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2020 SASE NATIONAL CONFERENCE AND CAREER FAIR

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Special thanks to Black Frame Photos for their photography work. Featured on the cover are Braden Li and Jenny Cheung.

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WELCOME TO SASE

From the CEO and Executive Director

Ten years ago, we dreamt of starting a conference to connect our members and sponsors. Now, as we celebrate our 10th national conference, we are doing things that haven't been done before and hosting a virtual conference. In order to build a 100-year organization, we have to be forward-thinking, become customer-focused and build a long-lasting culture. I want to share with you my perspective on SASE's journey over the past 10 years to become one of the largest Asian Pacific Islander Desi American (APIDA) organizations in the U.S.

From early on, it was important that SASE learned from the experiences of similar diverse STEM organizations like SWE (Society of Women Engineers), SHPE (Society of Hispanic Professional Engineers) and NSBE (National Society of Black Engineers). Beyond learning from the past, SASE had to think about crafting our future. One of the early decisions was to make SASE a virtual organization and not have a physical headquarter, which allowed us to attract talent and operate in a low-cost environment. This also prepared us to operate in the current COVID pandemic. Although many STEM organizations struggle to gain traction among young professionals, SASE decided to not charge for membership. We believe SASE should offer a compelling reason to join instead of incentivizing members to engage in order to recoup a membership fee. SASE pivoted from an in-person to a virtual conference due to the pandemic, and we see this as another opportunity to engage our members, sponsors and community. Even when we return to in-person conferences, we will continue some degree of virtual engagement to expand access across the SASE community. As we continue to explore new opportunities, SASE will maintain a growth mindset even in light of current challenges.

SASE wanted to create a customer-"obsessed" focus, so in the early stages, we created a national support system for our collegiate chapters which relied on mentorship from previous chapter leaders to help new leaders navigate their term. Giving a direct connection to an experienced leader helps our chapters feel supported and part of the #SASEfam. In our business model, sponsors are key financial contributors, and that's why



we created the Organizational Advisory Council (OAC). This forum connects and shares ideas with major contributors who have said that SASE is one of the most responsive non-profit organizations that they work with. Among all our constituents, our volunteers are the lifeblood of the organization. The HR committee is made up of volunteers whose focus is to support all the SASE volunteers by giving them a voice on the board, help them onboard, recognize the top performers and connect the various parts of the organization. We grew from eight volunteers 10 years ago to over 150 volunteers this year. If we continue to listen to our constituents, we can expect to grow 20 percent or more every year.

Even though I won't be around for the 100th anniversary of SASE, I want to make sure that SASE has a solid foundation to make it to that anniversary and beyond. Having a growth mindset will serve us well whether we are a startup nonprofit or a 100-year organization — it will help SASE survive lows and thrive during the highs. At the end of the day, the better SASE serves our constituents, the better the organization becomes. The mission of SASE is to be the go-to organization for STEM leadership and talent. We are serving just a fraction of people who could benefit from our programs and connections.

I remember the concerns going into our first conference in 2011: Will students and sponsors attend? Will they connect? Did they gain value attending the conference? Ten years later, the answer is an absolute "YES!" SASE will continue to have a growth mindset, obsess about its constituents and develop a culture that will last us into the next century. Welcome to SASE, enjoy the virtual conference and please don't hesitate to reach out to me.

#SASEfam4Life,

KHÁNH VŨ

CEO and Executive Director

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SASE 2020 BOARD OF DIRECTORS



SHEKHAR MITRA Co-Founder and President

Shekhar currently serves as President of Innopreneur LLC, a global new venture and leadership development consultancy. Prior to this, Shekhar served as the Senior Vice President of Global Innovation for Procter & Gamble and was a member of the top executive team Global Leadership Council. He was on the ground in China starting P&G's well-recognized global innovation center in Beijing and led the start of the strategic partnership with the Government of India's Council of Scientific & Industrial Research (CSIR). He is passionate about enabling younger generations of scientists and engineers across all cultures, companies and businesses to achieve their full potential as professionals. In 2010, he was awarded the prestigious Ellis Island Medal of Honor by the U.S. Congress for his contribution in touching and improving lives through his leadership in bringing breakthrough innovations and for community service.



KISHORE SUNDARARAJAN President-Elect

Kishore is currently the SVP for the Integrity Management & Digital Solutions business group at Oceaneering International. Kishore has spent his time focused on impacting the top line, bottom line and cash flows in his 30+ years in the Industrial Automation space across different global industry segments. He invests time in sharing these learnings by recruiting, mentoring and developing individuals, and building and coaching teams. Proud moments for him are when his teams have gone the extra mile and when he has helped organizations win through tough times. His customer experience obsession, global cultural experiences and career journey have contributed to the cultural and organizational changes he is proud to have led. Outside of work, Kishore loves spending time with his family, especially his grandson, eating vanilla ice cream, and vacationing on a beach. In his free time, he likes to read, learn new things, and support Asians developing leadership abilities through his engagement in SASE and the Asia Society of Texas.



SANJAY CORREA Vice President

Sanjay retired as a Vice President at GE in the Aviation business. His cross-functional teams in engineering, R&D, manufacturing, joint ventures and supply chain operations were based in the U.S., Europe, India, Japan and China. They addressed the aeropropulsion and power generation sectors. He enjoys leveraging the full complement of his business and scientific experience to drive innovation and change. Sanjay generates support and adoption for the implementation of new ideas at the highest levels of an organization. His work is characterized by a commitment to excellence, which includes serving as an engaged resource to promote the professional development of others, which has led to his position of Vice President on the SASE Board.



TOM FERNANDEZ Co-Founder and Secretary

Tom is CEO and Co-Founder of Last Mile Food Rescue. This nonprofit provides self-funded, data-driven food donation programs. He is also Senior Business Advisor in the Cincinnati USA Regional Chamber of Commerce's Minority Business Accelerator. He coaches minority businesses in order to add \$1 billion in sales and 3,500 jobs in the next five years. Tom served a 23-year career at P&G as Associate Director of Purchases for Acquisitions & Divestitures as well as roles in External Manufacturing, Chemicals and New Business Development in the United Kingdom. Tom has been active in Organizational Development since 1989 in roles including Recruiting Manager of P&G Product Supply. In 2007, Tom co-founded SASE and has served as Secretary of the Board since its founding.



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**TABREZ MALIK** Treasurer

Tabrez Malik is currently Division CFO Power Conversion, ABB. Tabrez is a Senior Financial Management Executive with more than 18 years of progressive experience in finance and operations management with multi-national corporations. P&L responsibility of Global Multi Site business. Prior to his current role, he held various leadership roles in GE in a variety of industry segments including aviation, oil & gas, transportation and corporate. Tabrez was recognized with “Multicultural Leadership Award” from the National Diversity Council, he is passionate about leadership and cultural & gender diversity in the workplace. Tabrez also serves as Treasurer for the Society of Asian Scientists and Engineers (SASE) and is SASE Board Member. Tabrez holds a bachelor’s degree in mechanical engineering from Bhilai Institute of Technology (BIT) in India and MS in mechanical engineering from the State University of New York in Buffalo.

**SHWETA KURVEY-MISHRA** Board Member

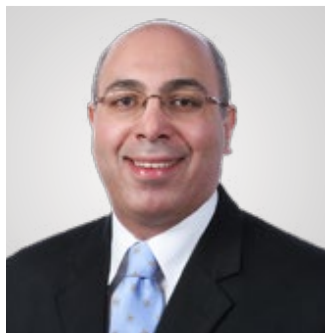
Shweta is a senior executive with over 16 years of global experiences in strategic human resources business partnership, executive and leadership development, and diversity and inclusion. She has thrived in multibillion-dollar, Fortune 250, public- and medium-sized private companies. Shweta is currently a Senior HR Partner to C-Suite leaders at Waste Management, which has a people-first culture and is an industry leader in its space. Shweta completed her bachelor’s degree in Commerce (Business) from University of Mumbai in India and earned her master’s in Organizational Communication and master’s in Human Resources and Labor Relations from Michigan State University. She has worked in several different environments, cultures and business structures that have required her to drive human capital strategies to make progress and deliver results.

**AJAY MEHTA** Board Member

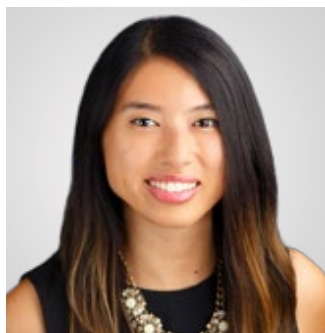
Ajay Mehta works in Shell’s technology organization where he serves as the General Manager for New Energies Research & Technology. He leads a global group of scientists and engineers dedicated to developing innovative and competitive technologies to meet the demand for more and cleaner energy. Ajay has worked at Shell for his entire career of 23 years. He has assumed a wide range of technical and leadership roles in Deepwater R&D, Production Operations, CO2 Mitigation, Project Engineering and General Management. He is a subject matter expert in natural gas hydrates and has served as a Distinguished Lecturer for the Society of Petroleum Engineers. Ajay holds a B.S. in Chemical Engineering from the National Institute of Technology in Karnataka, India, a Ph.D. in Chemical Engineering from the Colorado School of Mines, and an MBA from the Massachusetts Institute of Technology.

**SRINIVAS REDDY** Board Member

Srinivas is currently the Senior Vice President for P&G Global Grooming Business that includes some of P&G’s iconic brands: Gillette, Braun, Venus and The Art of Shaving. Srinivas is responsible for all aspects of P&G Grooming global supply chain management, including Manufacturing, Engineering, Procurement, Planning, Innovation and Quality Assurance. Srinivas led the Asian American affinity network for P&G Product Supply from 2006 until 2009 and also served as a member of the Asian American Leadership Team for the company. Srinivas graduated with a degree in Electrical Engineering from Georgia Institute of Technology, where he serves as the Executive Sponsor for P&G Recruiting. Srinivas started his career with P&G in 1990 at a Manufacturing Plant in Georgia as a Controls Engineer. Since then, he has held a variety of leadership positions in Product Supply and R&D with responsibilities across product innovation, process development, capital & program management, engineering, global expansion and supply chain management.

**MOHAMED ALI** Board Member

In October 2019, Mohamed Ali was promoted to Vice President and General Manager, Services Engineering. He most recently served as General Manager, Services Engineering. In the role Mohamed prioritizes safety, delivery with the LEAP production ramp and entry into service, while driving services profitability on \$250B backlog across all GE and partner commercial engines. He started his career with GE in 1997 at GRC in Niskayuna as a Research Scientist. Mohamed has played a significant leadership role in horizontal partnership across the business, that has resulted in significant cost reduction and services profitability. Mohamed holds a bachelor's and master's degrees in Engineering from Cairo University in Cairo, Egypt and a PhD in Engineering from Cornell University. He is married to Noha, and sons Yahia (18) and Yusuf (8) and daughter Sofia (8) live in Mason, Ohio. Outside of work, he is an avid runner, frequently participating in various marathons. He also is an active leader in the community.

**PIA MUYOT** Professional Member Representative Board Member

Pia is a Senior Associate Scientist at Compass Therapeutics, located in Cambridge, Massachusetts, developing therapeutics to comprehensively drug the human immune system. She graduated in 2014 with a degree in Molecular and Cellular Biology from the University of Illinois at Urbana-Champaign and then began her career in the biotechnology industry. Her involvement in SASE began during her time at UIUC where she helped to revive the SASE chapter on campus in 2013. After graduating, she started her volunteer experience under the SASE Marketing team as Midwest Regional Marketing Representative. She moved on to become the RMR Manager and eventually Marketing Chair for the organization, where she oversaw the branding, communications and marketing strategy for SASE. Her proudest contribution to SASE so far has been starting the She Inspires Me campaign to honor Women's History Month in March. With over five years of experience in SASE, Pia looks forward to representing the SASE membership on the Board and voicing the different perspectives of its members.

**BEN TSANG** Collegiate Member Representative Board Member

Ben Tsang is a recent graduate of Lockheed Martin's prestigious Operations Leadership Development Program (OLDP). He currently works as an F-35 Project Engineer in Fort Worth, Texas. He is also currently the Aeronautics Business Area President for PAAN (Professional Asian American Network), an employee resource group at Lockheed Martin. Originally from New York City, he holds a dual degree in Industrial and Systems Engineering and Mathematical Sciences from Binghamton University. In his short tenure at Lockheed Martin, he has been at the Lockheed Martin sites across three of the four business areas. Outside of work, he volunteers heavily for SASE. He has served as a Regional Marketing Representative for two terms and 2017 was the fourth SASE National Conference he has helped plan! He has tremendously challenged himself and stepped out of his comfort zone to take on roles of increasing responsibility. Starting out as a general volunteer in 2014, he most recently served as the 2017 National Conference Chair. In his free time, he enjoys being a chef, taking photos, volunteering, traveling and exploring nature.

**ERICA CHANG** Collegiate Member Representative-Elect Board Member

Erica Chang recently graduated from Texas A&M University, and she is currently working at FUSED Industries in Houston. She began her journey after being introduced to SASE by her mentor, Tien Duong. She was involved at the Texas A&M University chapter as Secretary, Co-Marketing Committee Lead, Vice President and Interim President. She later on joined the National SASE fam as a National Conference Marketing volunteer after meeting new people and being inspired by their stories at National Conference. She is currently the SASE National Conference Chair. In her spare time, she loves to travel, watch movies and spend time with her friends.

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ELASTICITY IN 2020

SASE's 6th Leadership "E" is more important than ever

2020 is affirming the need to be elastic. SASE created the 6E model of leadership built out of GE's 4E and P&G's 5E models. And within SASE, Asian-heritage scientists and engineers benefit from a sixth leadership trait: Elasticity. To recap, SASE's 6Es of Leadership are:

- **Envision:** Define your vision of what you wish to accomplish and why it is important.
- **Engage:** Share the vision with key customers, co-workers and partners to get feedback and improve the vision based on their input.
- **Energize:** Excite the people or organizations responsible to deliver the vision so they allocate time as a priority to achieve the vision.
- **Empower:** Remove barriers, develop systems and processes to achieve the vision.
- **Execute:** Create and adjust action plans to achieve the vision efficiently.
- **Elastic:** Ability to transition leadership style fluidly to be effective in a variety of situations in order to achieve the vision.

How any of us prepare and then respond to situations is rooted in our leadership approach. The SASE Board has demonstrated all 6Es to lead in 2020, and we keep adjusting seemingly daily—that's what we all need to do in these unprecedented times. The 6E model has proven helpful in delivering SASE's mission and simultaneously processing COVID-19 impacts and racial injustice.

As a board, we must lead in a way that serves the 1.3 million Asian American and Pacific Islander STEM professionals. AAPIs make up 20 percent of the U.S. STEM workforce, making us America's largest STEM minority group. They are counting on us to lead and give a voice to help them achieve their full potential.

So, what does Elasticity look like from a SASE Board point of view? It looks like applying all 6Es and making the best informed decisions we can while giving ourselves the right to make adjustments. It looks like using your Envisioning Leadership to declare professional development as the breakthrough priority and sticking to it. It looks like being Elastic—to follow the science on COVID-19 and keep people safe by moving our conference to be 100-percent virtual. It looks like working with our partners in Pittsburgh, who were originally scheduled to be the back-to-back host for SASE National Conference 2019 and 2020, and agreeing to come back in 2025 since 2020 needs to be virtual. It also means Engaging new partners more deeply and strengthening

collaborations as we announce new partnerships, including one with the Society of Women Engineers (SWE).

The SWE partnership is personal for me, going back to 1988. I began dating my now wife of 30 years, Laura, after a SWE dance at our alma mater, Carnegie Mellon University. Women represented only 16 percent of Carnegie Mellon engineers in her class of 1989 whereas they now represent over 50 percent of the incoming class in 2024. This kind of change happens with the coordinated efforts of so many. For example, Laura Fernandez is currently P&G's Co-School Team Leader at Carnegie Mellon, and coordinates with SASE and SWE campus leaders to attract top candidates—but we can do even more to help each other. Women leaders excel in SASE as university chapter board members, then professionally as part of our over 100 corporate sponsors. And SASE is doubling down to Energize more women leaders. I am delighted at what the SASE and SWE partnership will bring.

This year's virtual national conference will be a success because of the 200 Empowered SASE volunteers and SASE staff (aka SASE Squad), our corporate sponsors, speakers and more. I admire the teamwork, brainstorming, adjusting, sometimes crying (that's always OK!) and dedication that got us here. To pivot from an in-person to virtual conference, all while delivering the SASE mission, is nothing short of extraordinary.

To get the most out of the Professional Panels and Workshops, you'll need to Execute a plan. Some tips:

1. Review the conference offerings and register early;
2. Ask questions in the chat so you can learn;
3. Contact speakers the day of presentations;
4. Commit to putting 1-2 actions in place from each workshop; and
5. Review the next day's agenda and adjust accordingly.

On behalf of the SASE Board, I welcome you to the SASE 2020 Virtual National Conference and wish you a growthful experience using the 6Es to help yourself and others. See you online!

■ **THOMAS J. FERNANDEZ**

Co-Founder and Secretary of the Board



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2020



These leaders bring new perspectives to guide
our SASE community forward.

Congratulations to our SASE Stars!



Timo Budiono

COLLEGIATE STAR (MIDWEST REGION)

Timo Budiono didn't know a community was what he needed when he started school at Kettering University in Flint, Michigan. It was through the National Society of Black Engineers that he found a family that motivated him to do more for diversity

initiatives and representation on campus. In his sophomore year, Timo founded the Asian American Association to bring students of Asian heritage together, share their cultures and traditions, and host fun social activities.

"I was just really inspired by the community that NSBE had," Timo said. "We didn't have anything like that for Asian students at the time, so that was our idea for creating that."

Over time, he felt something was missing. He wanted to bring in the opportunity of professional development, especially to international students who depended on careers with companies that could sponsor them. That's when he reached out to SASE to start a chapter at Kettering.

Through SASE, Timo built a bridge between students and companies like General Motors. Even after everything shifted to a virtual setting, Timo was persistent in finding ways to keep the community strong. One of those was forming a partnership with Flint SOUP, a grassroots organization that supports local creators and entrepreneurs in projects that empower the Flint community.

"Things that I look to for motivation—it's definitely NSBE," Timo said. "That's the established organization on campus. Having been a part of that, looking at what kind of activities they've done—that's definitely where I got my ideas from."

Attending a regional conference for the first time also pushed Timo to do more through SASE, including hosting diversity programs and workshops for local high school students. Seeing other Indonesian students and being surrounded by similarly minded people impacted him on a personal level, and he wants the incoming generation of Asian American students to have that experience—to show them that it's OK to embrace and express your culture.

"Our school is pretty rigorous, and having a community is really important, just in terms of making it through hard classes and learning about yourself and what you want to do," Timo said. "I know my experience wouldn't have been the same without the community that I had, so I'm hoping to give other students like me that experience as they're going through college."



Viwing Zheng

COLLEGIATE STAR (NORTHEAST REGION)

As a timid student, Viwing Zheng was initially drawn to SASE's focus on leadership development for Asian American professionals. Her passion for the STEM field already shone in her involvement with the FIRST Robotics

team, so when she was selected to start up her high school's SASE Jr. chapter as its first president, she saw it as an opportunity to grow as a leader. Her journey with SASE came full circle when she joined the National team as SASE Jr. Marketing Coordinator. And now, she is taking her leadership to the collegiate level as the newest president of the Drexel University chapter.

"I was nurtured by SASE throughout high school, and then into college as well, so seeing how SASE impacted me positively and made me a better leader, I wanted to see that same impact or create the same impact for other people," Viwing said.

Viwing and her founding team of only four other members at Central High School in Philadelphia had worked hard to establish a strong foundation for their SASE Jr. chapter. Because they didn't have access to the types of sponsorships that collegiate chapters did, her team raised funds through many bake sales to subsidize trips, purchase equipment and merchandise, and put on meaningful

events. So, when the chapter recently hosted a general body meeting with 80 people in attendance, she was proud to see the impact of the time and energy she put into its early days.

"Seeing that growth makes me happy," Viwing said. "Not even just at Central, but seeing other chapters being interested makes me happy. And, on a collegiate level, it's kind of similar—seeing people, even some of the more introverted folks, coming out to events you tried really hard marketing for."

With each new SASE event she helped organize and bring new members to, Viwing felt more fulfilled. While her initial motivation was to develop skills that would break the bamboo ceiling, her SASE journey became much more than that.

"It turned into a community building aspect—building people so they become better people and better leaders, hosting events that you think will benefit them in that way, and hoping that people gain value out of that," Viwing said. "That's what made me stay."



Richard Bui

COLLEGIATE STAR (SOUTH REGION)

Graduating in the middle of a pandemic wasn't ideal, but living in the new normal reaffirmed Richard Bui's passion for helping people. As a pre-med student at Rice University, Richard completed research assistantships around diseases and treatments while volunteering for Alzheimer's Buddies and Rice Pancakes for

Parkinson's. On top of that, he founded the BioSciences Society, providing students and faculty with a space for intimate discussions on research literature.

The most fulfilling part of his undergraduate years, however, was his involvement with SASE. Although he was the only one in pre-medicine, he became fascinated by all the engineering and science fields he was learning about through the new friends he was making. So, after seeing membership decline in his sophomore year, it became a creative challenge for Richard to revitalize the chapter.

"I've always felt that SASE was something that was my outlet to enjoy myself—other things were interesting but not as engaging in the level that SASE was," Richard said. "If I had to split my pie of time, I'd put so much more into SASE than other commitments. It was actually where I found the most fun doing things."

It was important for Richard to give students the chance to attend National Conference, so, as treasurer, he reallocated funds to allow more members to travel for free. As president,

he also invited new companies to information sessions, expanded opportunities for resume reviews and maintained a strong level of membership engagement year-round. Richard continued to step out of his comfort zone to learn about new fields, spending additional time understanding what his membership was looking to learn.

"I can look back and think about how my very first day was versus how I left the club, and it was pretty fulfilling that I was able to make that actual impact," Richard said. "It's something I put a lot of effort in—it was my little child that I nurtured throughout my four years here."

Although the pandemic has forced many changes, Richard is confident that the new leaders of his chapter are prepared and ready to maintain their members engaged in a new virtual setting.

"Shout-out to my board and the South region team for making it such a good year as president because it's something I definitely would do again if I had the chance," Richard said.



Jeanavic Malaiba

COLLEGIATE STAR (WEST REGION)

Being one of 40,000 students commuting to and from school didn't exactly make Jeanavic Malaiba feel like there was more to college. But in her junior year, she had the opportunity to create a community on campus as a

founding member of the SASE chapter at Cal State Long Beach.

"I was just there for school and I went home, and that was it sometimes," Jeanavic said. "Getting to see your friends go to other colleges, have different experiences, and these amazing clubs that they're joining—you feel like you want that for yourself."

Jeanavic wanted to emulate what she felt through her involvement with the Pilipino American Coalition. Finding connection among people with similar stories, Jeanavic realized that was something she could bring into SASE, too. She was determined to keep members coming back to hang out at meetings and events after a stressful week.

"What we realized helps is giving people a space in such a big school where everyone knows their name, and they can feel comfortable and talk about their experiences in the STEM field and as Asian Americans—since a lot of us are first-generation, our parents came here as immigrants, or we came at a really young age," Jeanavic said.

With a strong start and support from its region, the Cal State Long Beach chapter was chosen to host a regional conference in just its second year. As co-president, Jeanavic led her board to plan a conference that welcomed the highest attendance in regional history while doubling the chapter's membership size to 60 students. Even before the conference, hosting a meeting that overflowed with students standing outside the door made Jeanavic proud of the community she developed in just a short amount of time.

In addition to her work in SASE, Jeanavic is a tutor and mentor for Mathematics, Engineering, Science Achievement, helping kids in underserved communities explore their education options and career paths in STEM. While her parents never pushed her toward the STEM field, she attributes her leadership development and work ethic to their influence.

"Why I stuck with it and why I did so much in college, with my studies, with any extracurricular was because I saw so much of their hard work growing up," Jeanavic said. "I think a lot of what I do is because of that."



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Stephen Taing

EMERGING STAR

Moving from city to city as a child pushed Stephen Taing to adapt to different situations and create his own opportunities. Now as Product Owner at Northrop Grumman, he looks to move up the management track and hopes to one day become an executive who

finds joy in supporting and interacting with as many people as possible.

“Pursue opportunities,” Stephen said. “You either have to take initiative to find opportunities or create your own in order to set yourself up for success.”

Opportunity also led Stephen to SASE while studying computer engineering at Villanova University. He was part of multiple engineering student organizations, including NSBE, SHPE, and Engineering Council, and he saw a chance to bring together a similar group for students of Asian heritage.

“Junior year, there was something inside me that was kind of entrepreneurial,” Stephen said. “I was able to start a SASE chapter at Villanova, and that was a big experience for me where I was able to learn a lot about how to start and run a chapter.”

As president, Stephen tapped into the resources he knew and the network he had to raise funds for the chapter, and he showed incoming student leaders how to do the same. Sending eight members to the SASE National

Conference for free was one of his proudest achievements.

Even after he graduated and moved across the country, Stephen’s journey with SASE didn’t come to an end as he wanted to make a bigger impact. Although the West region was new to him, he wanted to show his genuine dedication as a Regional Coordinator. Determined to support and interact with his collegiate chapter members, he would drive through Los Angeles rush-hour traffic to be there for their events.

With a strong community from coast to coast, Stephen plans to stay involved with SASE through the professional chapter in Los Angeles, aiming to bridge the gap between his company and SASE through sponsorships and hiring events. He hopes to leverage his professional career to create even more opportunities for his SASEfam and inspire others to be more proactive and take initiative toward their own opportunities.



Erica Chang

RISING STAR

Erica Chang’s first experience at SASE National Conference was nothing like you would imagine a National Conference Chair’s experience to be. She remembers it vividly—going up to a recruiter and being so scared that she almost cried. She told herself she was never coming back to the event.

Fast-forward five years to 2020, and she’s hosting SASE National Conference for the second time as National Conference Chair.

“When I started volunteering, I remember I was so scared, I had my mentor sit next to me for a Google Hangout,” Erica said. “I’m leading these calls now, and it’s crazy to think that the first time I was so nervous.”

It was at an ice cream social at Texas A&M University that Erica was introduced to SASE. A pre-med student at the time, Erica saw that SASE’s opportunities benefited not only engineers but also anyone interested in professional development and community service. Because of that, she continued to come back to events, bringing more friends each time. The Texas A&M chapter soon felt a lot like “Erica and her friends,” and being able to create that community drove her to take on new leadership positions within her chapter and volunteer for National Conference at the same time.

“What really inspired me to be a part of the National Conference journey was just seeing how an event can be put together by volunteers,” Erica said. “The majority of

SASE is so run by volunteers, and seeing their passion and seeing it come alive—I wanted to be part of that.”

Despite her humble beginnings, Erica’s leadership in SASE today shines in her ability to improve the volunteer process and care for each of her team members. It’s why she made the career change to become a project manager, seeing the need for process improvements in the healthcare system especially during a pandemic. And, with that same mindset, she is motivated to continue improving the experience of SASE members and volunteers as the organization’s newest and youngest Board Member.

“Volunteers in SASE are always welcomed—no matter what committee they end up joining, they’ll end up learning a lot as a volunteer and meet a lot of people,” Erica said. “It could end up being a lifelong experience like it is for me.”



Joseph Thai

RISING STAR

A problem solver by nature, Joseph Thai was set on studying engineering at North Carolina State University. Even outside of school, he enjoyed rock climbing, playing disc golf and solving brain teasers. So, when he was presented with the opportunity to start a

SASE chapter, it was a challenge he was willing to take.

At his first regional conference, he formed strong connections with SASE members from different schools and realized the opportunity he had to make an impact on his own campus. As president of his chapter, Joseph learned to step out of his comfort zone, partnering with other student organizations to promote events and support the local Asian American community.

After graduating, he remained involved with SASE as a volunteer for the National team. Even while working full time, he devoted time and energy to developing and maintaining collegiate chapters as a regional coordinator. And, to this day, he sees his time with SASE as more than just volunteer work.

“We’re able to build these relationships regardless of where we live,” Joseph said. “We talk outside of SASE, we talk about things that aren’t only SASE, and we try to meet up in other ways. I think that’s why I do the work that I do.”

While he was regional coordinator, he also took part in a new initiative—one that is now known as SASEtank. As its co-director, Joseph brought the initiative to a new level of success in the span of a few years. Today, SASEtank is a National Conference staple, inviting students to pitch innovative ideas and showcase prototypes to a panel of professional judges in a competition modeled after the TV series “Shark Tank.”

Joseph was always drawn to the concept of entrepreneurship and was inspired by the number of Asian Americans who go on to start their own ventures in order to address issues and solve problems. He has since stepped down from the regional coordinator role to focus on SASEtank and implement new ideas to improve it every year.

“It’s come a long way, and I’m proud to be working with the folks on that team,” Joseph said. “The quality of work we’re doing as volunteers is very exceptional. We’re pulling off initiatives that teams with paid staff are handling—and we’re doing it virtually as well.”



Wilson Kong

SHINING STAR

With more than 11,000 views to date, one of Wilson Kong’s videos on YouTube shares the story of how he persisted in engineering after failing calculus twice. When his academic adviser told him in his fourth year at the University of Arizona that engineering might not be the right fit for him, Wilson was forced

to reevaluate what he wanted to do with his career. He settled on an engineering major with a lower GPA requirement, and that became the year he fell in love with materials science. Wilson made a 180-degree turn and aced his senior-level courses, earning a 4.0 in his last semester despite starting college with less than a C average.

“I think my mentality shifted after that inflection point in my academic career,” Wilson said. “I told myself I have a chance at a clean slate, I’m in a new field, and I can’t mess this up again. It motivated me to try much harder.”

That year also motivated Wilson to finish college with a bang. Hearing about SASE through a friend, he sought out interest from other students, spread word about the SASE mission, and became the University of Arizona chapter’s co-founder and first president.

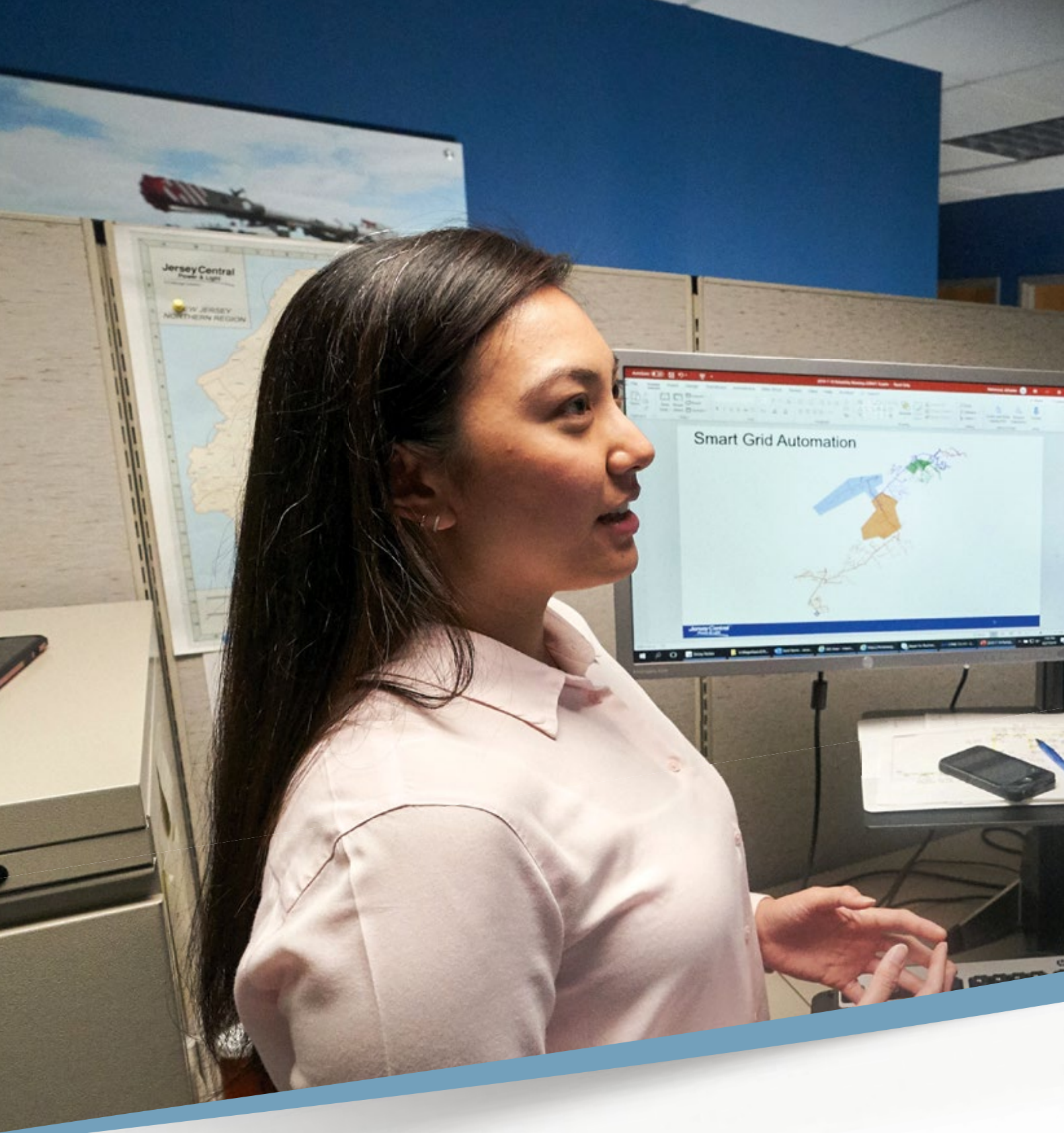
As Wilson’s education continued with a master’s degree in materials science and engineering at Arizona State University, so did his involvement in SASE. Becoming a regional coordinator exposed him to a community that continued to motivate him. When he decided

to take his education to the next level with a Ph.D., Wilson felt ready for another challenge within SASE, too. After learning about SASE initiatives that had failed, he was intent on bringing the SASE Leadership Committee back to life—much like he did with his own GPA.

“I wanted us to have the mantra of, ‘Always build a better version of yourself,’” Wilson said. “It was something really personal to me since everything I’ve accomplished or wanted to accomplish in my life is because I’ve wanted to keep improving myself.”

As Leadership Committee Chair, Wilson led his team to create more focused leadership development opportunities, including a revamped 6E Leadership Assessment that helps SASE members create action plans for the skills they want to enhance.

“The main takeaway I want people to get is don’t be afraid of failing,” Wilson said. “Everyone is conditioned with the need to succeed, that certain metrics have to matter to certain people, but I think ultimately you have to feel confident about your own progress and not compare it to anyone else.”



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A FedEx Express cargo plane is shown from a low angle, flying through a dense layer of golden, sunlit clouds. The plane is white with the FedEx logo in purple and orange. The words "The World On Time" are written on the nose. The engine also features the FedEx logo. The sky is a mix of dark and light clouds, with the sun creating a bright glow in the upper right.

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2020 INSPIRE AWARDS

Each of us is impacted by significant emotional experiences throughout our lives, and 2020 is no different for our collegiate members. The fall semesters and quarters of 2019 may be remembered as the final chapters of an educational era. But even if the social climate has changed around the globe, the talent that SASE attracts has stayed focused and resilient.

Each year, SASE recognizes chapters who have exemplified the SASE mission. The SASE Inspire Awards are SASE's way to show appreciation for those chapters and student leaders who have excelled in professional development, cultural awareness, diversity, community involvement, initiatives, and event impact and attendance—especially during these unprecedented times.

The 2020 SASE Inspire Awards recognize chapters in the following categories:

- **Overall Strongest:** Awarded to the chapter that has made outstanding contributions to and for the advancement of SASE's three core mission statements
- **Outstanding New:** Awarded to the chapter (less than 2 years of age) that has made outstanding contributions to and for the advancement of SASE's three core mission statements
- **Most Influential:** Awarded to the chapter with outstanding leadership, outreach, creativity and/or other qualities that indicate large-scale vision and planning
- **Most Improved:** Awarded to the chapter that displays the most growth and improvement over the past school year
- **Most Philanthropic:** Awarded to the chapter that has demonstrated and embodies the spirit of service within their membership, community, region, and/or nation

MOST IMPROVED CHAPTER

CALIFORNIA STATE UNIVERSITY, LONG BEACH

Within just two years of establishing a chapter at California State University, Long Beach, our chapter has not only flourished but has also been able to aid in the academic, professional, leadership success. From increasing our membership by and retaining these members tenfold between our first and second year, to hosting the West Regional Conference in just our second year of being a chapter, CSULB SASE has worked diligently to serve our campus community. By putting our students' needs at the forefront, meaning taking care of each other academically, mentally, and emotionally we have been able to build a family and bond with each other and our members. This has carried



into all activities that we have accomplished. On top of that, we try and maintain good relationships with our sister chapters in the area and in turn we try and support each other as much as we can!

MOST IMPROVED CHAPTER (HONORABLE MENTION)

BOSTON UNIVERSITY

Since its inception in 2010, SASE at Boston University has always been committed to empowering Asian American professionals by upholding the three pillars. As a chapter, we're thrilled with the growth we've seen in the past year, which has set a strong foundation for the uncertain future moving forward. We have received an influx of 63 new members over the course of the academic year. Our mentorship program has maintained such sustained interest and divided our members into smaller, more close-knit mentor-mentee groups to help each other socially and professionally. Our events included several professional development events, in collaboration with organizations and companies in the Greater Boston area, that helped our general members improve their networking skills and learn how to resolve workplace conflicts. We are very proud of our turnout rate at the professional conferences as we were able to send 10 and 30 representatives to SASE Nationals and SASE Northeast Regionals respectively. We spearheaded our Thai Tea and Rose fundraisers as a medium to celebrate Asian heritage and spread positivity. We strengthened



relationships with fellow chapters like Northeastern SASE through a joint volunteering venture in restoration and cleanliness at the Franklin Park Zoo. Even as the COVID-19 pandemic put life at a standstill, our chapter remained regularly in touch with our general members through daily check-ins and weekly virtual chats. We believe the key to such success stems from the quality of communication with our members. It's important not only to remain spirited in pursuit of high-reaching goals, but to also remember the members at the heart of those pursuits. The unpredictable future created by the COVID-19 pandemic warrants a steadfast drive to nurture a culture where our chapters' members can raise their voices fearlessly and overcome the limits set by every obstacle on the road to success.



MOST INFLUENTIAL CHAPTER

UNIVERSITY OF MINNESOTA, TWIN CITIES

SASE UMN holds the utmost standards in maintaining SASE's three pillars. We strive to make conscious improvements in our representation of each pillar. This year, SASE UMN saw the potential of collaborating with other cultural and professional student groups in celebrating the diversity of Asian heritage not only in the College of Science and Engineering, but within the entire campus. We collaborated with seven different student organizations to provide a unique variety of experiences for our general members. SASE UMN also recognizes the importance of professional development, and this year, we focused on providing vast networking opportunities for our members. We hosted the Spring Career Fair for the College of Science and Engineering (CSE), establishing a

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connection with CSE as well as introducing a large network of over 150 companies for our members. We also hosted a Women in STEM panel highlighting professionals and professors, for which we won the Tin Man Award for Outstanding Student Group Event. Finally, SASE UMN strives to strengthen our vision for philanthropy by giving back as much as we can. We have volunteered a total of over 100 hours to local organizations, donated 58 pounds of food and supplies to charities, and raised \$3,500 to donate to charities amid the COVID-19 crisis. Much of our successes and accomplishments could not have been done without the hard work of our board members, our diverse community of general members, and most importantly, the unique connections

we've made. We hold importance in establishing meaningful relationships in both the professional and cultural sense. SASE UMN is humbled and incredibly grateful to be honored for our efforts to uphold SASE's vision. With the utmost passion, we will continue to work hard to strengthen our impact within the community, region, and nation.

MOST INFLUENTIAL CHAPTER (HONORABLE MENTION)

UNIVERSITY OF FLORIDA

The University of Florida (UF) chapter of SASE is proud to produce remarkable leaders every year, and as a recipient of the Honorable Mention for Most Philanthropic Chapter for the 2019 Inspire Awards, we knew that everything this year had to be done better: the events, the interactions, and especially the mindset. From mentoring programs to professional

development to philanthropic endeavors, our organization strives to create well-rounded and strong-minded individuals who can serve as leaders no matter the workplace. We firmly believe in quality over quantity and having a chemistry between our board and members that is unlike no other. Andrew Carnegie said the following quote, which inspires the advice UF SASE wishes to offer: "If you want to be happy, set a goal that commands your thoughts, liberates your energy, and inspires your hopes." For new chapters, UF SASE advises to always



think big, because attitude is what determines altitude. This year, we learned what it really means to "jump" because new altitudes cannot be reached until both feet are completely off the ground from where one was originally standing. Success is only achieved by taking risk, and it is finding the balance between what has always been done versus what more can be done that defines where that ceiling lies. UF SASE tells new chapters to trust your team and let them be creative in their position, because this creativity will allow your chapter to imagine ideas to new depths that you, as its leaders, could never have envisioned.

MOST PHILANTHROPIC CHAPTER

UNIVERSITY OF CALIFORNIA SANTA BARBARA

Since our establishment as a chapter in 2015, SASE UCSB has grown exponentially in terms of members, event reach, and presence. Through hosting annual events such as our Industry Mixer and Faculty Panel as well as hosting regular general body meetings, professional workshops, socials, and study sessions, we have become a well-established chapter on our campus and in SASE. A strong sense of friendship is reflected in the events SASE UCSB organizes for our members, and we focus on providing our members with professional development and academic support while also maintaining a strong foundation of social and service activities. At the beginning, SASE UCSB initially struggled with developing a stronger campus presence compared to other long-established STEM organizations. However, through club collaborations and by dedicating the time to form and strengthen relationships with companies and nonprofit organizations, SASE UCSB has become a prominent STEM organization within UCSB and an organization that industry professionals are eager to collaborate with. Concurrently, SASE UCSB was able to form a presence in the SASE community by establishing a tight-knit network with both SASE Nationals and other chapters during conferences and regional socials. These close relationships not only fostered



friendships, but also provided ways for SASE UCSB to learn from and offer advice to other chapters and to truly grow as an organization. As SASE UCSB has expanded, we have learned that the most important aspect of a successful chapter is the personal relationships cultivated through socials, conferences, and other events. We have cultivated SASE UCSB as more than just another professional organization; instead, it is an interwoven web of friends and family. By creating this unique environment, SASE UCSB has been able to connect with students on a deeper level and ensure that our chapter continues to grow with each passing year toward new heights.

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Huntington Ingalls Industries proudly congratulates our 2020 SASE Award winners.

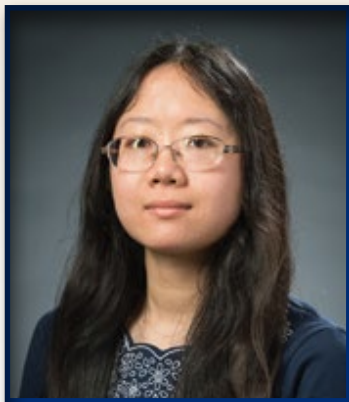
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Promising Professional



Vinod Mathur
Newport News Shipbuilding
ERG Leadership



Veera Bandaru, Ph.D
Technical Solutions
Career Achievement



MOST PHILANTHROPIC CHAPTER (HONORABLE MENTION)

STEVENS INSTITUTE OF TECHNOLOGY

Since its founding in 2012, SASE Stevens has always dedicated itself to be the best chapter it could be and to fully support our members in reaching their full career potential. Through biweekly general body meetings and monthly events, the chapter focuses on fulfilling the three core pillars of SASE by providing opportunities for our members to develop their

professional skills, give back to their community, and embrace the cultural diversity on campus. Our general body meetings can span from an informational presentation about professional attire to an alumni panel about career fairs to a fireside chat about the Asian-American community and xenophobia. Year after year, the executive board devotes countless hours toward steering high-quality programming with the growth of not only our members, but the organization as a whole in mind. Even through the COVID-19 pandemic, our chapter



has made it a priority to fulfill our purpose and continued to push forth initiatives and events. From a small but dedicated group of students, to one of the largest active membership bases in the region, Stevens SASE now stands as one of the veteran chapters in the Northeast region. Our advice for being a successful chapter is to create a healthy, supportive atmosphere for members to grow and to think innovatively to bring new ideas. The strength in our chapter lies within our community. We want to make every member feel like they are part of a large family. As our chapter continues to grow, we hope to solidify ourselves as an exemplary organization for other chapters.

OUTSTANDING NEW CHAPTER UNIVERSITY OF KANSAS

SASE KU was recently established at The University of Kansas and is the first chapter in the state of Kansas. Even in just its first year, SASE KU has put tremendous effort to defining organizational structure, branding, and focus. Within a month, the chapter has quickly grown to a total of 60 members with roughly 25 active members. Throughout the year, SASE KU hosted a total of 9 workshops and events such as career fair preparation, industry speakers, EducAsian, Indomie night, study-game nights, and many more. There was a total of 270+ participants at these events, making a great impact on the general members, their professional developments and Asian cultural awareness. In addition, SASE KU members are heavily involved in the local community, volunteering a total of 50 hours at school festivals, recruiting events, and football concessions. The chapter connected strongly with SASE Midwest Regional and SASE National after sending 10 members to the Regional Conference and fully participating in SASE National monthly events and activities. Starting out as a new chapter, our biggest challenge was retaining members. However, we overcome this obstacle



by understanding the importance of the general members and their feedback. Our advice to other chapters is to personally reach out to general members as much as possible to build a bond and understand their expectations and needs in order to implement their feedback and build a stronger chapter. Moving forward, the newly elected executive board at SASE KU will implement more mentorship relationships among members, and increase more professional workshops within the industry as well as social events. Ultimately, SASE KU wants to build a friendly, culturally professional environment for Asians and Asian Americans to prepare, grow, and celebrate future leaders.

OUTSTANDING NEW CHAPTER (HONORABLE MENTION)

UNIVERSITY OF TENNESSEE, KNOXVILLE

Founded in 2019, SASE at The University of Tennessee, Knoxville, is the first Asian heritage pre-professional organization on campus. Our Chapter placed an emphasis on collaboration and networking in order to provide resources for the advancement of Asian heritage scientists and engineers on campus and the workplace. Throughout our first year as an organization, we were able to put on a total of 20 engagement events focused around the national organization's three pillars: professionalism, diversity, and service. These events allowed members to learn and connect culturally, develop academically and professionally, and provide service to our homes, school, and community. Some highlighted events include, but are not limited to: UT Asian STEM Professor Panel, East Tennessee Chinese New Year Social, and volunteering with MUSE



Children Museum during their Science Appreciation Month. These events helped uplift and create a warm, welcoming community that is passionate about the intersectionality of the three SASE pillars and what it can do to help us thrive in the workplace. We encourage all new organizations to network and reach out to other organizations, especially those that share similar values and identities.



OVERALL STRONGEST CHAPTER

DREXEL UNIVERSITY

After a fortunate encounter with SASE's founder, Khanh Vu, through a workshop at ECAASU's annual conference, Keith Mui and his future fellow board members would go on to establish SASE Drexel. From its beginnings as an unheard-of student organization, the Drexel University Chapter has jumped through hoops and over hurdles, now becoming one of the most recognizable student organizations on campus. Through the countless hours of planning and hosting events, organizing innovative programs and implementing purposeful initiatives, SASE Drexel has come to better understand what it means to be an adept student organization. From our experiences, we've been able to see that growth has a multitude of underlying layers that interact with each other and are important to monitor at all stages of growth. Growth is often a top priority for all organizations. For SASE Drexel, there has always been a drive to constantly grow, which often means increasing numbers: the number of events we host, the attendance count for each event, and the retention rate of members throughout each year. While these metrics are extremely important for measuring growth, they can also become dangerous influences. When focusing too much on increasing numbers, it becomes easy to mistake quantity for

quality. Metrics become an addiction that obscures part of the purpose of being a SASE collegiate chapter: to make a lasting impact. While on this journey of growth, the team supporting the organization begins to play an increasingly important role. For a SASE collegiate chapter during these sprints to improve, whether in terms of quality or quantity, workloads can continue to grow until fellow E-board members become simply co-workers and general body members become clients. Growth itself can thus become a dangerous influence, removing the connections between members of the community that SASE was built to cultivate and serve. In this way, progress obscures an additional part of the purpose of being a SASE collegiate chapter: to support and impact the community in a meaningful way. To be an adept student organization, growth is necessary, but even while running you still need rest. There needs to be constant reflection to ensure both quality and quantity, ensuring that teammates interact with each other not only as co-workers but also as friends. What these two examples demonstrate isn't just that these two independent components need to be monitored, it's that all aspects of an organization need to have one thing: balance.

OVERALL STRONGEST CHAPTER (HONORABLE MENTION)

UNIVERSITY OF TEXAS AT ARLINGTON

Established in 2016, the SASE University of Texas at Arlington Chapter has grown from 13 members to 96 members and is on a momentous path of growth! UTA SASE focuses on encompassing each of the three pillars of SASE by hosting a variety of professional development workshops, celebratory cultural events, and community service opportunities while also creating a tight-knit family atmosphere. We have seen a surge in the passion of our members by initiating a SASE Intern program, which allows members to shadow officers, practice planning events, and be more actively involved. The majority of our interns have also run for officer board positions. We highly recommend other chapters to kickstart an internship program to facilitate a great line of future SASE leaders. UTA SASE has made strides toward uniting chapters with events like the Lone Star Throwdown, a field day with over 50+ attendees from 7 chapters, and co-hosting joint socials with chapters at the University of Houston and the University of Texas at Austin! Our goal to foster these relations reaches nationally as we executed many events with our beloved Sister Chapter, the University

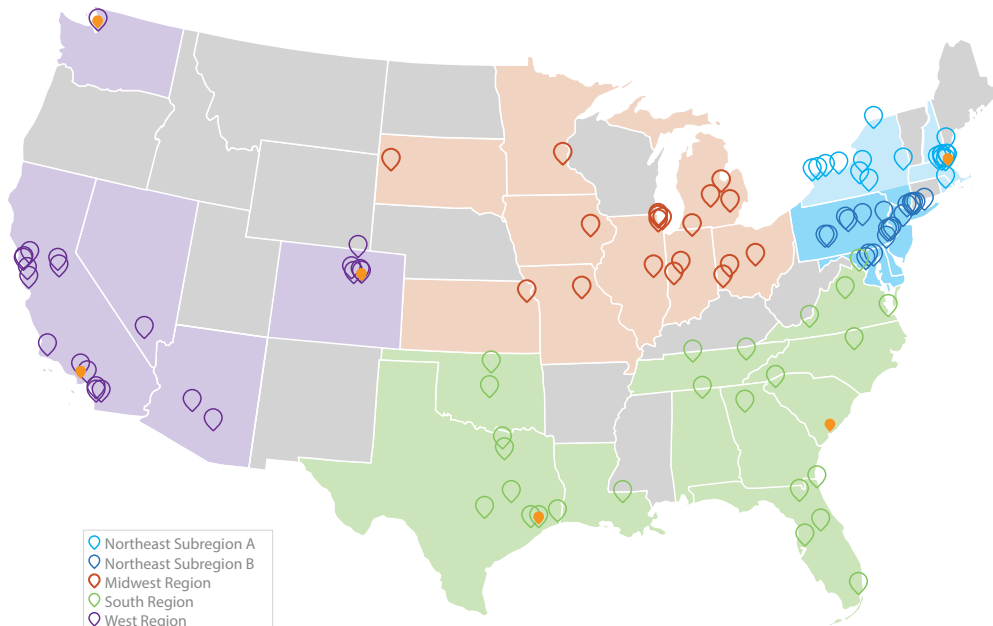


of Illinois at Chicago, through meeting at Nationals, pen pals, and virtual events! We were ecstatic to have been chosen as the host for the 2020 South Central Regional Conference and were disheartened at its cancellation due to COVID-19 but are proud of the unique ideas that were planned and the major sponsorships from several companies like BNSF Railway, Lockheed Martin, and more! As a result of our Spring in-person event cancellations, we implemented numerous virtual events and social media challenges to keep our members active safely. Over the years, UTA SASE has gained a prominent presence on campus and in the South Region and will continue to uplift others in the UTA and SASE community.



SASE
SOCIETY OF ASIAN SCIENTISTS & ENGINEERS

CHAPTER MAP



Collegiate Chapters:

Arizona State University
Boston University
Brandeis University
Bucknell University
California State University - Fresno
California State University - Long Beach
Carnegie Mellon University
City College of New York
Clarkson University
Clemson University*
Colorado School of Mines
Colorado State University*
The Cooper Union
Cornell University*
Drexel University
Embry-Riddle Aeronautical University*
Franklin W. Olin College of Engineering*
George Mason University
George Washington University
Georgia Institute of Technology
Kettering University
Illinois Institute of Technology*
Lamar University
Lehigh University
Louisiana State University
Massachusetts Institute of Technology*
Michigan State University
New York University
North Carolina State University
Northeastern University
Northwestern University
Ohio State University
Oklahoma State University
Old Dominion University*
Pennsylvania State University*
Purdue University
Regis University
Rensselaer Polytechnic Institute

Rice University

Rochester Institute of Technology
Rose-Hulman Institute of Technology
Rutgers University - New Brunswick
San Diego State University
San Francisco State University*
San Jose State University
South Dakota School of Mines and Technology
Stanford University*
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York - Stony Brook
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University of California - Irvine
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University of California - Santa Cruz
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University of Delaware
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University of Nevada - Las Vegas
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University of Pittsburgh
University of Rhode Island*
University of Rochester
University of South Florida
University of Southern California
University of Tennessee - Knoxville
University of Texas - Arlington
University of Texas - Austin
University of Texas - Dallas
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Rise Through The Ranks

With Col. Lance Oskey



As one in a handful of Asian Americans growing up in the Pittsburgh suburbs, Col. Lance Oskey just wanted to fit in. He didn't think he would one day rise through the ranks to lead a battalion, become a brigade commander, and now manage a headquarters of thousands of soldiers and civilians across the nation as Chief of Staff for the U.S. Army Cadet Command. Just last year, he was recognized with the SASEsalutes Career Service Award for his leadership and history of contributions to our country. And, while there are biases and barriers in any workplace, he believes meritocracy within the Army, along with his own resilience and flexibility, helped him get to where he is today.

His decision to join the Army after graduation began with opportunity. An adoptee from South Korea, Col. Oskey was ready to embark on a journey of identity and self-development. It helped that his family had a long lineage of military service, so he was inspired to honor their legacies as well. And, after 27 years in the field, he is more than grateful for everything else that came along with the opportunity he originally sought.

"The Army makes you really grow up and have very clear leadership philosophies, a very strong sense of self—and that comes across in your leader formation," Col. Oskey said.

He started out as a second lieutenant right after completing the ROTC program at the California University of Pennsylvania. Through competency evaluations, he proved his abilities and received one promotion after another. As an infantry officer, he was deployed to Iraq and then Afghanistan—with a different mission and emotion that came with each deployment, he learned to find strength physically and mentally.

"The Army requires you to grow as a leader and be resilient," Col. Oskey said. "The Army gives you leadership challenges before you think you're ready for it... but in fact, most are ready for these leadership experiences and become stronger leaders because of the challenge."

It wasn't just leadership development that brought fulfillment to Col. Oskey. His journey came full circle when he was deployed to South Korea as company commander, became immersed in the Korean community and

culture, and adopted his son at three weeks old.

Today, he's excited to partner with organizations like SASE to pay tribute to his roots and mentor Asian American students and young professionals. Because there is a small number of Asian Americans in the military, he wants the SASE community to learn about the variety of opportunities the Army offers and know that he's playing an active role to help advance Asian Americans into leadership roles.

For aspiring Asian American leaders in any organization or company, Col. Oskey's guidance is to avoid these cardinal sins: being liked over being a leader, and being distracted from the focus of the mission. He advises that leaders need to be coachable—have the mentality of understanding the people they lead—and be holistically fit to become a well-rounded individual.

"Your education is not done once you've graduated college," Col. Oskey said. "As a lifelong learner, understand there's more than that. There's so much out there for someone who wants to develop themselves."

BASIC BRANCHES

(*Denotes special interest in students with a STEM background)

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Aviation	Chemical Corps	Corps of Engineers*
Cyber Corps*	Field Artillery	Finance Corps
Infantry	JAG Corps	Medical Service Corps
Military Intelligence	Military Police Corps	Ordnance Corps
Quartermaster Corps	Signal Corps*	Transportation Corps

FUNCTIONAL AREAS

(Specialties that officers can apply to transition to)

Foreign Area Office <small>(interact with foreign governments and militaries)</small>	Public Affairs	Special Forces
Civil Affairs	Psychological Operations	Space Operations*
Network/Information Engineer*	Information Operations	Simulations Officer
Operations Research/ Systems Analysis*	Nuclear and Counter Proliferations	Strategic Intel
Enterprise Marketing and Behavioral Economics		



A Glimpse into the Future of SASE Pro

FROM SASE'S MANAGER OF PROFESSIONAL PROGRAMS

SASE Pro aims to increase the business and organizational impact of Asian American STEM professionals by combining the development of leadership, cultural awareness, and cultural agility skills to unlock leadership potential. Over the past two years, we have done this by adding professional training to the annual SASE National Conference, establishing the SASE Pro Executive Forum for senior Asian STEM Professionals, and strengthening the Professional Awards program to increase visibility and recognition for high-performing Asians. After the Professional Track at the SASE National Conference last year drew enthusiastic responses from 350 attendees on day one and 700 on day two, it was clear that it was time to create a position on the SASE team for someone to lead the definition and execution of our strategy to serve Asian STEM professionals.

I came to SASE Pro earlier this year after a 20-year career with Procter and Gamble because I saw how the Asian ERG (Employee Resource Group) there impacted my own career and that of others. My goal as the Manager of Professional Programs is to serve our Asian professional community by helping to create opportunities for everyone to have access to the type of Asian and Pacific Islander-specific leadership development training that I was fortunate to receive early in my career.

Two of the ways I have started reaching out to as wide an audience as

possible include the expansion of the ERG Leads Network and our webinar series. We now have nearly 100 individuals across almost 60 companies participating in our ERG Leads Network, and we continue to grow rapidly. This network has become a collaborative forum for

companies to share ideas and best practices for ERGs as well as a space for ERG leaders to provide direct input on SASE Pro programming. Our webinar series started out as a temporary effort when we all began practicing social distancing, but given the enthusiastic response, we have decided to convert this into an ongoing service that will remain

free for participants and open for sponsorship.

My largest responsibility is our SASE Pro National Conference, and I'm committed to delivering the highest quality content and the best overall experience I can to all of you. This year's conference promises to provide a few exciting twists, some of which have been made possible by the virtual format. Even though we won't be traveling to Pittsburgh to meet in person, we will be coming together to experience:

- Content tracks organized by leadership skill area;
- Fast-paced leadership development sessions from 10+ industry-leading professionals;
- Lively moderated panels with Asian senior executives;

“
My goal as the Manager of Professional Programs is to serve our Asian professional community by helping to create opportunities for everyone to have access to the type of Asian and Pacific Islander-specific leadership development training that I was fortunate to receive early in my career.”



- Workshops relevant to today's unprecedented workplace and social justice environment; and
- Live-polling, Q&A, and even a mobile app.

We have heard from past conference attendees about how much they value networking opportunities during the conference. That's why we have come up with some creative solutions to provide you with opportunities to connect and meet new people this October. Our virtual conference platform, powered by Socio, excels at enabling an interactive experience for attendees to engage throughout the conference and beyond. There will be multiple opportunities to meet other attendees from a variety of industries and geographies during planned networking activities as well as casual interactions on targeted discussion boards or the social wall. Shake to Connect is a feature that will allow you to exchange digital business cards with other attendees seamlessly. The ongoing Community functionality also will enable us to connect beyond the conference with message boards and future events.

We're excited about the ongoing potential of our virtual conference platform, and we see many possibilities for more frequent interactions within our SASE Pro community throughout the year. I'm also actively working on developing new methods for ongoing professional development, including our webinar series. We're beginning to explore the potential of partnering with companies to develop regional conferences as well. We've started the initial work to craft an organizational foundation and sustainable model for local SASE Pro chapters to flourish across the country, and we're looking at more ways to connect the passionate SASE Collegiate community with our ever-growing network of professionals at SASE Pro.



The pandemic has accentuated the need for soft skills in the workplace, and SASE Pro is still here as your partner in the development of those essential skills. Communication skills are vital as ever as we adjust to remote working arrangements and to virtual meetings. And by continuing to develop relationship-building skills, we can ensure that we're cultivating relationships at work even when we're not meeting with managers, colleagues, direct reports, and mentors in person. SASE Pro is committed to continue evolving with our community and environment to ensure that we stay true to our core mission to Unlock the Leadership Potential of Asian STEM Professionals.

We can't wait to see you at our virtual conference from October 28 to 30. Registration is open at conference.saseconnect.org.

In the meantime, please also follow us on LinkedIn at linkedin.com/company/saseconnect.

■ **PARAAG MADDIWAR**

SASE Manager of Professional Programs



Driving Diversity.

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We are looking forward to the SASE virtual career fair and will be seeking highly motivated, innovative, and inspired student leaders who are ready for a rewarding internship experience and building a career in the automotive industry. Come talk to us! You can also learn more about our exciting career opportunities and join our talent community at **careers.fcagroup.com**.



2020 SASE SCHOLARSHIPS

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Congratulations to our 2020 SASE Scholars: Jackie Fang, Timo Budiono and Jackie Lu!

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2020 SASE SCHOLARSHIPS

SPONSORED BY LOCKHEED MARTIN

Lockheed Martin is honored to provide scholarship funding to the Society of Asian Scientists and Engineers because of the work it is doing to develop current and next generation STEM talent within our communities and across our diverse populations.



Congratulations to our 2020 SASE Scholars

Cindy Trac and Tommy Nguyen

Visit saseconnect.org/scholarship for more information about our SASE Scholarships.

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2020 SASE SCHOLARSHIPS

SPONSORED BY PNC

The PNC Foundation is delighted to provide scholarship funding to the Society of Asian Scientists and Engineers to encourage leadership and educational opportunities in the communities in which they serve.



Congratulations to our 2020 SASE Scholars

Han Le and Hira Ubaid

Visit saseconnect.org/scholarship for more information about our SASE Scholarships.

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Our colleagues share a common set of values — Integrity, Intensity, Innovation and Involvement. We work together to accelerate research, solve complex analytical challenges, improve patient diagnostics, drive innovation and increase laboratory productivity. Each one of us contributes to our mission every day.

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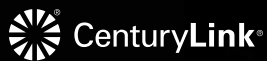
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10TH ANNIVERSARY

OF THE

SOCIETY OF ASIAN SCIENTISTS AND ENGINEERS NATIONAL CONFERENCE

We invite everyone to participate in our efforts to showcase SASE's strength and growth over the past 10 years. We hope everyone has a fun and memorable time during this year's conference! Bring your memories and fun photos to post on the "wall" during the event.



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2020 SASE REGIONAL CONFERENCES

Each year, SASE chapters across the nation apply to host one of six regional conferences. These events are designed to provide personal, professional, and leadership development tracks open to all of the chapters within their regions. And, they are 100-percent run and operated by the hosting chapter's members with additional support from SASE volunteers.

In support of their hard work and dedication, regional conference hosts receive visibility on the SASEconnect.org website, a platform to be heard in this annual SASE Magazine, and not to mention an undeniable sense of accomplishment.

This year, five out of the six regions were able to host an event. Unfortunately, the South Central Regional Conference hosted by UT Arlington was canceled due to COVID-19. Here are their stories.





FEB. 8, 2020

SERC - UNIVERSITY OF SOUTH FLORIDA

Theme: Bridging Traditions, Embracing Diversity

The 2020 SASE Southeast Regional Conference (SERC) was hosted Saturday, Feb. 8, at the University of South Florida in Tampa, Florida. The conference was centered around the theme “Bridging Traditions, Embracing Diversity” and aimed to give attendees an opportunity to understand the importance of diversity in the workplace while acquiring important technical skills for the professional world. This conference had the highest number of attendees in SERC history, obtaining a remarkable 234 attendees, breaking new records!

The conference included speeches from keynote speaker Jennifer Vuu, former President for SASE USF and current Regional Coordinator, who touched on diversity of experience and building her own traditions; Dr. Ryan Toomey, whose topic was Engineering in the 21st Century; and Dr. Sandra Pettit, who is a faculty member from the Chemical Engineering Department. We had 16 amazing workshops held by company professionals, faculty members, student leaders and organizations, and professional organizations that aimed to bridge the gap between professional and personal development. The theme was maintained within each workshop to develop an understanding of diversity of technical skills. We had seven SASE Chapters participate, seven companies, and professionals attending the conference, all having positive feedback. We had fun activities between workshops and networking sessions such as Spicy Noodle Challenge, Boba Social, Origami Tutorials and Headshots. We had amazing raffle prizes such as Polaroid and gift cards at the end of a performance-packed banquet. The social was a night to remember according to many attendees. It was held in Tampa Karaoke where a karaoke room, dance floor, DJ and an open bar (for ages 21+) were present. The SASE committee, officer board and team worked extremely hard to ensure this was a memorable experience for all!



FEB. 15, 2020

WCRC - CALIFORNIA STATE UNIVERSITY, LONG BEACH

Theme: Building Bridges: It Begins With You

Long Beach’s SASE chapter recently hosted the West Regional Conference. SASE students from different chapters all over California attended this event to meet with professionals from companies ranging from Raytheon to Disney. This all-day event held many different presentations and workshops from industry professionals and previous SASE graduates. Attendees were able to network and gain valuable knowledge from workshops and presentations, which will help students who are about to enter the professional world.



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FEB. 22, 2020

NERC - WORCESTER POLYTECHNIC INSTITUTE

Theme: Expanding Horizons: Explore. Excel. Empower.

SASE Worcester Polytechnic Institute, with the help of co-hosts Northeastern University, Rensselaer Polytechnic Institute, and Stevens Institute of Technology, hosted the 10th Annual SASE Northeast Regional Conference, “Expanding Horizons: Explore. Excel. Empower.” at the Marriott Boston Quincy Hotel. The goal of the conference was to help its 411 attendees expand their professional and personal horizons through 3 steps: (1) Explore your options; (2) Excel in your respective field; and (3) Empower those around you.

Attendees learned each of these steps throughout the conference. In the first round of workshops, attendees explored their options by gaining new perspectives on possible career paths. The second round of workshops focused on helping attendees excel in their respective fields. Workshops encouraged attendees to break the status quo and not settle on being average. Lastly, in the final round of workshops, attendees learned to not just find success in themselves but also to empower those around them. Concluding the conference, Dan Yen, COO at Vertigo Media, Inc. tied all three steps together by sharing his inspiring career journey and emboldening the audience to take risks. In addition to participating in workshops, attendees could schedule career consultations and ask professionals for advice. At lunch, the Rice Paddy Heroes and HUSH, local dance groups, performed entertaining dance routines effectively hyping the audience. After the performances from these dance crews, violinist Richard Kaminuma soothed the audience with his music.

The conference also provided free suit measurements, professional headshot photos, and multiple photo booths to attendees. Additionally, attendees could design tea cups for a donation to the Greater Boston Food Bank. And, with the help of several amazing companies and universities, attendees were able to obtain career opportunities. Thank you to all who attended and volunteered. The conference could not have been a success without you.



FEB. 29, 2020

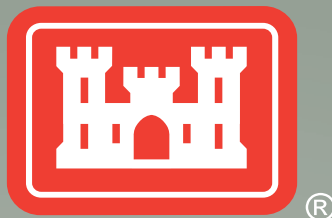
MWRC - ROSE-HULMAN INSTITUTE OF TECHNOLOGY

Theme: Building Bridges, Sharing Stories

The 2020 SASE Midwest Regional Conference (MWRC) was held at Rose-Hulman Institute of Technology and hosted by Rose-Hulman. The theme of the conference was “Building Bridges, Sharing Stories.” The theme emerged from the passion of the co-chairs, Seiji Takagi and Jennifer Hong, as SASE has meant a great deal to them throughout their time in college. Our workshop hosts presented on a multitude of topics, but they all revolved around the idea of being able to offer their perspectives on leadership, networking, and struggles. Attendees were able to hear those perspectives and share their own evolving stories for future leaders.

On Friday night, festivities began with an informal mixer, featuring Marathon Petroleum as the lead sponsor. Attendees were able to enjoy hors d'oeuvres, board games, and other activities in the Living Room of the Mussallem Union. Events on Saturday began with a continental breakfast and breakfast keynote speech by Paraag Maddiwar, who joined the SASE team in January 2020 as Manager of Professional Programs. Afterward, workshop breakout sessions ensued, with a variety of topics including artificial intelligence, leadership skills, and diversity in the workspace. Halfway through the conference, the lunch keynote address was delivered by John Swearingen, who is the executive vice president of Logistics and Storage of MPLX GP LLC as well as a Rose-Hulman alumnus.

During the closing ceremonies, attendees had the opportunity to enjoy performances in music, song, and rap from local artists, as well as win raffle prizes by purchasing tickets and submitting conference feedback forms. All proceeds of the raffle went to the Bill and Melinda Gates Foundation, which was chosen in support of its many endeavors, especially its efforts to combat the novel coronavirus. The conference concluded with a Career Fair and Networking session in which 13 companies participated.



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MARCH 7, 2020

WMRC - UNIVERSITY OF COLORADO BOULDER

Theme: Building Bridges. Connecting Leaders.

The University of Colorado Boulder SASE Chapter hosted the West Mountain Regional Conference for a second year. The theme “Building Bridges. Connecting Leaders.” was memorable for students as it challenged them to think about leadership and networking. Leadership can be supported by mentorship and connections with others, and this “bridge” helps to build opportunities and ideas. This theme emanated from the various panels, workshops, and speakers at the conference.

There were over 100 students in attendance, which included SASE members from all over Colorado and even several states. The day began with opening remarks from Booz Allen Hamilton and our keynote speaker was Bill Imada, founder of IW Group. He spoke to students about how to build their own brand using stories from his own experiences. We, the SASE chapter at the University of Colorado, are so thankful for our sponsors, attendees, and subcommittee for another amazing conference.



MARCH 21, 2020 (CANCELED DUE TO COVID-19)

SCRC - UNIVERSITY OF TEXAS AT ARLINGTON

Theme: Cultivating Dreams, Growing Together

The South Central Regional Conference 2020 was supposed to be held March 21, 2020, but was canceled due to the rising concerns of COVID-19. The theme of the conference was “Cultivating Dreams, Growing Together.” This conference was aiming to incorporate Arlington’s theme of a dream city and focus on how members can work together to achieve their goals. A few things weren’t planned and finalized with companies due to COVID-19 becoming a major concern two weeks before the conference. Companies also started to back out a week before the conference as travel bans and concerns were implemented. Two of our platinum sponsors, NASA and Shell, could not attend the conference due to this. A potential sponsor, BAE systems, could not attend either due to the company issuing a travel ban.

The conference was intended to begin at 8 a.m. with registration, breakfast, and opening remarks. Then, we planned to have an opening keynote speaker. We would then have two breakout sessions before lunch with each session having five workshops each. After the first two breakout sessions, we would have had lunch with performances by UTA cultural organizations. The lunch keynote speaker would have been Janet Sellars, NASA Director of Diversity and Data/Analytics, with the presentation topic of, “One’s journey toward achieving their current career path and the major influences along their journey. What steps did they take to reach their goals? Have they reached their goals and if there are any other goals they are still working on?” Following the keynote speaker, we were supposed to have our final breakout session consisting of five workshops. The closing ceremony would have concluded the conference with representatives from the SASE National team, South Regional team, UTA SASE officers, and the SCRC Planning team. There would have also been a post-conference social event, SASE Got Talent, showcasing the various talents of SASE students and professionals.



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- + Intelligence Analysts
- + Software Engineers
- + Systems Engineers

2020 SASE LEADERSHIP AWARDS

The SASE Leadership Awards recognize exemplary leadership and volunteerism, and celebrate technical accomplishments and advancements in the fields of science, engineering and technology. Through these awards, SASE honors organizations and individuals who have made impactful contributions to the global business world, academia, and their local communities.

Congratulations to this year's award recipients!



SASE ORGANIZATION OF THE YEAR (COMPANY)

This award recognizes a private-sector company that has demonstrated significant contributions to the scientific and/or engineering professions as well as a long-standing commitment to cultural diversity and inclusion in the workplace. In the past year, this company has devoted outstanding support, advocacy and services to address the development and advancement of diversity with a focus on the AAPI community.



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SASE ORGANIZATION OF THE YEAR (GOVERNMENT)

This award recognizes a public-sector, academic or nonprofit organization that has demonstrated significant contributions to the scientific and/or engineering professions as well as a long-standing commitment to cultural diversity and inclusion in the workplace. In the past year, this organization has devoted outstanding support, advocacy, and services to address the development and advancement of diversity with a focus on the AAPI community.



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2020 SASE LEADERSHIP AWARDS



SASE DISTINGUISHED CAREER AWARD

This award recognizes seasoned professionals with more than 25 years of professional experience who hold or have held executive-level management positions. Award recipients have made significant contributions to the growth and advancement of engineering, science, or technology. They are leaders within their organizations and display outstanding commitment to their communities through mentorship or support of other individuals in the STEM field.



DR. VID HEGDE

Senior Director and Global Leader, Crop Protection Discovery | Corteva Agriscience

Vid Hegde, Ph.D., is Senior Director and Global Leader for Crop Protection Discovery for Corteva Agriscience™, responsible for leading all aspects of crop protection discovery to create innovative agricultural products and integrated solutions for growers across the world. Vid launched his career as a scientist in The Dow Chemical Company focused on pharmaceutical therapeutic areas. Later he joined Dow AgroSciences Process Research group, and following that, he had a series of progressive leadership roles within Crop Protection Discovery and R&D. Vid Hegde earned his Ph.D. in organic chemistry from Temple University and completed his post-doctoral studies at the University of Houston.



SASE EXECUTIVE OF THE YEAR

This award recognizes seasoned professionals in executive-level management positions with more than 10 years of professional experience in their fields. Award recipients have shown consistent dedication and commitment to the growth and advancement of engineering and science through their engagement and contributions to SASE and/or the AAPI community. They are leaders within their organizations and display outstanding commitment to their communities through mentorship or support of other individuals in the STEM field.



PAUL CHI

Senior Vice President | Booz Allen Hamilton

Paul Chi is the Chief Technology Officer responsible for delivering solutions on behalf of multiple clients across the intelligence community. He is a thought leader in all aspects of technology consulting and IT solutions. Paul's areas of expertise include computer science and engineering, radio frequency technologies, cyber, networking technologies, biometrics, data science, technical operations and targeting, financial intelligence, advanced prototyping, innovative and applied solutions, and non-traditional approaches to difficult and ongoing mission challenges. Previously, Paul partnered with the intelligence community, the Department of Defense, and commercial clients to develop solutions for signals intelligence analysis, all-source research and analysis, information security, and data analytics. Paul earned a B.S. in electrical engineering from the University of Michigan and is PMP certified. He currently serves on the board for FIRST (For Inspiration and Recognition of Science and Technology) Chesapeake, a local affiliate of the National FIRST Robotics organization.



SASE EMERGING LEADER OF THE YEAR

This award recognizes young professionals who graduated less than five years ago. Award recipients are already succeeding in their respective professions through significant and measurable accomplishments, have demonstrated the qualities of a leader, and are highly regarded within their organizations and communities. They are also active SASE Professional members or active leaders in the AAPI community.



CASSANDRA CHEW

Release Train Engineer | Chevron Corporation

Cassandra Chew, a Consultant based in the Greater San Francisco Bay Area, is driving the digital transformation at Chevron in order to support a cleaner and more empowered world. While empowering the next generation of engineers as a Horizons Coordinator and developing the next pipeline of Asian leaders as the San Ramon Asian Employee Network Chapter Lead, she has given over 200+ hours of services as a Canine Enrichment Volunteer at the Dublin SPCA. Cassandra graduated with high honors from the University of Texas at Austin with a BBA in Management Information Systems and a minor in Psychology in May 2014. On weekends, the Texas native enjoys hiking through the Bay and mastering the many recipes from the food blog called the Woks of Life.

2020 SASE LEADERSHIP AWARDS



SASE ENGINEER/SCIENTIST OF THE YEAR (COMPANY)

This award recognizes professionals in the private sector who have made significant and measurable contributions within their engineering or science fields. Award recipients have shown consistent dedication and commitment to the growth and advancement of engineering or science, and they are recognized subject matter experts in their fields or industries. They are leaders within their organizations and display outstanding commitment to their communities through mentorship or support of other individuals in the STEM field.



DR. JOHN JIAN DONG

Senior Technical Fellow | The Boeing Company

John is currently a Boeing Senior Technical Fellow and a renowned expert in a broad area of Digital Engineering and Manufacturing. He has contributed to the development of many Boeing products including Space Shuttles, Space Stations, rockets, satellites, commercial and military airplanes, etc. Prior to joining Boeing, John was an engineering professor at the University of Connecticut. He is also a Registered US Patent Agent. John has authored 120+ technical papers/presentations, invented and patented many critical technologies for air/space crafts, autonomous vehicles, and engineering computing and data analytics, etc. He is also actively involved in community activities, and coaching/teaching STEM students.



SASE ENGINEER/SCIENTIST OF THE YEAR (GOVERNMENT)

This award recognizes professionals in a public-sector, academic or nonprofit organization who have made significant and measurable contributions within their fields. Award recipients have shown consistent dedication and commitment to the growth and advancement of engineering or science, and they are recognized subject matter experts in their fields or industries. They are leaders within their organizations and display outstanding commitment to their communities through mentorship or support of other individuals in the STEM field.



DR. WELLESLEY PEREIRA

Mission Lead, Intelligence, Surveillance and Reconnaissance and Missile Warning | Air Force Research Laboratory/Space Vehicles Directorate (AFRL/RV)

Dr. Wellesley Pereira serves as the Mission Lead for Intelligence, Surveillance and Reconnaissance at the Air Force Research Laboratory's Space Vehicles Directorate, where he defines the Directorate's strategic vision and long-term goals. Having led several highly successful programs paving the way for game-changing accomplishments in space and terrestrial remote sensing, he ensured that these become an integral part of tomorrow's airspace. His teaching and research experience spans a variety of educational institutions and programs, bridging the gaps between the lab, industry, academia, and the classroom. His work has resulted in Fellowship honors, awards, and grants supporting our nation's scientific cause.



SASE INFORMATION TECHNOLOGIST OF THE YEAR

This award recognizes professionals in information technology who have made significant and measurable contributions within the field. Award recipients have shown consistent dedication and commitment to the growth and advancement of information technology, and they are recognized subject matter experts in their fields or industries. They are leaders within their organizations and display outstanding commitment to their communities through mentorship or support of other individuals in the STEM field.



MUNJEET SINGH

Senior Vice President | Booz Allen Hamilton

Munjeet Singh is a Senior Vice President in Booz Allen's Strategic Innovation Group, leading the firm's Digital Transformation Efforts. Leading a team of over 1,000 talented Digital transformation professionals, Munjeet's team engages our clients to develop strategies and solutions to modernize enterprise cloud and data systems for mission critical capabilities powering this nation's infrastructure and defense. Munjeet also directly oversees our Human Performance line of business, and is responsible for the activation of our nationwide immersive studio network. This is a cross-functional geographic team focused on the convergence of Immersive (Augmented Reality & Virtual Reality) Gaming and Cloud Architectures (Cloud Gaming). Prior to joining Booz Allen, Munjeet was the Infrastructure Manager at Nextel where he managed the development of the Business Continuity Planning (BCP) model, and systems engineering of over 2,500 mission critical systems core to the wireless telecommunication network.

2020 SASE LEADERSHIP AWARDS



SASE ADVOCATE AWARDS

This award recognizes individuals who demonstrate an outstanding commitment to promoting diversity, inclusion and the advancement of AAPI professionals. These individuals are valued mentors and sponsors of AAPI professionals and are champions of success for our SASE members.



LELAND JOURDAN

Chief Diversity Officer | Chevron Corporation

Leland (Lee) T. Jourdan graduated from the United States Military Academy at West Point in 1978. Serving his five-year post graduate military commitment, he reached the rank of Captain while serving as a logistics officer and paratrooper in the 18th Airborne Corps. Lee has been in the energy industry since 1983, a career that spans the regulated and deregulated landscape of energy commodities, including US domestic trading, transportation and LNG, as well as energy acquisition and divestiture projects. Currently serving as Chief Diversity Officer, Global Diversity and Ombuds Center of Expertise. Prior assignments in Chevron include Vice President, Commercial, Chevron IndoAsia Business Unit, which included commercial and business development covering Indonesia and the Philippines, and GM Commercial and Business Development for Chevron's Asia South Business Unit which includes Bangladesh, Myanmar, China, Thailand, Cambodia and Vietnam. After nine years living in Thailand and Indonesia, Lee now resides in Houston, Texas, with Diane, his wife of 37 years. They have three children and two grandchildren. Lee is an avid golfer, a published author, and serves on the advisory board of SEARCH Homeless Services in Houston.



SUYIN COPLEY

Sr. HRM, Military Systems | GE Aviation

Suyin Copley is the Executive HR Business Partner for GE Aviation Military Systems. She has a breadth of leadership and functional experiences across GE Aviation, GE Transportation, GE Healthcare and GE Plastics over 31 years. She has been passionate about inclusion and diversity her entire career. She served as a national co-leader for GE's Asian Pacific American Forum from 2010 to 2013. She was also a member of the Society of Asian Scientists and Engineers Board as the association was being launched. Suyin holds a bachelor's degree in Mechanical Engineering from Cornell University and is Six Sigma Black Belt certified.



SASE SERVICE IMPACT AWARDS

This award recognizes individuals who have made significant and measurable contributions to their communities through volunteerism. These individuals exemplify inspirational leadership and initiative through accomplishments such as teaching, coaching, organizing, serving on boards and committees, and other leadership roles. Their volunteer work has made a positive impact on the AAPI community.



ALYSSA PHAM

Real Time Software Test & Project Integrator Engineer | The Boeing Company

Alyssa is a Real Time Software Test Engineer with 13+ years of experience testing Avionics Software for the International Space Station. Her role encompasses developing software verification test plans, procedures, and testing environments; executing test procedures; and documenting results to ensure software system requirements are met. She recently joined Boeing's Commercial Crew Transportation System, CST-100 STARLINER Program, performing test validating the Flight Software (FSW) of the spacecraft, and serves as Project Integrator lead for the STARLINER Avionics and Software Team. Alyssa advocates tirelessly for diversity and inclusion through volunteering activities. Currently, Alyssa serves as the Boeing SASE Co-Company Focal.



CALVIN MASUDA

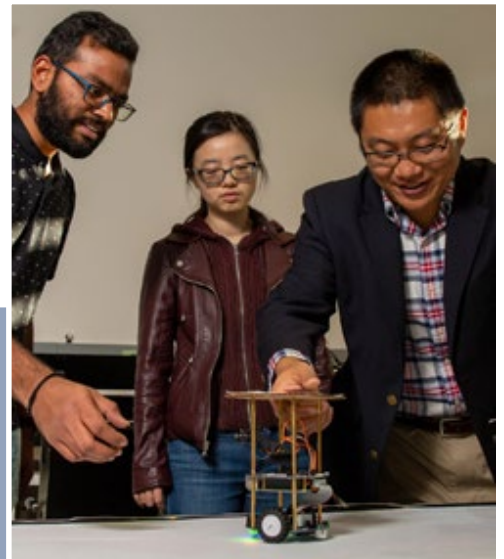
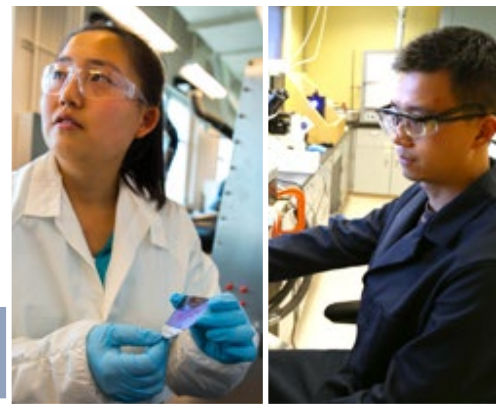
Senior Manager, System Engineering Mission Operations | Lockheed Martin Space

Calvin Masuda is Senior Manager for Lockheed Martin Space System Engineering with over 37 years of engineering and leadership. His Mission Operations organization of approximately 350 employees across the U.S. help launch and operate space missions, including Satellites, Deep Space missions and other military and commercial needs. Calvin has a BSEE/MBA and is a long-time supporter to the LM PAAN (Pacific Asian American Network) BRG, and currently the Chair for the PAAN Mentoring Program. Calvin is married with two sons and a new grandson. He is active with the Boy Scouts of America and enjoys all outdoor activities and traveling.



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VISIONARIES

Our 2020 SASE Role Models

To be seen as a SASE role model, it takes not only an admirable academic and professional profile, but also a dedication to SASE that is unique and self-evident. It's especially helpful to have won the hearts of hundreds of SASE members across the nation. Voted this year's role models, Braden Li and Jenny Cheung have made an impact on the SASE community in their own ways.

--

MEET BRADEN LI

What he's up to: Studying to get a Fiber and Polymer Science PhD at North Carolina State University

His alma mater: University of Florida

"Dad Braden" is a nickname he's grown to be quite fond of. As a late bloomer in his journey with SASE, Braden Li is happy simply knowing that he's someone undergraduate students can look up to. That's why, even as a graduate student, he set out to become North Carolina State University's SASE president in 2018, helping the chapter obtain more access to resources and grow in membership.

That goal was sparked by one fateful trip to his first SASE National Conference during his last year at the University of Florida, realizing what he had missed out on. Ever since, he was motivated to give as many students as possible the opportunity to attend the conference. And after competing and receiving the People's Choice Award for the 2018 SASEtank competition, Braden joined the SASEtank committee to encourage more students to submit their own STEM entrepreneurship ideas.

"I just saw how SASE really cares about developing Asian Americans for the workforce, how deep that network runs, and that's what really got me to keep involved in SASE in grad school," Braden said.

While juggling graduate studies and a research assistantship, Braden led the North Carolina State University chapter to seek sponsorship from the College of Engineering and fund travel costs for students to attend the 2018 conference. The following spring, the chapter secured more funds to send even more students to the 2019 Southeastern Regional Conference.

"More than anything, the reason I keep involved in SASE is to help undergrads, just help them out to get jobs and internships," Braden said.

Growing up around a family of engineers, Braden knew he could make something of his knack for building Legos. It wasn't until his sophomore year that he learned he could combine engineering with running—a passion he realized after his doctor suggested he needed to lose weight as a child.

Braden fell in love with the athleticism and lifestyle that came with running. In high school, he began to run competitively. And, as an

undergrad, he worked as student manager of the University of Florida cross-country and track-and-field teams.

"I saw myself pursuing a career in companies like Nike, Adidas or Under Armour," Braden said. "I thought it would be cool to be an engineer for them, innovating footwear and improving athletes' training and quality of life."

It wasn't easy for Braden to obtain the job of his dreams, especially after facing internship rejections from those companies. But he was determined to take another chance at what he could accomplish, so he decided to further his academic career when he was accepted into the world-renowned Wilson College of Textiles at North Carolina State University. After visiting the college and speaking with a professor, the vision of where the wearables industry was headed and what he could develop became even more clear to him. He knew this was where he had to be.

Now, as the only student in the college to receive the U.S. Department of Defense's Science, Mathematics and Research for Transformation (SMART) Scholarship, Braden is committed to researching and working on wearables for the U.S. Air Force—a responsibility that involves developing the technology that protects our pilots while in combat.

"When you're very early in studying engineering, you don't really know," Braden said. "I think the most important thing is having someone believe in you, believe in yourself to get to that next level."

While passing that support onto his fellow SASE members, Dad Braden only hopes to be as cool as his own dad one day. A high school teacher, Mr. Li taught Braden physics and calculus and was even the driving force that pushed him on the track to run.

"I just remember how, with him, people would say, 'You're one of the best teachers I've ever had,'" Braden said. "If I can get to that level and surpass him, that would be great."

--

MEET JENNY CHEUNG

What she's up to: Working at Northrop Grumman in SoCal as a product owner

Her alma mater: Northeastern University

From a young age, Jenny Cheung experienced multiple microaggressions. While working at her parents' Chinese restaurant, she answered prank calls from people asking if they served dogs. Even while going to the bathroom, she endured exclusionary remarks telling her that "this is the girls' room."



Today, as a queer Asian American woman in STEM, Jenny is a more confident professional who has shown growth through her involvement and leadership positions in SASE. But her experiences have taught her to still be wary of judgment during job interviews and political conversation in meeting rooms.

"I am aware that I'm presenting myself differently in the way that I dress myself and try not to," Jenny said. "But it's always in the back of my mind that I don't make some sort of comment that could be taken the wrong way."

Since graduating with a bachelor's degree in computer engineering and a master's degree in engineering management, Jenny moved cross-country to establish her career in California while still providing for her family.

"They're still working, and I just have the mindset where I want them to be comfortable, to just have them not work anymore," Jenny said. "They're my main role models. And I don't think I've ever really told them that."

As a first-generation college graduate, Jenny attended Northeastern University where she could be surrounded by the city life—a contrast to the environment in which she grew up.

Jenny was born in New York but spent her childhood away from her family in a tight-knit community in China. When she flew back to live in the Connecticut suburbs, Jenny felt it wasn't as easy to make connections with people—especially when they looked nothing like her nor had experiences like hers. Honoring her parents' values, she maintained a strong self-discipline by balancing schoolwork and helping out at the restaurant.



It was in the second semester of her freshman year that Jenny joined SASE. At the time, she had not yet declared a major, and SASE was the network she needed for guidance and support.

"I think the great thing about SASE as a community is that everyone is really accepting, regardless of how you identify—even if it's a topic that's not talked about," Jenny said.

During her sophomore year, Jenny became finance chair of the 2016 SASE Northeast Regional Conference team, managing a budget of more than \$12,000. She felt encouraged when she was selected to become corporate relations chair after that, creating career and networking opportunities for her fellow underclassmen. Through these leadership positions, Jenny reached out to recruiters and began to feel more at ease talking to professionals, which eventually landed her co-ops with Bose and GE Transportation.

By developing personal connections with other SASE members and also bringing them new opportunities, Jenny became highly regarded as a mentor and was elected chapter co-president in 2017. Now the Logistics Team Manager for SASEtank, Jenny prides herself in continuing to bring opportunities to SASE members through the development of a new mentorship program.

Just as she did for her own career, Jenny seeks to provide more access for students to establish their own careers in STEM. By fostering a supportive community, Jenny believes that students will be able to develop their own identities and paths to happiness.

"I want to do things that I'm proud of—things I care about and that make me a better person," Jenny said. "There's so much more to life, and ultimately it's all up to you."

Even while standing firmly behind the intersectionality of her identity, Jenny faces the complexity of respecting her parents' sacrifices and expectations. Knowing very well the adversities that her intersectionality can carry into the workplace, Jenny hopes to just send the message that our identities go beyond simple labels through her presence in SASE and in the STEM field.

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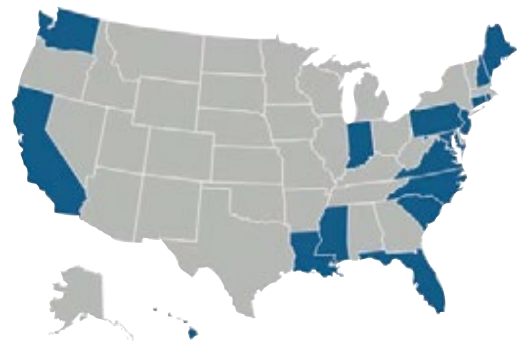


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Impacting the Next Generation in STEM with SASE Jr.

Many students go through high school not knowing what they want to be or who they want to become and according to the National Center for Education Statistics, only 18 percent of degrees awarded in 2015-2016 were for STEM majors. There is a need to provide the next generation with the tools necessary to explore and succeed in STEM. By partnering with professionals, high schools, and our collegiate chapters, SASE Jr. aims to bring knowledge and support to high school students and their communities.

SASE Jr. fosters a supportive environment by connecting high school students with mentors from collegiate chapters. Along with the numerous STEM outreach events hosted by many of our collegiate chapters, we saw the continued success of our SASE Jr. chapters at Central High School (mentored by Drexel

University), Illinois Mathematics and Science Academy (mentored by University of Illinois at Chicago), Stratford High School and Elkins High School (mentored by University of Houston), and Brooklyn Technical High School (mentored by New York University).

SASE Jr. will continue to grow its range of support to expose more and more high school students to STEM in hopes that they will continue to pursue an education in STEM.

Getting involved with SASE Jr. is simple. From volunteering at local science fairs to mentoring FIRST Robotics teams, your outreach can be impactful to the next generation in STEM! For more information on how your chapter can get started, please email sase.jr@saseconnect.org.

■ BY VIWING ZHENG, SASE Jr. Marketing



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WHAT YOU CAN DO FOR THE VISION IN 2020

For over a decade, SASE has provided young, like-minded individuals of Asian descent a unique place and voice within the STEM world: a network for young professionals, mentors for those in college, and resources for our rapidly growing community. Fueled by the strength and passion of our volunteers, we have made great strides in furthering our mission of advancing Asian heritage scientists and engineers in education and employment to achieve their full career potential.

Has SASE made an impact on you and your future? Are you looking for ways to pay it forward for the future of the organization and our #SASEfam? There are many new fun and exciting opportunities to give back to SASE that you can do today, this month, or this year! Together with your generosity, we will improve the programs and opportunities that enable SASE to focus on your growth. Any contribution great or small is sincerely appreciated.

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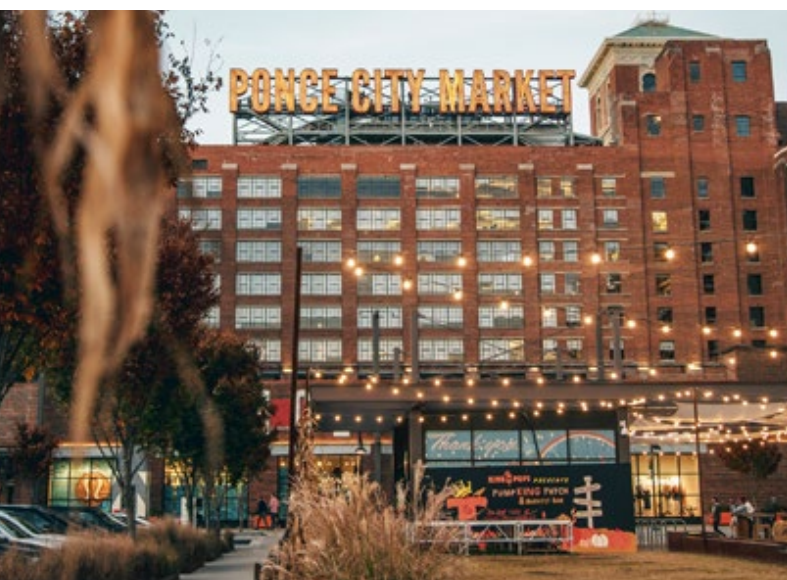
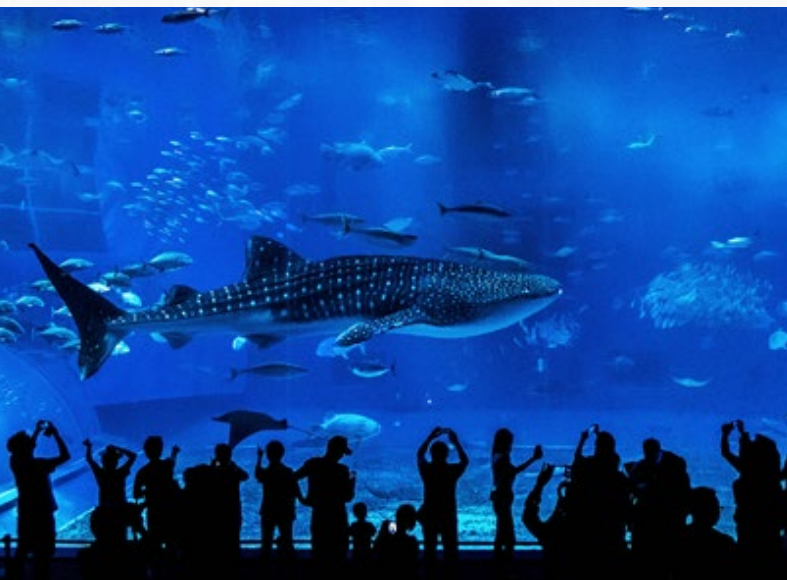
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SASEsalutes

HONORING OUR NATION'S AAPI HEROES

Last year's inaugural SASEsalutes awards celebrated military service members and veterans of Asian heritage. We heard stories about the courage of Asian American and Pacific Islander heroes, accounts of standing strong in the face of challenges, and how serving our nation enabled successful STEM careers.

This year, we're honored to continue recognizing the achievements of AAPI military service members and veterans who demonstrate these values and bring their own stories and experiences as 2020 SASEsalutes award recipients. These active duty, veteran, and reserve service members' military

careers saw worldwide deployments, combat operations, MEDEVAC missions, military professorship, delivery of combat capabilities, and more. They continue to serve our nation and their communities through thought leadership, technical excellence, mentoring and participation in their organizations' employee and business resource groups.

Please join us in saluting this year's SASEsalutes awardees!

Interested in honoring the dedication and sacrifice of AAPIs with military service in your organization and beyond? Email sasesalutes@saseconnect.org to learn more about joining the SASEsalutes committee.

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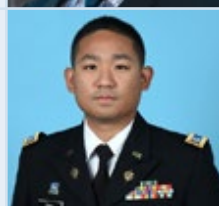
*Pennsylvania Army National
Guard*



Capt. Lan Vo

ARRW Deputy Booster/
Shroud IPT Lead, Lockheed
Martin Missiles & Fire Control

Oklahoma Army National Guard



Capt. Ivan Ong

Cyber Intelligence Analyst,
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**Capt. Dharyl
Monsalud**

Deputy Chief Combustion
Devices, Air Force Research
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2020 SASE ACHIEVEMENT AWARDS

The SASE Achievement Awards recognize top AAPI talent from companies and government agencies. These individuals have been chosen by their organizations as outstanding contributors within their categories.

Career Achievement Award

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Lockheed Martin Fellow
Lockheed Martin Space

DR. VEERA VENKATA RATNAM BANDARU

Science & Technology Analyst V/
Chemist 4
Huntington Ingalls Industries

DR. JOSEPH CHAO

Engineering Fellow
Raytheon Technologies

JAI CHAUDHARY

Systems Engineer IV
Textron Systems

DR. GORDON CHIN

Research Scientist
NASA Goddard Space Flight Center

DR. CHAOXIAN GENG

Senior Research Scientist
Corteva Agriscience

AIMIN HUANG

General Manager of Global Operations,
Global Commercial Technology
Shell Oil Company

RICHARD LU

Software Engineer IV
Leidos

GANESH MAYYA

Global CT CTO & VP of Software
(Global MICT product)
GE Healthcare

FAREED MOHAMMED

Sr. Global IT Director, Enterprise
Architecture and R&D IT
Dow

JAMES NI

Program Management Sr Mgr
Lockheed Martin Missiles and Fire
Control

DR. ZEE WANG

Manager and Chevron Fellow
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SHRUTI BAHADUR

Global Program Leader, Customer and
Employee Experience
Dow

ANTONIA CHAN

Marketing Manager
BASF

MICHAEL CO

CH-53K Project Manager
Sikorsky, a Lockheed Martin Company

SUMONTHIP GMITRO

Product Design Practice Lead
The Boeing Company

AMIT GODBOLE

Services Profitability Leader
GE Aviation

RONG GUO

Research Global Regulatory Affairs
Manager
BASF

JEFFREY HAHN

Software Engineering Manager
The Boeing Company

LIZ LI

Director, Human Resources
Pratt & Whitney

FAY LI

Contract Specialist
Shell Oil Company

VINOD MATHUR

Engineer 4
Huntington Ingalls Industries

KIM-LIEN NGO-WAH

Staff Engineer
Northrop Grumman

ANITA STONE

Vice President & Counsel, Operations
Pratt & Whitney

ADRIENNA YAN

Design Engineer
Pratt & Whitney

Promising Professional Achievement Award

TAIMOOR AHMED

Senior Engineer
Bell Textron Inc.

EMMYLOU BICE

Cyber Systems Engineer
BAE Systems Inc.

COLLIN BUDZ

Senior Engineer, Fleet Mechanical
Engineering
GE Renewable Energy

JENN CHIU

Senior Consultant
Booz Allen Hamilton

BRITTANY FISHER

Mechanical Systems Engineer
Wabtec Corporation

DR. SAMANTHA GEE

Research Engineer
BASF

DR. SOUMYADEEP GHOSH

Lead Reservoir Simulation Engineer
Chevron Energy Technology Company

CHRISTOPHER HONG

Staff Technologist
Booz Allen Hamilton

JONATHAN HSIEH

Lead Engineer
Naval Information Warfare Center
Pacific

VIVIAN HSIEH

IT Software Engineer 2
Huntington Ingalls Industries

DR. NUSRAH HUSSAIN

Staff Chemist
Sherwin-Williams

GEORGE KITAMURA

Engineering Specialist
Bell

SANGBURN LEE

Systems Engineer III
Textron Systems

JASON LI

Project Manufacturing Representative
Dow Chemical

CAO NGUYEN

Joint Simulation Environment
Technical Lead
Naval Air Warfare Center Aircraft
Division (NAWCAD)

KEYUR SHAH

Advanced Lead Engineer
Wabtec Corporation

APARNA SINGH

Business Analyst
Shell Oil Company

MICHAEL THOMPSON

Mechanical Engineer 2
Huntington Ingalls Shipbuilding

BRIANNA TU

Software Development Analyst
Northrop Grumman Corporation

PRAYAG WADJE

System Engineer, Verification and
Validation
Wabtec Corporation Digital Electronics



ENTER THE 2020 VIRTUAL HACKATHON

SASEhack is a hackathon event created in recognition of the growing needs of computer science and information technology (CS/IT) solutions. It is an opportunity for collegiate students of all levels to form cross-disciplinary teams to create, innovate, and inspire solutions for a defined challenge. For its sixth year, SASE is conducting the first-ever virtual SASEhack!

Students are invited to participate in the SASEhack challenges from the comfort and safety of their homes. It will be an all-day competitive event on Oct. 3, spanning 12 hours from morning until night. Awards and recognition will be awaiting the top teams.

Though it is a competition, the atmosphere is one of learning and collegiality in the spirit of #SASEfam. In the past, participants have played capture-the-flag, proposed solutions to grand challenges, analyzed public data, and built apps and hardware to solve problems. There are plenty of opportunities to learn new and creative techniques to the same challenge.

Sign up to compete in SASEhack with your National Conference registration. You can also choose to attend SASEhack only. Please see the SASE Conference website (conference.saseconnect.org/sasehack) for more information. We look forward to connecting with you at SASEhack 2020!



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2020 SASE ACHIEVEMENT AWARDS

The SASE Achievement Awards recognize top AAPI talent from companies and government agencies. These individuals have been chosen by their organizations as outstanding contributors within their categories.

ALVIN XIAO

Software Engineer Principal
BAE Systems

KATE YOSHINO

Mission Manager
U.S. Air Force

KEVIN ZENG

Engineer
Pratt & Whitney

DR. TIAN TIAN ZHANG

Reservoir Engineer
Chevron

Professional
Achievement Award

KRISTINE ALLEN

Lead Associate
Booz Allen Hamilton

APOORVA BHOPALE

Aerospace Engineer
Air Force Research Laboratory/Space
Vehicles Directorate (AFRL/RV)

ANTHONY CHOI

Principal Director, Computing
Technology & Research Subdivision
The Aerospace Corporation

CHRISTINA DE JESUS

Advanced Networking Tactical System
Lead Engineer
Naval Information Warfare Center
Pacifi

DR. VORAMON DHEERADHADA

Senior Scientist
General Electric Company - GE
Research

LORI FREMIN

General Manager Disruptive Thinking
Shell Oil Company

JACQUELINE GUILL

Lead Associate
Booz Allen Hamilton

REMASH GUYAH

Electronics Engineer, Electromagnetic
Compatibility (EMC) Branch Integrated
Battlespace
Naval Air Systems Command (NAVAIR)

KENNETH KANG

Mode-S Beacon Replacement
System (MSBRS) Chief Engineer/
Implementation Manager
Leidos

YONG A. "ANDY" KHO

Engineer
Naval Information Warfare Center
Pacifi

ERIKA KILLIAN

Division Director
Leidos

DR. STEVE KIM

Physical Scientist
711th Human Performance Wing, Air
Force Research Laboratory, USAF

NIKKI KODAMA

Director, Supplier Quality
Northrop Grumman

DR. SIVA PRASAD KUMPATLA

Global Leader - Data Science
Corteva Agriscience

TINA LAFORTEZA

Senior Program Manager
Sikorsky, a Lockheed Martin Company

DR. BAOSHENG LIANG

Reservoir Engineering Advisor
Chevron North America Upstream

TIAN MA

Distinguished R&D Computer Scientist
Sandia National Laboratories

SRINIVAS MALKAPURAM

Sr. Manager - Digital Technology
Wabtec Corporation

AI NGUYEN

Production Leader
Dow

HUNG "JEFF" NGUYEN

General Engineer, Test Design
and Analysis (DTDA)
Missile Defense Agency

ULLAS PEREZ

IT Manager, Network Infrastructure
Services
The Boeing Company

DURAI PERUMAL

Engineering Manager
Wabtec Corporation

LORNA PORTER

Packaging Engineering Manager
The Boeing Company

RACHEL SHAFFER

Team Lead, Data Science Analytics
Chevron Corporation

ALLEN TRAC

Senior Principal Electrical Engineer
Raytheon Technologies

SRIKANTH VAIDIANATHAN

Manager III Systems Engineering
Raytheon Technologies

DR. PU WANG

Technical Lead Engineer, Boeing
Designated Expert
The Boeing Company

VICTOR WONG

Principal Mechanical Engineer
Raytheon Technologies

DR. QIANG YANG

Process Chemistry Leader
Corteva Agriscience

DR. ZHONGLIANG ZHU

Sr. Scientist
BASF

Technical, Research and
Business Achievement Award

DAVID CHIU

Manager, Electrical Engineering
Textron Systems

MYONG CHUNG

Staff Embedded Software Engineer
Northrop Grumman Corporation

STEPHEN ENG

Senior Principal Software Engineer
BAE Systems

DR. MAHMUD HUSSAIN

Senior Team Leader
BASF

ERIC LO

Senior Lead Engineer
Booz Allen Hamilton

SEAN NGUYEN

Lubricant Communications Project
Leader
Shell Oil Company

TANIA PARVEEN

Project Engineering Manager
Lockheed Martin

HONGWEI QIU

Principal Scientist
Leidos

DR. PON SAMUEL

Senior Research Scientist
Corteva Agriscience

DR. CHINGWEI SHIEH

Chief Data Scientist
GE Gas Power

RAJENDRA SHRESTHA

Program Manager
Leidos

DR. PETER VO


Engineering Fellow
Raytheon Technologies

DR. EMILY WU

Research Scientist
Corteva Agriscience

DR. WANGLIN YU

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WELCOME

From the Conference Chair



This year is the celebration of the 10th annual SASE National Conference and STEM Career Fair. The theme “2020 Vision” embodies SASE’s mission of developing leaders, celebrating diversity, and giving back. Many leaders have a vision and plan, but unexpected events can occur. Regardless, we have to rise to the challenge and remain resilient through change.

This conference has grown tremendously since I joined the National Conference Planning Team five years ago, and it is my honor and pleasure to welcome you to this year’s spectacular event. Ten years ago, SASE’s first national conference had around 30 volunteers and 32 sponsors. Since then, both numbers have tripled, and last year we had over 3,000 attendees. In light of current events, this year’s conference has taken a drastic turn, but we are maintaining SASE’s core values. SASE is hosting a virtual conference, strengthening our membership, and providing more opportunities for participation. While this is a new format, we continue to provide high-quality content while expanding our programming.

Some returning highlights of this year’s conference include the 5th annual SASEBowl, 6th annual SASEhack, and a Science Networking session. As our professional membership continues to grow, we have new initiatives this year, including API-oriented leadership development sessions from 10+ industry-leading API training professionals and more than a dozen API executive panels exclusively for professionals. These next few weeks will be action-packed with a plethora of events to attend, so take advantage of all these opportunities! I challenge you to apply the new skills that you’ll learn from keynote speakers, workshops, and mentors to continue working toward your goals for the next 10 years.

This year was a year of many tribulations and changes, but the passion of our SASE volunteers remains the same. Conference planning is a worthwhile whirlwind. It would not be possible without the help of all the National Conference volunteers. I would like to personally thank all the National Conference volunteers over the last 10 years for their dedication and passion in fulfilling the SASE mission. Without the volunteers, we would not have the community we have and be able to put together such a tremendous event each year.



“I challenge you to apply the new skills that you’ll learn from keynote speakers, workshops, and mentors to continue working toward your goals for the next 10 years.”

Planning National Conference has helped me hone my leadership skills, so I urge you to consider volunteering for SASE nationally, whether it is through the National Conference, Marketing, Leadership, HR, Development, Collegiate, or Professional committees. Many previous SASE volunteers have served as my mentors in developing a vision of the leader I would like to become, so I urge you to reach out to myself or any National SASE volunteer about how we’ve grown our soft skills and leadership skills through volunteering. Ask us about how you can continue your SASE

journey past the collegiate level and into your professional life. Whether you are a collegiate or professional member, I challenge you to be a part of something bigger than yourself and join the nationwide network.

I look forward to seeing you in person in Atlanta for next year’s conference!

■ ERICA CHANG

National Conference Committee Chair





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Conference Schedule

..... [COLLEGIATE TRACK]



Get Ready for Virtual! [CONFERENCE.SASECONNECT.ORG](https://conference.saseconnect.org)

DAY ONE - FRIDAY, OCT. 9	6:00 - 7:00pm EDT	7:00 - 8:00pm EDT	8:00 - 9:00pm EDT	9:00 - 10:00pm EDT	10:00 - 11:00pm EDT
	General Session 	Breakout Sessions	Networking Sessions	Breakout Sessions	General Session & Dance Party

DAY TWO - SATURDAY, OCT. 10	10:00 - 11:00am EDT	11:00am - 12:00pm EDT	12:00 - 1:15pm EDT		1:15 - 2:00pm EDT
	Breakout Sessions	Breakout Sessions	General Session 		Networking Sessions
	2:00 - 2:45pm EDT	2:45 - 3:15pm EDT	3:15 - 4:15pm EDT	4:15 - 5:00pm EDT	5:00 - 6:00pm EDT
	Breakout Sessions	Awards & Time Out	Breakout Sessions	Networking Sessions	General Session



Get Ready for Virtual! CONFERENCE.SASECONNECT.ORG

TRACK 1	Leading Yourself for Growth	TRACK 2	Leading Effective 360° Relationships
TRACK 3	Leading Impactful, Influential Communications	TRACK 4	Leading High-Performance Organizations
TRACK 5	Leading Business Inflection		

DAY ONE - WEDNESDAY, OCT. 28	
11:00am - 12:00pm EDT	Event Kickoff & Welcome Program
12:00 - 1:30pm EDT	Training Sessions Track 1: See Your Bamboo Box: Why People Experience You Differently from How You See Yourself Track 2: Oh Shift! Transform Conflict to Collaboration Track 3: Leadership Presence Learning Lab Track 4: Influence without Authority Track 5: Thinking Strategically in Uncertain Times
1:30 - 2:00pm EDT	Keynote Talk
2:00 - 3:00pm EDT	Speed Networking & Break
3:00 - 4:00pm EDT	Workshops Track 1: 5 Steps to Manage Work Pressure Track 2: Building Relationships for Exceptional Teamwork Track 3: Leadership Thru Improv (Intro) Track 4: Team Formation in Remote Working Times Track 5: Latest Trends in Sustainable Innovation
4:00 - 5:00pm EDT	Executive Panels Track 1: Finding Your Voice Track 2: Building Productive Relationships with Peers & Managers Track 3: Leadership Presence Skills I've Developed in My Career Track 4: Building Skills to Unlock Team Potential Track 5: Thinking Strategically

Conference Schedule

.....[PROFESSIONAL TRACKS]

*Building Leadership Competency
for Greater Impact in
Challenging Times*

DAY TWO - THURSDAY, OCT. 29

11:00 - 11:30am EDT	Daily Kickoff
12:00 - 1:30pm EDT	Training Sessions Track 1: Break Your Bamboo Box: Unlocking Your Future By Eliminating Your Barriers to Trust Track 2: Giving & Receiving Feedback Track 3: Leadership Through Improv Track 4: Relationship Stewardship: The Science of Managing Up with Your ERG Executive Sponsor Track 5: From Operational Leader to Strategic Executive: How to Influence for Business Transformation
1:30 - 2:00pm EDT	Keynote Talk & Awards Recap
2:00 - 3:00pm EDT	Hot Topic Networking & Break
3:00 - 4:00pm EDT	Workshops Track 1: Unconscious Bias Track 2: Building Connections & Influence Track 3: Non-Verbal Nuances: Influence Without Words Track 4: Agility in Leadership in Challenging Times Track 5: Industry 4.0 and its Impact on You
4:00 - 5:00pm EDT	Executive Panels Track 1: Leading Yourself in Virtual Times Track 2: Turning Around Difficult Relationships Track 3: Personal Lessons in Selling Technical Ideas to Business Leaders Track 4: Leading Teams in Troubled Times Track 5: Taking & Managing Risk in Your Career

DAY THREE - FRIDAY, OCT. 30

11:00- 11:15am EDT	11:15am - 12:15pm EDT	12:15 - 12:45pm EDT	12:45 - 1:15pm EDT	1:15 - 2:00pm EDT
Daily Kickoff	Workshops Choose from eight tracks. <i>(See details in the SASENC2020 app.)</i>	Power Session 1 Choose from eight tracks. <i>(See details in the SASENC2020 app.)</i>	Power Session 2 Choose from eight tracks. <i>(See details in the SASENC2020 app.)</i>	Closing Program & Keynote Choose from eight tracks. <i>(See details in the SASENC2020 app.)</i>

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TINA TA, Ten Year Celebration Co-Lead

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BRANDING

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AMBERLY NGO, West Regional Marketing Representative
CELINE WONG, West Regional Marketing Representative
KATHLYN PHENGCHOMPHE, Midwest Regional Marketing Representative
SHREYAS KASHYAP, Midwest Regional Marketing Representative
ANNABELLA (APPLE) TAO, South Regional Marketing Representative
VY TRAN, South Regional Marketing Representative
KRISTY CHAN, Northeast Regional Marketing Representative
MOIRA DUYA, Northeast Regional Marketing Representative

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CHRISTOPHER LUI, Talent Acquisition and Organizational Development Manager

ORGANIZATIONAL DEVELOPMENT

KRISTEN PHAM
GERRY ZHENG

TALENT ACQUISITION

REBECCA CHO
SUN YANG

VOLUNTEER RELATIONS

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JONATHAN TOONG

SASESALUTES

KIMBERLY PAGE, SASEsalutes Manager
CLIFTON MOY
KHANH VU

Our apologies for any volunteers whose names are not listed. SASE could not be the organization it is without your help.



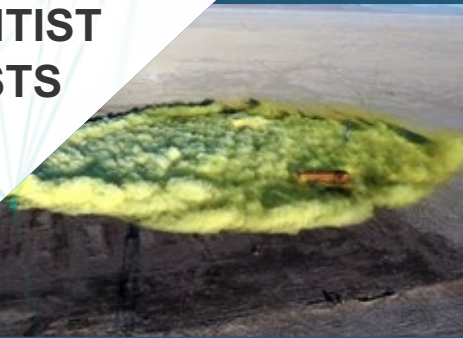
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Christopher Lui



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at a glance

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Check out the Career Fair site at conference.saseconnect.org/career-fair for more information!

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