmen and upperclassmen of the same engineering major were formed to work on long term course plans. There was approximately a 2:1 ratio of underclassmen to upperclassmen. At the midpoint of the activity food was served and the event ran for approximately one hour and a half.

### **EVALUATION**

Despite being a brand new event for SHPE and lacking in advertisement, there was a moderate turnout of ten members. The event was initially scheduled for an hour and half long but went over by an hour, showing that the participating members valued the event. Though the event’s purpose was to benefit underclassmen, from testimonials gathered upperclassmen also benefitted much from being able to talk to fellow upperclassmen and faculty advisor. Upperclassmen were able to learn from each other’s experiences and discuss possible future academic and professional paths. Gathering testimonials from the upperclassmen, all of them kindly requested that the chapter host make this course planning event an occurrence every semester. For these reasons, the event is considered to be a success. Things to improve in the future are advertisement and attendance of underclassmen. Only 30% of our underclassmen membership attended, the ideal is to have 100% participation. In addition to this, a template for a long term academic plan should be available for students to facilitate their planning process. This template will be done as a post-event action and will be saved in the chapter online storage for future reference.

## **Academic Development: Fall Academic Retreat**

Contact Person: Eduardo Cerame	Location: Chesbrough Auditorium
Email Address: edcerame@umich.edu	Date: October 6 <sup>th</sup> , 2012

### **PURPOSE OF ACTIVITY**

This event is specifically designed to help undergraduates, particularly freshmen and transfer students, succeed academically by providing them practical time management tools, effective study habits, a forum to form study groups, and information study abroad opportunities.

### **HISTORY**

This is the third Academic Retreat that our chapter has hosted. These events started during the Fall 2011 semester and since then have become a bi-annual event, with one event occurring during the fall and winter semesters.

### **STATISTICS**

SHPE Members:	12	Male:	11	SHPE Jr. Members:	0
SHPE Professionals:	0	Female:	3	Faculty:	2

### **COST OF ACTIVITY: \$120**

Cost of event included: Catered food from Panera for all participants in the workshop including volunteers; there was no room reservation fee, and upperclassmen volunteered their time. The cost was fully covered by the SHPE|UMICH chapter from the allocated budget for leadership development events.

### **DESCRIPTION**

The Academic Retreat began on a Saturday morning with a brunch of Panera bagels, coffee, and juice as people arrived to the event and mingled. The first workshop speaker was Dr. Susan Montgomery, the SHPE UM Chapter advisor, who gave a hands-on presentation regarding time management skills. From this workshop, the students were able to learn and develop weekly schedules and useful practices to avoiding procrastination. The following workshop consisted of a panel of several SHPE UM students that have participated in study abroad programs. The panel discussed various study abroad programs they participated in, explaining the processes they went through, the various activities they did, and their overall experiences. Finally, Mr. Darryl Koch, from the Center for Engineering Diversity and Outreach (CEDO) at UM gave a presentation regarding various study skills and techniques for academic success regardless of class year.

### **EVALUATION**

From anecdotal evidence and feedback from members, the participants were all very interested in the presentations, actively engaged with all of the speakers by asking astute questions, and that the speakers were more than happy to provide answers. Specifically, the study abroad workshop gained a large amount of interest from the participants and several students expressed a strong interest into study abroad. Although no current metrics are available, the feedback that has been gathered from members shows that several of the attendees have had significant academic improvements since the academic retreat. Given these outcomes and in relation to the purpose of the event, the event was an overall success. Attendance still remains a problem as the planning committee expected a far larger turnout for the event. Furthermore, aggressive marketing efforts need to be made at the next event and obtaining the aid of College of Engineering departments will definitely help spread the word.

# **Leadership Development: Chapter Success Retreat**

Contact Person: Roberto Shu	Location: 1005 DOW UMICH
Email Address: rshum@umich.edu	Date: September 2 <sup>nd</sup> , 2012

## **PURPOSE OF ACTIVITY**

The purpose of this activity was to introduce the SHPE University of Michigan executive board members training on how to be a successful board member and how effectively operate as a board. The workshops were specialized for the chapter to conduct an in-depth chapter performance analysis and develop a strategic plan for the coming academic year.

## **HISTORY**

Chapter leaders in the last decade conducted similar training sessions that were renditions of the material presented to them at the National Institute for Leadership Advancement (NILA) conferences. However, with the aid of the retreat facilitator and National Graduate Committee Co-Chair, Mauro Rodriguez, this retreat was able to be informative and productive from a strategic planning point of view.

## **STATISTICS**

SHPE Members:	15	Male:	10	SHPE Jr. Members:	0
SHPE Professionals:	0	Female:	5	Faculty:	0

## **COST OF ACTIVITY: \$80**

Cost of event included: Post-It notes, pens, paper, and catered food from Domino's Pizza for all participants in the workshop including volunteers; there was no room reservation fee, and upperclassmen volunteered their time. The cost was fully covered by the SHPE|UMICH chapter from the allocated budget for leadership development events.

## **DESCRIPTION OF ACTIVITY**

The retreat was held on a Sunday and lasted for six hours. The retreat program consisted of workshops taken from the facilitator's, Mauro Rodriguez, SHPE Chapter Success workshop series and specialized to target on-going struggles in the SHPE UM chapter. The three workshops were the following: Introduction to SHPE, SWOT Analysis, and Chapter Strategic Planning. The first workshop was an interactive workshop that educated the board members and SHPE graduate student mentors on making a professional introduction to an audience and a major overview on what SHPE is about and why it exists. In between workshops, motivational videos were presented detailing historical outlook on Latino/a history and the struggles that occurred during the 1960's Civil Rights Movements. The following workshop provided a lecture on the SHPE Chapter Pillars and sociological aspects that hold back chapters from achieving their full potential and set up the groundwork on performing the SWOT Analysis. After the conducting the SWOT Analysis by using Post-It notes and involving the entire board in a highly interactive exercise, food was served and more videos were shown. In the final two hours of the retreat, Mauro provided an overview on conducting effective meetings and its relation to effective strategic planning and gave a workshop where the executive board developed its goals, SMART objectives, and a Master Calendar for the rest of the year.

## **EVALUATION**

Evaluating the event based on its ability achieve its purpose, workshop's speakers engage with the members, and the workshop's content providing the attendees valuable knowledge and tangible benefits, this event was a success. The feedback from the board members was highly positive and is reflected in their ability to effectively communicate with each other and execute events. The workshop speaker was highly engaging and educational using his ability to present the material and making very simple and cognitively sound explanations of the material despite its breath and complexity. At the end of the retreat there were several tangible benefits as the executive board had completed the in-depth SWOT analysis, all the goals and SMART objectives, and the Calendar of Events seen in this report. Recommendations for the future is for the event to be a full day function in order to allow members more time in between breaks and include possible team building activities and workshops.

## Professional Development: Sixth Annual SHPE-NSBE Corporate Mixer

Contact Person: Olivia Melendez	Location: Lurie Engineering Building- Johnson Room
Email Address: omel@umich.edu	Date: September 22 <sup>nd</sup> , 2012

### PURPOSE OF ACTIVITY

The purpose of the corporate mixer is to provide an opportunity for members to network with representatives from various companies in a more casual setting. The companies in attendance were there specifically to talk with SHPE and NSBE members.

### HISTORY

This event is held the weekend before the U of M College of Engineering career fair in September. Historically, this event is well known among SHPE and NSBE members and has received positive feedback on a qualitative level. We have increased SHPE member participation by 50% for this event relative to last year.

### STATISTICS

SHPE Members:	30	Male:	20	Non-SHPE Members:	40 (NSBE Members)
SHPE Professionals:	0	Female:	10	Faculty:	1

### COST OF ACTIVITY: \$600

SHPE and NSBE chapters alternate on an annual basis on who covers the cost of the event. This year NSBE covered the cost for food the event; there was no room reservation fee. It is approximate to be \$600.

### DESCRIPTION OF ACTIVITY

The Corporate Mixer was held on the Saturday afternoon preceding University Michigan's College of Engineering Fall Career Fair. The Corporate Mixer consisted of about 10 different companies that set up a table at the Lurie Engineering Building to discuss career opportunities with members from SHPE and NSBE. The companies present were; General Electric, CISCO, SEELIO, Unilever, Bloomberg, Intel, Accenture, General Mills, Procter & Gamble, and National Instruments. The SHPE and NSBE members engaged with the company representatives, gained knowledge of employment opportunities available to them, and through networking obtained valuable company contacts. Resumes were received by recruiters and in some intense interviews were given out. A highlight of the event is that many recruiters were actually SHPE|UMICH alumni. To wrap up the mixer at the end there was half an hour for informal networking social were lunch was served. The event was approximately four to five hours long.



### EVALUATION

In previous years the SHPE-NSBE corporate mixer was well known but not particularly well attended, this year we had a 50% increase in SHPE member participation. Leveraging the collaboration with NSBE enabled the event to be more cost effective, achieving a 40% reduction in costs. Unfortunately, this year we did not obtain the same number of companies than last year, a recommendation for next year is to be more aggressive in reaching out to companies. In addition, two companies cancelled their participation the day of the event. A suggestion from recruiters for next was to provide methods to ship promotional material prior the event to ease their travelling arrangements. Gathering testimonials from students, we found that younger members were able to begin their networks and older members had the opportunity to talk to company representatives about full-time, co-op, and internship. Most members that attended the Corporate Mixer greatly enjoyed the event and urge the chapter to host it next year. Overall, due to the positive feedback and large attendance from the chapter members, the event was a great success.

# **Professional Development: National Instruments “Excelling in Technical Interviews”**

Contact Person: Elio Morillo	Location: 1670 Bob & Betty Beyster Bldg. UMICH
Email Address: emorillo@umich.edu	Date: November 8 <sup>th</sup> , 2012

## **PURPOSE OF ACTIVITY**

This event focused on professional development right after the largest College of Engineering career fair that was held on the same week. This allowed those who received interview slots to prepare themselves to answer technical questions as well as behavioral ones. It was also useful for those attending the SHPE national conference in November.

## **HISTORY**

This presentation is part of another in a series of presentations to allow our membership to obtain internships, research, co-op, and full-time opportunities. The event focus was professional development and expose students to National Instruments.

## **ATTENDANCE STATISTICS**

SHPE Members:	18	Male:	14	Students:	18
SHPE Professionals:	0	Female:	4	Faculty:	0

## **COST OF ACTIVITY: \$150**

Costs for the event were for the catered food and drinks from Jimmy Johns for approximately 30 people. There were no costs for speakers, room reservation or materials. The cost of this event was covered by National Instruments, making them a Blue Sponsor for the chapter.

## **DESCRIPTION OF ACTIVITY**

National Instruments' recruiter Myke Hoogendyk provided a talk titled “Excelling in Technical Interviews.” The talked detailed different methods on how to approach recruiters, obtain valuable information about employment opportunities, and obtaining an interview. Topics Mr. Hoogendyk discussed were: Know the company and try to learn about its culture, know your answers to behavioral questions and your resume, trying to know or get to know your interviewer, and how to tackle Behavioral questions using the Situation, Task, Action, Result (STAR) method. He also discussed how to tackle technical interview questions and how to understand what the interviewer is thinking. Additionally, he spoke about the “Do’s and Don’ts” in an interview and answered students’ questions in regards to the subject as well as general questions about National Instruments. At the end of the event food was provided and the attendees were allowed time to talk with Mr. Hoogendyk and discussed more in-depth interviewing techniques.

## **EVALUATION**

The event's success was measured using the expected attendance versus actual attendance, anecdotal impression of the event, and testimonials from members. The SHPE members were engaged and benefited from the presentation, as the Career Fair had just passed and some members had interviews lined up for several companies. Additionally, several other NI recruiters joined the workshop and started to collect resumes as well as offering some interview slots on the spot. Several members provided testimonials that they received offers from the companies they had interviews with using the tools provided in this workshop and furthermore proving that this presentation was useful and beneficial. Unfortunately, no metric has currently been established to evaluate the number of members that received offers due this event as well and is something to develop for future years. Based on the strong attendance, information presentation, and testimonials from the members this event was a success.

## Chapter Development: SHPE Welcome BBQ

Contact Person: Ronaldo Tobar	Location: Courtyard Apt. Ann Arbor, MI
Email Address: rtobar@umich.edu	Date: September 16 <sup>th</sup> , 2012

### PURPOSE OF ACTIVITY

This event serves as a welcoming event for returning SHPE Members and the entering freshmen class, with the purpose to retain and recruit members to increase the chapter size and build a SHPE Family environment.

### HISTORY

This event has been a traditional annual event which has grown in reputation throughout the years. It is an event that SHPE members look forward to during welcome week to reconnect with their SHPE Familia, and share their summer experiences. For freshmen, the event provides them a first glance on what it means to be part of the SHPE Familia. Due to the lack of organization, in the past two years the previous executive boards were not able to successfully run the event. These results compounded in only five new members being recruited from these BBQs in past two years.

### STATISTICS

SHPE Members:	30	Male:	40	Non-SHPE Members:	20
SHPE Professionals:	1	Female:	10	Faculty:	1

### COST OF ACTIVITY: \$245

The cost of this event included; drinks, hotdogs, patties, chips, cookies and fruit. The venue had no cost and the gas for the BBQ was provided by the venue. This event was fully founded by SHPE|UMICH from its annual budget.

### DESCRIPTION OF ACTIVITY

The event took place in the patio of The Courtyards, an apartment complex close to the University Campus during welcome week. While one of our executive board members grilled patties and hotdogs, the rest mingled around the area. There was a diverse menu in order to meet everyone's taste buds and dietary preferences. As the main dish we had three options beef, veggie burgers, or hotdogs. For dessert we had smores, cookies, and fruits. We had several board and card games for the entertainment of the attendees. During the event some card games were played, especially the traditional Michigan "euchre" game. To give the place a more welcoming vibe, we had Latin party music playing in the background, for many the music brought them memories making them feel at home. During the BBQ we sang "Feliz Cumpleaños" to one of our e-board members, Stephania Ortega, this led to a new tradition that will foment the sense of SHPE Familia within the chapter.

### EVALUATION

In comparison to last year we increased attendance by 300%, with a distribution of 60% returning members and 20% new recruits. The new recruits varied from freshman, sophomore and junior year students, thus, demonstrating the improvement and effectiveness of our outreach and marketing efforts for this event. The event was 100% effective in terms of recruitment; all non-members that attended the BBQ became SHPE Student Members. This year it was also more cost effective, the cost was reduced by 60%. For these reasons, the event was a success and a big improvement from previous years. The venue for the BBQ received good reviews from the participants, they enjoyed the fact that it was off campus and its ample sitting space and bathrooms. Though because it was in the patio of a residential complex, it was necessary to have a person at the door to let people in at all time. For future years, we recommend purchasing the food and utensils from Costco given that the chapter obtained a membership specifically for these types of events. We had some issues with the grills, next year we recommend testing the grills one day before the event.

## **Chapter Development: The Winter Traditions Festival**

Contact Person: Olivia Melendez	Location: STAMPS Auditorium/CSE Atrium
Email Address: omel@umich.edu	Date: November 29th 2012

### **PURPOSE OF ACTIVITY**

The purpose of the Winter Traditions Festival is to raise awareness through the University of Michigan, especially throughout the Engineering campus, about the importance of cultural and ethnic diversity. This goal is accomplished by making the event a celebration of the many diverse traditions and holidays observed by the University of Michigan community and student organizations.

### **HISTORY**

This event is a tradition and it is held annually. In the past, it has been co-hosted by EGL (Engineering Global Leadership Honors Program) and SHPE. This year, JENGA, the Jewish Engineering Association also co-hosted along with EGL.

### **STATISTICS:**

SHPE Members:	15	Male:	10	Non-SHPE Members:	150
SHPE Professionals:	0	Female:	5	Faculty:	1

### **COST OF ACTIVITY: \$1,500**

Costs for the event were for the catered food and drinks, marketing efforts through campus, and props for the cultural performances. We received numerous grants to put this event together. Our sponsors were the College of Engineering, Center for Engineering Diversity and Outreach (CEDO), and MESA/Trotter.

### **DESCRIPTION OF ACTIVITY**

The event was held in the evening for two hours and it was two-fold. The first hour composed of performances by various cultural groups extending from cultural celebrations from Latin American to those in European countries and Jewish traditions. The second hour was a reception that included food and where the six participating student organizations set up information booths about a holiday of their choice. The six student organizations that participated were SHPE, NSBE, JENGA, the Latin Student Organization, Turkish Student Organization, and the Indian Student Organization. The SHPE booth showcased Three King's Day (El Dia de los Tres Reyes Magos) and included decorations and an informational poster. For the reception, SHPE provided samples of arroz con gandules and arroz con dulce.

### **EVALUATION**

The Winter Traditions Festival continues to be a high point for the UM SHPE Chapter. The executive board members and other highly active chapter members came together to put the poster together and it was one of the busiest booths at the reception. We were also able to get our SHPE graduate students involved, as some of them cooked the food for the event and many of them attended the event and supported the SHPE booth. The event also provided a valuable leadership experience to our members. There were three planning committees for the event and SHPE executive board members led two of them: the reception committee and the publicity committee. In addition, four of our chapter members were part of the three different committees. This year, we were able to get the event featured in a UM Engineering admissions video, which will be sent out to 2013 admitted students to demonstrate the diversity and community at the university. For this reasons the event was an overall great success. Additionally, we hope that this will give SHPE some visibility with the incoming class aid in our future recruitment and retention efforts.

## **Community Service: Science Night at Ann Arbor District Library**

Contact Person: Gabriel Aguilera	Location: Ann Arbor District Library, 343 South Fifth Avenue, Ann Arbor, Michigan 48104
Email Address: gabrieag@umich.edu	Date: October 4 <sup>th</sup> , 2012

### **PURPOSE OF ACTIVITY**

The purpose of the Science Night is to use simple experiments to introduce elementary school students to science in a way they might not have been exposed to previously and to promote parents to continue these kinds of activities at home. The event also gives students the opportunity to connect the results of the activities with the theory behind them and begin to understand the fundamentals of nature.

### **HISTORY**

This event has been held at the Ann Arbor District Library for the past three years with new activities every year. Originally it was part of a tutoring program with elementary school students, but it was made into its own event because of interest from SHPE students not enrolled in the tutoring program. The new activity for this year was a color-changing milk activity that was well received by the students.

### **ATTENDANCE STATISTICS**

SHPE Members:	7	Male:	13	Students:	18
SHPE Professionals:	0	Female:	15	Faculty:	0

### **COST OF ACTIVITY: \$64**

In an effort to be more economical and efficient science activities were planned around materials left over from past SHPE events, usual cost is approximately \$100. The event was paid from the chapter's annual budget.

### **DESCRIPTION OF ACTIVITY**

The SHPE students arrived half an hour before the start time of the event to prepare the activities and deliberate on the how would station which activity. As the elementary students arrived with their parents, they were given a small card where they would write their name and were given freedom to choose the activity they wanted to do first. Each activity had a SHPE member student volunteer to guide them through the activity and explain how/why the activity works. After completing the activity, the student had a sticker placed on the card that was given to them and they moved on to the next activity of their choice. Once a student completed all the activities and had all the stickers on their cards their card was entered in the raffle. Ten minutes before the event was scheduled to end, a raffle was held to give prizes to selected winners who completed all of the activities and stickers.



### **EVALUATION**

This event was a success as shown by the number of participants and the high Hispanic student turnout. Even though we had a delayed start due to some issues the planning committee faced with securing the materials for the activity, the volunteers were able to set up the activities in time. It is recommended that in materials be in an easy accessible location and at the location at least one hour before the event starts. At the library, the elementary students were eager to begin going through all the activities available and a small line began forming while the volunteers were finishing setting up. There were several instances where students enjoyed the activities so much that they wanted to do the activity again in their home. This event helped to further strengthen our relationship with the Ann Arbor community and the Ann Arbor District Library as well as the relationship between the SHPE chapter and the Ann Arbor District Library administration. Overall, the event was a great success as several parents and tutors thank us for their time and activities and the elementary students were delighted to receive science themed prizes and being around Hispanic college role models.

## Chapter 5 Mid-Year Goal Progression [125 points]

Chapter Goals and Objectives	Completed	Status
<b>1. Academic Goal - Foster an environment where all SHPE members can thrive in academic excellence, and achieve beyond average expectations.</b>	Yes	Although the high school objective was not completed, a significant progress was made and there is now have a new supportive chapter advisor. Underclassmen objective was not achieved and reviewed for successful completion for semester. Upperclassmen and career objectives were successfully completed.
a. High School Objective - Organize tutoring program where 90% of the Western International High School SHPE Jr students are provided with a university mentor by January 1, 2013.	No	Delays on starting SHPE Jr. Chapter with Western International High School. Currently, we have a new advisor, Ms. Luna. The SHPE Jr. Chair is organizing a program of events for next semester.
b. Underclassmen Objective - Hold an academic retreat with at least 50 underclassmen attendees by the end of October 2012.	No	Academic retreat was held on October 6 <sup>th</sup> 2012. Event went well, but turnout was lower than desired due to poor publicity and scheduling. Planning on co-hosting the event with college of engineering to have the desired impact in the next semester.
c. Upperclassmen Objective - Host 8 study table sessions per academic term, where executive board members must attend once per term.	Yes	Hosted 8 study tables sessions and had more than one executive board member on every session. Will improve turnout next semester by finding a more suitable time and location for members to attend.
d. Career Objective - Provide professional and graduate mentorship for all SHPE seniors by January 1st, 2013.	Yes	A one-on-one mentorship program was led by graduate students to inform them about graduate school and aided with resume reviewing. All seniors have accepted full time jobs and attended SHPE Conference 2012.
<b>2. Leadership Goal - Grow transformative student members that become leaders in their particular STEM fields and positively impact the community.</b>	No	The underclassmen objective has been completed. The other three are currently under development and will be completed by the end of the winter semester.
a. High School Objective - Institute mentorship program between the executive boards at University of Michigan and Western International High School SHPE Jr chapters by November 1st, 2012.	No	There have been delays on starting SHPE Jr. Chapter at Western International High School. A holiday dinner was hosted at a local Detroit restaurant to commence the interaction between the college and HS students and provide mentorship regarding college entry success.
b. Underclassmen Objective - Have 50% of freshmen in event planning committees by the end of the academic year.	Yes	The objective was achieved by having 8 of the 14 freshmen involved in Noches de Ciencias and the Winter Traditions Festival. We plan to continue to increase the percentage in the next semester.
c. Upperclassmen Objective - Fill the executive board with upperclassmen members for the 2013 academic year.	No	With the help of graduate students, currently mentoring sophomores and juniors on a professional and leadership level to gain their interest to run for leadership positions for next year.
d. Career Objective - Create a leadership certificate program in order to retain upperclassmen involvement by the end of the academic year.	No	This objective will be achieved next semester as a leadership retreat will be hosted by SHPE graduate students and professionals focusing on team building and leadership for prospective exec board members.
<b>3. Professional Goal - Empower our student members to be highly valued and influential technical professionals in order to serve as positive role models to the Hispanic community.</b>	No	The chapter has achieved the career objective, and plans have been made to meet the remaining three objectives.
a. High School Objective - Ensure that all of the Western International High School SHPE Jr members have a resume by the end of the academic year.	No	Delays on starting SHPE Jr. Chapter with Western International High School. SHPE Jr. Chair has a target date in the Winter semester for a resume creation workshop.
b. Underclassmen Objective - Ensure 75% of SHPE underclassmen have a research or internship position for summer 2013.	No	The chapter has held a resume critiquing workshop and is currently instituting a program that will provide awareness and support them in getting an internship or research opportunity and aid in obtaining metrics.

c. Upperclassmen Objective - Ensure 90% of SHPE upperclassmen have a research or internship position for summer 2013.	No	A corporate mixer was held this semester and SHPE National conference that together resulted in several students receiving employment offers. Since students are still awaiting offers the metrics are pending for this objective.
d. Career Objective - Ensure all of SHPE seniors have a full-time position, pursue an advanced degree, or is an entrepreneur by their graduation date.	Yes	100% of the seniors in the chapter have accepted job offers.
<b>4. Chapter Development Goal - Foster a SHPE familia where every member is highly valued and an integral part of the chapter, ensuring effective recruitment and retention.</b>	Yes	The high school and underclassmen objectives have been completed. All possible progress towards the upperclassmen objective has also been completed. Plans have been made to complete the career objective by the end of next semester.
a. High School Objective - Have at least one SHPE Jr social event at University of Michigan or Detroit International High School per semester.	Yes	Two events have been held this semester. A dinner between chapter members and SHPE Jr. members and an introduction to SHPE programs workshop were held.
b. Underclassmen Objective - Hold two familia-fostering events with 50% attendance of underclassmen members per year.	Yes	The chapter held a variety of chapter fostering events, including a welcome barbecue, a dinner at Buffalo Wild Wings, and a rock climbing event. Attendance at the first two events had 80% participation by underclassmen members.
c. Upperclassmen Objective - Hold one webinar during the summer 2012 and 2013 and one executive board retreat during welcome week.	No	The executive board held more than one webinar during the summer 2012 and executive board retreat during welcome week. A webinar is scheduled to happen with the 2013 exec board over the summer.
d. Career Objective - Have at least 7 student members attend one SHPE-DPC event with alumni per semester.	No	SHPE DPC held two events this semester and one of the events was co-hosted with our chapter. The alumni has planned has been made to meet this objective next semester.
<b>5. Community Service Goal - Provides awareness, access, support, and development to encourage the Hispanic youth to pursue STEM degrees and thrive in their professional careers.</b>	Yes	For this semester the underclassmen, upperclassmen and career objectives were completed. Events have been scheduled to complete the high school objective by the end of next semester. This goal has been completed for this semester.
a. High School Objective - Establish a SHPE Jr chapter at Western International High School with 20 active members by December 1st, 2012.	No	Currently the chapter consists of 12 registered SHPE members. Introduction to SHPE and SHPE Jr. executive board workshops have scheduled to be held in the winter semester to increase the membership by involving sophomores and juniors in the High School.
b. Underclassmen Objective - SHPE underclassmen constitute 50% of the volunteers at the Noches de Ciencias event.	Yes	At the Noches de Ciencias event co-hosted with the SHPE DPC chapter at Ceasar Chavez Academy, 65% of volunteers where underclassmen.
c. Upperclassmen Objective - SHPE upperclassmen constitute 80% of the volunteers at one outreach event.	Yes	At Tech Day held by the U of M College of Engineering during September (see Calendar of Events) 83% of volunteers were upperclassmen.
d. Career Objective - Secure at least one SHPE-DPC member to speak at an outreach event per academic year.	Yes	At the Noches de Ciencias at Ceasar Chavez Academy the SHPE DPC provided five speakers that presented to HS students and their parents about college entry success, funding and why pursue a STEM degree.

# Chapter 6 Support Needed/Lessons Learned [10 points]

SHPE|UMICH has gone through many struggles—especially over the last four years. After 2008, it seemed as though our chapter went downhill. After scrutinizing our chapter we have identified the need for implementing stronger leadership, professional and transition programs. The SWOT analysis done at the beginning year helped us understand the specific areas that chapter needed immediate attention. Retention has been a big struggle in recent years. Many members do not feel a tangible connection to SHPE Nationals—especially those that have not attended the SHPE National Conference. In the past, new members received a membership package from SHPE Nationals, which served as an incentive for people to join. This also gave them a tangible sense of belonging to the society. Our chapter is not sure if this was removed or if SHPE|UMICH didn't receive it in, but we would like to see the membership packages back. Throughout the semester we have learned that collaborating with other organizations is beneficial as it gives us access to a wider audience and more resources. However, it also complicates the planning of events due to issues with communication between organizations. We learned that besides memos and conferences calls there is always the need to have several face-to-face meetings. This year we found out that setting specific objectives aimed to impact a specific group was more effective than setting ambitious and broader objectives. NILA was an incredible tool to learn about strategic planning, SHPE National resources, and organization. However, NILA lacked a workshop on effective documentation and transition between executive boards. SHPE|UMICH would truly benefit of such workshop as incredible amounts of information has been lost in transition.

## Appendix [145 points]

**Chapter Brochure [20 points]** [Chapters shall include an electronic copy of the chapter brochure. For full credit, must have SHPE Mission, SHPE History, Chapter History, links to Chapter and National website, AHETEMS Programs, and Conferences.]

**Become a Member Today!**  
**Step One:** Complete a Membership Application Online  
With OneSHPE, Becoming a member is simple. Visit [www.shpe.org](http://www.shpe.org) and follow the link to 'Join SHPE'. It only takes a few minutes to complete an online membership application and submit payment.

**Step Two: Confirmation of a Payment Method**  
Confirmation is displayed once a payment method has been selected at the final stage of completing your online membership application. For your convenience, VISA, MasterCard and Dinners Club are accepted.

**Step Three: Join us and get involved**  
Attend one of our General Body Meetings or one of our socials. Get to know our members. Check our calendar at [www.umich.edu/~shpe](http://www.umich.edu/~shpe) and follow the link to 'Calendar'.

**SHPE Regions Map**

Legend: Region 1, Region 2, Region 3, Region 4, Region 5, Region 6, Region 7

**Mission:**  
SHPE changes lives by **empowering** the Hispanic community to realize their **fullest potential** and **impacts** the world through STEM awareness, access, support and development.

**Vision:**  
SHPE's vision is a world where Hispanics are highly valued and influential as the leading innovators, scientists, mathematicians and engineers.

**Contact Information :**  
SHPE UofM Chapter  
Society of Hispanic Professional Engineers  
University of Michigan  
1226 EECS Building  
1301 Beal Avenue  
Ann Arbor, MI 48109  
[shpe.eboard@umich.edu](mailto:shpe.eboard@umich.edu)  
[www.umich.edu/~shpe](http://www.umich.edu/~shpe)

**SHPE Nationals**  
SHPE, Inc.  
1318 Crossroads Parkway North, Suite 450  
City of Industry, CA 91746-3497  
(323) 725-3970  
[www.shpe.org](http://www.shpe.org)

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**Society of Hispanic Professional Engineers**  
**SHPE**  
University of Michigan Student Chapter

*The Source for Quality Hispanic Engineers and Technical Talent*

**Student Brochure**

SHPE's History

The Society of Hispanic Professional Engineers (SHPE) was founded in Los Angeles, California, in 1974 by a group of engineers employed by the city of Los Angeles. Their objective was to form a national organization of professional engineers to serve as role models in the Hispanic community.

The concept of Networking was the key basis for the organization. SHPE quickly established two student chapters to begin the network that would grow to encompass the nation as well as reach countries outside the United States. Today, SHPE enjoys a strong but independent network of professional and student chapters throughout the nation.



SHPE National Conference

The SHPE Conference is the largest technical and career conference for Hispanics in the country.

Each year, the SHPE Conference attracts over 5,000 engineering professionals, students and corporate representatives. The conference is an opportunity for engineering companies and corporations to recruit top talent from SHPE membership.



SHPE Foundation

The SHPE Foundation is an independent 501(c)(3) working exclusively to develop educational enrichment and academic outreach initiatives, for Latinos/as, that extend throughout the pre-college to PhD pathway.

- Pre-college programs
  - Undergraduate programs
  - Graduate programs

#### - Graduate programs



SHPE|UMICH's History

SHPE at the University of Michigan (SHPE/UMICH) Chapter was founded in Ann Arbor, Michigan, in 1995 by a group of engineering students at the University. Their objective was to successfully establish a chapter of the larger and very respectable organization of professional engineers for the purposes of serving as role models in the local Hispanic community.

Today the chapter operates under five pillars:

- Academic Excellence
  - Professional Development
  - Leadership Development
  - Chapter Development
  - Community Service & Outreach



NILA

The National Institute for Leadership Advancement (NILA) is exclusively designed to provide newly-elected student and professional chapter executive board members with the resources for leadership and chapter development. Communication and strategic planning skills are essential to be successful in your SHPE chapters and along your professional career path.

BLDG

**RLDC**  
SHPE stages regional leadership development conferences (RLDC) on a yearly basis for the leadership of the SHPE student chapters to improve their organizational, managerial, and technical skills. They take place in all of the seven SHPE regions.

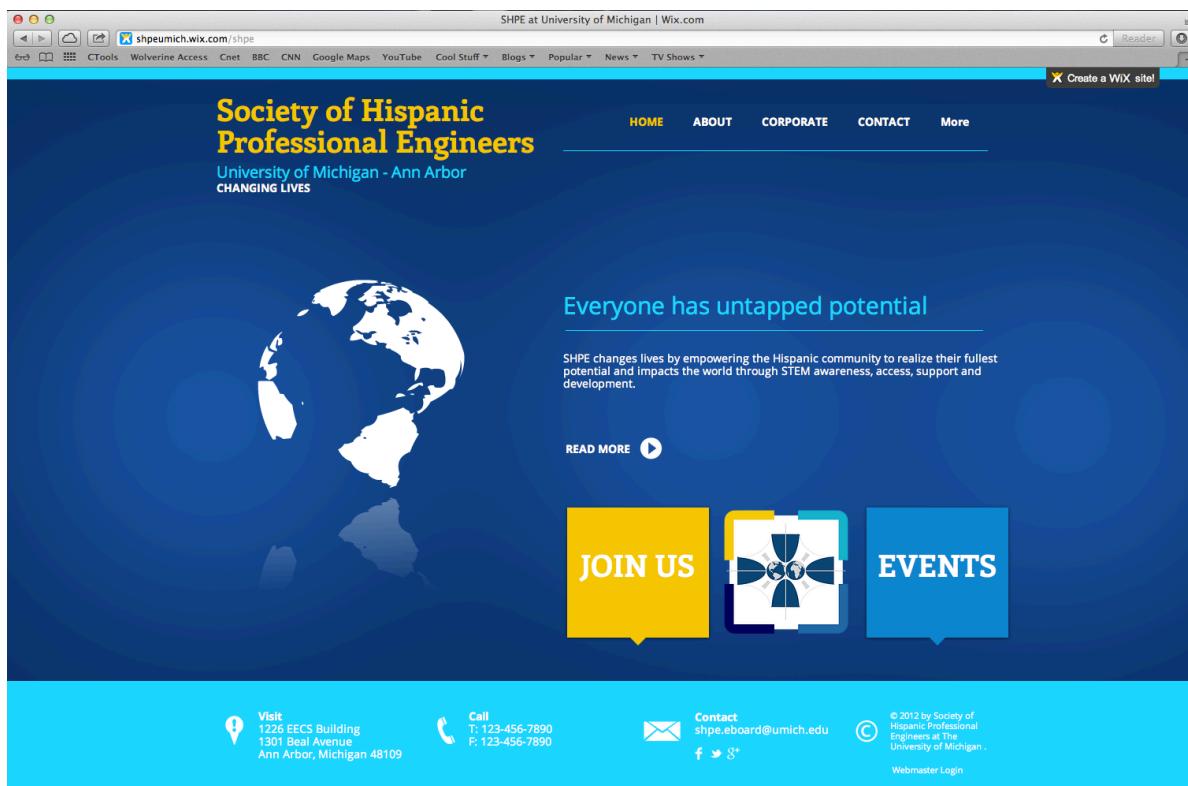
This program helps college students develop and improve their pre-college outreach programs and improve the infrastructure of SHPE student chapters. Student leaders learn how to interact and network with SHPE's corporate supporters

## **Chapter Display Board [20 points]**

[Chapters shall include a screenshot of the chapter display board.]

## Chapter Website [20 points]

WEBSITE LINK: [www.umich.edu/~shpe](http://www.umich.edu/~shpe)



## Fall Conference Calls [30 points]

SHPE|UMICH was not able to attend the Fall Conference Call held on September 30<sup>th</sup> as it conflicted with another university event. However, Lucas Caretta (Region six Regional Student Representative) was informed ahead of time and the chapter followed up with him after the conference call.

## Regional Event Attendance [20 points]

SHPE at the University of Michigan attended the regional meeting at the SHPE National Conference 2012. Representing members includes Roberto Shu, Elio Morillo, Olivia Melendez, Justine Lazo, and Joanna Nieske.

## SHPE Conference Attendance [25 points]

Roberto Shu	Olivia Melendez	Thomas Kuchta
Elio Morillo	Joanna Nieske	Carmen Kuchta
Chris Acosta	Qiwen Weng	Martin Kuchta
Justine Lazo	Karlo Malaga	Gerardo Cruz
Tizoc Cruz	Rosemarie Figueroa	Become Fung
Hector Garcia	Ana Rioja	Lianette Rivera
Johanna Heureaux	Paul Arias	Mauro Rodriguez

## SHPE Magazine Submission [10 points]

[Include screen-shot from OneSHPE from the day of report submission]\

The screenshot shows the OneSHPE interface with a navigation bar at the top. The main area displays an email message and a document viewer.

**Email Message:**

**From:** Roberto Shu <rshum@umich.edu>  
**To:** SHPE Magazine <shpemag@shpe.org>  
**Date:** Thu, Sep 20, 2012 at 2:50 AM  
**Subject:** University of Michigan Article Submission  
**Mailed-by:** umich.edu

**Message Content:**

By means of Chapter Name: Region: VI Author's Name: Author's E-mail: Article Subject: Length: 191 Photo: No picture attached

Best Regards,

**Document Viewer:**

**File Name:** UnivMichigan\_Region6\_Article.pdf  
**Size:** 97K  
**Actions:** View, Download

**Document Content:**

### Standing out at The University of Michigan

The beginning of a fall semester at the University of Michigan, Ann Arbor brings many thoughts and feelings to my mind. It brings opportunities for a fresh start, accomplishing new goals, and re-attempting old ones. Opportunities to build new relationships, and a fresh shot at the always desired 4.0. It also brings a brand new football season (Go Blue!), tailgates, and barbeques. Among these social events there is one that, for me, always stands above the rest, the SHPE Welcome Barbeque.

Since my freshmen I have attended the SHPE Welcome Barbeque. This event is a textbook opportunity to recruit new members and bond with them. It provides the perfect environment to share summer stories with old and new colleagues. It is a great casual opportunity to brainstorm ideas for a new academic year. Simply put it is the gunshot that signals the beginning of a new successful SHPE year.

These types of events are positive for any chapter. They promote chapter coalition and tradition. They are great for recruiting and will ignite the feeling of belonging on new incoming students. I would strongly encourage every chapter to hold events like this.

By Ronaldo Tobar

# Screenshot of current Paid Chapter Membership [0 points]

[Include screen-shot from OneSHPE from the day of report submission]

Chapter Membership 2012 - 2013							
Membership Filters:							
Type:	Status:	Payment Status:	Payment Type:	Actions			
Type	Name	Date Submitted	Status	Payment Type	Payment Status	Actions	
Student	Acosta, Jorge	Sep 13, 2012	Approved	Online Payment	Paid		
Student	Aguilera, Gabriel	Jul 18, 2012	Approved	Online Payment	Paid		
Student	Alimasa, Adrienne	Sep 29, 2012	Approved	Online Payment	Paid		
Student	Arias, Paul	Sep 29, 2012	Approved	Online Payment	Paid		
Student	Brown, Natalie	Sep 22, 2012	Approved	Online Payment	Paid		
Student	Buzzi, Alex	Sep 30, 2012	Approved	Online Payment	Paid		
Student	Cerame, Eduardo	Jul 18, 2012	Approved	Online Payment	Paid		
Student	Coilao, Kevin	Sep 11, 2012	Approved	Online Payment	Paid		
Student	Cruz, Gerardo	Oct 11, 2012	Approved	Online Payment	Paid		
Student	Cruz-Gonzalez, Tizoc	Oct 10, 2012	Approved	Online Payment	Paid		
Student	Delgado, Noel	Oct 21, 2012	Approved	Online Payment	Paid		
Student	Figueroa, Rosemarie	Oct 10, 2012	Approved	Online Payment	Paid		
Student	Fung, Become	Aug 23, 2012	Approved	Online Payment	Paid		
Student	Garcia, Hector	Oct 11, 2012	Approved	Online Payment	Paid		
Student	Garrigo, Alexandre	Jul 29, 2012	Approved	Online Payment	Paid		
Student	Heureaux, Johanna	Oct 11, 2012	Approved	Online Payment	Paid		
Student	Hurtado, John	Oct 1, 2012	Approved	Online Payment	Paid		
Student	Kuchta, Carmen	Sep 16, 2012	Approved	Online Payment	Paid		
Student	Kuchta, Martin	Sep 27, 2012	Approved	Online Payment	Paid		
Student	Kuchta, Thomas	Jul 20, 2012	Approved	Online Payment	Paid		

Chapter Membership 2012 - 2013							
Membership Filters:							
Type:	Status:	Payment Status:					
Type	Name	Date Submitted	Status	Payment Type	Payment Status	Actions	
Student	Lazo, Justine	Sep 30, 2012	Approved	Online Payment	Paid		
Student	Lesher-Perez, Sasha Cai	Oct 8, 2012	Approved	Online Payment	Paid		
Student	Mahon, Michael	Oct 30, 2012	Approved	Online Payment	Paid		
Student	Malaga, Karlo	Jul 6, 2012	Approved	Online Payment	Paid		
Student	Martinez, Rafael	Oct 11, 2012	Approved	Online Payment	Paid		
Student	Mathews, Nolan	Sep 20, 2012	Approved	Online Payment	Paid		
Student	Melendez, Olivia	Jul 17, 2012	Approved	Online Payment	Paid		
Student	Menendez, Antiono	Jul 19, 2012	Approved	Online Payment	Paid		
Student	Miranda, Eduardo	Jul 25, 2012	Approved	Online Payment	Paid		
Student	Morillo, Elio	Jul 17, 2012	Approved	Online Payment	Paid		
Student	Nieske, Joanna	Jul 17, 2012	Approved	Online Payment	Paid		
Student	Nunez, Daniel	Apr 11, 2012	Approved	Online Payment	Paid		
Student	Ortega, Stephania	Sep 12, 2012	Approved	Online Payment	Paid		
Student	Perez, Elizabeth	Sep 24, 2012	Approved	Online Payment	Paid		
Student	Pham, Kenny	Sep 9, 2012	Approved	Online Payment	Paid		
Student	Rioja, Ana	Jul 3, 2012	Approved	Online Payment	Paid		
Student	Rivera, Lianette	Oct 10, 2012	Approved	Online Payment	Paid		
Student	Rodriguez, Mauro	Sep 21, 2012	Approved	Online Payment	Paid		
Student	Segarra, Efrain	Jul 28, 2012	Approved	Online Payment	Paid		
Student	Shu, Roberto	Jul 2, 2012	Approved	Online Payment	Paid		

Chapter Membership 2012 - 2013							
Membership Filters:							
Type:	Status:	Payment Status:					
Type	Name	Date Submitted	Status	Payment Type	Payment Status	Actions	
Student	Teran, Alan	May 18, 2012	Approved	Online Payment	Paid		
Student	Tobar, Ronaldo	Jul 19, 2012	Approved	Online Payment	Paid		
Student	Toral, Lucero	Jul 25, 2012	Approved	Online Payment	Paid		
Student	Toro, Rafael	Sep 17, 2012	Approved	Online Payment	Paid		
Student	Torres, Jean	Oct 30, 2012	Approved	Online Payment	Paid		
Student	Vance, James	Oct 11, 2012	Approved	Online Payment	Paid		
Student	Weng, Qiwen	Sep 21, 2012	Approved	Online Payment	Paid		
Student	Zuniga, Eidy	Oct 1, 2012	Approved	Online Payment	Paid		
Student	barajas, carlos	Oct 10, 2012	Approved	Online Payment	Paid		