2024

GMiS

HENAAC AWARDS

Nominate Outstanding Hispanic STEM Talent for a prestigious HENAAC Award from Great Minds in STEM! Honorees will be awarded at the 2024 GMiS Conference

NOMINATION DEADLINE:
MAY 24, 2024

WWW.GREATMINDSINSTEM.ORG

Honor World-Class STEM Excellence in Your Organization!

2024

GMiS CONFERENCE

NOVEMBER 6-9 ★ FORT WORTH, TX

"ANSWERING THE CALL"

Above
Great Minds in STEM CEO Dr. Norman Fortenberry (left) with 2023 Outstanding Technical Achievement - National Laboratory Award winner Dr. Humberto Garcia, Directorate Fellow and Senior Technical Advisor at Idaho National Laboratory.

Cover Photos

Top Left: 2023 Engineer of the Year Alfredo Ramirez, Engineering Vice President of Vehicle Development, Aeronautics Systems Sector, Northrop Grumman Corporation.

Top Right: 2023 Albert V. Baez Award winner Dr. Sandra Milach, Vice President (retired), Corteva Agriscience.

Bottom Left: 2023 Outstanding Technical Achievement - Academia Award winner Dr. Regina Ragan, Professor, Materials Science and Engineering, Samueli School of Engineering, University of California, Irvine.

Bottom Right: 2023 Most Promising Engineer – Master's Degree Award winner Melvin X. Soto-Barreto, Subsystems Lead Engineer, F22 Program Office, U.S. Air Force.

Visit our YouTube channel to watch Awards Shows from the last several years

youtube.com/gmistem

What are the HENAAC Awards?

Now in its 36th year, the HENAAC Awards have been central to Great Minds in STEM's mission since its establishment in 1989. They are the vision of our late founders, Ray and Carmela Mellado, who saw these awards as essential to showing young Hispanic students that careers in STEM were not only a possibility for them, but a reality. Through these nationally coveted awards, GMiS honors the top Hispanic STEM professionals pursuing world-class innovations in STEM. Honorees serve as role models who light a path for young people to pursue careers in STEM, while motivating professionals to continuously engage with the Hispanic community.

The prestigious HENAAC Awards stand as a testament for organizations to showcase their talented STEM professionals whose personal journeys have inspired countless students from similar backgrounds to pursue STEM fields.

Awards are chosen through a peer review process and winners will be recognized at the **2024 GMiS Conference taking place November 6-9, 2024 in Fort Worth, TX.**

Why Nominate Your Colleagues & Employees?
• Identify emerging talent, top management, or outstanding work within your organization.
• Recognize individuals on a national stage through a highly-respected peer-reviewed process.
• Create world-class role models within your own organization to inspire your existing workforce.

How Are Nominees Recognized?
• Nominators receive a certificate of recognition from GMiS to provide to their nominees.
• Nominations subjected to rigorous objective review and nominees are eligible for recognition at the annual GMiS Conference.
• Nominees are eligible for recognition as STEM role models on the GMiS website and on our social media platforms via various recognition features.

How to Submit a Nomination

STEP 1: Determine the award best suited for your candidate by reviewing the awards criteria.

STEP 2: Review the information requested on the Online Nomination Form to ensure you have all the material needed to proceed with uploading the nomination: **www.greatmindsinstem.org/gmis-nomimation-faq/**

STEP 3: Review the Awards Nomination Checklist (page 7) to ensure you understand the documents required for a complete nomination. Each document should be in a PDF format and will need to be uploaded separately.

STEP 4: Create a nominations portal account on the GMiS website. Fill out the online nomination form and upload your individual documents.

"ANSWERING THE CALL"

Executive Excellence

Candidates must be upper-level executives, with large department and budget responsibilities. Individuals should have twenty plus (20+) years of experience. To balance the playing field between organizations, nominees for this award will be divided into two categories – organizations with revenue over $20 billion and under $20 billion. Nominees from the military and government are classified by their organization's total annual budget.

Criteria:
- Uniqueness of individual's obtained goal
- Level of responsibilities within organization
- Degree of discipline and management expertise for level of performance
- Achievements while in this position
- Involvement within the Hispanic community nationally and/or internationally

Outstanding Technical Achievement

Candidates nominated for this category must have made a significant technological contribution to STEM through key research, or have designed, developed, managed or assisted in the development of a product, service, system or intellectual property.

Criteria:
- Uniqueness of the individual's research
- Societal impact of the research/product or service
- Patents or published works
- Involvement within the Hispanic community nationally and/or internationally

Lifetime Achievement

This category was created to honor individuals who are not executives and have given thirty (30) or more years of exemplary service and commitment to STEM.

Criteria:
- Total combined years of employment in STEM
- Career highlights including top projects, programs, patents and inventions where the candidate has led and/or was a key contributor
- Past and current mentoring of fellow professionals
- Ability to be an ambassador for their current employer
- Involvement within the Hispanic community nationally and/or internationally

Professional Achievement – Level I and Level II

Candidates in this category must be well-established managers or have project responsibility in a technical field with significant contributions in that arena. Nominees in this category are divided into two groups: Level I - 10 to less than 20 years of experience; and Level II - 20 years to less than 30 years of experience.

Criteria:
- Uniqueness of individual's obtained goal
- Level of responsibilities within organization
- Degree of discipline & management expertise for level of performance
- Leadership ability and upward mobility
- Involvement within the Hispanic community nationally and/or internationally

Most Promising Engineer / Scientist - Advanced Degree

The candidate in this category must be an engineer or scientist with less than ten (10) years of work experience since earning a completed master's or doctoral degree in a STEM field. The candidate's technical contributions should already demonstrate a promising career. To be eligible for this award, candidates must graduate with a master's or doctoral degree in a STEM field by June 30, 2024. Individuals enrolled in a master's or doctoral program do not qualify for this category. Individuals with master's degrees and those with a Ph.D. will be reviewed separately to level the playing field.

Criteria:
- Uniqueness and or innovation of contributions to the organization
- Leadership abilities and/or initiative
- Professional and technical achievement to date
- Potential for advancement
- Involvement within the Hispanic community nationally and/or internationally

Most Promising Engineer / Scientist – Undergraduate Degree

The candidate in this category must be an engineer or scientist with less than ten (10) years of work experience since earning a completed bachelor's degree in a STEM field. The candidate's early technical contributions with the bachelor's degree must already demonstrate a promising career. To be eligible for this award, candidates must graduate with a bachelor's degree in a STEM field by June 30, 2024. To be eligible for this award, candidates must have earned a bachelor's degree on or after June 30, 2014. Individuals currently enrolled in a certificate, associates or bachelor's program do not qualify for this category.

Criteria:
- Uniqueness and/or innovation of contributions to the organization
- Leadership abilities and/or initiative
- Uniqueness of accomplishments
- Professional and technical achievement to date
- Potential for advancement
- Involvement within the Hispanic community nationally and/or internationally

Education

This award was created to honor individuals in accredited higher education institutions within the U.S. and Puerto Rico. Nominees may be educators, administrators, or staff who demonstrate a strong commitment to promoting STEM education, especially among Hispanic students. Some examples of professionals eligible for this category include deans, professors and student affairs personnel from two-year and four-year institutions. Individuals will be evaluated in their respective institutional category – two-year or four-year institution.

Criteria:
- Success of instituted programs
- How programs relate to needs of society and school
- Mentoring of students to assist with retention and persistence to graduation
- Involvement in outreach to the Hispanic community and other underserved communities
- Effective in recruiting and retaining Hispanic and other underserved students into the STEM fields

Community Service

Nominees in this category usually have a long history of community service and go above and beyond in reaching young people, fellow professionals, and other key demographics. Candidates must demonstrate leadership within the underserved and underrepresented STEM community through volunteer work, contributions and other activities that are NOT part of their current job description.

Criteria:
- Promoting STEM within the Hispanic and underserved communities
- Time and energy invested in serving the community both within and outside their current organization
- Involvement with schools, universities, and organizations
- Increasing fellow colleague involvement in outreach events

Entrepreneur

Candidates in this category must own at least 50% of a thriving small or medium size STEM business (i.e. between 10 and 500 employees) that demonstrates strong financial growth. The entrepreneur must be of Hispanic descent.

Criteria:
- Growth in corporate success
- Level of innovation
- Customer impact and service
- Impact / involvement with the Hispanic community nationally and/or internationally

Special Awards / Engineer & Scientist of the Year

Individuals are not nominated directly for special awards. To be considered for these special categories, a nominee must be ranked in the top five candidates in one of the established categories. The Selection Committee will forward the nominee to the Selection Committee Chairs for consideration. With the exception of the Engineer and Scientist of the Year awards, these special awards are not presented annually and are only considered when the Selection Committee determines that a candidate's achievements merit their recognition.

• Engineer of the Year & Scientist of the Year
Presented for overall leadership and technical or scientific achievement. Individuals selected from among the top candidates submitted in all categories and can be leaders working in any area of STEM. These individuals demonstrate the kind of STEM excellence and executive leadership that significantly impacts an industry, a field of STEM, our community, and our nation.

• Albert V. Baez Award
Named after the pioneering physicist and humanitarian, this award is reserved for technology professionals who have made both significant technical contributions in their field AND admirable and exceptional contributions to humanity – contributions realized either as a product of their work OR through personal philanthropic or service endeavors.

• Pioneer Award
This award is reserved for honorees whose outstanding professional achievements, impressive project portfolio, and personal journey combine to mark them as pioneers in their field, their industry, or in the Hispanic community.

• Chairman's Award
Presented to engineers, scientists, leaders or educators who have used the highest standards of their profession to make exceptional contributions to their profession or to their community, thereby significantly advancing the positive image of STEM professionals in our society. Recipient may or may not come from the nominee pool.

• Vanguard Award
This award honors individuals who may not have a technical background yet they are making significant contributions to a STEM field or in STEM education and awareness.

• Santiago Rodriguez Diversity & Inclusion Award
Named after the late Silicon Valley diversity pioneer, this award honors individuals who have advanced DEI in the STEM fields.

FREQUENTLY ASKED QUESTIONS

1. Do you need to be an engineer or scientist to be nominated for a HENAAC Award?

Individuals who are not technical professionals can be nominated in the Community Service and Education categories. However, the individual must work to recruit, train, mentor, counsel or promote careers in STEM. In special circumstances when a non-technically trained individual has made a large impact at a STEM organization, that individual may be considered for a Special Award based on the recommendation of the Selection Committee for the category in which they are nominated.

2. Do you need to be Hispanic to be nominated/receive a HENAAC Award?

No. There are two award categories in which a non-Hispanic may be nominated, and three additional awards that they may receive. The two categories are Education and Community Service, and the three awards are the Chairman's Award, the Vanguard Award, and the Santiago Rodriguez Diversity Award (see "Special Awards" on page 4). Non-Hispanic nominees, however, must perform work or outreach activities that strongly impact the Hispanic community's participation in STEM.

3. Do you need a STEM bachelor's degree to win a HENAAC Award?

In most cases, a person needs a bachelor's degree in a STEM-based major to be eligible for awards other than those listed in Question #1. However, for military candidates and technicians, on-the-job training and breadth of experience will be considered in lieu of a 4-year degree.

4. How are the Engineer of the Year and Scientist of the Year selected?

You may not nominate an individual for the Engineer or Scientist of the Year. These individuals are selected from among the top candidates submitted in all professional categories. These honorees can be leaders working in any area of the STEM Enterprise. The Selection Committee seeks individuals, who model the technical excellence and leadership that significantly impact an industry, a field of science and/or engineering, academia, the Hispanic community, and our nation.

5. How is the 2024 nomination process different from previous years?

The nomination deadline this year is May 24, 2024. In 2020, the nominations review committee began a paperless, fully virtual online nomination process. This new process necessitated a few changes in how you will upload your nominations. Although you will continue to upload nominations through a web portal on our website, the portal will request each document in a PDF format.

The nomination portal will open in early March for you to start uploading information. For more details, please visit our website www.greatmindsinstem.org.

Note: All information submitted via the nomination portal is protected and secure. Only authorized reviewers and administrators will have access to nomination information.

6. Do you have to be a U.S. Citizen to be nominated?

No. You don't have to be a U.S. citizen to be nominated or honored.

7. What information is requested for the online nomination form?

Once you create an online profile on the GMiS portal, you will gain access to the nomination form. This form requests the following:

- **Nominator**
  - Full Name, Title and Contact Information (including email and phone number).

- **Nominee**
  - Full Name, Title and Contact Information (including email and phone number).
  - Type of industry where nominee works & years of professional experience.
  - Levels of education, degrees & universities where individual matriculated.
  - Information on nominee's ethnic background.

8. What is the nominator statement?

Nominators must submit a brief statement, in 1,000 words or less, that describes why the individual they are nominating is deserving of the HENAAC award. A strong nominator statement should guide the selection committee reviewers on the important information on which they should focus while reviewing the nomination. The focus of this statement should be based on the criteria of the award category for which the individual is being nominated.

9. How many letters of recommendation should be included?

There should be a minimum of three (3) and a maximum of five (5) letters of recommendation dated in 2024. Letters can be written by a supervisor, co-worker or someone who has experienced the value of the person's contribution in their specific field. Each letter should be unique and not a repeated form letter. Any additional letters received after the 5th letter will not be considered during peer review. Letters should be included as PDF files in the nomination packet, not as web links to external files.

10. What is an acceptable length for the biography?

The biography should be no more than three pages and should be a personal and professional history including challenges and obstacles the nominee is comfortable in disclosing. The biography should include significant early-life experiences and motivating factors leading to their success or persistence in STEM. It should also include background, struggles and achievements, awards or commendations, family history, special projects, unique hobbies, or other important details.

11. May candidates be nominated in more than one category?

Yes. However, we do not recommend nominating a candidate for more than two categories in the same year. On the online nomination form please list the categories where you would like the nominee to be considered. For example: Professional Achievement Level I & Outstanding Technical Achievement. You do not need to submit separate packets. GMiS will ensure the nominees are reviewed by the respective selection committees.

12. Will you accept entire theses, papers, research, books, & video clips?

It is not necessary to include documents in their entirety. If the candidate has written a thesis, a book, or paper, please do not include these documents. With a limited amount of time to review each nomination packet, reviewers will not have the time to read such documents in depth. However, it is imperative to inform the committee of these accomplishments either in a brief summary or list. The only category that should submit more detailed research information is Outstanding Technical Achievement – however summaries are still the best option for sharing this information. Video Clips: Please do not submit any multimedia clips. The committee will not have time to review video clips during the selection process. However, if the nominee is selected for an award, Great Minds in STEM may ask the organization for video clips that may be used in the award presentation.

13. May I re-submit a 2023 nomination packet?

Yes. GMiS encourages individuals who were not selected to be nominated again. This is a very competitive process and many deserving individuals do not receive an award on the first nomination. If an individual was previously nominated, we encourage you to review the packet and enhance it with any additional information or accomplishments from the previous year. Even if the packet is left as is, GMiS requires new letters of recommendation with a current 2024 date. Letters of recommendation from previous years, have a tough time competing against current letters of recommendation submitted in nominations for other candidates and are not advisable.

14. Is a past Award Winner eligible to receive a second award?

Yes. An individual who received an award in the past may be eligible for a different award. It is advisable however that a fair amount of time has passed between awards. Candidates who have won in the past will only be eligible to win a different and higher award than the one they previously won. For example, if an individual won a Most Promising Engineer or Scientist Award in 2010, this person could be eligible to win an Outstanding Technical or Professional Achievement Award in 2024 depending on their employment trajectory.

15. Is GMiS Conference attendance mandatory to win?

Yes, with a few exceptions. Traditionally all winners must be able to attend the conference which is taking place in Fort Worth, Texas, November 6-9, 2024. If a winner is unable to attend (in any capacity), the next highest ranked candidate in that category will be declared the winner. Typically, the only exceptions to this rule are for women on maternity leave or their partners, a personal or family illness or emergency, or service men and women who are on active duty or stationed abroad. In these rare cases, a leader from the organization or a family member may accept on the winner's behalf.

16. Does my company have to be a sponsor of the GMiS Conference for me to apply and win an award?

No. The nomination and peer-review selection process is independent of conference sponsorship. GMiS has many winners from companies and organizations that are not conference sponsors.

17. When / how will nominees be notified if they're selected for an award?

GMiS will first contact individuals who nominated the winners via email. The winner announcement will be posted on the GMiS website during or before the second week in August, 2024. Photos of individual award winners will be showcased on the website. The formal letter of notification with details about the conference, awards show, rehearsals, etc. will be sent by email by the third week of August 2024. The nominators of individuals who did not win will receive letters indicating that their candidates were not selected for an award and certificates of recognition by the end of August 2024.

18. Who makes up the Selection Committee?

The Selection Committee is composed of various Great Minds in STEM stakeholders, including many past award winners who have expertise in their given discipline. These committee members are divided into sub committees to evaluate the nominations. For example, the members of the Outstanding Technical Achievement Committee are primarily individuals with doctoral and master's degrees. These committees report to the Selection Committee Chair(s), who will make the final award selections. The Chairs(s) of the committee is/are the university representatives (e.g., deans or presidents) of the Conference Academic Hosts.

19. What are the components of a complete nomination packet?

A. Online Nomination Form (see question 7 for requirements)
B. Nominator Statement (see question 8)
C. Resume
D. Full Job Description
E. Organizational Chart
F. Biography (see question 10)
G. Recommendation Letters (see question 8)
H. High Resolution Color Photograph (suitable for media use)
I. Synopsis of Key Research (for technical award categories only)
J. Articles / Additional pertinent information about individual (not required but accepted)

20. Can you nominate for a Luminary or Military STEM Hero Award?

No. Individuals cannot be nominated directly for the Luminary or STEM Hero Awards. To be considered for one of these award categories the nominee must first be nominated in one of the HENAAC Award Categories. The Selection Committees will recommend individuals for these awards.

NOMINATION DEADLINE:
FRIDAY MAY 24, 2024

A. Online Nomination Form

The online nomination form must be completed to submit a nominee. The form requires complete contact information for the nominator as well as the contact, educational and professional background information on the nominee. Please see question 7 in the FAQs which outlines requested information.

B. Nominator Statement

In 1,000 words or less, in 11-pt or 12-pt size font, the nominator should provide a thorough description of why the individual being nominated is deserving of a HENAAC award. Please address the criteria of the award category for which the individual is being nominated.

C. Resume/Curriculum Vitae

This should be a summary of the nominee's educational background and relevant job experience.

D. Full Job Description

The job description should explain current job duties and responsibilities. Non-public or sensitive information may be redacted at entity's discretion.

E. Organizational Chart

The organizational chart should demonstrate where the nominee fits within his/her own department and entire organization. Non-public or sensitive information may be redacted at entity's discretion.

F. Biography

The biography should be a personal history sharing information the nominee is comfortable disclosing publicly. Information for the biography can include the nominee's background, struggles and achievements, awards or commendations, unique hobbies, family history, etc.

G. Recommendation Letters

There should be a minimum of three (3) and a maximum of five (5) current letters of recommendation. Letters can be written by supervisors, co-workers, or someone who has experienced the value of the person's contribution in their specific field. Each letter should be unique and not a form letter with a new name. Any additional letters received after the fifth letter will not be included in the nomination packet for review. Letters should be included as PDF files in the nomination packet, not as web links to external files.
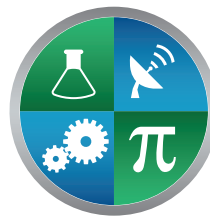
H. High Resolution Photograph

Color photograph should be high resolution and submitted in JPEG format. This photo will be used to announce winners on the GMiS website and at the GMiS Conference. Thank you in advance for ensuring that this photograph is appropriate for announcements and showcases your company and nominee in the best light possible.

I. Synopsis of Key Research

This document is required for the technical award categories only. It should include summaries or lists of any research the nominee is involved in as well as patents received or pending.

J. Articles About the Nominee (if applicable)

Not required. However, recent articles written about the nominee may be submitted for review by the Selection Committee.

GREAT Minds in STEM

Great Minds in STEM (GMiS) is at the forefront of implementing innovative programs and partnerships focused on the continuous expansion of STEM education and professional opportunities for our nation's underserved communities.

info@greatmindsinstem.org

Vision
Be a national leader in keeping America technologically strong by promoting Science, Technology, Engineering and Math (STEM) careers especially in underserved communities.

Mission
- To inspire and motivate underserved students to pursue careers in Science, Technology, Engineering and Math (STEM).
- To enlighten and engage families, educators, communities and employers to assist underserved students pursuing STEM careers.
- To inspire our nation through recognition of the achievements of Hispanics and other role models in STEM.
- To enable and leverage Hispanic STEM talent to play leadership roles.
- To collaborate and cooperate nationally within the STEM community.

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