

SOCIETY OF ASIAN SCIENTISTS & ENGINEERS

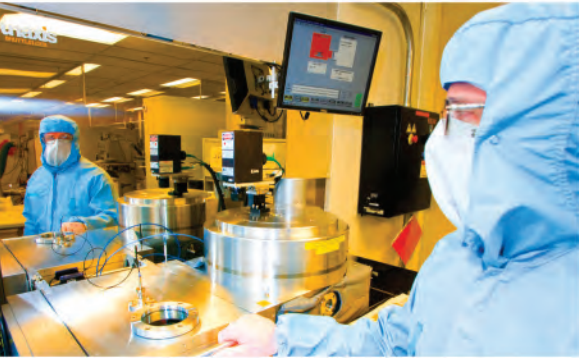


FALL 2011

# National Conference and Career Fair 2011



# Be part of something bigger.



At GE we don't just support diversity, we rely on it to drive innovation and change. We offer limitless opportunities for growth in an environment that encourages people to reach their maximum potential. We are looking for individuals like you, people who look beyond the ordinary and imagine the possibilities.

We invite you to explore opportunities at GE in engineering, manufacturing, or information technology. Explore your next career move at [ge.com/sase](https://www.ge.com/sase).



imagination at work

[ge.com/sase](https://www.ge.com/sase)



## Contents

VOLUME 1 NUMBER 1

### 2 WELCOME LETTER

BY JOHN CHENG  
SASE Executive Director

### 4 SASE BOARD OF DIRECTORS

### 6 WHY JOIN SASE?

BY TOM FERNANDEZ  
SASE Co-Founder

### 9 SASE STARS

These movers and shakers represent the best of SASE's present...and future  
BY LINDA LI

### 19 THE PROS AND CONS OF GRADUATE SCHOOL

A very personal look at some of the criteria and some of the decisions  
BY NON ARKARAPRASERTKUL



### 23 MYTH OF THE MODEL MINORITY

BY JANE HYUN

### 27 LAND A GREAT JOB

Know how to answer top interviewing questions

BY FRAN CORREA

### 30 NOTES FROM THE FIELD

Sharing best practices leads to healthy SASE chapters

BY DAVID PAN

### 36 SASE INSPIRE AWARDS

For GE, the University of Florida, the Ohio State University and the Georgia Institute of Technology, a commitment to SASE and solid leadership result in recognition and reward

### 39 2011 SASE National Conference and Career Fair

#### CONFERENCE WELCOME LETTER

John Cheng  
SASE Executive Director

41

#### PROCLAMATION

Stephanie Rawlings-Blake,  
Mayor of Baltimore

43

#### LETTER FROM THE GOVERNOR

Martin O'Malley,  
Governor of Maryland

44

#### CONFERENCE SCHEDULE

45

#### KEYNOTE SPEAKERS

55

#### CAREER FAIR FLOOR PLAN

57

#### VOLUNTEER THANK YOU

59

#### SPONSOR THANK YOU

60



Photos of Baltimore © Visit Baltimore

*SASE Magazine* is the official magazine of SASE, The Society of Asian Scientists & Engineers. Entire contents © 2011 SASE (Volume 1 Number 1). Reproduction in whole or in part without permission is prohibited. Products named in these pages are trade names or trademarks of their respective companies. SASE logos are trademarks of SASE. Opinions expressed in articles in this magazine are solely those of the authors.



### SASE MAGAZINE

Advertising: René Avendaño – [rene.avendano@saseconnect.org](mailto:rene.avendano@saseconnect.org)  
Editorial: Bruce Matzner – [bruce.matzner@saseconnect.org](mailto:bruce.matzner@saseconnect.org)

Art Direction: Mary Jo Scibetta Design – [www.maryjoscibetta.com](http://www.maryjoscibetta.com)  
Information about SASE: [info@saseconnect.org](mailto:info@saseconnect.org) or [www.saseconnect.org](http://www.saseconnect.org)





## SASE Magazine Welcome Letter

**On behalf of the Society of Asian Scientists & Engineers**, I welcome you to the inaugural edition of *SASE Magazine*, the official magazine of the Society of Asian Scientists & Engineers. This magazine provides an opportunity for Asian heritage scientists and engineers to explore many facets of successful careers, to find opportunities for professional development and to learn about programs that can benefit them.

Undoubtedly, many readers are aware of a paradox experienced by Asian American employees. Although academically successful, few Asian Americans achieve senior leadership levels. A recent study reported that Asian Americans accounted for only 0.3% of corporate officers despite representing almost 5% of the general population. The same study concluded that even though Asian American engineers were perceived as technically more competent, they were perceived as less ideal leaders than Caucasian American engineers.

To address this challenge, SASE is focused on empowering Asian heritage scientists and engineers with the skills and knowledge to enable

them to reach their full career potential. SASE's mission is to:

- Prepare Asian heritage scientists and engineers for success in the global business world,
- Celebrate diversity on campuses and in the workplace,
- Provide opportunities for members to make contributions to their local communities.

In support of SASE's mission, the magazine will offer articles written specifically for Asian heritage scientists and engineers. The articles will cover a range of topics: interviewing for a job, deciding on a graduate degree, profiles of SASE members, and factors for career success. In this issue, SASE gives coverage to all these topics and also discusses the myth of the Model Minority.

I hope you find *SASE Magazine's* first issue a valuable resource and look forward to you joining SASE on delivering against our mission.

*Sincerely,*

**John Cheng**

Executive Director  
SASE



# TOYOTA

**It's built around you**

Toyota Motor Engineering &  
Manufacturing North America, Inc.

*"I was told to not be afraid of making mistakes and do what I think is right."*

We've designed exceptional programs to give college and university talent the opportunity to become an informed addition to our Toyota team. The multiple rotations and hands-on experience provide an excellent window to developing your skills and learning all you can about our environment of innovation and quality.

Be part of a company that believes in the future - for our customers, our communities, the planet and our team members. This is Toyota at its core. And it's our way of building you a successful career.

## **Engineering opportunities in:**

**Industrial • Chemical • Electrical  
Mechanical • Quality Manufacturing  
Materials • Safety • Environmental**

**[toyota.com/jobs](http://toyota.com/jobs)**

**Watch more about Carol and her fellow team members at: [www.toyotaENG.jobs](http://www.toyotaENG.jobs)**

**“As a Co-op,  
I found that  
Toyota really  
trusted my  
ability.”**

**Carol**  
Stamping Engineer



# 2011 SASE Board of Directors



**SHEKHAR MITRA**  
Co-Founder and President

Shekhar Mitra received his undergraduate degree in Biophysical Chemistry from the Indian Institute of Technology, and his M.S. and Ph.D. degrees in Life Sciences from Columbia University. He joined Procter & Gamble in 1984 as a staff scientist and was appointed Senior VP of Global R&D in 2009.

He is a member of P&G's Executive Committee—the Global Leadership Council. Shekhar has been awarded over 50 patents and is an invited speaker on topics ranging from game-changing innovation approaches and organization development. In 2010, he was awarded the prestigious Ellis Island Medal of Honor recognized by the U.S. Congress for his contributions to improving lives via innovation, leadership, and community service. He is passionate about enabling younger generations of scientists and engineers to achieve their full potential as professionals. He is the Co-Founder and President of SASE. He continues to volunteer with his wife and children at a free food store and soup kitchen in Cincinnati, Ohio.



**SUYIN COPLEY**  
Board Member

Suyin Copley is the Organization & Talent Development Leader for GE Transportation. In this role, she is responsible for leadership development, performance management, diversity and succession planning. With 22 years of experience with GE, Suyin worked in environmental engineering for 10 years

before transitioning to human resources. She has worked in GE Plastics, GE Healthcare and now GE Transportation. Suyin joined GE in 1989 with GE Plastics as part of the GEP leadership program. She chose to continue her career as an environmental engineer working at plastic manufacturing sites before becoming a Black Belt in Environmental, Health & Safety (EHS) in 1997. In 1999, Suyin transitioned her career focus to HR based on an interest in organizational behavior. In January 2007, she became the Senior HR Manager for GE Healthcare Surgery. In this role, Suyin helped manage the business through an FDA consent decree and the introduction of a new leadership team. She transitioned to her current role in late March 2011. Suyin earned a Bachelor's of Science degree in Mechanical Engineering from Cornell University in Ithaca, NY. She is married and is located in Erie, Pennsylvania, with her husband, Bill, and two children.



**TOM FERNANDEZ**  
Co-Founder and Secretary

Tom Fernandez is currently the Associate Director, Procter & Gamble Purchases, Capability, and Strategy. He leads P&G Purchases Acquisition and Divestiture efforts. He joined P&G in 1989 in Purchases and has held positions of increasing responsibility in External Manufacturing,

Chemicals, New Business Development, and Business Services. This includes his last two positions, where he was the first leader of P&G's over \$1 billion Global Energy Strategy and P&G Purchases Acquisition and Divestiture efforts. Tom has been active in Organizational Development at P&G since 1989, including a broadening assignment as Recruiting Manager of Product Supply, where he had oversight to hire over 600 for P&G's Engineering, Manufacturing, Customer Service and Logistics needs. In 2007, Tom co-founded SASE to help Asian heritage scientists and engineers achieve their full career potential. Tom has served on the SASE Board of Directors as Secretary since 2007.



**AIMIN HUANG**  
Board Member

Aimin Huang holds a B.S. in Chemical Engineering from the China University of Petroleum in Beijing, China, an M.S. of Chemical Engineering from the French Institute of Petroleum/Paris University in Paris, and an M.B.A. from Rice University in Houston. Since Aimin joined Shell, she has

held many different roles in lubricants technology strategic R&D, business support, manufacturing support, and technology and people management. Currently, Aimin manages a joint venture synergy project between Shell Lubricants and Tongyi Petrochemicals, a Chinese lubricants company, represents Shell technology in developing OEM business in China, leads China Technology strategy implementation, develops innovation and strategic R&D relationships with China's top universities, and is responsible for the lubricants technology governance Decision Review Board as the Technology Opportunity Manager. In addition, Aimin has been an active sponsor for local communities and the Shell Asian Employee Network. Aimin represents Shell as a board member in SASE. She has several mentees inside and outside the company. Aimin is a mother of a 17-year-old son and spends most of her leisure time supporting his many activities.



# When you work for Michelin, the world is just a step away.



[www.careers.michelin-us.com](http://www.careers.michelin-us.com)

Copyright © 2011 Michelin North America, Inc. The Michelin Map is a registered trademark of Michelin North America, Inc. All rights reserved.



MOVING FORWARD TOGETHER

Join Michelin and start your career moving forward. To learn more please visit us online. Michelin North America, Inc. is an equal opportunity employer.



**MICHELIN**

A better way forward



# Why Join SASE?

Understanding the corporate point of view reveals some of the benefits



**TOM FERNANDEZ**  
P&G Associate Director  
Co-Founder and Secretary

**I am often asked, "Why join SASE?"** I can answer this both as SASE's Co-Founder and Secretary as well as an employee of P&G, one of SASE's major sponsors.

P&G needs the top talent from the top colleges. As we strive to "Touch the Lives of the World's Consumers," we need to hire the world's best engineers and scientists. That is an important part of why we so strongly support SASE.

## **SASE can help you in many ways:**

*It will help you get noticed.* SASE has chapters on 29 college campuses. This growing national presence encourages companies to access SASE's member database, even at schools from which they already recruit.

*It will help you get trained.* The job market is very tough, so you really need to stand out. I find that many students, especially those of Asian heritage, have the false belief that hard work will be enough. I too, was under this impression, as it's what my Filipino father told me. By joining SASE, you will be provided with additional resources, such as mentorship to help you thrive.

*It will help you give back.* SASE's mission includes giving back to the communities in which members live. This is consistent with P&G's and most corporations' missions. We appreciate efforts such as GA Tech SASE's work to use engineering skills to fix equipment at a local hospital and to clean an impoverished neighborhood. Another terrific example is Ohio State SASE's 150 service hours to tutor students in grades K through 12. Giving back builds character for a lifetime.

*It will help you get a job.* Good employers recognize that Asian styles of leadership have a meaningful place in the work force. They celebrate Asian preferences for collaboration rather than competition with co-workers and encourage managers to lead via inquiry as opposed to giving direction. Good employers support analytical thinking and disciplined execution. Why not sharpen your skills in SASE and meet these employers at SASE sponsored events?

Joining SASE now enables you to "leave your footprint." We are still a relatively new organization. You can shape what SASE becomes on campus and what relationship SASE has with your company. Think of the future Asian scientists and engineers you'll help!

**Come join SASE! You'll be glad you did!**



LEADING-EDGE WEAPONS DON'T ENGINEER THEMSELVES.  
**LET'S GET TO WORK.**

NAV  AIR  
C I V I L I A N  
CHOICE IS YOURS.



Build an engineering career that allows you to defend the nation.  
To learn more about NAVAIR careers, please visit:  
**[www.navair.navy.mil](http://www.navair.navy.mil)**

Equal Opportunity Employer | U.S. Citizenship Required

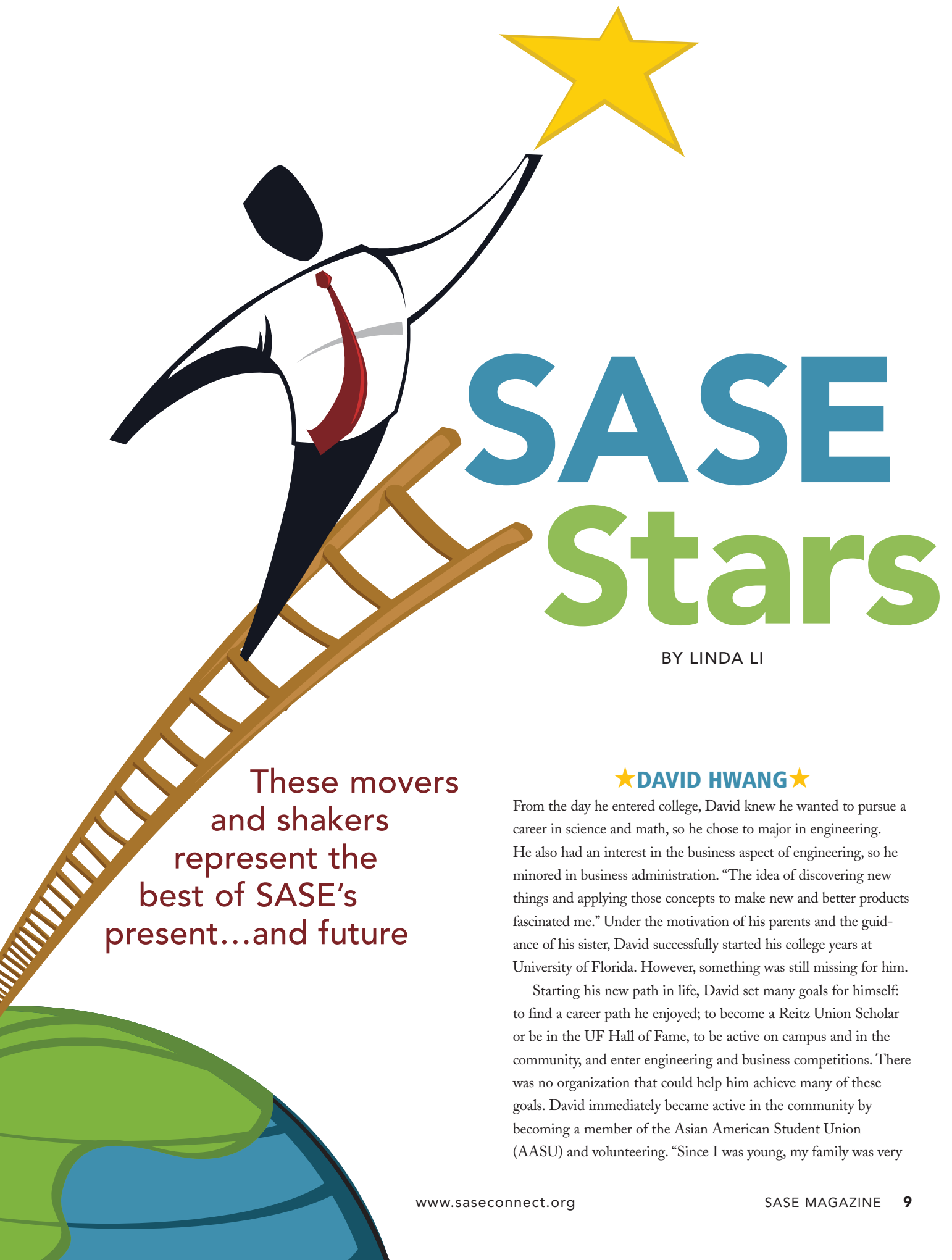




**HARNESSING CHEMISTRY TO MEET THE WORLD'S NEEDS.** We are in the business of change at Dow. Drawing on the power of chemistry, our Human Element is focused on developing products and solutions that make sustainable improvements in the world. By rearranging atoms and reshaping molecules, we are helping to solve the challenges of affordable and adequate food supply, decent housing, sustainable water supplies, and improved personal health and safety. Be a part of the effort to create a sustainable world. Learn more about career opportunities at Dow at [www.careersatdow.com](http://www.careersatdow.com).







# SASE Stars

BY LINDA LI

These movers  
and shakers  
represent the  
best of SASE's  
present...and future

## ★DAVID HWANG★

From the day he entered college, David knew he wanted to pursue a career in science and math, so he chose to major in engineering. He also had an interest in the business aspect of engineering, so he minored in business administration. "The idea of discovering new things and applying those concepts to make new and better products fascinated me." Under the motivation of his parents and the guidance of his sister, David successfully started his college years at University of Florida. However, something was still missing for him.

Starting his new path in life, David set many goals for himself: to find a career path he enjoyed; to become a Reitz Union Scholar or be in the UF Hall of Fame, to be active on campus and in the community, and enter engineering and business competitions. There was no organization that could help him achieve many of these goals. David immediately became active in the community by becoming a member of the Asian American Student Union (AASU) and volunteering. "Since I was young, my family was very

active in Tzu Chi, a Buddhist Compassion and Relief Organization that does a lot of volunteer work. I grew up entertaining residents in nursing homes, serving food at soup kitchens, and sorting donated food at food banks.”

However, for David, simply volunteering was not enough. He was motivated by many leadership roles in the community as well as AASU to develop something new. “I learned a lot about issues the Asian Pacific Islander American (APIA) community faces both on campus and nationally. One large issue that we faced was trying to get more resources for the community, such as having a dedicated space for students to hang out and learn about the culture.” Yet, AASU could not completely guide students into a career of engineering. He wanted an organization that would be geared more toward Asian American engineers, not just the Asian American culture. Then, in 2010, David looked into SASE. Working with a fellow student, Irene Ng, and being mentored by Nijal Patel, David began the process of bringing SASE to the UF campus. David was excited to finally have a new option for UF students.



David Hwang

On June 17, 2010, the eighth chapter of SASE was born. The first executive board for the summer consisted of David as president, Irene Ng as vice president, Bethena Saymo as treasurer, Caitlyn Soriano as secretary, and Tu Nhi Vo as public relations director. Recalls David, “At this point, I was pumped by the idea of leveling the playing field for the APIA community in terms of creating and finding opportunities. I was also really excited about finally having a student organization where I felt comfortable and where I could relate to other engineering students. When we all saw the Society of Asian Scientists & Engineers listed as an official student organization on UF’s website, it was an amazing moment for us.”

Since then, the UF chapter of SASE has won the SASE’s Gold Chapter of the Year award. This was David’s most satisfying accomplishment for the chapter. David’s advice for other students looking to start something new on campus is to become surrounded with motivated and enthusiastic people. Just like his co-founders, David never lost sight of why he began this challenge. “Identify your core motivation for starting SASE, and if you don’t forget it, you won’t get demotivated as easily. SASE is a great organization to join, and it is such a great help in preparing for life after school!” In five years, David would like to see SASE become a very effective organization not only at UF, but nationally as well. As SASE expands to different campuses, David hopes that it will continue to have innovative programs and help students find the career path they wish to follow. In the future, students just stepping on campus will know about SASE and be excited to become a member. David leaves these final words, “Don’t close any doors on opportunities, because you don’t know what you want to do until you try everything. Even if something doesn’t sound very exciting, don’t shut it out completely. Get involved with a student organization or group on your campus. You can develop sets of skills that will help you tremendously when you start working.”

### ★ DAVID PAN ★

“Don’t be afraid to dream big and go for it.” This is the advice David Pan wants all young professionals to remember. Having only worked in his career for three years, David has already accomplished a great deal for Procter & Gamble. As a products research engineer, David looks to understand consumer tensions and desires to improve products. In his first two and a half years as a working professional, David worked on designing the next product initiative for P&G’s FemCare division. “I worked with consumers to determine how we could design a new and better product to meet their needs.” He currently works to develop claims and demos for P&G’s Gillette brand. He also had the opportunity to manage two summer interns for the company. “This experience has taught me a lot about how work changes when you move from a doer to a manager. The biggest thing is to take a step back and think of the bigger picture



## EXTRAORDINARY CIVILIAN CAREERS, UNIQUE POSSIBILITIES



Imagine tomorrow...

Then come and create it as a civilian engineer, scientist, accountant, or contract administrator within the Naval Sea Systems Command.



[www.navsea.navy.mil](http://www.navsea.navy.mil)

U.S. Citizenship Required



when you are a manager. As a doer, it is often easy to get caught up in the details and lose sight of what you are trying to do.” As a manager, David likes to maintain a friendly environment but, first and foremost, deliver high quality work.

Before entering P&G, David had four internships across two different companies. “I had a good idea of what I wanted to do by the time I graduated.” However, David didn’t start off wanting to be in engineering. “I thought I wanted to be a doctor, but I wanted to have a backup plan just in case. I was always able to do math and science, so this was a good fit. For a while, I wasn’t sure if engineering was the right degree and it wasn’t until I had my internships that I could see how I could have an exciting career as an engineer.” After his internships with P&G, David saw opportunities where he could help invent new products and also help improve them. This is where his passion now lies.

David recognizes that working with a big company has many great attributes but also some difficulties as well. “Being in a big company means there are lots of systems in place, and sometimes

the work may take a while to get done. On the flip side, I have been able to learn a ton. I wouldn’t say I am an expert in anything yet, but I have a really strong understanding of a variety of areas.” David’s knowledge of his career now extends into consumer research, intellectual property, regulatory and safety laws, product design, manufacturing, prototyping and brainstorming. Working at P&G, David follows in the footsteps of many great mentors and upper management professionals. His true inspiration, however, is his older brother. His brother is eight years older, and David has been able to learn a lot from the brother’s triumphs and mistakes. Says David, “He is a go-getter and I am always very proud of him. I hope to be able to have the same type of impact in my career. He has taught me that if you stay motivated and seek out opportunities to develop yourself, especially in leadership, then everything will work out.”

Aside from pursuing his goals in his career, David takes pride in having some unique experiences in the community and being able to try a lot of new things in college. David organized a team to volunteer in New Orleans after the Hurricane Katrina tragedy. His most satisfying achievement came during his collegiate career, when he participated in the Ohio State University Homecoming Court. Not only was it an affirmation of his work at OSU, but it was a way for him to give back to his school as an ambassador of OSU to the community. Although David has achieved some of his goals, he is far from finishing his list. Right now, he is still learning about how companies work and how to work more efficiently at his position. “I love coming up with new ideas and products. I want to truly understand how to bring them to life and not just be known as an “ideas guy.”

As David paves the way for younger SASE members, he takes joy and pride in being a part of SASE. “I love to see the students in SASE achieve their goals. When the SASE Chapter of the Year awards were announced, I think I was as excited, if not more excited, than the students. I had the biggest smile on my face all day.” In the future, David wants to see SASE students competing to design products and services to help those in developing Asian countries. This will help provide students with opportunities to demonstrate their technical abilities and leadership skills while giving back to the global community. “I also want becoming a member of SASE to be the norm of a new APA student walking onto campus. It would be awesome if SASE was the organization they were looking forward to joining most.” To David, even if balancing a full-time job and working with the students is stressful, it is well worth it. Every time he hears a chapter accomplishes something new, he is full of joy. He leaves his younger SASE members with this: “Become known as a doer. It’s amazing the good things that happen if you just ask the question or propose a possible solution. The worst thing is to sit there and not say or do anything.”



David Pan

# Diversity



Peabody views a diverse workforce as a strategic advantage that enhances the work environment, encourages greater creativity of thought, improves employee commitment and contributions, and grounds us in the communities we serve. We are the world's largest private-sector coal company and a global leader in clean coal solutions.

Peabody is proud to support SASE (Society of Asian Scientists and Engineers).





## ★SHEKHAR MITRA★

Since he grew up during a time when two very important milestones happened in the world of science and technology, Dr. Shekhar Mitra was inspired by those stalwarts who came before him. The first milestone Dr. Mitra refers to is the discovery of the DNA structure by Francis Crick, and the second milestone was the landing on the moon. These two events inspired Dr. Mitra to pursue a career in life sciences. “I always had a dream of being head of an organization in a research team that would come up with products in the health care industry that would cure diseases or improve patients’ quality of life.”

So far, Dr. Mitra feels he is well on his way to reaching his goal of improving consumers lives. He currently works for Procter & Gamble as the Senior Vice President of Global Research and Development in the Corporate and Beauty/Grooming Department. His job is to conduct global research and bring consumer-inspired, breakthrough products to the beauty and grooming industry. He is also in charge of developing future generations of capable scientists and engineers. “I was very fortunate to come to a great company like Procter & Gamble, where the mission for this company is to touch lives and improve life throughout the globe.” Dr. Mitra has worked on products such as Aleve, Prilosec, Crest, Regenerist, Olay, and Hugo Boss. “My work, along with my team’s, has in turn touched and still does touch many, many lives and improves the quality of their health and beauty. So in that sense I have clearly been given the opportunity to achieve some of my dreams.”

However, working in a large corporate setting, Dr. Mitra has seen

both the pros and the cons of his career. “Frankly, what I find sometimes challenging about my job is the hierarchy or painful processes that get in the way of truly developing what my mission is—which is to create innovative products that touch consumers’ lives. Often we forget that we need the vision, and create leadership, not bureaucracy. Processes are tools and enablers to help good ideas transform into breakthrough products; they should not run our lives. Rather, big ideas must be the drivers of our time and energy.” Through his role in the company and his team members, Dr. Mitra has learned to handle this challenge and bring forth an influencing style of leadership to break barriers and focus on delivering big product creation to the consumer. He follows a strict guiding principle, believing that people should always be value-driven as well as goal-driven. The values he grew up with are very consistent with those of P&G. With these similar values of integrity, trust, leadership, and accountability for one’s work, Dr. Mitra works hand-in-hand with P&G teams to invent new products and improve existing brands.

Whenever Dr. Mitra is not working for P&G, he is working for his community. Inspired by a group of scientists in India that genetically engineered varieties of rice seeds, Dr. Mitra prides himself on helping the community and giving back to those who are in need. “It’s again the pleasure of touching lives, perhaps of those who are not as fortunate as I am.” Dr. Mitra, along with his wife and children, volunteers at the local soup kitchens and at orphanages.

Being the Co-Founder and Chairman of the Board of Trustees for SASE, Dr. Mitra has some advice for the younger generation. He encourages the younger generation to have a big dream that they keep in front of them. By the very nature of our lives, there will be nightmares and challenges along the way. But if you have the passion and are working behind a big dream, then you will be able to overcome the nightmares and challenges.” Dr. Mitra also emphasizes that each person must learn to practice and develop “soft skills” in addition to their “hard skills.” By soft skills, he means the ability to listen, collaborate with a team, and use an influencing style of leadership to help overcome barriers that get in the way of pursuing a meaningful idea. Each person has to be able to develop a vision and provide a clear roadmap along with the team to win. He believes soft skills are just as important as hard technical skills in real life. “My hope and dream for SASE is that it has a large membership that is based on truly getting value in learning from the experiences of Asian Pacific American (APA) professionals and networking benefits to help them accelerate their ability to reach their fullest potential. My hope is also that corporations and institutions who support us have the ability to access the best talent via this organization. But we must not forget that SASE members and the stakeholder corporations and institutions also have the responsibility to give back to make SASE successful in fulfilling its mission. So, in turn, it helps them.”







# ENGINEER YOUR FUTURE

If you're an engineer who wants to make a difference on more than a company's bottom line, we know just the place. As a Bioengineer, Civil Engineer, or Nuclear Propulsion Officer in America's Navy, you'll be putting your expertise to work commanding, managing and operating some of the most advanced ships, submarines, hospitals, and construction projects on earth.

To learn more, call 1-800-USA-NAVY or visit [navy.com](http://navy.com).

AMERICA'S  
**NAVY**

A GLOBAL FORCE FOR GOOD.™



**We're helping to  
reduce CO<sub>2</sub> emissions.  
And expanding your  
career opportunities.**


Illustrations: H5

**AREVA is looking for talented professionals to support the existing fleet of nuclear reactors and potential new nuclear energy plants.**



We need expertise in project management, human factors engineering, instrumentation and controls, construction management, quality control inspection and quality assurance, surveillance, and nuclear fuel engineering. To tackle the current and future needs of a world where the energy demand is continuing to grow, we need a diverse range of the most talented people. Join us and you can look forward to competitive benefits, flexibility and challenging projects. With offices and manufacturing facilities in more than 100 countries, AREVA is a rapidly expanding global energy business and a world leader in developing technological solutions for CO<sub>2</sub>-free power generation. [www.aveva.jobs](http://www.aveva.jobs)

 AREVA Inc.



**Think Big.**

**As the nation's leading general builder, the people of Turner are achieving their personal and professional goals in an inclusive and diverse workplace.**

[www.turnerconstruction.com/opportunity](http://www.turnerconstruction.com/opportunity)

**Turner**



## ★NIJAL PATEL★

For Nijal Patel, math and science were natural interests. When she was deciding on a major at Ohio State University, engineering was a choice that just seemed to fit. After consulting her older brother who was already an electrical engineer, Nijal was able to pair her strong interest in business with her passion for engineering. Under her brother's guidance, she graduated with a B.S. in Industrial and Systems Engineering. After graduation, she started working for General Electric in its Operations Management Leadership Program. During the intensive two-year rotational program, she worked in a variety of roles, including manufacturing engineer, quality engineer, and supervisor at GE Aviation and GE Lighting. Through the program, she gained a great appreciation for the world of operations and has continued to thrive in that environment. It was here that she began to develop her guiding principle in life: "Be humble, genuine and treat everyone with respect. Take the time to listen first."

Now, 18 years later, Nijal continues to hold positions of increased responsibility including Shop Operations Manager, Six Sigma Black Belt, Materials Leader and New Product Development Manager. She currently works at GE Aviation as a Fulfillment Leader. She has the responsibility of managing GE Aviation's on-time delivery performance to the customers. When the GE Aviation plants are not on schedule or there are upcoming production issues, she and her team work with the sites on developing recovery plans and making sure the customers are updated in a timely manner. Nijal is also working with the plants on proactive efforts to improve on-time delivery through Lean, Six Sigma and First Time Yield efforts. "I thoroughly enjoy my job and the customer interaction it brings, but at times it can be a challenge to respond back to the customer within a 24-hour window, which is an internal goal I have set for myself and my team." For Nijal, the most satisfying thing about her job is being able to use her technical and leadership skills to understand what issues are preventing the company from shipping. These issues could include engineering, quality concerns, equipment, manpower, and raw material shortages. The next step involves pulling together the right team to solve the problem. "Knowing that the parts are on the way to the customer and that they will be able to complete their engine is a great feeling!"

Nijal's love and passion for helping others comes from her parents, who have always been her most important inspiration. After they were married, her parents moved from India to Africa to England and then finally settled in the United States. "Life was not always easy for them, but they always maintained a positive outlook. I loved hearing about their early life experiences and will always be grateful to them for allowing me the opportunity to visit the countries where they once lived. By spending time in those countries, I was able to gain a great respect and apprecia-

tion for the people, cultures and diverse ways of thinking." She also gives back to her community through GE. Since the company supports various volunteer events and services, it encourages the employees to participate, as well. "Volunteer work is a very gratifying feeling and a great way to connect with the community. Because of this, volunteering has naturally transferred into my family life. My husband and three sons are now also active volunteers."

To the younger generation of SASE, Nijal emphasizes the importance of getting involved and taking advantage of every opportunity. She hopes that in the next five years, SASE will be an organization that the members won't have to explain. Instead, young students will already know the name and strive to become a part of the organization. She would like to see every university with its own SASE chapter and each school supporting one another. "You are fortunate to live in a time where universities have an organization for just about every interest. Just by becoming a member, you have an opportunity to learn how to interact with people of different backgrounds, how to plan events, how to manage people and how to network. Don't be afraid to raise your hand and run for a board position to further develop your organizational and leadership skills. You'll be amazed at the connections you'll make and how they come back into your life later in your career, when you least expect it!"



Nijal Patel

THERE'S NEVER BEEN ANOTHER AIRCRAFT LIKE IT.  
OR ANOTHER PERSON LIKE YOU.

Develop revolutionary new ways to fly.  
Work with technology that's redefining the cutting edge.  
Discover how it feels to soar.

[www.boeing.com/careers/SASE](http://www.boeing.com/careers/SASE)



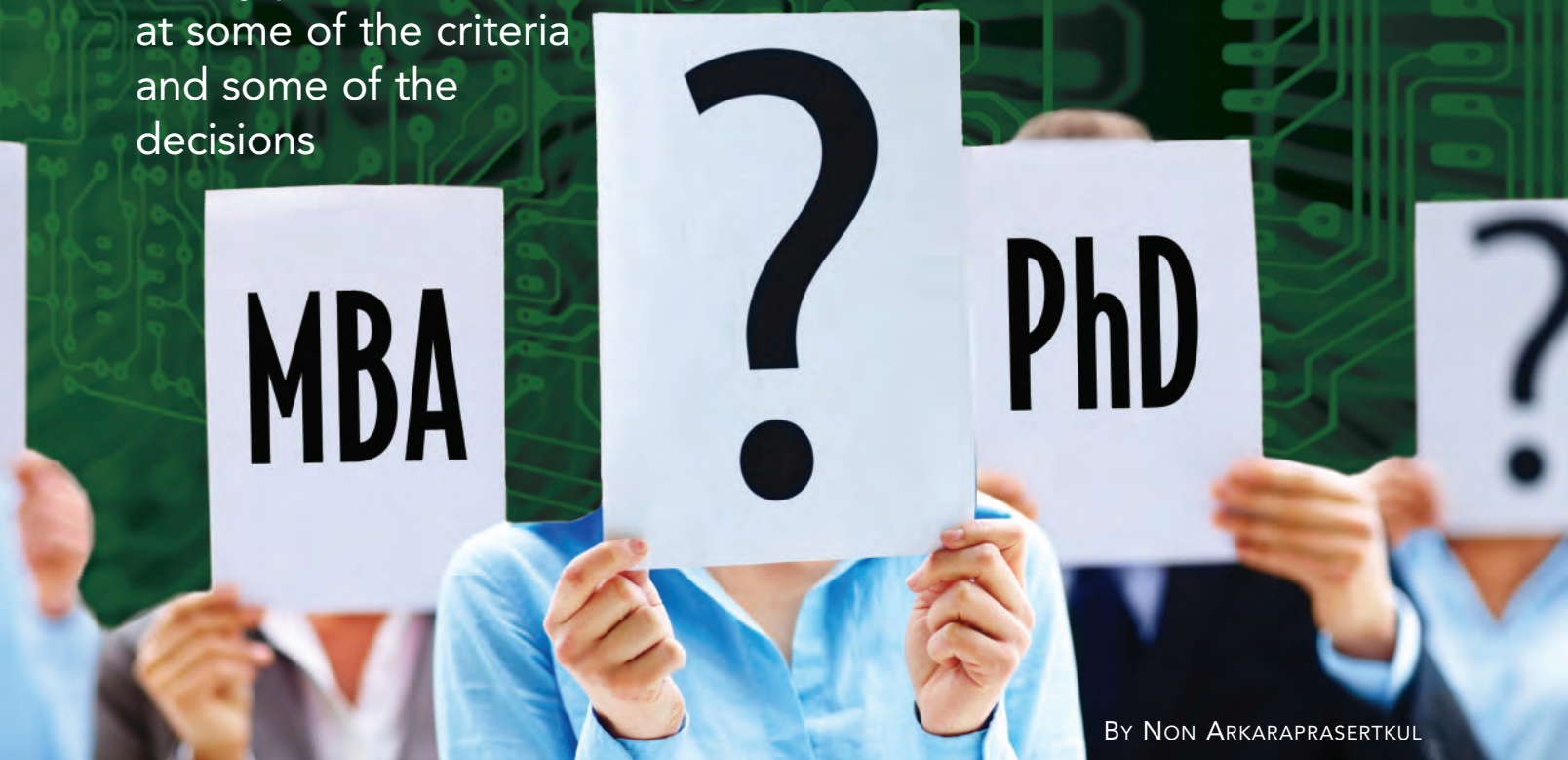
Boeing is an equal opportunity employer supporting diversity in the workplace.





# THE PROS AND CONS OF GRADUATE SCHOOL

A very personal look at some of the criteria and some of the decisions



BY NON ARKARAPRASERTKUL

**When I was a senior in college**, I was one of many who felt that four years had been enough, and that even one year more studying for a master's degree would be too much. My parents, unfortunately, disagreed. My grades, though decent, were not particularly good, while there were numerous scholarships available, even in a down economy. It made sense to spend an additional year or two in school in order to make myself a better candidate in the job market. Ten years, three postgraduate degrees, and an ongoing Ph.D. program later, I still have yet to leave school.

Looking back, engaging in individual research (without the boring and extraneous “gen-ed” courses), reconnecting with professors, and meeting people from near and far were just some of the reasons that graduate school was a good—and even a natural—choice.

However, in today's economy, several reports have begun to address the rapid decrease of academic jobs, while institutions of higher learning continue to produce more Ph.D.s than ever before. So, in an era where speed is key and many “overqualified” people are unemployed, is graduate school still the best option?

The reality is that many grad schools have experienced an

increase in applications resulting from the dire job market. Many graduates wish to defer dealing with the tough employment market, hoping that their time spent in academia will coincide with an improved economy. Although there are a lot of obvious benefits to this strategy, the cost in terms of lost real world experience and compensation can be immense. Peterson's Guide for Potential Graduate Students argues that even if a student receives a full scholarship to continue studying at the graduate level, the loss of paid earnings during that same time can be substantial: a minimum of \$30,000, multiplied by two if the program is two years—more if it is a Ph.D. program and even more if they were an engineer. Knowing this, how can we evaluate the pros and cons of grad school? What would be the reason for deciding to continue? And if we should believe that more education equates to a better quality of life, how should we strategize to make the most out of our higher education?

For Asian heritage students in particular, there seems to be the added pressure of family prestige. The belief that family status relates directly to higher education is one of the reasons why many, myself included, choose to go directly to graduate school without having





## There's an agency where skilled professionals can unlock our nation's potential.

The IRS is the foundation for all that our nation is capable of — and we depend on our brightest, most dedicated citizens to achieve our goals.

Consider a future — where your expertise does more than meet a bottom line — it serves the American public and funds our nation's future. There are a lot of ways to stay in touch with the IRS as you consider a career move.

- Keep up to date about what we have to offer employees on our **Facebook** page.
- Follow job vacancy announcements on **Twitter**.
- Watch real employees tell their stories on our **YouTube** channel.
- Learn which career might suit you best with our **Fit Check** tool.
- Connect with IRS recruiters and see what IRS employees have to say about working here on our **LinkedIn** page.

A career at the IRS means being challenged and supported. It means enjoying work-life balance in a truly diverse and inclusive environment. It means using your skills to strengthen our workforce as we fund America's most vital programs.

Connect with IRS recruiters via social media today; it may help you realize what kind of career you really want.

**Count on me.**

*Connect with us.*



U.S. Citizenship Required  
An Equal Opportunity Employer  
[www.jobs.irs.gov/more](http://www.jobs.irs.gov/more)



thought through their ultimate career goals. However, according to Dean Satish Udpa of the College of Engineering at Michigan State University, instead of adhering to prestige, the key to choosing a career should be passion: “If a student can recognize his or her passion, whatever choice they make will be the right one.”

Not thinking through career goals when considering graduate school is the most common mistake for students, according to Dean Udpa. Furthermore, he believes there is no difference in career prospects between students with advanced and general degrees. In his experience, many engineers and scientists could learn just as much about technique and management from being on the job than they could in the classroom.

Getting an MBA is another option. The shorter length and the focus of the MBA program is appealing, especially for those aiming at career change or wishing to get involved with the managerial and business side of an industry. An MBA usually requires a few years of work experience and a high level of commitment, as both the cost of—and time commitment to—an MBA program are quite high.

It might have been the case a few years ago that taking a leave to get one’s MBA guaranteed a promotion upon a return to work. With promotion in hand, a higher salary would follow. Thanks again to the weak economy, some believe that holding onto their jobs is probably their best bet, and that going back to school—and taking out more loans isn’t the right choice.

Not everyone agrees. For Aimin Huang, (Rice University, Jones School of Business) Manager, Support Lubricants Business, Shell in China, “the MBA is the right choice. It helps me to contribute to different areas, such as marketing/sales, operations, and supply chain. It opens more doors and offers more opportunities for my career to develop.” In fact, a number of companies still pay for their employees’ MBAs.

There is also the benefit of “being connected” with people through the MBA network; many companies, including those that fund their employees to achieve MBAs, see networking as the most valuable thing to get out from business school. When asked why she decided to go back for her MBA, Aimin said, “I was still lacking business contact and credibility due to my background in technology. I now speak the same language as the business folks and add more value to decision making.”

Getting an MBA can also provide you with an increase in confi-

dence, as most MBA teaching methods are based on stimulating class participation and encouraging practical thinking when discussing topics in class. “It gave me a great deal of confidence and enhanced my ability to think on my feet,” said Bruce Matzner, a SASE National Conference and Career Fair consultant who got his MBA from Harvard in 1983. “It also allowed me to quickly change my career.”

But the MBA also has a downside. As Aimin points out, “Many of my colleagues do well in their career without the MBA.” In fact, many people think that going back to graduate school should be for something that is intellectually advanced rather than something as

pragmatic as business analysis driven by class discussion. In an article in CNNMoney, critical voices said the MBA is “biggest waste of time and money imaginable.”

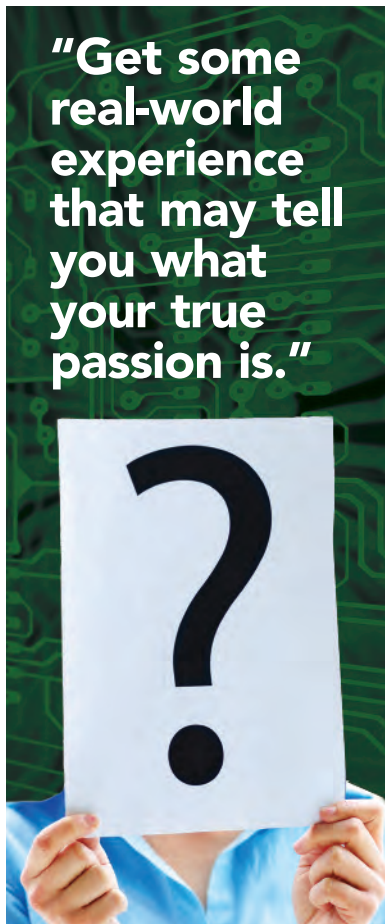
While one might not deny that the prestige gained from well known business schools like Harvard, Wharton, or Stanford can lead to higher pay as a result of business contacts, there can also be benefits on the entrepreneurial side. The MBA degree often also leads to innovation, new ideas, and the freedom of self employment. Like Dean Udpa, Aimin advises recent graduates to “get some real-world experience that may tell you what your true passion is.”

While I may have overemphasized the word “passion,” it was the most common advice I received when speaking to people about graduate degrees. But if it all comes down to passion, how does one go about finding that passion, particularly when considering graduate school?

Khanh Vu, director of the Minority Engineering Program at the Colorado School of Mines, concedes that “it is sometimes hard for students to know what they

want to do for the rest of their lives when they are in their early twenties.” In his experience, many students who have struggled with certain courses do so simply because they just don’t like the subject involved. The same struggle can be the result of a poor career choice.

One of my colleagues decided to go into a Ph.D. program in electrical engineering right after college and later found out that he did not enjoy it. In fact, he always wanted to study modern languages, but with excellent standardized test scores in almost every subject, his parents told him that that studying languages would be a waste of time and that they would not support him financially. So my colleague spent a couple of years in the program before deciding to quit; he reentered a master’s program in linguistics. I asked him



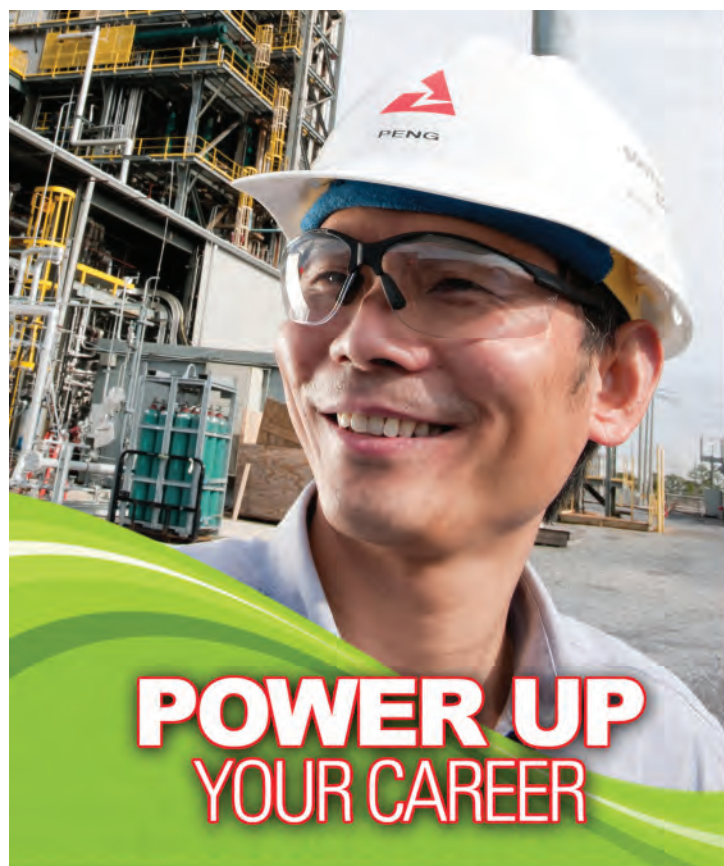
whether he knew about a recent report by the Modern Language Association (MLA) about the absolutely dreadful situation in the job market for humanities PhDs, and he replied, "I don't mind if I end up doing something that only requires a bachelor's degree. I am doing what I am interested in. I don't mind the pay if every day is a holiday, because I am doing what I like." That was pretty powerful.

When I got out of a technical school, I thought of myself as a technical person. Because of that, I wanted to learn more about the economic side of things. I wanted to be able to look at the big picture, so I went into urban planning, only to realize that what I was really interested in was humanities and social science. So, the next two master's degrees that I got were in history and East Asian studies. Now, I am back in school for what will, hopefully, lead to a degree in anthropology. None of the degrees I took has any direct relationship to any other; instead I went back and started from scratch every time I decided to change. Many think that I am a constant failure, but each step I took led me on a different path toward the way I think about myself. Like Thomas Edison said, "Because every wrong attempt discarded is another step forward, I have not failed. I've just found 10,000 ways that won't work."

I think there is no fixed answer as to whether grad school is the right choice. The calculation is clearly different when considering the

issues surrounding an advanced technical degree versus an MBA or a graduate degree in the humanities. It's all about the individual. Certainly, one has to think about funding, probably the most important reality because grad school is often expensive. If one is lucky enough to get funding, then it is a question of whether or not it would cost too much in terms of sacrificing potential job opportunities in a difficult job market. Keep in mind that passion can and should guide the way. Many people don't realize this until they do something unusual or do volunteer work. These are usually missing elements in the life of many Asian students who are encouraged to take the common path that their parents expect of them. But would that make every day a holiday? That's something I hope each of you will think through before making the decision to pursue graduate studies.

Non Arkaraprasertkul is an architect from Bangkok, Thailand. He is Harvard-Yenching Doctoral Scholar and Ph.D. candidate in Anthropology at Harvard University. He was trained in Architecture at the Massachusetts Institute of Technology (MIT), where he was a Fulbright Scholar, and later in Oriental Studies at the University of Oxford where he received Oxford's China Research Award. He was a panelist at SASE's MIT Chapter Meeting in the spring of 2010.



Southern Company is one of the largest energy providers in the United States. A position with Southern Company is a fulfilling experience. Our employees are part of an organization committed to affordable and reliable energy, community stewardship, environmental responsibility, and a diverse and inclusive work force. Our 26,000 employees make a difference — every day — in the lives of their friends and neighbors and in their communities.

To learn more visit [southerncompany.com/campus](http://southerncompany.com/campus).



Alabama Power • Georgia Power • Gulf Power • MississippiPower • Southern Company Generation  
Southern Company Transmission • Southern Nuclear • Southern Power • Southern Telecom • SouthernLINC Wireless



# Myth of the Model Minority



BY JANE HYUN

**D**espite the evidence for cultural differences, misunderstandings, and potential for conflict or discrimination, the model minority myth is still in play. The model minority myth asserts that Asian Americans have overcome all the barriers to success because of their hard work and high levels of education. This leads people (including some Asian Americans themselves) to believe that Asians are doing just fine and don't require the assistance or special treatment that other minorities may receive. Asian Americans are often excluded from corporate diversity programs, minority task forces, and other assistance programs. Because they're often absent at the diversity table, the Asian American perspective is often an afterthought.

This dangerous stereotype can and has pit Asians against other minority groups, creating conflict and tension. For every Asian who has done well, there is another Asian just struggling to survive. Even in an age of multiculturalism and political correctness, many people still make and believe these statements about Asian Americans. The model-minority myth creates unrealistic pressure and expectations that many Asian Americans simply cannot live up to in work, academic, and social settings, which can damage the psyches of those trying to do so. It ignores the realities of subtle racism and discrimination faced by Asian Americans in the workplace.

As with any minority group, Asian Americans come from all socioeconomic backgrounds. A Vietnamese immigrant in urban Chicago may share little in common with the second-generation Taiwanese American who was raised in a Midwestern suburb speaking only English at home.

### **Even Positive Stereotypes Can Hurt**

The model minority myth is alive and well in many organizations. At best, the myth allows people to think "favorably" of Asians and can make it easier for Asians to fit into the mainstream. You may think this is not an issue, but it is. Some Asians may even be in denial; they may think that they fit in so well that they overlook the effects of their ethnic identity. At worst, this myth can keep people who don't match "the perfect Asian" stereotype from being included in developmental programs because they are inaccurately perceived as self-sufficient. However, even if incidents of prejudice or bias never affect you, it has affected and will affect your friends, relatives and colleagues. Hence it helps to be aware of the impact of Asian stereotypes.

Moreover, Asian Americans may still struggle with many barriers to advancement because of their culturally influenced ways of thinking and operating.

And no matter how much Asians have assimilated into American culture they still may be objects of prejudice, preconceived notions ("Are you from our Hong Kong office?"), and subtle biases because of their physical features. Furthermore, the myth may cause tension between Asians and other minority groups, who may overhear comments such as "Why can't they work as hard as the Asians? Look how far they have come because of their long hours of study and hard work!"



### **Held back by the Model Minority Myth**

The myth can hurt professionals. Barbara Chan, a Chinese American, has worked in the finance department of a midsize retail chain for seven years and has been the controller for the last two. Last year, her new boss started making odd remarks about her work and ethnicity. "My boss would make comments like 'I can always count on you to get the budget right, because I know Asians are good with numbers,'" Chan says. Though on the surface his comments seemed harmless, other department heads thought of Chan as a finance expert and nothing else. "I was a history major, and when I chose finance as a career, it wasn't because I was a quantitative expert. I knew I had an eye for detail, and I appreciated the foundation finance would provide for a long-term career in business," Chan adds. After a few incidents, Chan decided to approach her boss over lunch. "At first, it was hard to believe my boss would make such comments in this day and age," she says. "I knew he didn't mean to hurt me, but I didn't want him to continue doing it. I might want to



# Other ways to counteract and break through Asian stereotypes in your career

## Find your voice

One thing you can start doing is speaking up wherever you can. Learn to voice your opinion even if you don't think that what you have to say is the most important discovery since the invention of the lightbulb. If you have a strong opinion about an issue, hold your ground. You'll gain respect for it.

For some Asians, English is a second language, so it may take a little extra time for new information to sink in. This may lead to a reluctance to speak up, for fear of using incorrect grammar or vocabulary. If this is true for you, take a little time prior to meetings to do some extra homework. Learn about the backgrounds of the meeting attendees, the topics to be presented, and potential areas of contention.

## Be the First to Speak

Some Asians let everyone have their turn first before they take the plunge. Hearing everyone out and waiting is the respectful, honorable thing to do. But don't be afraid to show your excitement by interrupting (within reason) and asking a good question. Given your propensity to want to wait to ask relevant, insightful questions, your initiative might be rewarded with positive feedback from your colleagues who are impressed with your knowledge and insights. You may even find other people in the meeting who are your advocates and agree with your point of view.

## Become a force to be reckoned with and know when to challenge authority

You'll need to become skilled at managing your boss and disagreeing with him or her when it matters. I am not advocating that you become the company rebel. You must pick your battles and exercise caution when you take a stand, and at times, it may be beneficial for you to duck out of ugly political conflicts. But to get ahead, you must be recognized as a force to be reckoned with; your boss must see you as an equal, not merely a dutiful corporate citizen who unquestionably does everything you are told. You can do this by contributing your opinions in your areas of expertise and suggesting ways that things can be done differently, framing them as a win-win.

make a switch to operations or marketing, and my boss's comments were cornering me into a finance career within the firm."

After their initial discussion, they agreed to continue to communicate about these slips and to discuss them as they occur.

## The Model Minority Myth in Living Color

Kristy, a Vietnamese American, attended Yale University and began working for a prestigious management consulting firm. She was the first person in her family to attend college and knew she had to work for many years to pay off her school loans. The daughter of immigrant parents, she grew up with none of the comforts of many of her classmates at Yale. However, with good grades, excellent interpersonal skills, and a smart business acumen, she was off to a great start as a consultant. During the first few years at the firm, she was a star. However, once she reached the manager level and was dealing more closely with client management, she began to feel dis-

crimination. One of her clients told her, "You are the first Asian person to work on this project. Typically I wouldn't mention it, but you've really done well here in America, haven't you?" Clearly, she was seen as an "outsider."

So what can you do about these stereotypes? You could complain that people who believe them don't know any better and ignore the colleagues who think of you in light of them. But you can and should do something about them. Let people know that such stereotypes are an impediment to your success. Though it will take years before these stereotypes can be completely obliterated—and it's unlikely that they will ever be completely destroyed—you can take control of your own actions and statements to break through some of the stereotypes, demonstrating to non-Asians that you are an individual with unique traits. You can help inform others about the rich, heterogeneous Asian American population with its multitude of languages, traditions, religions, and personalities.

This article is excerpted from Jane Hyun's book, *Breaking the Bamboo Ceiling*, HarpersCollins Publishers, Inc.

For more information, visit [www.breakingthebambooceiling.com](http://www.breakingthebambooceiling.com)



## TOGETHER, WE CAN...

Nourish a growing population | Build a secure energy future | Make the world a safer place

DuPont has a highly diverse workforce: individuals from all around the globe come together to pool their talent and creativity. In addition to a respectful workplace, the opportunities for personal growth and recognition make DuPont one of the best choices in the job market today. See the difference you can make — **Come join us.**

Visit [dupont.com/careers](http://dupont.com/careers) to check out our job opportunities. | Visit [dupont.com/collaboratory](http://dupont.com/collaboratory) to learn more about DuPont.

Copyright © 2011 DuPont. All rights reserved. The DuPont Oval Logo, DuPont®, and all products denoted with DuPont® are registered trademarks of E.I. du Pont de Nemours and Company or its affiliates.



## Launch Your Future

Explore Summer Internship Opportunities in Engineering (Primarily Mechanical, Electrical or Aerospace) and Business (Finance, Accounting and Information Technology).

We are seeking 20 to 30 interns to work in the launch vehicle design, production and launch business.

Our primary intern opportunities are in Denver, CO, with some openings at our launch sites and production facilities including: Cape Canaveral Air Force station, FL; Decatur, AL; Harlingen, TX; and Vandenberg Airforce Base, CA.

ULA is an Equal Employment Opportunity/Affirmative Action Employer

Find out more at [www.ulalaunch.com](http://www.ulalaunch.com)







# LAND A GREAT JOB

## Know How to Answer Top Interviewing Questions

BY FRANCES M. CORREA

**A**t a career fair, hiring managers and recruiters have to quickly determine if you have the key qualities their companies seek. You'll be asked a lot of questions, but do you really understand what motivates interviewers to ask a particular question?

Generally, recruiters ask similar questions during most interviews, meaning that your performance is constantly being evaluated in relation to that of other candidates. Nevertheless, there are two main points you need to keep in mind.

First, recruiters want to know if you have the necessary skills for the position. By really probing into what you have done in the past, they can tap into your hard skills, but they also look for evi-

dence of soft skills necessary to succeed on the job and in the organization.

Secondly, recruiters don't just want someone skilled to do the job—they want someone genuinely excited about the company's mission. They want to see that you understand the company and its purpose, because if it fits well with your career aspirations, you'll naturally be motivated to stay and perform well. Hiring managers seek individuals who want to be challenged and are internally motivated to do well. As a result, they are gauging your possible fit in the company and its corporate culture and whether you'll complement the talents of your potential coworkers in a certain department.

Here are the underlying elements to consider when crafting your response to the top 10 interview questions.

## 1. TELL ME ABOUT YOURSELF.

This is one of the most frequently asked questions, and your response will set the tone for the rest of the interview. Many feel it is the most challenging question, wondering what the interviewer really wants to know and what information they should include. Consider it a chance to tell your story exactly the way you want the interviewer to hear it. Ask yourself: What do I want the interviewer to remember about me when I leave?

You cannot afford to wing this answer, and it is not the time to discuss anything personal. The secret to successfully responding is to focus, script and practice. Use your résumé as a prop to step the interviewer through your experience. Focus on those achievements most relevant to the current position and point out pertinent key strengths and technical skills. Prepare a script that includes the information you want to convey.

Begin by talking about past experiences and proven successes: *"I have had three internships. In my most recent experience, I particularly enjoyed the challenges that went with connecting with people and forming significant customer relationships that resulted in more rapid product development improvements."*

Next mention your strengths and abilities: *"My real strength is my attention to detail. I pride myself on my reputation for following through and meeting deadlines. When I commit to do something, I make sure it gets done, and on time."*

Conclude with a statement about your current situation: *"I'm looking for a company that values customer relations, where I can join a strong team and have a positive impact on the development of technology,"*

Practice your script until you feel confident about what you want to emphasize. Your script should help you stay on track, but you shouldn't memorize it. You don't want to sound stiff and rehearsed. It should sound natural and conversational. Even if your interview doesn't begin with this type of question, the preparation will help you focus on what you have to offer. You will also find that you can use the information in this exercise to assist you in answering other questions. The more you can talk about your product—you—the better chance you will have at selling it.

## 2. WHAT ARE YOUR LONG-TERM GOALS?

This open-ended question, and others like it ("Where do you see yourself in five years?"), throw most candidates off balance. Interviewers ask this question to gain insight into your self-awareness and communication skills. No one can tell you exactly how to answer this question since your response will be

based on what is important to you. However, the more focused and employer-centered you can express your goals, the better your chances will be of steering the interview in the right direction.

As an example: *"I have learned that long-term goals are best achieved when I break them into shorter goals. My short-term goals are to find a position that will put me in a forward-moving company with solid performance and strong products. As part of a team,*

*I want to add value and continue to grow the company. My long-term goal will depend on where the company goes. My plan is move into a position of responsibility where I can lead a team."*

## 3. TELL ME ABOUT YOUR PROUDEST ACHIEVEMENT.

This question (often worded as "significant accomplishment") ranks among the most predictable and important things you'll be asked. Interviewers want to hear how you tackle something big. It is vital that you give them an organized, articulate story. Set up the story by providing context. Recount the situation and your role in it. Next, discuss what you did, including any analysis or problem solving, any process you set up and obstacles you overcame. Finally, reveal the outcome and what made you proud.

## 4. GIVE ME PROOF OF YOUR TECHNICAL COMPETENCE.

This question is worded vaguely on purpose. In any number of ways, your interviewer will likely ask you to prove your competence in some technical area important to the job, so you need to answer decisively. You could be given a hypothetical scenario, such as a case study or an engineering problem to solve, or you could simply be asked to describe your level of competency in a specific skill. You need to demonstrate that you are purposefully and rapidly developing. If you are lacking in a specific area, you are better off being truthful than trying to fake it.

## 5. WHAT NEGATIVE THING WOULD YOUR LAST BOSS (EVEN IF YOU WERE AN INTERN), OR YOUR FAVORITE COLLEGE PROFESSOR SAY ABOUT YOU?

This is another way of asking about your weaknesses. A good approach is to discuss weaknesses you can develop into strengths. However, do not say that you work too hard or are a perfectionist. These answers are tired and transparent. Consider the following answer: *"I don't think I would have called it negative, but she identified that I needed to work on being more dynamic in my presentation skills. I have sought out practice opportunities and joined Toastmasters. I have seen some real improvement."*



## 6. WHAT CAN YOU DO FOR US THAT OTHER CANDIDATES CAN'T?

In asking “Why should we hire you?” they want you to compare yourself to other candidates and articulate why you are special. Your response should sum up your main selling points related specifically to the job requirement. Consider what you have to offer. Refer to past experience or areas of study directly related to the job; specialized knowledge; relevant situational expertise and experience; skills; networks; demonstrated commitment and enthusiasm for the business of your profession; and future potential. Create a list of four to six categories of reasons that best support and summarize your candidacy, and put them in logical order, along with supporting evidence for each reason. Most points should be backed up with follow-up information.

## 7. TELL ME ABOUT A TIME YOU FACED AN ETHICAL DILEMMA.

We all have our ethics tested at some point, so the interviewer is looking for evidence of your high ethical standards and honesty. For example, you discovered wrongdoing in a class, or someone asked you to engage in a cover-up. A colleague cut corners on a project. Without naming names, describe the situation and how you dealt with it. The response may focus on you, or it may involve other people. Remember your emerging political acumen is being tested; sometimes the best action isn't blowing the whistle, but taking care of the problem yourself.

## 8. HOW DO YOU DEAL WITH CONFLICT?

Conflict is part of any workplace, and the reality is that you often can't get ahead or perform well in your job unless you can deal with conflict at a basic level. Do you avoid or face it?

Do you think it through, or are you emotional? Do you use constructive techniques to resolve the situation? Of course, there are different forms of conflict: the everyday interpersonal sort, disagreements in direction or strategy and conflict over resources. You should describe how you handle conflict at an appropriate level. Consider offering a specific example to demonstrate how you resolve conflict, even if it was at college rather than the workplace.

## 9. HOW WOULD YOU TACKLE THE FIRST 90 DAYS?

This question is about thoroughness and process as well as appreciation for organizational complexity. In a second or third interview, the interviewer may also be testing how much you have thought about the job itself. You must go beyond simply saying that you would study the company's business and speak to the job's specific key challenges or goals. You also want to assure your potential employer that you would work with the team, your boss



and any key influencers to get up to speed as quickly as possible and that production will continue without interruption. Do not get specific on changes or initiatives you would make, unless asked. Instead, think of your response as an operating framework that demonstrates you have a solid, realistic understanding of what needs to be done and how.

## 10. DO YOU REALLY WANT THE JOB?

Most employers know better than to believe that everyone they interview actually wants the position being offered. They understand some candidates are exploring their options, while others are using an interview with a company they don't care about to hone their interview skills. If you really want the job, you need to show it through your thoughtful preparation and responses to their questions. Now that the hiring manager has asked questions, it's your turn. Nothing impresses a hiring manager more than really good questions that not only show you've researched the company in general, but the specific job you're hoping to land as well. It tells them that you have done your homework and not only know the company but how you fit into it.

Fran Correa is an executive focused on Sales and Business Development, with expertise catapulting organizations to increased revenues and profits. She holds a Harvard MBA and is a Management Consultant.

# NOTES FROM THE FIELD

## Sharing best practices leads to healthy SASE chapters

BY DAVID PAN

**SASE** currently has 29 collegiate chapters across the country. Each chapter has a unique history, along with unique challenges and opportunities. However, no matter what level of development, there are best practices that will help each chapter reach its full potential.

What follows are some strategies and perspectives for you to consider as you roll out your SASE campus chapter. These strategies are shaped from my experiences as the President of the Ohio State University Mortar Board Senior Class Honorary, my career at P&G, and my work with the OSU SASE Chapter.

### ESTABLISH RETENTION AS KEY PRIORITY

Retention should be your first priority. Think about what organizations you have joined and stayed in and why you stayed. Also think about organizations you have visited and left, and why you left.

Having a clear vision and goals for your organization will be crucial to retaining members. Develop this vision and goals as early as possible. SASE's national mission statement can help with this, but make sure you think about the particular needs and wants of the

students on your campus. Giving students greater reasons to join will also contribute to this effort.

- ➔ Mentoring is a great way to get students involved. Set up a mentoring program between seniors and juniors or sophomores and freshmen, or between local young professionals and students.



Cornell: Science Demonstrations



- ➔ Community service is also a great way to attract and retain members. Tutor or mentor local students or youth. For example, in Columbus, Ohio, there is an organization called Healthy Asian Youth (HAY) which runs an afterschool program for low-income APA families. Consider a project with Habitat for Humanity.
- ➔ Ethnic events such as Mid Autumn Festival, Dawali and the Chinese New Year offer the opportunity to celebrate as a SASE community.

Some chapters require members to perform at least one service or volunteer event pertaining to math and science or with an Asian organization per semester. Your chapter should have a community service chair that helps to set up opportunities for SASE members and then tracks their participation. Hours with another organization could help as long as the work meets the established criteria.

Students want to join an organization that has passionate, strong leaders and a clear purpose. It is important that you convey your passion and win your students at the “first moment of truth.” Focus on having three or four top-notch meetings at the beginning of the year. This will buy you time to plan your future events. Keep in mind that students are busy and have other clubs they can join, so



Cornell – 1st Meeting: Team-Building Exercise

make sure they see value in what SASE can provide: opportunities to network with recruiters and other top students, impactful and powerful personal development workshops, and the chance to give back to the community.

## VALUE MEMBER DEVELOPMENT

It is important to develop a strong curriculum that your members see value in. Show them the proposed curriculum in the first meeting so that they will see what they will get from being a part of SASE.

A crucial part of your curriculum will be the events sponsored by your chapter. The clearer your chapter is when interacting with



University of Houston – SASE/SHPE Soccer Showdown

recruiters/professors/speakers about their presentations, the better it can expect the outcomes of the events. For example, if you are working with recruiters on a leadership seminar, don't just say you want a presentation on leadership, but tell them what you'd specifically like them to focus on (e.g., situational leadership, strategic thinking or specific subtopics).

Having workshops and bringing in speakers are integral to member development. Workshops can help members develop professional skills that are necessary to succeed in their respective careers.

Examples of different types of workshops would include:

- ➔ Resume Building
- ➔ Interview Skills
- ➔ Presentation Skills
- ➔ Business/Dinner Etiquette
- ➔ Professional Writing and Public Speaking Skills

Sponsoring outside speakers will help members build a personal connection with corporate representatives. Members can learn about different companies and career opportunities. Speakers not affiliated with a specific organization can also be valuable, but choose your topics and speakers wisely! Many SASE chapters have found that supporting member academics is an important part of an enriched SASE community. This academic support system could include peer tutoring within the SASE community, connecting with professors affiliated with SASE, and providing peer reviews on offered classes.

Finally, keep in mind that empowering your members is arguably the best way to retain them. The worst thing is joining an organization and not having any role in it. Why become just an “active member” on paper but not actually provide anything of value? Although you will have an executive board, provide your



# PPG Industries

[www.ppg.com/corporate/careers](http://www.ppg.com/corporate/careers)

## Are you interested in working in a dynamic, growth oriented environment and being part of a successful, global company?

If so, then we would like you to consider joining our team. Ranked #161 on the Fortune 500 list, PPG Industries, Inc., headquartered in Pittsburgh, PA., USA, is a global supplier of paints, coatings, optical products, specialty materials, chemicals, glass and fiber glass. The company is a leader of each of its markets, and it has earned a strong reputation for streamlined, efficient manufacturing and leading-edge technology and product solutions.

PPG's global sales in 2010 were 13.4 billion. The company has 140 manufacturing facilities and equity affiliates and operates in more than 60 countries around the globe. As of the end of 2010, PPG employed more than 38,000 people across the world. PPG employees and retirees own about 6 percent of the firm's outstanding stock. As owner-operators, PPG's people share a deep sense of pride and strong commitment to their company. PPG is a publicly owned company, with shares traded on the New York Stock Exchange (symbol: PPG).

**We are recruiting for a variety of Engineering and chemistry internships as well as full time opportunities throughout the U.S. Certain disciplines we would consider include Chemical, Electrical, Mechanical, Ceramic, Civil, Environmental and Chemistry.**

## Make a critical difference with what you know.

The National Security Agency (NSA) is a world leader in the protection and exploitation of intelligence. We gather and analyze foreign signals intelligence to produce vital information for U.S. policy makers and warfighters. And we protect American intelligence from the ever-listening ears of our adversaries, giving our nation a decisive edge.

### Excellent Career Opportunities in the Following Fields:

- Computer/Electrical Engineering
  - Computer Science
  - Information Assurance
  - Mathematics
  - Foreign Language
  - Intelligence Analysis
  - Cryptanalysis
  - Signals Analysis
  - Business & Contracting
  - Finance & Accounting
  - Paid Internships, Scholarships and Co-op
- >> **Plus** other opportunities

**KNOWINGMATTERS**

Search NSACareers



Download NSA Career Links



# NSA

[www.NSA.gov/Careers](http://www.NSA.gov/Careers)

**APPLY TODAY**

U.S. citizenship is required. NSA is an Equal Opportunity Employer.

**WHERE INTELLIGENCE GOES TO WORK®**





Company presentations are an important part of the Ohio State University's chapter development.

members with opportunities to participate and even lead projects as sub-team committees. This also provides your board members an opportunity to "lead" a team.

## DEFINE GOALS AND TARGETS

Setting realistic and stretch targets for the year is a fundamental part of professionally developing the chapter. You should set numeric targets for chapter members and attendees at chapter-sponsored events. These goals serve the dual purpose of giving the chapter something to be accountable for as well as powerful talking points with recruiters!

## RECRUIT A BOARD

You'll need to have a clear definition of the roles and responsibilities for each board member. A board member may also be an officer. Here are some ideas:

- ➔ A board's responsibility is to set the vision/strategy for the organization. The president is responsible for implementing the vision/strategy, empowering and encouraging volunteers/members, and following-up with the board. Remember, a president or vice president's job is NOT to take over and run everything. If they take over, other officers and members will feel alienated and quit.
- ➔ Make sure you have both engineers and

scientists on the board.

- ➔ The more you trust and empower others, the more effort they will put in. A gentle reminder is sometimes all you need to get the job done.

## BEGIN MARKETING EARLY IN THE YEAR

Focus on attracting members at the beginning of the year with an Involvement Fair or a Mid-Year Fair. This is a great opportunity to attract potential members. You'll find it smart to especially focus on freshmen and sophomores. Be sure to use existing listservs to target

potential members: the College of Engineering, individual engineering and science departments, and affinity groups. Of course, take advantage of Facebook, word-of-mouth, and flyers.

## STAGE EVENTS

Dream big, but remember that simplicity is the key! Apply what you've learned in your internships and seek clarity in your objective and targets when planning the event. Look at the benefits for all key constituents, including your members, SASE and sponsors. Partnering with an established organization can be effective.

## MAKE FUNDRAISING FUN

There are seemingly limitless fundraising



University of Florida – SASE Love!  
(Valentine's Day Meeting)



## ITW is proud to participate in SASE's First Annual Conference

A Fortune 200 company with nearly 100 years of history, ITW's business units manufacture an array of innovative components, as well as systems and consumables, for customers worldwide.

**We invite you to visit us at Booth #509.**  
**You're also welcome to attend our**  
**Becoming A Key Leader in a Global**  
**Business Environment workshop on**  
**Friday, September 30th at 3:15 pm.**



**ILLINOIS TOOL WORKS INC.**  
 3600 West Lake Avenue  
 Glenview, Illinois 60026  
[www.itw.com](http://www.itw.com)

**Safety** is our passion.  
**Excellence** is our promise.  
**Integrity** is our touchstone.  
**People** are our strength.  
**Innovation** is our signature.

The U.S. Aviation system is the biggest and busiest in the world. There's no limit to how high your career can climb here at the FAA.

We are looking for intelligent, dedicated people interested in pursuing challenging work. Your ambition can take you places at the FAA.



### DESTINATION **FAA**

For more information on careers and to apply, visit: [www.faa.gov/jobs](http://www.faa.gov/jobs)



Scan this code to view  
 FAA's Facebook profile



**Federal Aviation  
 Administration**



FAA is an equal opportunity employer committed to an inclusive and diverse workplace.





University of California, Irvine – UCI SASE Kick-off Event

events for college students, including many that yield a high return. They cover a broad spectrum of concepts, from magazine sales to concerts to flower sales at graduation. Fundraising can be fun or a chore; the motivation starts with the chapter board. Reward your members for their hard work in fundraising. Take some of the money and throw a party or buy them T-shirts to support a cause!

Don't forget to go to your student government, science and engi-

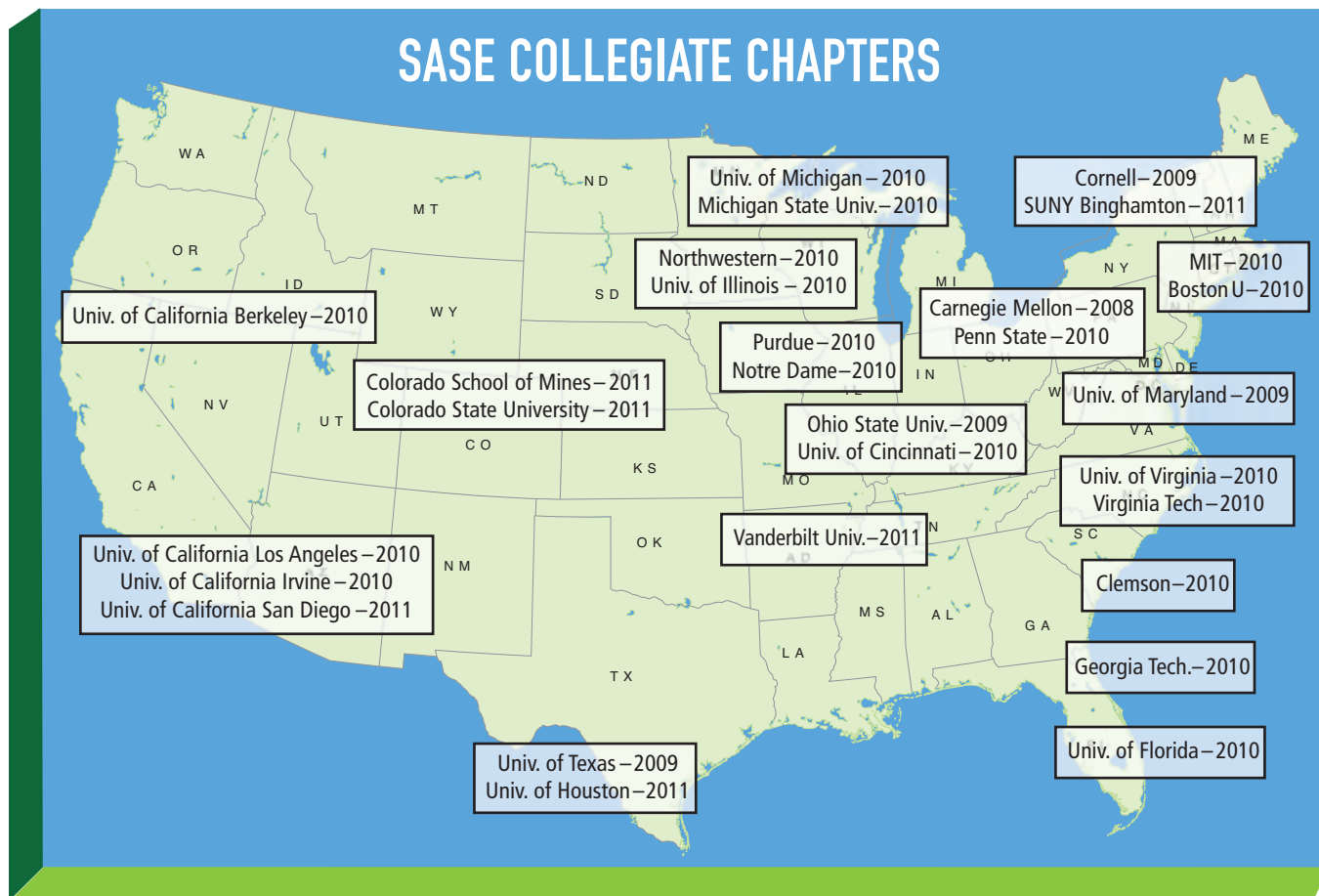
neering department heads and deans to see what funding options may be available. Be sure to contact local companies that may be interested in supporting your chapter. The career center should have a list of these companies. Local companies that recruit on your campus will be your best prospects for chapter sponsorship.

## ENGAGE YOUR ADVISORS

Connect with your advisors. Leverage their expertise and use their network. Advisors are busy, and just like members, if they aren't really involved, they'll stay uninvolved. You can keep them involved in a number of ways by inviting them to your meetings and copying them on e-mails. Other effective things to do are to invite your advisors to give a short presentation on their work, actively include them in your planning, and ask them to look over chapter proposals.

## REFER TO SASE'S NATIONAL WEBSITE

SASE's national website, [www.saseconnect.org/Downloads.aspx](http://www.saseconnect.org/Downloads.aspx), contains valuable supplemental information that will help you get your chapter started. There are downloads in the New Chapter Startup Toolkit that have guidelines to starting a SASE chapter at your school, SASE chapter bylaws and a SASE chapter application.





Gold chapter winner University of Florida



Silver chapter winner the Ohio State University

# SASE INSPIRE AWARDS

For GE, the University of Florida, the Ohio State University, and the Georgia Institute of Technology, a commitment to SASE and solid leadership result in recognition and reward.

This year, the SASE Inspire Award for Outstanding Chapters of the Year was created to acknowledge the great work of the SASE collegiate chapters. The award recipients were selected based on the chapter's alignment with the mission statement: preparing for success in the global business world, celebrating diversity on campuses and in the workplace, and making contributions to the local community.

This year, the Gold Award was presented to the University of Florida, the Silver Award to the Ohio State University and the Bronze award to the Georgia Institute of Technology. To honor their accomplishments, the winning chapters will receive a monetary award of \$1000, \$500 and \$250, respectively. Additionally, they will each be given a beautiful crystal trophy. Here are some perspectives



Bronze chapter winner Georgia Institute of Technology

on what each chapter did to qualify for their award:

University of Florida. The President of the University of Florida SASE chapter, Irene Ng, attributed the chapter's success to the meaningful approach of its events. "I think our chapter was chosen because we make every effort to turn each meeting and event into a beneficial experience." The UF chapter strives to be unique in that each meeting has a theme—and a lesson to be learned. Meetings are treated like mini-conferences, complete with guest speakers and professional development seminars. "We're very hands-on and foster an inclusive environment in order to have SASE feel more like a community, rather than just another organization."

Ohio State University. The OSU team was able to attribute much of its success to the leadership of founder, Anchie Huang. In addition, the synergy, insight, and creativity of the OSU-SASE team created an attractive organization environment, which molded a strong foundation for recruitment and volunteering. That same fostering environment also led to the piloting of the world-class SASE Leadership Conference in April 2011. The conference was a great opportunity for networking among participants and for helping to learn about leadership from an in-depth perspective.

Georgia Institute of Technology. Michael Luo, President of Georgia Institute of Technology SASE chapter believes that success is the result of being member-focused. He notes, "Our vision is to



provide professional services that focus on meeting the needs and the desires of our members. Each of our events is purpose-driven and is organized to allow our members to take away substantial information, to attain and sharpen useful skills, and to impact the community while having fun.”

A fundamental theme emerged from the award recipients: truly focus on your members and great work can be accomplished. Success was measured in many different ways this past year: members recruited, funds raised, and awards won. Most importantly, though harder to quantify, were the contributions of each member of SASE. It was the total sum of those successes that gave SASE such exponential growth.

Overall, the Awards Committee and the SASE Board were very impressed by all the nominations received. They look forward to another outstanding year by collegiate chapters when applying for the 2012 awards.

## Company of the Year: GE



With all of its significant contributions since joining SASE, it's no wonder that GE received the SASE Inspire Award for Company of the Year. This coveted award was based on the following criteria: significant, measurable and visible assistance to SASE to meet its mission and goals; promoting the achievements of Asian heritage talents; dedication and commitment to the advancement of the SASE's growth and development; engagement and contributions to community service; and partnership with SASE collegiate chapter organizations.

Although GE does not have any programs specifically targeted towards Asian scientists and engineers, it does have an inclusive community known as the Asian Pacific American Forum (APAF). Through this, GE strives to develop people of Asian heritage by providing them with visibility to GE Leadership and offering networking and volunteer opportunities.

The company prides itself on diversity and reaching out to disadvantaged students. Through SASE, GE employees have been able to mentor and assist students actively. “GE is a global, technology company that is consistently looking for the best talent. The need for engineering and science graduates is becoming more critical,” says Raghu Krishnamoorthy, Vice President, Human Resources, GE Aviation. “SASE provides a resource pipeline for GE and we are committed to helping SASE members be better prepared to enter today's business environment through our engagement.”

Perhaps GE's biggest accomplishment stems from leading the establishment of 18 new SASE collegiate chapters, representing a 400% increase during a 12-month period. This was facilitated by bringing 23 highly engaged GE Asian Pacific American Forum (APAF) leaders onboard as chapter supporters from across the GE corporation. GE's support for SASE collegiate chapters was apparent through its significant financial support for leadership training workshops and networking events (it hosted 10 in 2010 alone!). In addition, over 1,000 of GE volunteers' hours came from helping SASE grow as an organization. GE was also instrumental in recruiting new SASE corporate sponsors, including Toyota and Lockheed Martin, which brought in \$35,000 in additional funding.

With GE's strong commitment to SASE, we can only look forward to what will be in store for future years.



David Hwang at University of Florida chapter Fall Meeting



GE leader and SASE Board member Suyin Copley receives award.





U.S. Army Corps of Engineers  
BUILDING STRONG®

# Civilians *with a mission*

**Civilian Professionals**

**Worldwide Customers**

**Innovative Solutions**

**Competitive Benefits**

**Development Opportunities**

## **Positions include:**

- Biologists
- Civil Engineers
- Construction Control Reps
- Contract Specialists
- Electrical Engineers
- Engineering Technicians
- Lock & Dam Operators
- Mechanical Engineers
- Natural Resources Specialists
- Park Rangers
- Realty Specialists

...and many more!

For more information on civilian employment opportunities,  
please visit [www.usace.army.mil/employment](http://www.usace.army.mil/employment)

USACE locations can be found at

<http://usace.army.mil/about/pages/locations.aspx>

**USACE is an Equal Employment Opportunity Employer**





# **Society of Asian Scientists & Engineers**

## **2011**

### **NATIONAL CONFERENCE AND CAREER FAIR**

*"Inspiring Excellence"*

Best Western Hotel and Conference Center, Baltimore, Maryland  
September 30 – October 1, 2011

*Lead Sponsors*



## Challenging Careers with Endless Possibilities

If you seek career challenges and far reaching opportunities DRS Technologies is looking for you. Our success comes from our people. As a leading supplier of products, services and support to military forces, intelligence agencies and contractors worldwide, DRS helps shape the future of global defense. DRS is continually looking for talented people with technical and managerial skills. For a complete list of opportunities, go to [www.drs.com/careers](http://www.drs.com/careers)



[www.drs.com](http://www.drs.com)

EQUAL OPPORTUNITY EMPLOYER M/F/D/V



# 2012 NATIONAL CONFERENCE & CAREER FAIR

OCTOBER 18-20, 2012

**Excellent Networking • Great Speakers and Workshops**  
**Dozens of Recruiting Organizations**

Sponsor Information: [Rene.avendano@saseconnect.org](mailto:Rene.avendano@saseconnect.org)

Attendee Information: [www.saseconnect.org](http://www.saseconnect.org)





## Conference Welcome Letter

### *Welcome to the first ever SASE National Conference and Career Fair*

When I graduated over 30 years ago, I was ready to take the business world by storm. After all, I had graduated Summa Cum Laude from a top Ivy League engineering school, with Phi Beta Kappa and Tau Beta Pi recognition. In addition, I was a three-year varsity letterman and manager of a student business. I received offers from five companies in the Fortune top 25 list.

My career could have benefited from a program like the SASE National Conference since the first ten years of my career did not match my academic success. I was promoted one level, but still not yet to first level management even though my company had put me in a number of professional and leadership trainings with my peers.

Then my company initiated a program specifically for Asian heritage management employees. For me, the experience was cathartic. My epiphany was that I needed to change what I was doing to achieve my goals of business success. Coming out of this training, two of us reached the top 5% of our organization management.

“The Conference offers speakers, workshops and panels on the knowledge and skills needed for career success.”

SASE recognizes the benefits of customized leadership and professional development training programs for Asian heritage employees.

That's why SASE was founded in 2007 by a group of scientists and engineers from P&G. As an organization, SASE is dedicated to the advancement of Asian heritage scientists and engineers in education and employment so that they can achieve their full career potential. In addition to professional development, SASE also encourages members to contribute to the enhancement of the communities in which they live. Since that beginning, SASE has grown to 29 university chapters and one professional chapter.

Furthermore, that's why SASE is holding its first National Conference and Career Fair from September 30 to October 1, 2011. The Conference offers speakers, workshops and panels on the knowledge and skills needed for career success. Throughout the conference, SASE hopes to give Asian heritage scientists and engineers more insights on how to succeed in the global business world. In addition, the Career Fair provides attendees access to top companies that are looking to hire.

I hope that you will find the SASE National Conference and Career Fair beneficial to your professional development and career advancement.

*Sincerely,*

JOHN CHENG

Executive Director, **SASE**



# AEROSPACE

*Assuring Space Mission Success*

[www.aero.org/careers](http://www.aero.org/careers)

The Aerospace Corporation has developed a suite of specialized tools that facilitate technical analysis and program assessment in support of mission success. With guidance from talented scientific and engineering experts, you will quickly build a career in space technology where all the pieces come together. **You'll fit right in.**

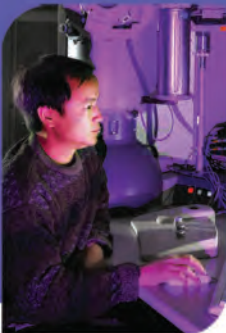
We're looking for talented men and women with M.S. or Ph.D. degrees in the scientific and engineering disciplines listed below. Please apply online at [www.aero.org/careers](http://www.aero.org/careers) by creating a profile and uploading or cutting and pasting your resume. In the Source category, please reference this publication or **Job Code ZM9-0751**. We also have similar openings in Washington, D.C. and surrounding areas.

Avionics Systems Engineering - **Bearing/Mechanical Drives** - Circuit Design and Simulation - **Communications Systems** - Component Engineering - **Computer Systems Engineering** - Cyber Security - **Digital Image Processing** - Electronic Systems Design - **Failure Analysis Engineering** - Flight Mechanics Engineering - **Mass Properties** - Product Assurance Engineering - **Product Engineering** - Radar Systems Engineering - **Reliability Analysis Engineering** - Satellite Integration and Test - **Satellite Propulsion Systems** - Signal Processing - **Software Engineering** - Spacecraft Development - **Survivability/Vulnerability** - System Analysis - **System Safety Engineering** - Technical Cost/Schedule Analysis - **Upper Stage Flight Operations**

[www.aero.org/careers](http://www.aero.org/careers)

Applicants are subject to a security investigation for access to classified information. Equal Opportunity Employer. © 2011 The Aerospace Corporation. All rights reserved.

## World-changing technologies. Life-changing careers.



Imagine  
your career  
here.



Sandia is a top science and engineering laboratory for national security and technology innovation. Here you'll find rewarding career opportunities for the Bachelor's, Master's, and Ph.D. levels in:

- Electrical Engineering
- Mechanical Engineering
- Computer Science
- Computer Engineering
- Systems Engineering
- Mathematics, Information Systems
- Chemistry
- Physics
- Materials Science
- Business Applications



**Sandia National Laboratories**

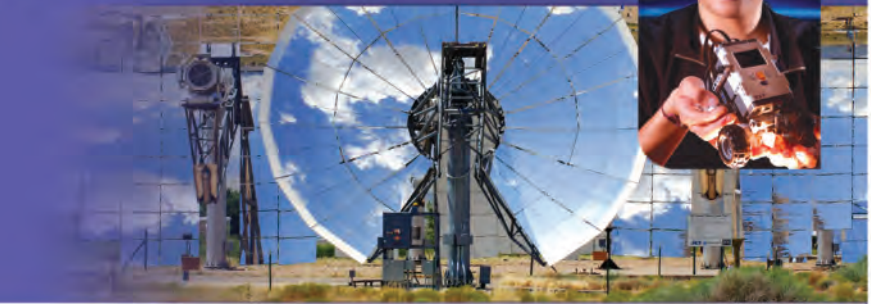
Operated By

**LOCKHEED MARTIN**



Sandia is an equal opportunity employer. We maintain a drug-free workplace.

[www.sandia.gov/careers](http://www.sandia.gov/careers)







# PROCLAMATION

BY

MAYOR STEPHANIE RAWLINGS-BLAKE

DESIGNATING SEPTEMBER 30 – OCTOBER 1, 2011

AS

“SOCIETY OF ASIAN SCIENTISTS & ENGINEERS

WEEKEND”

CELEBRATING THEIR INAUGURAL CONFERENCE

& CAREER FAIR IN BALTIMORE

*WHEREAS*, the City of Baltimore is proud to host the Society of Asian Scientists & Engineers (SASE) for their inaugural conference and career fair; and

*WHEREAS*, since its founding in 2007, their membership has quickly grown to 1,600 and has chapters at 29 of the finest technical institutions in the nation; and

*WHEREAS*, SASE is dedicated to the advancement of Asian heritage scientists and engineers in education and employment so that they can achieve their full career potential; and

*WHEREAS*, in addition to professional development, SASE also encourages members to contribute to the enhancement of the communities in which they live; and

*WHEREAS*, the citizens of Baltimore welcome the members of SASE to our city and wish you all a very successful inaugural conference and career fair.

*NOW, THEREFORE, I, STEPHANIE RAWLINGS-BLAKE, MAYOR OF THE CITY OF BALTIMORE, do hereby proclaim September 30 – October 1, 2011, as “SOCIETY OF ASIAN SCIENTISTS & ENGINEERS WEEKEND” CELEBRATING THEIR INAUGURAL CONFERENCE IN BALTIMORE, and do urge all citizens to join in this celebration.*



*IN WITNESS WHEREOF, I have hereunto set the Great Seal of the City of Baltimore to be affixed this thirtieth day of September, two thousand eleven.*

*Stephanie Rawlings-Blake*  
Mayor





**STATE OF MARYLAND**  
OFFICE OF THE GOVERNOR



**MARTIN O'MALLEY**  
GOVERNOR

STATE HOUSE  
100 STATE Circle  
ANNAPOLIS, MARYLAND 21401-1925  
(410) 974-3901  
(TOLL FREE) 1-800-811-8336

TTY USERS CALL VIA MD RELAY

***A MESSAGE FROM GOVERNOR MARTIN O'MALLEY***

Dear Friends:

Welcome to the National Conference and Career Fair of the Society of Asian Scientists & Engineers.

To create jobs and expand opportunity in the changing economy, we must succeed in spurring innovation. The Society of Asian Scientists & Engineers is improving the education of the workforce and offering opportunities for collaborations with new partners. As a result, professionals are better prepared to reach their full career potential and Maryland is better positioned to compete globally.

For those of you visiting Maryland, we hope you will take the time to experience the diverse attractions that our State has to offer. Its compact size makes it easy to see everything from our historic towns and landmarks to our vast ocean coast.

Thank you for attending the National Conference and Career Fair. Please accept my best wishes for a successful weekend and a year of "Inspiring Excellence."

Sincerely,

Governor





# SASE Full Conference Schedule

## THURSDAY, SEPTEMBER 29, 2011

11:00 am – 3:00 pm

PLANNING COMMITTEE MEETING

*Chesapeake III*

6:30 pm - 9:30 pm

REGISTRATION – *Sponsored by Peabody Energy*

*Harbor A*

6:30 pm - 9:30 pm

WELCOME RECEPTION

*Harbor B & C*

## FRIDAY, SEPTEMBER 30, 2011

7:00 am – 4:30 pm

REGISTRATION – *Sponsored by Peabody Energy*

*Harbor A*

7:00 am – 8:00 am

BREAKFAST – *Sponsored by Toyota*

*Chesapeake I, II, & III*

8:15 am – 9:00 am

WELCOME & OPENING REMARKS

*Chesapeake I, II, & III*

9:15 am – 10:30 am

USING THE INFLUENCING CYCLE

*Fort McHenry A*

*Sponsored by P&G*

Have you ever had to pitch an idea, apply for a job, write a proposal, or even convince your parents to let you go on spring break? Did you know that the right influencing skills can make or break your plans or ideas? Come learn strategies from P&G executives and practice the “Influencing Cycle” with your peers so that you can successfully influence your colleagues and superiors to create “win-win” situations in order to accomplish your goals.

9:15 am – 10:30 am

SASE FUNDRAISING & MEMBERSHIP DEVELOPMENT

*Fort McHenry B*

*Presented by the Society of Asian Scientists & Engineers*

Now that the University has approved your SASE chapter—what’s next? Two of the most important, yet most daunting, tasks are growing membership and raising funds to support future programs. Instead of trying to tackle these problems on your own, come network with other chapters and learn about what they have done. Find out what works and what doesn’t. Attend with your chapter’s leadership team and develop a plan for the ’11–’12 school year.

9:15 am – 10:30 am

STRATEGIZING FOR SUCCESS—Understanding Your Cultural Values

*Francis Scott Key A*

*Presented by Hyun & Associates*

What are Asian and mainstream Western views of position, authority, and conflict? How can you work with your non-Asian colleagues to achieve optimal workplace interactions? Can you identify ways to operate in your dominant culture without compromising your cultural heritage? These critical questions will be addressed as you navigate your career in today’s multicultural workplace.

9:15 am – 10:30 am

SAY IT WITH POWER

*Francis Scott Key B*

*Presented by Mariam Haddad*

This workshop addresses key issues people experience in mastering spoken English. Participants create a technical foundation and understanding about how sound is vocally created, transmitted, heard and perceived. Using a unique



Everything we do relies on **people**. No oil rig or refinery produces ideas.

To learn more about opportunities at BP, visit our website:  
[www.bp.com/uscollegcareers](http://www.bp.com/uscollegcareers)



CNA is a not-for-profit company that serves the public interest by providing in-depth analysis and results-oriented solutions to help government leaders choose the best course of action in setting policy and managing operations.

Through CNA's Institute for Public Research, which assists federal, state, and local government agencies on an array of issues, and through CNA's Center for Naval Analyses, which provides research and analysis services to help improve the efficiency and effectiveness of our national defense efforts, our researchers apply their skills to some of the most important challenges of the day.

CNA offers positions for individuals with experience in engineering, mathematics, economics, international relations, national security, public policy, history, psychology and many other scientific and professional fields of study. We look for people with the training and ability to reason soundly and to apply scientific techniques imaginatively—people who can see beyond surface details to the core of a problem and devise logical, practical solutions.

CNA has created a work environment that challenges all staff to excel and rewards excellence with good pay, job satisfaction, and opportunities to advance. See what opportunities await you. Visit [www.cna.org/careers/position](http://www.cna.org/careers/position).



For more information,  
 please visit [www.cna.org](http://www.cna.org)

All job applicants are subject to a security investigation and must meet eligibility requirements for access to classified information.

CNA is an Equal Opportunity Employer





## SASE Friday, 9/30 Schedule (Continued)

teaching model, we will allow all speakers access to become successful ambassadors for themselves and their corporations. Seminar participants are provided with practical tools and strategies supported by guided practice to create impactful clarity in verbal communication across cultural and language barriers.

**9:15 am – 10:30 am**

### **Panel 1: TRANSITION FROM SCHOOL TO WORKPLACE**

*Harbor B & C*

#### **Sponsored by Southern Company**

The analogy of one-on-one basketball to five man basketball can be applied to the transition from school to workplace. The basic game is still the same: there's a ball, a court, and a basket. However, the strategies to score and win have changed. Similarly, excellent skills and knowledge are required for both school and the workplace, but the strategies to succeed are different. Find out from young professionals about what's the same and what's changed.

**Panelists from the following companies and organizations: Michelin, NASA, Southern Company, Sandia.**

**10:45 am – 12:00 pm**

### **WORLD CLASS PRODUCTION SYSTEM**

*Fort McHenry A*

#### **Sponsored by Toyota**

This workshop will introduce you to the basic concepts of the Toyota Production Systems (TPS): level production, pull system, jidoka, kaizen and just-in-time. Using these concepts enables companies to achieve continual gains in productivity while also satisfying customers' expectations for quality and prompt delivery. TPS or elements of TPS are implemented in companies around the world.

**10:45 am – 12:00 pm**

### **LEVERAGING CULTURAL AND PERSONAL STRENGTHS**

*Fort McHenry B*

#### **Sponsored by the U.S. Navy**

##### **Leveraging Cultural and Personal Strengths for Professional and Leadership Success**

Understanding one's cultural and personal strengths are important in defining and achieving success. In this workshop, STEM professionals from a variety of cultural perspectives will discuss their personal experiences and demonstrate how they leveraged these inherent qualities and assets to enhance their careers and family balance. In addition, participants will perform an inventory of their own cultural and personal strengths (and weaknesses) and take away some ideas that they can use to evaluate their current career path and perhaps create a new life plan from a fresh perspective.

**10:45 am – 12:00 pm**

### **PERSONAL BRANDING**

*Francis Scott Key A*

#### **Presented by Rajiv Satyal**

The purpose of this session is to help you develop your own action plan based on a new understanding of branding. The uniqueness lies in the starting point: I believe an image is exactly that—a reflection of your true essence. Instead of starting in the middle, I begin with a self-discovery process that leads to a coherent action plan.

**10:45 am – 12:00 pm**

### **SAY IT WITH POWER**

*Francis Scott Key B*

#### **Presented by Mariam Haddad**

This workshop addresses key issues people experience in mastering spoken English. Participants create a technical foundation and understanding about how sound is vocally created, transmitted, heard and perceived. Using a unique teaching model, we will allow all speakers access to become successful ambassadors for themselves and their





Where great ideas aren't  
confined to a cubicle.



[ballaerospace.com/careers](http://ballaerospace.com/careers)



At Ball Aerospace, imagination knows no bounds. It's a way of thinking that has enabled us to build the largest telescope NASA has ever flown into space. Here, we treasure diversity of thought and background just as much as our technical accomplishments. And we give our talented professionals the freedom and resources they need to do their best. If you're looking to contribute your unique abilities to our collective excellence, we've got the right space to let your ideas fly. Join us.

Intelligence, Surveillance & Reconnaissance  
Space Science & Exploration  
Weather & Environment  
Space Control • Tactical Systems

The best of all worlds

# Discover *forest science*



*USDA Forest Service Research and Development*

*for more information:*

<http://www.fs.fed.us/research>  
<http://www.srs.fs.usda.gov>  
<http://www.fs.fed.us/rmrs>  
<http://www.fs.fed.us/pnw>  
<http://nrs.fs.fed.us>

*for employment information:*

ASC HRM Staffing  
+1-877-372-7248 or  
TDD +1-800-877-8339

*USDA is an equal opportunity employer and provider.*





## SASE Friday, 9/30 Schedule (Continued)

corporations. Seminar participants are provided with practical tools and strategies supported by guided practice to create impactful clarity in verbal communication across cultural and language barriers.

**10:45 am – 12:00 pm**

### **Panel 2: FACTORS FOR CAREER SUCCESS**

*Harbor B & C*

**Presented by the Society of Asian Scientists & Engineers**

“Work hard. You will be recognized and rewarded.” That’s what our parents told us. That’s what’s worked in school. However, this is only one piece of the equation. While working hard is essential to succeed at your job, there are other key factors. Learn from successful Asian heritage scientists and engineers about what it takes to thrive in the business world. They will speak about their experiences and provide personal outlooks.

**Panelists from the SASE Board of Directors: Shekhar Mitra, Tom Fernandez, Suyin Copley, Aimin Huang**

**12:15 pm – 1:00 pm**

**LUNCH – Sponsored by NAVSEA**

*Chesapeake I, II, & III*

**12:30 pm – 1:30 pm**

**KEYNOTE: BAL ARNESON – Sponsored by GE**

*Chesapeake I, II, & III*

**1:45 pm – 3:00 pm**

**WORLD CLASS PRODUCTION SYSTEM**

*Fort McHenry A*

**Sponsored by Toyota**

This workshop will introduce you to the basic concepts of the Toyota Production Systems (TPS): level production, pull system, jidoka, kaizen and just-in-time. Using these concepts enables companies to achieve continual gains in productivity while also satisfying customers’ expectations for quality and prompt delivery. TPS or elements of TPS are implemented in companies around the world.

**1:45 pm – 3:00 pm**

**GETTING THE MOST FROM A CAREER FAIR**

*Fort McHenry B*

**Sponsored by GE**

A career fair is a great opportunity if the prospective employee knows what to do. Given the challenging job market, it is important to make the most of this opportunity. In this workshop, participants will learn about doing company research, planning which companies to visit and making a good first impression. Doing well in these areas can improve one's chances of getting that important interview which could lead to an offer.

**1:45 pm – 3:00 pm**

**PERSONAL BRANDING**

*Francis Scott Key A*

**Presented by Rajiv Satyal**

The purpose of this session is to help you develop your own action plan based on a new understanding of branding. The uniqueness lies in the starting point: I believe an image is exactly that—a reflection of your true essence. Instead of starting in the middle, I begin with a self-discovery process that leads to a coherent action plan.

**1:45 pm – 3:00 pm**

**STRESS RELAXATION**

*Francis Scott Key B*

**Presented by Art of Living**

In this workshop, we will introduce practical tools to better handle the stresses of daily life. When our required output is more than our input of energy, stress increases. Negative emotions—anger, regret, sadness, anxiety and fear—eat up our energy and time putting an unnecessary burden on our efforts. Reducing these, make us more effective and content all aspects of life...whether school, work, relationships, personal talents, etc.

# The Science and Technology of Intelligence.

## Science and Technology Careers.

Make the most of your technical skills and abilities at the CIA's Directorate of Science and Technology. This is an outstanding opportunity to use your creativity and talent to meet complex technical challenges that will keep the nation safe. Innovation is our trademark. Keep us on the leading edge of tomorrow with a career at the Central Intelligence Agency.

Applicants must have US citizenship and the ability to successfully complete medical examinations and security procedures including a polygraph interview. *An equal opportunity employer and a drug-free work force.*

For additional information and to apply, visit: [www.cia.gov](http://www.cia.gov)

THE WORK OF A NATION.  
THE CENTER OF INTELLIGENCE.



*Smart people  
solving hard problems.*



The world's critical and intriguing problems demand solutions that are startlingly different. Where is this type of challenge and thinking to be found? At SAIC, the *FORTUNE* 500® scientific, engineering, and technology applications company that is working to solve problems of vital importance to the nation and the world.

**SAIC is a proud sponsor of the SASE 2011 National Conference and Career Fair.**

Consider joining the ranks of SAIC's 41,000 employees who are committed to success and innovation. For more information and to apply, visit: [jobs.saic.com](http://jobs.saic.com) and search Req. ID 207117.

# SAIC®

Energy | Environment | National Security | Health | Critical Infrastructure

© Science Applications International Corporation. All rights reserved. Equal Opportunity Employer.  
FORTUNE is a registered trademark of Time Inc. in the United States and/or other countries.





## SASE Friday, 9/30 Schedule (Continued)

1:45 pm – 3:00 pm

### **Panel 3: INTERVIEWING TIPS AND TECHNIQUES**

*Harbor B & C*

#### **Sponsored by Areva**

Ever wonder what the hiring or recruiting manager is thinking during an interview? What exactly is it that they're looking for in a candidate? Hear some candid thoughts and comments from actual hiring and recruiting managers. Learn about what brings you one step closer to receiving the offer letter...and what gets your resume stacked in the "Do Not Call" pile.

**Panelists from the following companies and organizations: CIA, Michelin, NASA, Turner Construction.**

3:15 pm – 4:30 pm

### **THE SCIENCE OF DESIGNING CONSUMER PRODUCTS**

*Fort McHenry A*

#### **Sponsored by P&G**

Cars. Trains. Airplanes. These are the words that one typically associates with when he/she thinks of an engineer; however, did you know that P&G employs over 7000 scientists and engineers around the world designing products that touch and improve the lives of over 4 billion consumers every day? Come learn how P&G utilizes deep technical and consumer understanding to innovate and improve many of your favorite products including Crest, Bounty, Olay, Gillette, and Charmin. In this workshop, you will work in teams to solve a case study to see first-hand how P&G scientists and engineers formulate new versions of Tide laundry detergent, what it takes to manufacture a Pampers diaper, and how Old Spice combines understanding of skin and sweat to help you keep your "Swagger." Come help us touch and improve the lives of our consumers.

3:15 pm – 4:30 pm

### **GETTING THE MOST FROM A CAREER FAIR**

*Fort McHenry B*

#### **Sponsored by GE**

A career fair is a great opportunity if the prospective employee knows what to do. Given the challenging job market, it is important to make the most of this opportunity. In this workshop, participants will learn about doing company research, planning which companies to visit and making a good first impression. Doing well in these areas can improve one's chances of getting that important interview which could lead to an offer.

3:15 pm – 4:30 pm

### **STRATEGIZING FOR SUCCESS—Understanding Your Cultural Values**

*Francis Scott Key A*

#### **Presented by Hyun & Associates**

What are Asian and mainstream Western views of position, authority, and conflict? How can you work with your non-Asian colleagues to achieve optimal workplace interactions? Can you identify ways to operate in your dominant culture without compromising your cultural heritage? These critical questions will be addressed as you navigate your career in today's multicultural workplace.

3:15 pm – 4:30 pm

### **BECOMING A KEY LEADER IN GLOBAL BUSINESS**

*Francis Scott Key B*

#### **Sponsored by ITW**

What does it take to distinguish yourself as a high potential leader in a global corporation? What is proper business etiquette and how do you begin building a sustainable network that will help launch or advance my professional career? What does it mean to be Asian or Asian-American in a global corporation? Learn the answers to these questions and more from Dr. Lei Zhang Schlitz, Group President ITW Food Equipment Group Worldwide Refrigeration.

# Join the Society of Asian Scientists & Engineers



- ① Go to the SASE Website:  
[www.SASEconnect.org](http://www.SASEconnect.org)
- ② Click **"BECOME A SASE MEMBER"** on the right side of the page
- ③ Fill out member registration form
- ④ Click **"REGISTER"**
- ⑤ Become a part of the movement!

[SASEConnect.org](http://SASEConnect.org)

**ARE YOU REACHING  
YOUR LEADERSHIP  
POTENTIAL?**

EXECUTIVE COACHING • LEADERSHIP DEVELOPMENT • DIVERSITY STRATEGY

**HYUN<sup>+</sup>  
& ASSOCIATES**  
DEVELOPING CULTURALLY FLUENT LEADERS

You're well-educated, and the go-to technical expert on every project. You excel on the job. But are you stepping into high-impact roles? Are you moving ahead in your career?

Break through the barriers. And reach your full leadership potential.

The marketplace is waiting.

Jane Hyun, Founder & President  
Audrey S. Lee, Vice President

11 PENN PLAZA, 5TH FLOOR  
NEW YORK, NY 10001  
PHONE: 212-946-4779  
FAX: 212-202-6378  
[WWW.HYUNASSOCIATES.COM](http://WWW.HYUNASSOCIATES.COM)





## SASE Friday, 9/30 (Continued) & Saturday, 10/1 Schedule

3:15 pm – 4:30 pm

**Panel 4: INTERN AND CO-OP EXPERIENCES**

*Harbor B & C*

**Presented by the Society of Asian Scientists & Engineers**

An intern or co-op in one's field of study can be a great experience and lead to a permanent job. It could also determine that a company is not the right fit for you. Either way, having some work experience prior to graduation is important. So, how does one learn about attaining an intern or co-op position? What was good about the experience? What could be improved? Listen as the interns and co-ops from members of SASE's University chapters share their stories.

**Panelists from the following universities: Ohio State University, University of Florida and University of Michigan.**

6:00 pm – 7:15 pm

**DINNER**

*Chesapeake I, II, & III*

7:15 pm – 7:30 pm

**SASE AWARDS**

*Chesapeake I, II, & III*

7:30 pm – 8:30 pm

**KEYNOTE: MICHAEL CHEN**

*Chesapeake I, II, & III*

8:45 pm – 9:30 pm

**COMEDIAN: RAJIV SATYAL**

*Chesapeake I, II, & III*

## SATURDAY, OCTOBER 1

7:30 am – 10:00 am

**REGISTRATION – *Sponsored by Peabody Energy***

*Harbor A*

8:00 am – 10:00 am

**SASE LEADERSHIP MEETING**

*Fort McHenry A & B*

8:00 am – 10:00 am

**BREAKFAST (Full Conference Only)**

*Toby's*

10:00 am – 4:00 pm

**CAREER FAIR**

*Chesapeake Ballroom,  
Chesapeake Foyer (Mezzanine),  
and Harbor B & C*

10:00 am – 4:00 pm

**INTERVIEW ROOMS**

*Fells Point 1&2 and  
Francis Scott Key A & B*

4:30 pm – 5:30 pm

**CONFERENCE SPONSOR ROUNDTABLE AND REVIEW**

*Fort McHenry A & B*





Science For A Better Life

Our employees want to make the world a better place - for everyone. As a member of the Engineering team for Bayer, Sam knows he is doing just that. Searching for solutions and never giving up. That is the passion that unites all of us at Bayer.

We call it the Bayer Spirit. If you feel it too, then it is time we had a chance to talk about a career at Bayer.



Bayer: HealthCare MaterialScience CropScience





## Keynote Speakers



### BAL ARNESON

Keynote Speaker – Friday, September 30, 2011 | SASE Luncheon

Bold, brash, and warmly relatable, food personality Bal Arneson is one of the most remarkable and fiercely resilient female speakers today. Behind Arneson's commercial success—including a top-ranked show on the Food Channel—lies a triumphant life story. Growing up amidst harrowing poverty in India, during a time when it was unthinkable for women to follow their dreams (much less to have dreams), Arneson persevered. Today, she is an entrepreneur in full command of a growing media empire and—perhaps more importantly—her life's trajectory. Bal Arneson is a mother, an author, an educator and an advocate for healthy Indian cooking. In 2010 her series, *Spice Goddess*, was launched on the Cooking Channel. When she immigrated to North America over 18 years ago, she did not speak English or have an education. Since that time, Arneson has earned a Masters in Education, taught cooking classes, worked as a teaching assistant, volunteered helping immigrant women in Vancouver, and launched her own organic spice line. She lives in Vancouver with her 17-year old daughter and 7-year old son.



### MICHAEL CHEN

Keynote Speaker – Friday, September 30, 2011 | SASE Gala Dinner

Michael Chen is President of NBC News' Strategic Initiatives Group & Education Nation. In this capacity, he is responsible for identifying growth opportunities for NBC News and oversees several key news division properties, including the NBC Learn business and many of the digital investments. In addition, Michael Chen sits on the Board of Directors for Weather Channel. Michael serves on the Advisory Board for Sodexo Corporation and the Board of Directors for the Norwalk Community College Foundation. In addition, he sits on the Advisory Council for the Johnson School at Cornell University. Michael was named as one of the nation's top sales and customer relationship individuals in the book *Secrets of Great Rainmakers* by best-selling author Jeffrey Fox, and he was awarded "Dealmaker of the Year" in 2008 by the New York based organization, The Executive Council. Michael has been featured on *The Wall Street Journal Online*, and the syndicated radio program "The CEO Show" ([www.theceoshow.com](http://www.theceoshow.com)). Michael is also a guest lecturer on the topic "Developing Success in Life Through Personal Branding" at various corporate and leadership conferences. Michael was born in New York City. He received his B.S. in Electrical Engineering from the University of Rochester in 1983 and an MBA in finance from the Johnson School at Cornell University in 1985.



### RAJIV SATYAL

Entertainment – Friday, September 30, 2011

Rajiv Satyal is the fun-size Indian comedian from Ohio whose witty, universal, and TV-clean act resonates with Middle America by covering everything from racial issues to soap bottles to his favorite topic—himself. This former University of Cincinnati engineer (who also worked at Wright Patterson Air Force Base and Johnson & Johnson) and Procter & Gamble marketer has repeatedly opened for Dave Chappelle, Tim Allen, Kevin Nealon, and also for Russell Peters in sold-out theaters across the U.S.A. He has performed everywhere from Boston to Bangalore and has been featured on national TV and radio, in *The Wall Street Journal* and the *LA Times*, and regularly at all major comedy clubs in Los Angeles. Rajiv has also acted in commercials and movies, written ads, and trained NFL players on how to think of themselves as brands. His clients include GE, P&G, General Mills, Quaker, Bayer, and Cisco.



# *The* Energy of Innovation...

*Firing up the next generation of scientists and engineers*



www.inl.gov

As one of the largest employers of scientists and engineers in the region, Idaho National Laboratory realizes it has a responsibility to help inspire and educate the next generation of researchers. Through tours, speaking engagements, special workshops and specialized on-site summer programs for undergraduate and graduate students, as well as faculty and teachers, INL is doing what it can to fire up a sense of excitement and enthusiasm for the science- and math-enabled high-tech careers that are Idaho's future.



SCHOOL of ENGINEERING & APPLIED SCIENCE  
UNIVERSITY of VIRGINIA



DEVELOPING LEADERS  
of INNOVATION

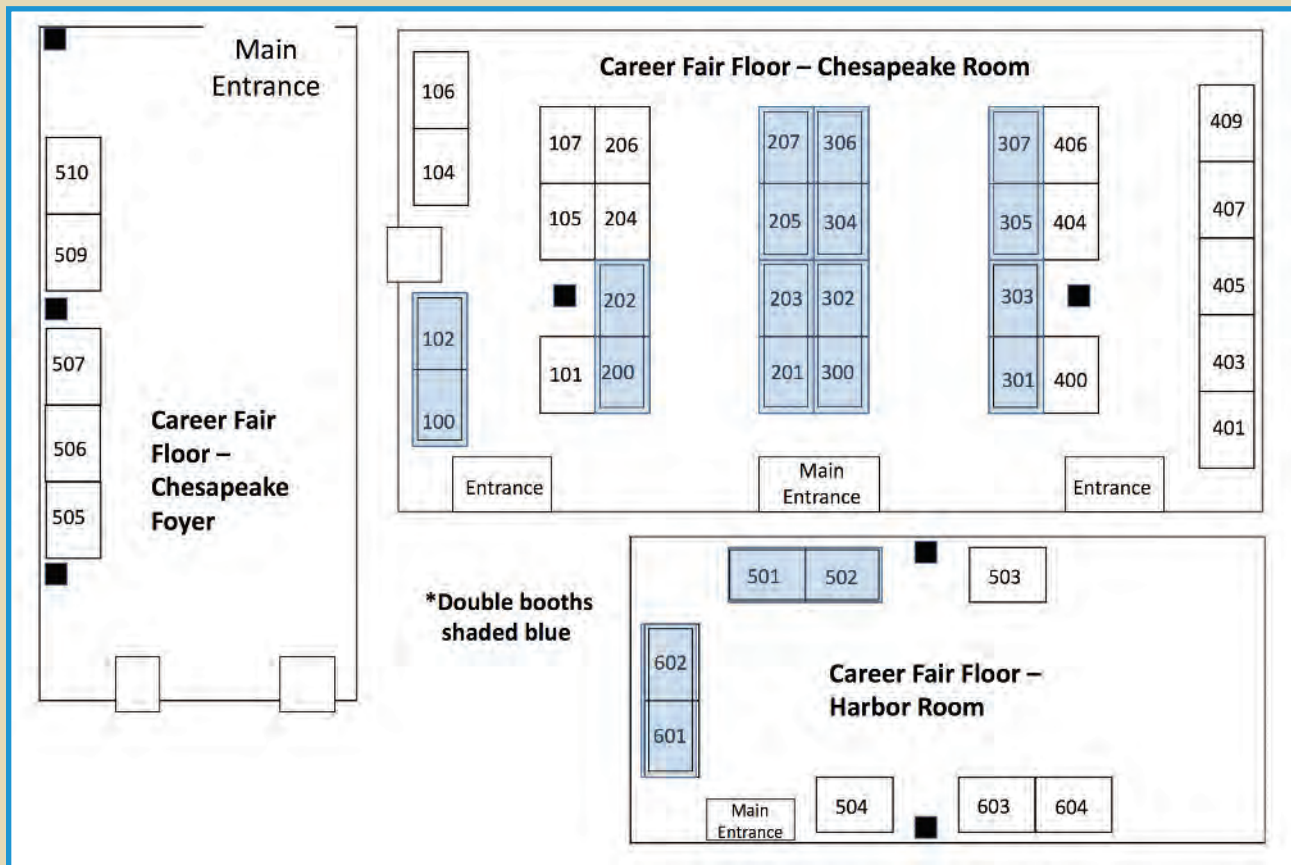
The UVA School of Engineering & Applied Science is proud to support the Society of Asian Scientists & Engineers, and the SASE Officers of 2011-12!

UVa SEAS, Dean James Aylor | 351 McCormick Dr.  
Charlottesville, VA 22904 | 434.924.3072 | <http://www.seas.virginia.edu/>





## SASE Career Fair Floor Plan



57

### CHESAPEAKE ROOM

#### DOUBLE BOOTHS:

100–102 – Michelin  
200–202 – Toyota  
201–203 – P&G  
205–207 – NAVAIR  
300–302 – GE  
301–303 – Shell  
304–306 – Peabody  
305–307 – NAVSEA

#### SINGLE BOOTHS:

101 – Areva  
104 – TSA

105 – NASA  
106 – Sandia  
107 – DRS Technologies  
204 – ULA  
206 – NSA  
400 – Southern  
401 – NAVY  
403 – BP  
404 – DuPont  
405 – PPG  
406 – Aerospace Corp.  
407 – Ball Aerospace  
409 – FAA

### CHESAPEAKE FOYER

#### SINGLE BOOTHS:

505 – SAIC  
506 – INL  
507 – CIA  
509 – ITW  
510 – USDA Forest Service

### HARBOR ROOM

#### DOUBLE BOOTHS:

501–502 – Boeing  
601–602 – Dow

#### SINGLE BOOTHS:

503 – CNA  
504 – IRS  
603 – Bayer  
604 – NAAAP



# Thank You SASE Volunteers

*The theme of the 2011 National Conference and Career Fair is "Inspiring Excellence." This excellence has been exemplified by the hard work and commitment of the SASE volunteers who made this conference possible.*

## SASE 2011 National Conference Committee

### CONFERENCE CO-CHAIRS

Angela Richards      Shirdish Poondru

### EXECUTIVE DIRECTOR

John Cheng

### PROGRAM AND EDITORIAL COMMITTEE

Venkat Iyer (Chair)      Cecil Fong      Sean Nguyen      Khanh Vu      Irene Ng

### MARKETING AND COMMUNICATIONS COMMITTEE

Nijal Patel (Chair)      Nini Gu      Irene Kwon      David Pan      Shing Chia  
 Khanh Vu      Quin Yu      Naman Garg      David Hwang  
 Irene Ng      Michelle Thornton      Tina Tang      Michael Fronda

### LOGISTICS AND REGISTRATION COMMITTEE

Sajjad Husain (Chair)      Ami Jo      Ben Popovich      Sophia Lee  
 Subhashri Rangachari      Jeff Park      Hunni Ji      Corina Spanu  
 Janet Blancett      Jacqueline Niu      Celine Heckle-Jones

### IT SYSTEMS

Rolland Huie

58

## Thank You SASE Gold and Silver Organizational Sponsors

*SASE is also fortunate to benefit from Gold and Silver Organizational Sponsors. These companies provide support to SASE throughout the year. This year's Organizational Sponsors are:*

### GOLD SPONSORS



**TOYOTA**

### SILVER SPONSORS

Dow

Michelin

Southern Company

Lockheed Martin



# NASAJOBS

[www.NASAJOBS.nasa.gov](http://www.NASAJOBS.nasa.gov)

At the NASA Jobs Web site, you can get information on:

- Job Listings
- Posting Resumes
- Applying for a NASA Job
- Finding Career and Occupational Information

[www.usajobs.gov](http://www.usajobs.gov)

At the USA Jobs Web site, you can:

- Build Resumes
- Post Resumes to Apply for NASA Jobs
- Browse Permanent, Temporary, and Term Positions

## STUDENT OPPORTUNITIES

[www.NASAJOBS.nasa.gov/studentopps/employment](http://www.NASAJOBS.nasa.gov/studentopps/employment)

At the NASA Jobs Student Opportunities Web site, students can find opportunities for:

- Internships
- Cooperative Education Programs
- Summer Employment
- Educational Programs

## NASATEAM

NASA's greatest strength is its workforce, a team of highly qualified individuals that is representative, at all levels, of America's diversity. We foster a culture of respect, creativity, equal opportunity, trust, communication, and empowerment. We value safety, teamwork, integrity, and mission success. Join NASA in achieving its vision of space exploration as we explore the Moon, Mars, and beyond. You will be making a difference that is out of this world.

## CHALLENGING WORK

The pace of the Agency's programs and research needs puts newly hired employees rapidly into on-the-job applications of concepts and skills. You will have the unparalleled opportunity to work side-by-side with a cadre of innovative and imaginative NASA professionals. They include some of the Nation's top scientists, engineers, as well as financial, acquisition, and business professionals.

National Aeronautics and  
Space Administration





# SPECIAL THANKS

In this important year of the Society of Asian Scientists & Engineers' (SASE) growth and development, we would like to extend our sincere appreciation to our conference sponsors. Because of your support, we have been able to present a great conference and provide a higher level of service to our members. Because of your support we have been able to develop an infrastructure that will allow SASE to continue its role in advancing Asian heritage engineers and scientists in the workplace. Because of you, our association is stronger, and better. THANK YOU!

## LEAD SPONSORS



## EVENT AND PRODUCT SPONSORS



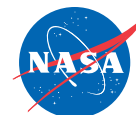
TOYOTA



## CAREER FAIR SPONSORS



Bayer Technology Services



Sandia National Laboratories



Transportation  
Security  
Administration







## **CAREERS AT SHELL.**

### **LET'S BUILD A BETTER ENERGY FUTURE.**

When it comes to technical excellence, Shell's reputation is world class. Our innovative technology is a way of life – driven by talented geoscientists, engineers and technicians who help keep us at the forefront of our industry. At the heart of this culture is our structured approach to technical skills management and professional development that provide employees with access to an unparalleled range of technical roles, training opportunities and global careers.

If you're ready to tackle the energy challenge and make a real impact on the world, join a company that values diversity and emphasizes the quality of life for its employees and their families. At Shell, we offer:

- Alternative Work Schedules
- Work and Family Programs
- Health and Wellness Programs
- Training and Development
- Employee Networks/Mentoring

To learn more and apply, visit [\*\*www.shell.us/careers\*\*](http://www.shell.us/careers).

For additional information on career opportunities, follow us on LinkedIn, Facebook and Twitter @ShellCareers



## **BE PART OF THE SOLUTION.**



*Shell is an equal opportunity employer.*





# Make Your Career the **PRODUCT OF INNOVATION.**

At P&G, we hire top Engineering talent and quickly give them the opportunity to make meaningful contributions to our global, \$80 billion business. With nearly 300 brands from Tide® to Crest® and Duracell®, we approach every project as an opportunity for invention.

Here, we view every challenge, not just as world-class technologists focused on technical excellence, but also as consumers looking for more.

With our products being enjoyed 4 billion times a day in over 180 countries, we fully understand why the world identifies us as consumer products leader. Yet, we are even more than that. We are a technology company that thrives on innovation.

**Visit us at SASE Conference  
Booths 201 and 203**

***Apply online at [experiencePG.com](http://experiencePG.com)***

P&G is an Equal Opportunity Employer.

**A NEW CHALLENGE EVERY DAY.™**  
Daily. Globally. Personally. Professionally.

# P&G

***[experiencePG.com](http://experiencePG.com)***