

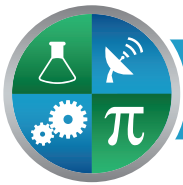
GREAT
Minds
in STEM

Inspiring and empowering underserved Americans to pursue and sustain careers in STEM since 1989.



Great Minds in STEM
2023
Annual Report

www.greatmindsinstem.org



GMI's At a Glance

Dear Reader:

We are thrilled to present this 2023 Annual Report for Great Minds in STEM (GMI's). This report demonstrates how the organization weathered COVID-19 (in 2020 and 2021), as its constituents, the Nation, and itself were tested by significant challenges to our health, economic vitality, and cultural cohesion. GMI's emerged to reengage our stakeholders over the subsequent two years, including the resumption of the annual GMI's Conference in 2022 and 2023 following two virtual years during the pandemic.

These years also saw the passing of our founders, Ray and Carmela Mellado, who we lost in 2022 and 2023, respectively, and so this report marks a transition into a new era for the organization they built for 35 years. The current board and team are proud to take the baton and continue the journey they embarked on all those years ago, and we've captured their inspirational story on page 3.

While the disruptions endured by GMI's as a result of the pandemic were real and many challenges persist, we remain as committed as ever to our vital mission and vision, and to honoring the organization's substantial legacy. We are likewise grateful for the continued support of our sponsors and donors through these disruptions, and their dedication demonstrates the level of their commitment to inspiring, sustaining, and recognizing excellence in science, technology, engineering, mathematics, and medicine/health (STEMM).

We have enunciated more concise vision and mission statements that have embraced attention to broader communities of the underserved. They can be found opposite this message. We have also expanded our programming to provide more and more varied support services, and we're initiating new recognition activities as well.

Our 35th anniversary year saw increases in the number and variety of our sponsors and a strengthening of our finances with both nearing pre-COVID levels. We hope that you enjoy reading about the progress that GMI's has made and are inspired to contribute to moving us closer to attaining our vision of a workforce of STEMM professionals that is fully reflective of the rich diversity of the nation.




Juan Rivera, Ph.D.
Chairman of the Board
Great Minds in STEM



Norman Fortenberry, Sc.D.
Chief Executive Officer
Great Minds in STEM




GMI's has strategic engagements and partnerships with over **135** universities, including Research 1 Institutions, Minority-Serving institutions, and two-year colleges.




Over **\$5.6 million** in merit-based scholarships awarded to over **2,100** STEM college students.

79% of GMI's MentorNet students' mentees have obtained their STEM degrees.



A national leader in STEM for more than **35 years**, GMI's has developed and strengthened America's STEM identity and the STEM career-readiness of thousands of our nation's underserved students.



1,312 peer-reviewed national awards presented to world-class STEM professionals.




THE GMI's EFFECT
GREAT MINDS IN STEM IS IMPACTING COMMUNITIES ACROSS THE COUNTRY.

\$140,000 in medical scholarships awarded to Southern California first-year and second-year medical students in two years of expanded growth.



National social media / original virtual content leader for STEM diversity and inclusion.





Over **200** diverse Faculty Fellows supported through the GMI's Early-Career Faculty Symposium.

A scholarship endowment with Bishop Mora Salesian High School in East Los Angeles has awarded **\$87,900** to **39** students in the first two years.





23 years of national competitions, including the GMI's STEM Zone, Research Poster Competition and U.S. Army Drone Competition.

36 award winners inducted into the HENAAC Hall of Fame, representing many of GMI's' most accomplished honorees.



Over **146,000** pre-college students, parents & educators have been impacted in **20** states, Puerto Rico, and Washington, D.C.

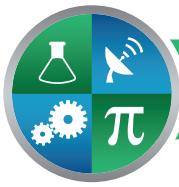


OUR VISION

We seek to achieve a workforce of Science, Technology, Engineering, Math, and Medical/Health (STEMM) professionals that is fully reflective of the rich diversity of the Nation.

OUR MISSION

To inspire, support, and recognize students and professionals, especially those from underserved communities, in order to create a talent pool of STEMM leaders dedicated to serving the Nation.



The Story of Our Founders

RAY AND CARMELA MELLADO

The year is 1974. Ray Mellado is a rising star at the Xerox Corporation and he's just arrived at the company's legendary Palo Alto Research Center (PARC) in Silicon Valley to be immersed in the next generation of technology breakthroughs. Two things struck Ray like bolts of lightning while at PARC. First, he realized how profoundly these technologies would change society in the coming decades, so much so that anyone without a solid STEM education would be excluded from this brave new world. And second, he was shocked by the almost complete lack of Hispanics and people of color among the engineers at PARC developing these technologies. While he could not have comprehended the full magnitude of the problems these two observations foreshadowed, he knew enough to know that if something wasn't done to prepare our underserved students for this coming revolution, generations of them would be shut out from pursuing the careers of the future.

Ray's wife, Carmela, was a writer who had been on her own journey of discovery since the time she was a little girl. She spent summers in her small town library reading every book she could, but she too soon grew disturbed by the dearth of stories about people who looked like her and had last names like her's. She vowed that, if she couldn't find those stories, then she'd write them herself.

In the 1970s, Ray mobilized Hispanic colleagues at Xerox into one of the first employee resource groups at a major corporation, and he began networking with Latino engineers and technology professionals across corporate America. In 1980, he and Carmela established a consultancy to publish national newsletters. Their big idea from the very beginning was to profile Hispanic engineers and scientists and create a universe of role models who would inspire Latinos and children of color to pursue STEM degrees and prove to them that careers in STEM weren't just a possibility, but a reality.

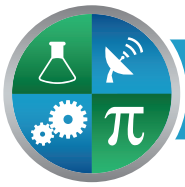
In 1985, Ray and Carmela partnered with Tyrone Taborn of Career Communications Group and the Society of Hispanic Professional Engineers (SHPE) to publish Hispanic Engineer Magazine. Carmela served as the magazine's Editor-in-Chief until 1999, and Hispanic Engineer Magazine remains in publication to this day. They then organized the first Hispanic Engineer National Achievement Awards Conference (HENAAC) in 1989 to honor world-class Latino engineers and scientists, and they built a career conference around the awards to bring them face-to-face with high school and college students from underserved communities.

By the turn of the 21st century it became clear that the problems Ray first identified at PARC were far larger and more dire than even he initially suspected. Careers requiring degrees in STEM had become the good paying middle class jobs in the new economy, and far too few Americans were receiving an education sufficient to pursue them – and not just Latinos and African-Americans. A deluge of research confirmed that this crisis had metastasized into one that impacted all underserved communities and threatened America's national security and economy.

And so in 2009, the organization changed its name to Great Minds in STEM to underscore the expansion of its focus to include all underserved communities regardless of their ethnic makeup. By 2020, GMiS had expanded beyond its conference and awards to offer national programs and services for pre-college, college, and professional populations.

Ray passed away in 2022, and Carmela in 2023, but thanks to their decades of dedication and determination and overcoming more than a few obstacles, Great Minds in STEM truly has a solid foundation from which to build its future and continue to shape the future of America's STEM workforce.





America's STEM Workforce Crisis

THE URGENT NEED FOR STEM TALENT

Global shocks over the last several years have created a fork in the road for the U.S. economy and American society. One way forward leads to a stronger technology base, and with it increased opportunities and prosperity for American workers with the proper technical education and skills. The other leads to the erosion and hollowing out of the U.S. high-tech sector and its force-multiplying effects.

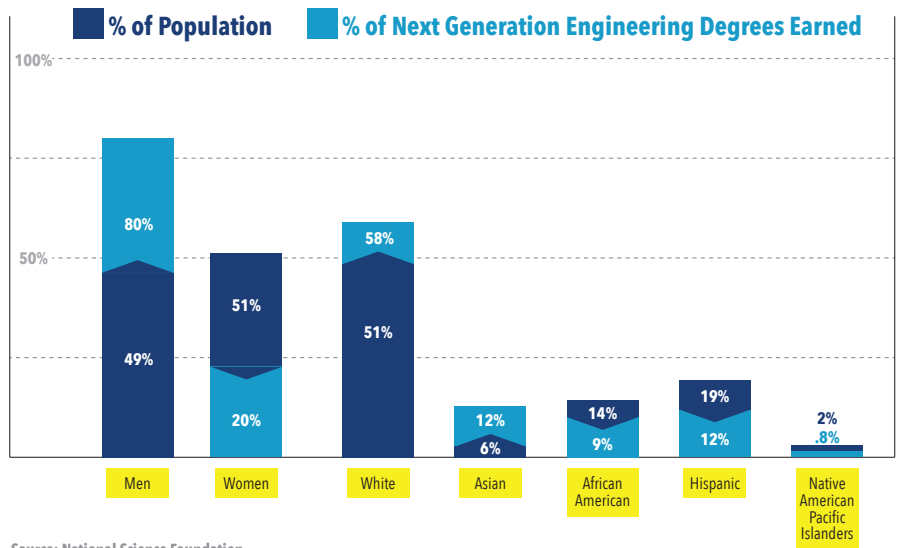
The direction our country takes will depend on many factors, but none looms larger than the development of our homegrown underserved technical talent pool. These groups include the nation's fastest growing communities (i.e. Hispanic/LatinX), and we must empower them to produce an ample supply of top notch scientists, engineers, doctors and other technical professionals.

If the next generation of STEM workers is not equipped to help fill the gap left by retiring baby boomers and a succession of global crises, then America's innovation engine will slow and we could find ourselves behind emerging powers on the international stage. Long-standing economic, diplomatic and cultural bonds have held the American-led global order together. However, recent techno-socio-culture degrees of fracture and reordering are rapidly emerging. Failure to prepare our country for the technological demands this reordering will require could be catastrophic.

The stakes have never been higher, not just for our most underserved populations but for the U.S. innovation enterprise as a whole. The pivotal challenge will be to change mindsets that remain deeply embedded in large swaths of American society. We must persuade people in underserved communities that high school graduation is essential, that post-secondary degrees in technical fields are attainable, and that these degrees will open wide many doors of opportunity. But we must also do more to convince American institutions that failure to address this problem threatens our global leadership and technological supremacy, which in turn threatens our collective prosperity. We must also partner with these institutions to pursue systemic change where necessary to break down barriers that prevent underserved students from accessing the careers our economy requires (see graphs at right).

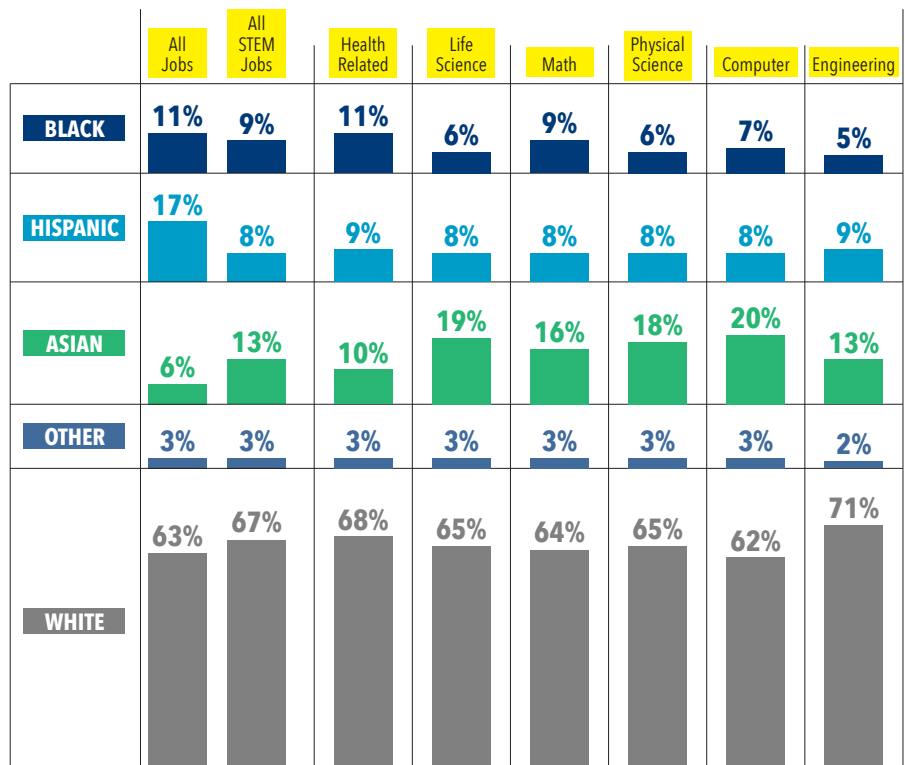
Great Minds in STEM continues to advocate for the STEM career-readiness of underserved populations in order to empower them with the 21st Century Skills to be globally-competitive leaders and innovators. This report highlights GMiS's efforts, including pre-college outreach and awareness; financial and career development support for underserved college students; professional recognition to highlight role models who can inspire the next generation of STEM professionals; and advocacy and engagement to encourage systemic change at our country's academic institutions. With increased support, GMiS can expand its programs and services to ensure America has the most competitive, STEM technical workforce it needs for decades to come.

GRAPH 1:
Underserved Groups were underrepresented in Next-Generation Engineering Degrees Granted from 2011 to 2020

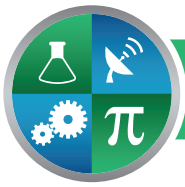


Source: National Science Foundation

GRAPH 2:
Underserved Workers Remain Underrepresented in the STEM workforce



Source: Pew Research Center, 2021



Pre-College Student Programs



As the saying goes, “you can’t dream it if you can’t see it.” In order for underserved students to begin to believe a career in STEM is available to them, let alone aspire to one, they must first be exposed to the opportunities that await them. GMiS lights the spark in elementary, middle and high school by raising their awareness of a wide array of STEM fields and connecting technologies to degrees and career paths they can pursue. We also expose them to real-life engineers and scientists from our family of sponsors as well as current STEM college students from communities like theirs to reinforce the fact that a career in STEM is a reality. Programs are delivered across the country annually, including at the flagship GMiS conference where pre-college students take part in a tailored track of activities.



VIVA TECHNOLOGY PROGRAM

Viva Technology is a GMiS pre-college program that has reached over 141,000 students nationwide. With over 23 years of history, the Viva Technology program has motivated and inspired students by promoting college readiness, awareness, and access to Science, Technology, Engineering and Math resources and career professionals.

The program takes place in the students’ own school and features near-peer college captains from local colleges and universities who engage with them directly. The content, materials, speakers and activities are adapted to each sponsor, and sponsors also have input on which cities and schools will receive their Viva Technology programs.



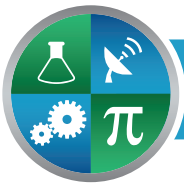
To adapt to the travel restrictions and school safety measures imposed during the COVID-19 pandemic, GMiS adopted innovations and technologies so that the program could be conducted virtually, and today a virtual/in-person hybrid format has been retained.

Viva Technology Programs Delivered in 2023

- | | | | |
|----------------------------------|------|-----------------|---------------------------------|
| • John A. Sutter Middle School | (CA) | January 18 - 20 | (Sponsored By Northrop Grumman) |
| • Union Endicott High School | (NY) | January 24-26 | (Sponsored By Lockheed Martin) |
| • Montgomery Middle STEAM Magnet | (CA) | March 1- 3 | (Sponsored By Northrop Grumman) |
| • University Park Elementary | (FL) | March 29 - 31 | (Sponsored By Northrop Grumman) |
| • Sam Houston High School | (TX) | May 11 - 12 | (Sponsored By General Motors) |

Viva Technology Programs Delivered in 2024

- | | | | |
|----------------------------------|------|---------------|---------------------------------|
| • University Park Elementary | (FL) | April 10 - 12 | (Sponsored By Northrop Grumman) |
| • Montgomery Middle STEAM Magnet | (CA) | April 24- 26 | (Sponsored By Northrop Grumman) |
| • Odyssey Elementary | (UT) | May 22-24 | (Sponsored By Northrop Grumman) |



University Student Programs

The most critical time in an aspiring engineer or scientist's journey is when they're in college. In addition to the intense academic rigors the pursuit of a STEM degree demands, underserved students face financial and cultural challenges that come with being away from home for the first time. Many are also confronted with the realization that they may be behind their peers in the development of critical soft skills like networking, interviewing, team dynamics and leadership. Our University Student Programs are designed to support undergraduate and graduate students through this crucial stage of their journey with scholarships and access to opportunities that expose them to outside-the-classroom skills development that can jump-start their career prospects.



THE GMiS SCHOLARS PROGRAM

Since 2001, the GMiS Scholars Program has awarded 2,100 scholarships totaling more than \$5.8M to students pursuing a STEM or medical degree. In 2019, as part of an endowment, GMiS added the Artemio G. Navarro Scholarship, GMiS California Health Scholarship, and GMiS California Medical Scholarship to its portfolio.

The **GMiS STEM Scholarships** is the organizations legacy scholarship. It provides merit-based scholarships of up to \$10,000, to traditionally underrepresented students who are graduating high school seniors, undergraduate students, or graduate students pursuing a STEM degree at an accredited 2-year or 4-year college/university in the U.S. or Puerto Rico. Scholars must have also demonstrated service and/or leadership within the Hispanic community.

The **California Medical Scholarships** provides merit-based financial assistance to traditionally underrepresented STEM students pursuing medical degrees at four California medical schools: University of California, Davis; University of California, Los Angeles; University of California, San Francisco; and the University of Southern California. GMiS awards up to ten scholarships, each valued at \$5,000, to medical students pursuing specialization in mental health, rehabilitative and geriatric medicine, and individuals with disabilities. Students must be incoming or second-year students.

The **California Health Scholarships** provide merit-based support to underrepresented undergraduate students pursuing full-time studies in a health-related field of study at any institution in Southern California. GMiS awards up to five scholarships each valued at \$1,000.

The **Artemio G. Navarro Scholarships** awards up to \$2,000 merit-based scholarships to graduating high school seniors from the Bishop Mora Salesian High School, located in the Boyle Heights community of East Los Angeles, CA. The Navarro Scholars enroll in STEM fields of study at various 4-year universities as incoming freshmen the fall semester after their high school graduation. Applicants must have demonstrated service to the elder and/or disabled community.

Each year, scholars are recognized at the annual GMiS Conference for their achievements at the Student Leadership Awards Show. This empowers scholars to network with their scholarship sponsors and seek internship/employment opportunities. In 2023, GMiS recognized the David Davila and Joe Treviño families for reaching a 10-year milestone of personal donations toward the Davila/Treviño Memorial Scholarship. Since the start of this scholarship in 2013, the families have contributed 10 scholarships at \$1,000 each to students pursuing a STEM degree at a college/university in Texas. Including the Class of 2023, they have supported 100 STEM students totaling \$100,000 in scholarships!

2023 GMiS STEM SCHOLARSHIP SUMMARY

1,050

Applicants

88

Scholars Selected

\$190,608

Total Awarded

3.60

Average GPA

19%

Graduate Students

36%

Seniors

27%

Juniors

9%

Sophomores

8%

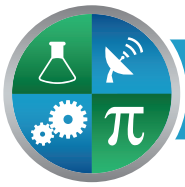
Freshman

61%

Male

39%

Female



University Student Programs

2023 STUDENT LEADERSHIP AWARD WINNERS

Each year, GMiS honors and recognizes the the top GMiS STEM Scholars, who demonstrate competitive academic excellence, aptitude for research/teaching, and strong leadership/service to the Hispanic community. The HENAAC Outstanding Student Leadership Award is presented at the Student Leadership Awards Show during the GMiS Conference. In 2023, GMiS presented three awards.



Jehan Shalabi
Doctoral Student
Electrical Engineering
Purdue University



Devon Woodfine
Junior
Mechanical Engineering
California State Polytechnic
University, Pomona



Diana Morales
Senior
Applied Mathematics &
Electrical Engineering
California State Polytechnic
University, Pomona

DEPARTMENT OF DEFENSE HBCU/MI INTERNSHIP PROGRAM

The DoD HBCU/MI Summer Research Internship Program is an annual summer research program offered to current students and recent graduates who studied STEM disciplines at HBCUs/MIs. It provides a bridge between classrooms and real-world experiences and aims to increase the number of minority scientists and engineers who choose careers with the DoD. Interns receive hands-on experience at a DoD facility at the forefront of innovation in STEM. GMiS supports Chitra Productions as a sub-contractor for this work.



GMiSTEM ZONE COMPETITION

The GMiSTEM Zone competition pits sponsor-led teams of students through hands-on, real-world technical scenarios over the three days of the GMiS Conference. In 2023, teams competed in challenges that applied Root Cause Analysis to quality management case studies in order to identify underlying problems using the “five-why approach.” Through collaboration and critical thinking, teams build a rapport as they showcase their talents, initiative, teamwork, and leadership in real time to the participating sponsors. Students in the top three teams earn scholarship cash awards. Ninety-four (94) students participated across 10 teams, and students on the top 3 teams received scholarships.



UNDERGRAD & GRAD STUDENT RESEARCH POSTER COMPETITIONS

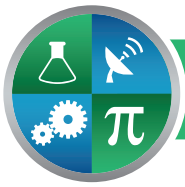
The Research Posters Competition provides graduate and undergraduate students in STEM, computing, health and medicine the opportunity to compete and showcase their scientific and technical aptitude to potential employers. Students submit a comprehensive technical abstract from which the presenters are selected. Students then present their posters to volunteer STEM professionals from our sponsors who serve as judges, and must endure an intense question and answer session by the judges. Stipends are awarded to the top undergraduate and graduate winners.



GMiS CONFERENCE DELEGATES

GMiS Conference Delegates serve in leadership and ambassador roles to encourage underserved and underrepresented students to pursue STEM careers. Delegates are selected for this opportunity based on their demonstrated civic commitment to lead their STEM community and/or participate in GMiS pre-college programs as College Captains. GMiS selects up to 40 civic-minded college student leaders per-year from across the nation to serve as an extension of the staff at the annual conference, summit, and other regional events. They also serve as GMiS ambassadors on their college campuses and on social media, and as advisors for the development of future outreach programs.





Academic Advocacy and Engagement



Inspiring and empowering more underserved students to pursue STEM degrees can only be truly effective if systemic change is achieved at the institutions that serve as the gatekeepers to their future. GMiS has long been actively implementing programs and creating partnerships that engage academia, membership organizations, entities affiliated with the National Academies of Science, Engineering and Medicine, the National Science Foundation, and sister non-profit organizations. These collaborations are designed to impact the people and shape the ideas and policies that are powering our educational institutions so that America's next generation of STEM professionals is truly representative of our diverse population.

ASSIST EARLY CAREER FACULTY SYMPOSIUM

In the fall of 2015, NSF's Broadening Participation in Engineering program funded the alliance of the seven largest national diversity-serving engineering professional organizations - American Indian Science and Engineering Society (AISES), Great Minds in STEM (GMiS), Latinos in Science and Engineering (MAES), National Society of Black Engineers (NSBE), Society for Advancement of Hispanics/Chicanos and Native Americans in Science (SACNAS), Society of Hispanic Professional Engineers (SHPE), and Society of Women Engineers (SWE) – a research collaborative to pursue their common goal of supporting diverse engineering faculty success through ASSIST: Strengthening Engineering Faculty through Diversity□ Serving Professional Organization Engagement (EEC #1548322, EEC #1548197, EEC #1548200, EEC #1548319, and EEC #1548214).

The 5-year project utilized an evidence-based approach to increase and sustain the diversification of engineering faculty by supporting their professional development and their engagement with colleagues who are part of their affinity groups. The three major goals of this project were:

- 1) Create a collaborative infrastructure between leading diversity professional organizations in engineering
- 2) Utilize this collaboration to design, implement, and evaluate the efficacy of increasing the participation of diverse faculty, post-docs, and graduate students at their annual conferences.
- 3) Create professional development opportunities for early-career faculty, post-docs, and grad students to support career success and persistence.

From 2016 – 2021, GMiS hosted five Early-Career Faculty Symposia. Over the duration of the project, GMiS provided travel grants to 199 engineering assistant professors, post-docs, instructors and doctoral students/candidates from a diverse range of 2-year and 4-year colleges/universities. Most of the participants were Hispanic (76%) and included 41% female.

The workshops focused on the critical topics most important for faculty of color: Negotiating the faculty job market and career path; understanding the tenure and promotion process; access to federal funding; how to manage various proposal writing techniques; industry-university collaboratives, technology transfer and intellectual property; best practices for teaching with cultural competencies; what is diversity and inclusion in higher education; best practices for academic publishing; and how to set-up research labs.

K-12 EDUCATORS INSTITUTE

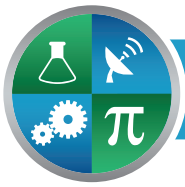
The Institute offers educators access to culturally-relevant and innovative STEM content. Through interactive and hands-on workshops, educators learn novel techniques to apply the engineering design process, engage in active dialogue with STEM professionals, and become aware of STEM career-readiness opportunities for their students.

MENTORNET

MentorNet is GMiS's online mentoring platform available to organizations who can sponsor their own branded communities. It facilitates structured, guided relationship building that fosters professional development in students and enhances recruiting for companies. GMiS maintains the platform and provides a cohesive virtual mentoring experience that's fully customizable to sponsors goals and their branding.

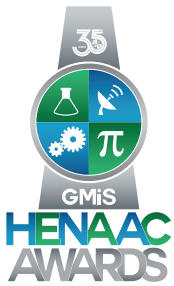
ACADEMIC HOSTS

Each year since its inception, Great Minds in STEM has partnered with universities in locations where the annual conference will be held. In 1989, Rice University was the first academic host, and they set the template for all future academic hosts, including overseeing the selection process for the HENAAC Awards. In 2023, the University of Southern California and the California State University System served as the Academic Hosts for the 35th Annual GMiS Conference.



Professional Recognition

For 35 years, GMiS has recognized the achievements of America's top engineers and scientists from the Hispanic community. These STEM leaders, innovators and champions represent the best and brightest minds our nation has to offer. They personify excellence at the highest levels of academia, government, military and Corporate America. Award winners are proof that the Hispanic community is capable of stepping up to the leadership roles that their growing demographic clout demands. Winners receive their awards at the annual GMiS Conference and are featured on YouTube, across social media, in GMiS marketing materials year-round, and in our K-12 program materials.



HENAAC AWARDS

The HENAAC Awards are among the most prestigious awards in its class. Since the first awards in 1989, winners have been chosen by an independent selection committee overseen by the Academic Host institutions of that particular year, distinguishing the HENAAC Awards as a true peer-reviewed honor for world-class achievements in STEM. In 2023, 22 outstanding STEM professionals were selected across 16 categories.



ENGINEER OF THE YEAR Alfredo Ramirez

Engineering Vice President
Vehicle Development
Aeronautics Systems Sector
Northrop Grumman Corporation

CHAIRMAN'S AWARD Yannis Christos Yortsos, Ph.D.

Dean, Viterbi School of Engineering
University of Southern California

VANGUARD AWARD Ellen Rios de Acarón

Director of Engineering
COOP Program
University of Puerto Rico,
Mayaguez

PIONEER AWARD Arnold Morales

KC-46 Systems Safety Manager
The Boeing Company



SCIENTIST OF THE YEAR Sal Barboza Rodriguez, II, Ph.D.

Principal Member of the Technical Staff,
Advanced Nuclear Concepts Group
Sandia National Laboratories

ALBERT V. BAEZ AWARD Sandra Milach, Ph.D.

Retired Vice President
Corteva Agriscience

EXECUTIVE EXCELLENCE Juanita A. Tavares

Vice President Global Supply
Lockheed Martin Space

OUTSTANDING TECHNICAL ACHIEVEMENT NATIONAL LABORATORIES Humberto E. Garcia, Ph.D.

Directorate Fellow
Senior Technical Advisor
Idaho National Laboratory

OUTSTANDING TECHNICAL ACHIEVEMENT ACADEMIA Regina Ragan, Ph.D.

Professor
University of California, Irvine

OUTSTANDING TECHNICAL ACHIEVEMENT GOVERNMENT Azlin Biaggi, Ph.D.

Manager, Foundational Electrified
Propulsion Subproject
Aeronautics Mission Office
NASA Glenn Research Center

PROFESSIONAL ACHIEVEMENT I - INDUSTRY Vanessa Vera

Program Manager
RTX

PROFESSIONAL ACHIEVEMENT I - GOVERNMENT Janette C. Briones, Ph.D.

Technical Lead, Cognitive Communication
Systems, Communications and Intelligent
Systems Division
NASA Glenn Research Center

PROFESSIONAL ACHIEVEMENT II Mauricio A. Salinas, Ph.D.

Technical Fellow
Electro-Optic Mechanical Analysis
RTX

MOST PROMISING ENGINEER - UNDERGRADUATE DEGREE Alexandra Paola Olaya-García

Space Launch System (SLS)
Launch Integration Manager
The Boeing Company

MOST PROMISING ENGINEER - MASTER'S DEGREE Melvin X. Soto-Barreto

Subsystems Lead Engineer
F22 Program Office
U.S. Air Force

MOST PROMISING ENGINEER - PH.D. - NATIONAL LABORATORY Bryan Maldonado Puente, Ph.D.

R&D Associate Staff, Buildings and
Transportation Science Division
Oak Ridge National Laboratory

MOST PROMISING ENGINEER - PH.D. - INDUSTRY Juan F. Callejas, Ph.D.

Senior R&D TS&D Leader
Architectural Coatings
Dow Coating Materials

LIFETIME ACHIEVEMENT - INDUSTRY Juanita Leal

Associate Technical Fellow/Senior Test
and Evaluation Engineer
The Boeing Company

LIFETIME ACHIEVEMENT - GOVERNMENT Carlos R. Fontanot

International Space Station
Center Imagery Manager
NASA

EDUCATION Manuel A. Jimenez-Cedeño, Ph.D.

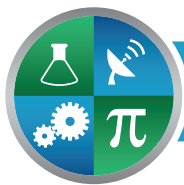
Professor, Electrical & Computer
Engineering Department
University of Puerto Rico, Mayaguez

COMMUNITY SERVICE - ACADEMIA Patricia A. Sullivan, Ph.D.

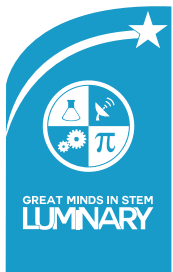
Associate Dean, Outreach and Recruitment
and Director, Workforce and Strategic
Engagement
New Mexico State University

COMMUNITY SERVICE - INDUSTRY Suellen Cristina dos Santos Frank

Senior Principal Investigator/
Systems Engineer, Commercial Airplanes
Product Development, Sustainability
Technology Enablers
The Boeing Company



Professional Recognition



LUMINARY AWARDS

Luminary Honorees all undergo the rigorous HENAAC peer-reviewed Selection Process. They are selected for this distinction because they stood out as exceptional technical professionals with a high commitment to their STEM careers. Collectively, they share and exemplify the GMiS core tenant of empowering underserved communities, especially via STEM educational outreach.

Nestor de Mattos

Corporate Vice President and Chief Supply Chain Officer
Integrated Supply Chain
Dow

Sandra E. Hernández, Ph.D.

Principal Materials/Corrosion Engineer and Chevron Fellow
Chevron Corporation

Nelson Morales

Chief of the Structural Dynamics Branch, Materials & Structures Division
NASA Glenn Research Center

Ryan A. Cruz

Cyber System Security Engineer Senior Cyber Resiliency Engineering
Advanced Development Programs
Lockheed Martin Corporation

María D. Rodríguez-Moyá, Ph.D.

Fuels Scientist
Shell USA, Inc.

Varinia Bernales, Ph.D.

Associate Research Scientist
Core Research & Development
Michigan Operations
Dow

Yamil Huertas-Morales

Senior Principal SEA Systems Engineer
Northrop Grumman Corporation

María Josefa Mendoza Mayoral

R&D Manager- Global Skin Care
Kimberly-Clark Corporation

Angel Uruchima

Strategy and Business Planning Manager
Chevron Corporation

Guadalupe Pérez

Senior Engineering Manager
The Boeing Company

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Engineering Group Manager –
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Calibration, Global Engine Calibration
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Norma Garcia Santos, M.S.

Project Manager
U.S. Nuclear Regulatory Commission



STEM HERO AWARDS

Like their Luminary colleagues, STEM Heroes endure the HENAAC Award selection process and emerge as the highest-ranking military nominees in their categories. The highly specialized and/or classified nature of their work doesn't always enable an equal comparison to nominees from other arenas. The STEM Hero Awards allow GMiS to honor their achievements.

Lt. Col. Marisa J. Romero

Assistant Professor of Biology
Department of Biology
U.S. Air Force Academy

Ishai Cortes-Hunt

Deputy Program Manager/Supervisor
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Fleet Introduction and Sustainment
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Senior Intelligence Analyst
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Carlos Javier, Ph.D.

Mechanical Engineer
Naval Undersea Warfare Center
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Research Civil Engineer
Airfields and Pavements Branch
Geotechnical and Structures Laboratory
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Development Center
U.S. Army Corps of Engineers
U.S. Army

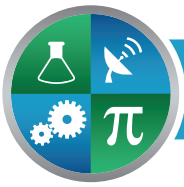
Elizabeth Tello

Project Engineer, ATC Systems
Naval Information Warfare
Center Atlantic
U.S. Navy

Ernesto G. Cruz

Research Civil Engineer
Impact and Explosions Effects Branch
Engineering Systems and Materials
Division, Geotechnical and Structures
Laboratory, U.S. Army Engineer
Research and Development Center
U.S. Army Corps of Engineers
U.S. Army





2023 GMiS Conference



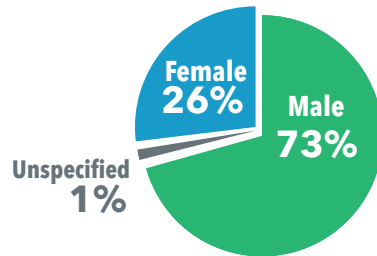
2023 marked the 35th Anniversary of the GMiS conference and was held October 11-14 in Pasadena, CA. The passion and resilience of our students to achieve academic excellence and become outstanding leaders in their community was as evident as ever. With the steady support of our sponsors and the commitment of our stakeholders, we were able to convene brilliant minds from multiple sectors and industries who are dedicated to solving today's technical challenges and power Great Minds in STEM's mission.



Career and Graduate Fair Exhibitors by Sector

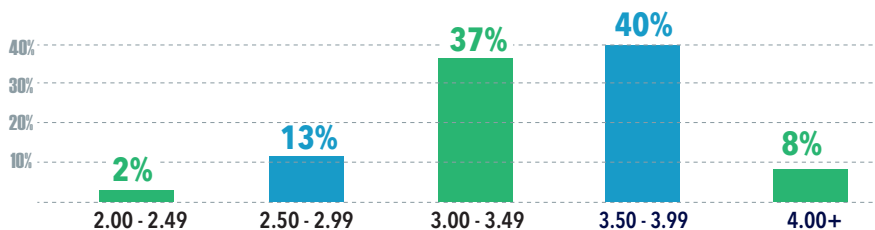
Corporate	31%	Military	3.4%
Universities	29.3%	Non-Profits	10.3%
Government	25.9%		

Undergraduate and Graduate Student Attendees



Hispanic	63.5%
Asian/Pacific Islander	18.7%
White	7.9%
African American	3.7%
Multi-Ethnic	3.9%
Other/No Response	2.3%

Distribution of Self-Reported GPAs

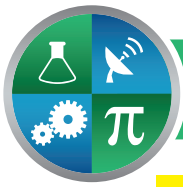


Top 5 STEM Disciplines

Computer Science	37%
Mechanical Engineering	24%
Electrical Engineering	6%
Aerospace Engineering	5%
Computer Engineering	3%

Students by Institution Type

4-Year Public	81.5%
4-Year Private	6.8%
2-Year Public	11.2%
Hispanic-Serving Institutions	86.9%



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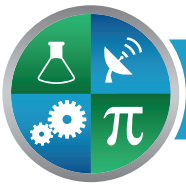
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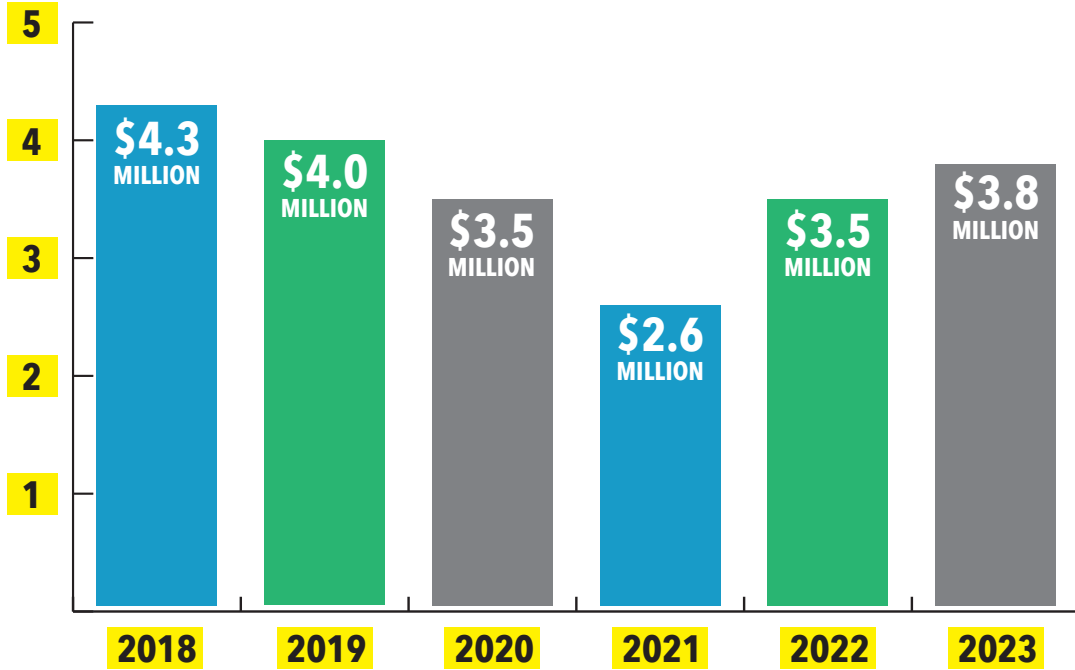
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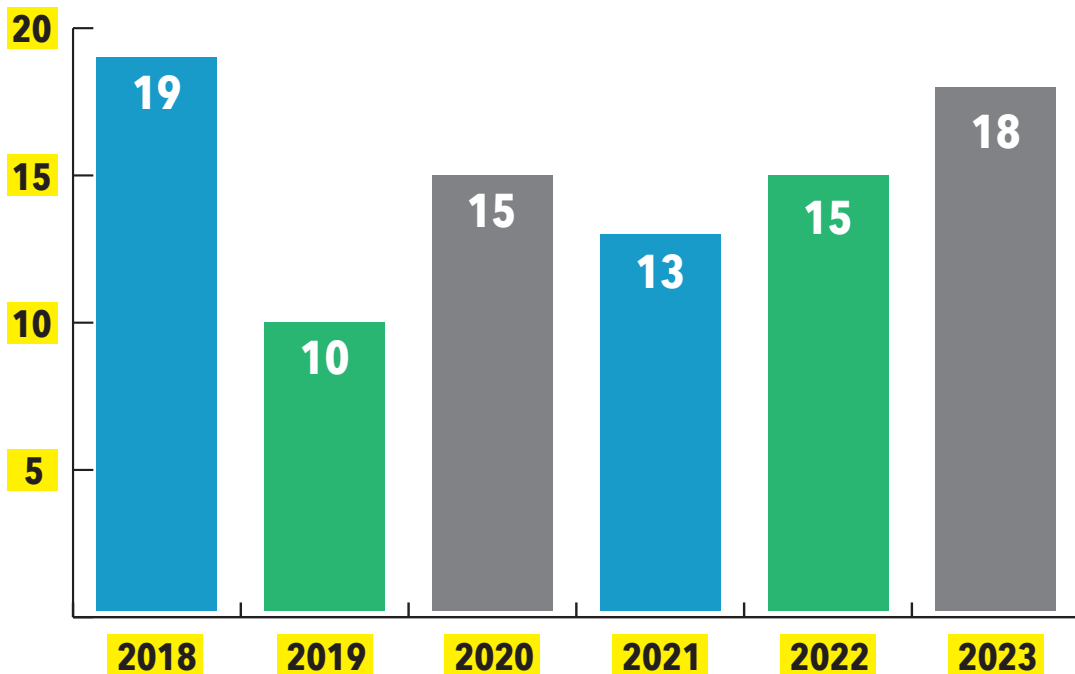


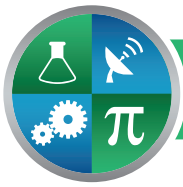
Financial Snap Shot (2018-2023)

End of Year Account Balance (in millions)



Number of Sponsors Contributing Over \$50,000





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