

INDUSTRY ADVISORY BOARD MEETING MINUTES

December, 14 2011

Chair – Brianna Lutes of Infrastructure Engineering Corporation

Host / Vice Chair – Maria Charles of Hamilton Sundstrand

I. Welcome & introductions

The December 14, 2011 San Diego MESA Alliance (SDMA) Industry Advisory Board (IAB) meeting was called to order at 1:19 pm by B. Lutes. Y. Oseguera introduced herself as the new STEP Partnership of San Diego (SPSD)/MESA Administrative Assistant replacing E. Pamintuan’s former position. E. Pamintuan is now the MESA Engineering Program Coordinator.

Members present

Name	Company	Phone	Email
1. Alvarez, Rafael	San Diego City College MESA	619-388-3393	ralvarez@sdccd.edu
2. Bakhiet, Ph.D	Southwestern College MESA	619-482-6381	rbakhiet@swccd.edu
3. Balazs, Brett	Raytheon	858-522-3056	brett_balazs@raytheon.com
4. Charles, Maria	Hamilton Sundstrand	858-627-6232	maria.charles@hs.utc.com
5. Chavez, Thelma C.	SDSU Maximizing Science Prog.	619-594-7195	tchavez@sunstroke.sdsu.edu
6. Dorman, Matt	GHD	858-244-0440	matthew.dorman@ghd.com
7. Forbes-Celise, Natasha	SDSU MESA Engineering Prog.	619-594-7704	ncelise@mail.sdsu.edu
8. Garcia, Theresa	SDSU MESA Engineering Prog.	619-594-5679	tgarcia@mail.sdsu.edu
9. Lutes, Brianna	Infrastructure Engineering Corp.	858-413-2400	blutes@iecorporation.com
10. Oseguera, Yadira	SPSD/MESA	619-594-7419	yoseguera@projects.sdsu.edu
11. Pamintuan, Eric	SPSD/MESA	619-594-2680	epamintuan@projects.sdsu.edu
12. Peach, Cheryl	Scripps Oceanography	858-210-2542	cpeach@ucsd.edu
13. Umphres, Peggy	MWH Global, Inc.	858-751-1212	margaret.umphres@mwhglobal.com
14. Zelkind, Lisa	Sempra Energy Utility- SDG&E	858-654-1516	izelkind@semprautilities.com

II. Review & approval of minutes

A motion to approve the October 12, 2011 meeting minutes was made by B. Lutes and seconded by L. Zelkind; the minutes were then approved.

III. Focus topic: Diversity & Inclusion- On October 20, 2011 MESA Directors R. Alvarez, T. Garcia and R. Bakhiet and MESA students attended Space and Naval Warfare Systems Command (SPAWAR) third annual Diversity & Inclusion conference. Lee Mun Wah, founder and director of Stir Fry Seminars & Consulting, was the keynote speaker. Mr. Mun Wah presented on racial and gender privilege, and being comfortable with different types of diversity, able-bodiedness, gender, race, color, etc... in the workplace. IAB members were asked to share how their company addresses diversity and inclusion.

A. Opportunities & Challenges–

- **Raytheon-** Diversity and inclusion is becoming more important because the incoming workforce is composed of 90% minority. Three years ago many Raytheon employees attended a 3 day diversity summit. Unfortunately, with budget cuts it has become more difficult to budget diversity trainings and summits. As of now, the company has less reinforcement of diversity because it has been engrained in the culture. The company has moved towards a diversity of thought.

- **Solar Turbines**- has affinity groups composed of diverse minority employees. With the help of these groups MESA students had 70 spots at Solar Turbines on Shadow Day 2011.
 - **MWH Global, Inc.** - began implementing diversity and inclusion by developing a corporate-wide educational program through which senior executives were sent on a 3 day retreat, and quarterly exercises were held in every office with topics on diversity to discuss during lunch, amongst other activities. They also have affinity groups according to areas of expertise.
 - **Sempra Energy Utility-SDG&E**- is working toward a more diverse workforce by focusing on finding more diverse and competent females and minority males.
 - **Scripps Oceanography**- Earth sciences have the lowest levels of diversity in advanced degrees. Scripps is currently running a Research Experiences for Undergraduates Program with the National Science Foundation. There is a strong and growing underrepresented undergraduate population of 8-10%. Increasingly there are more women in the field, but there's definitely a glass ceiling.
 - **GHD**- wants to reach out to high school and SDSU engineering students.
- IV. **SDMA Pipeline: MESA Days**- SDSU MESA will host its annual MESA Days Preliminaries on Saturday, February 26. 20 MESA schools program participants will be competing to qualify for regionals. Imperial Valley MESA Days Preliminaries will be held on February, March 10. For more information visit the MESA Alliance website <http://alliance.sdccmesa.com/>
- V. **NSF/MESA Summer Team Internship program**- The NSF grant offers a \$1250 stipend at \$12.50/hour for 100 hours for 36 interns. 12 students are selected from each participating institution, San Diego State University, San Diego City College and Southwestern College. Although the NSF grant can cover intern compensation, MESA encourages companies to compensate interns themselves so that more students have the opportunity to participate. Applications are due in March, and matching/resume reviews will be conducted in April. Interns should start around June. A reception will be held in August where teams will present their research and share their experiences. Applications and more information can be found online at <http://alliance.sdccmesa.com/industry/summer-team-internship> or contact E. Pamintuan.
- VI. **Shadow Day recap**- The 21st Annual Shadow Day was held on November 17, 2011. 100 students shadowed employees from 14 companies in San Diego County and Irvine. 22 students who wished to participate did not receive a spot. More spots for science majors are needed.
- VII. **MESA program key updates**
- A. **San Diego State University**- Student academic advising session began in November. Staff had 3-4 weeks to advise 320 students. There are two paid research experience opportunities for SDSU MEP/MSP undergraduate students for the spring and summer of 2012. The first one is the spring 2012 Research and Outreach program at SDSU with a \$1500 dollar stipend and the opportunity for undergraduate students to outreach to middle and high school students. The second research opportunity available is a Summer Center for Sensorimotor Neural Engineering Research Experience for Undergraduates (REU) on the campus of the University of Washington. It is an on campus 10-week program with \$5000 stipend. More information can be found online at <http://alliance.sdccmesa.com/archives/2301>.
- B. **San Diego City College**- R. Alvarez presented the "Culture of Effective Leadership." It includes 3 books essential for leadership success: *Leading Change*, *The Culture of Collaboration* and *Crucial Conversations*. In the spring semester MESA SDCC will kick off a MESA Future Leaders Book Club. Meetings will be lead by a facilitator and will be held one Friday of every month. Participating students will have the opportunity to earn a \$500 MESA Culture of Effective Leadership Scholarship.

C. **Southwestern Community College-** The annual Walk on Water Competition was held on Saturday, October 22, 2011. There were 88 people in attendance with 13 teams competing from San Diego State University, San Diego City College, Southwestern Community College and high schools under the San Diego MESA Schools Program. 8 industry and faculty members volunteered in support of this event, including M. Charles and P. Umphres. The competing teams were judged on fastest shoes, most creative shoes and best use of recycled material. On another topic, Dr. Bakhiet also announced the full accreditation of MESA in Southwestern Community College.

VIII. Other topics-

A. **Company announcements-** No company announcements.

B. **IAB agenda building-** The next IAB meeting date has been changed from Wednesday February 8 to Wednesday February 15.

C. **Mock Interview & Resume/Cover Letter Critique (tentative) -** E. Pamintuan thanked Vice Chair M. Charles for volunteering last year for this event, and with B. Balazs representing Raytheon thanked Victoria Wright as well. The event is tentatively to be held in February or March, 2012, at SDSU Career Services. E. Pamintuan is currently in discussion with Northrop Grumman to have them present 'The Art of Interviewing' PowerPoint presentation again. An email will be sent to IAB and other industry members to request volunteers to critique resumes and conduct mock interviews.

IX. **Adjournment-** The meeting adjourned at 3:10 pm. Minutes submitted by Y. Oseguera on January 18, 2011.

NEXT MEETING:
Wednesday, February 15, 2012
Hamilton Sundstrand
4400 Ruffin Road
San Diego, CA 92123-1665 (858) 627-6000