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2021
NATIONAL
CONVENTION
MAGAZINE



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WELCOME TO SASE

From the CEO and Executive Director



From how we work and learn, to how we interact, these last 18 months have been full of challenges. Even through these difficulties, SASE continues to “Soar,” which is the theme of the virtual 2021 National Convention.

We are calling this year’s big shindig the 2021 National Convention (NC) and not “conference.” Why the change, you might ask? SASE is embarking on the next phase of growth: (a) accelerated collegiate growth and (b) investment in professional development and leadership training. While the SASE mission remains the same, the structure and focus of these two different aims necessitate dual-track programming. Under the new National Convention umbrella, there are two concurrent conferences – one for Collegiate and the other for Professional. This sets our largest annual event apart from other SASE conferences, such as Regional Conferences and the Women’s Leadership Conference, and reflects SASE’s evolution and expansion.

Not only does the National Convention contain two Conferences under its auspices, this magazine has dedicated sections to meet the needs of its various members: Collegiate, Professional, Convention and SASEfam. As I stated in a recent monthly e-newsletter, Collegiate remains at the heart of SASE. We are growing our collegiate chapters through a memorandum of understanding with the Society of Women Engineers and exploring our collegiate reach into Canada. It is an exciting time for Collegiate with all the new developments.

Before the pandemic, we had piloted some programs for professionals then hired Paraag Maddiwar to lead and expand this successful programming. We continue to broaden the professional engagement through monthly free webinars, monthly ERG engagement, Women’s Leadership Conference, ERG Summit and the National Convention – Professional Conference. I hope you partake in our training and development to rise to your full potential.

The last section of the magazine is what I call the

beauty of SASE – SASEfam. SASEfam creates a sense of belonging, celebrates our individual and collective achievements, and looks forward to the future. If you ask many of our collegiate members what SASEfam is, they will say that it is a place where they find like-minded people, where they are accepted for who they are and are surrounded by individuals who support their professional growth. Even though SASEfam occupies its own section, the spirit of SASEfam permeates all portions of the magazine and, hopefully, throughout the National Convention.

Given the recent fourth wave of the pandemic, we made the decision to hold the conference virtually only. Health and safety of our volunteers, members, attendees, sponsors and staff were top of mind in making this decision. Not only are we all dealing with health effects of COVID-19, but many of us probably know someone who has been impacted by racism or have been victims ourselves. When the murder of eight people (six of whom were Asian women) occurred in Atlanta this past March, we were horrified, scared and angry. Our student leaders at Georgia Tech (GT) were particularly impacted, along with the entire Atlanta-area Asian community. We knew we wanted to support the local Asian American community including the GT SASE chapter. I am proud of the GT student leaders on their statement in this magazine and I encourage you to read it on page 75.

It has been a long 18 months, but we will continue to soar because we are a strong community. We look forward to connecting virtually to experience the excitement of SASEfam at the 2021 National Convention.

I welcome you to the Convention and don’t hesitate to say hello.

#SASEfam4Life,

KHÁNH VŨ

SASE CEO and Executive Director



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SASE 2021 BOARD OF DIRECTORS



KISHORE SUNDARARAJAN

President

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 grandkids, 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.



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.



TABREZ MALIK

Treasurer

Tabrez is a senior executive with over 18 years of global leadership and P&L experience in operations, strategy, turnaround, commercial finance, FP&A, M&A, and regulatory compliance (GAAP, IFRS). Tabrez is currently Division CFO of Power Conversion, Electrification for ABB. Prior to this, he has worked in diverse industry segments in leadership roles to drive operations and finance linkage for growth, business turnaround and managing business in tough environments. He has been trained through GE Corporate programs and was a trainer for GE Crotonville. He received the Multicultural Leadership Award as part of external recognition by the National Diversity Council. Tabrez is a graduate of Bhilai Institute of Technology in India with a Bachelor of Science in Mechanical Engineering and also holds a Master of Science in Mechanical Engineering from the State University of New York, Buffalo. Tabrez has additional responsibilities as Treasurer for SASE and sits on the SASE Board. He is based out of Atlanta, Georgia.

SASE 2021 BOARD OF DIRECTORS



SHWETA KURVEY-MISHRA

Board Member

Shweta is a senior executive with over 17 years of global experiences in strategic human resources business partnership, talent management, 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 the Vice President of Organization and Talent Development 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.



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 a \$250 billion 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, which has resulted in significant cost reduction and services profitability. Mohamed holds 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 his 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.

SASE 2021 BOARD OF DIRECTORS



SONYA VIAL

Board Member

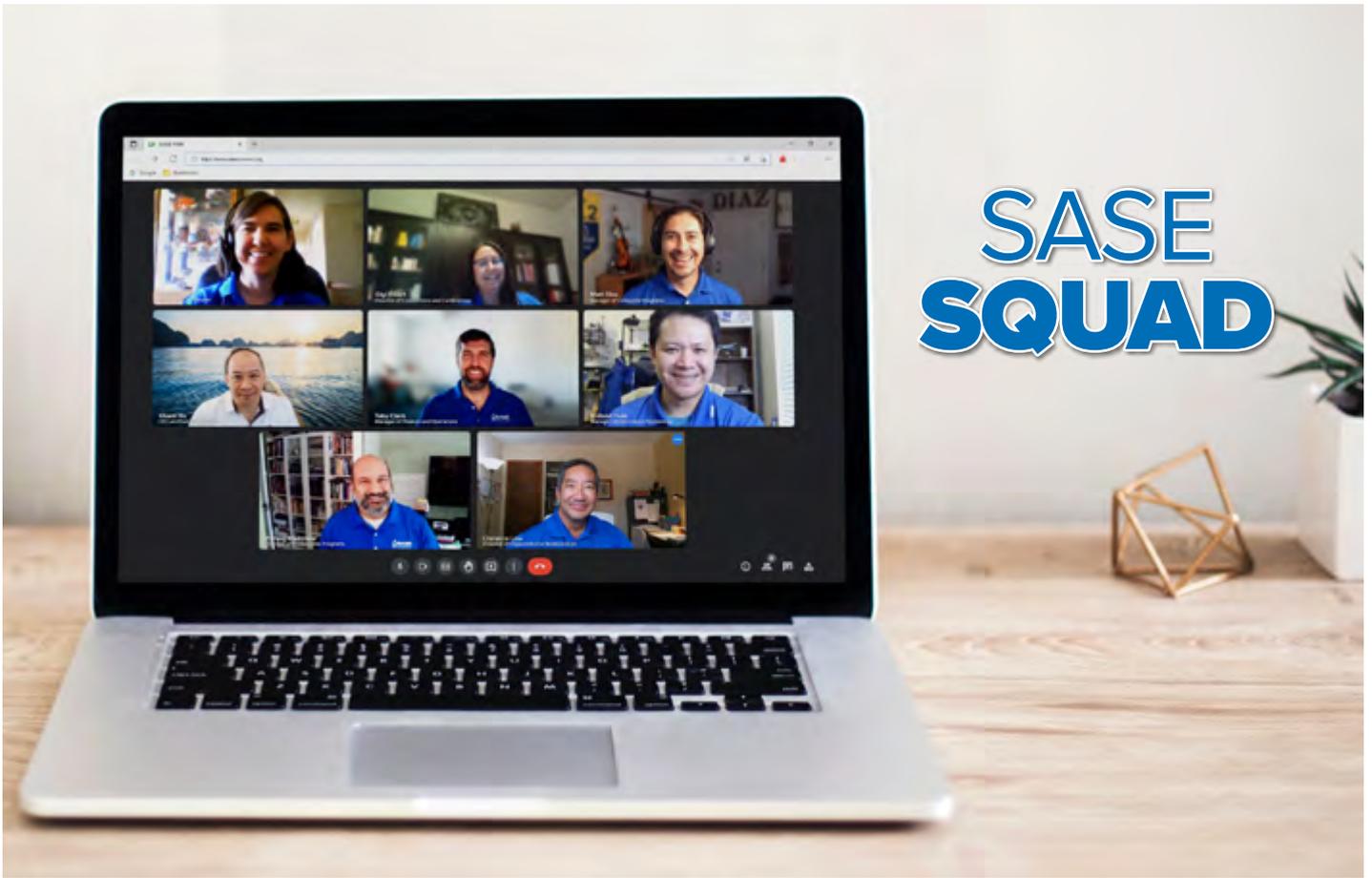
Sonya Vial is currently the General Manager Process Development at Shell based in Houston. Originally from outside of New Orleans, she graduated with a chemical engineering degree from Tulane University and joined Shell shortly thereafter. In her 25+ years with Shell, she has enjoyed a variety of assignments in process engineering, operations, process safety, technology and carbon management including an assignment in the Netherlands. In her current role, she leads a team which de-risks and scales up innovative processes to drive down carbon emissions and deliver value. She has a passion for mentoring and coaching others, and has devoted significant time to developing others in her leadership roles and through the employee resource groups.



BEN TSANG

Collegiate Member Representative Board Member

Ben Tsang is a graduate of Lockheed Martin's prestigious Operations Leadership Development Program (OLDP). He currently works as a F-35 Project Engineer in Fort Worth, Texas. He is also currently the Aeronautics Business Area Chair for PAAN (Professional Asian American Network), a Business Resource Group (BRG) 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.



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A Message From the SASE Co-Founder and Secretary of the Board

ELASTICITY OF LEADERSHIP IN 2021: A RETROSPECTIVE ON LESSONS LEARNED



Last year, I wrote about 2020 affirming the need to be elastic in leadership. In reality, we all need the 6Es of Leadership to address a year like no other, and I want to share a few lessons in retrospect and thoughts moving forward into 2022.

SASE's 6Es of Leadership have been a terrific North Star for many including me. What I love about the 6Es is that they are relevant and actionable. Here's a quick refresher:

- **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.

The SASE family #SASEfam will always be grateful to Erica Chang for her **Energizing Leadership**. Erica, a long-time SASE volunteer, passed away earlier this year. I remember her for loving SASE so as to lead the National Conference with grace and having each of us give our best as she did. We all grieve differently, and that grief is again inspiring us as leaders to serve as Erica did.

SASE is delivering breakthrough success on SASE Professional through outstanding **Empowering Leadership** to serve the 1.3 million Asian Americans in STEM fields. The June 2021 first-ever SASE Women's Leadership Summit is a great example of this. Over 300 Asian American women leaders from 30 corporations attended. The NPS Score was an overwhelmingly supportive 74. Verbatims gave me goosebumps of happiness and pride, including this from Emmylou Mosely from Huntington Ingalls Industries, Inc.:

"Thank you SASE for providing this unique and special leadership opportunity for Asian American women. This event is just what I needed to feel re-energized, inspired, and motivated as an Asian American woman who is an engineering manager in corporate America."

On a personal note, I used **Envisioning Leadership** to co-found Last Mile Food Rescue with Julie Shifman. Some might think it impossible and crazy to launch a nonprofit organization during a pandemic (it was). But the hungry don't care about these hurdles; they care about results. And that applies to most any constituency you are serving.

I wrote previously how I regretted that it took me 13 years to correctly define the vision for SASE so that others could buy in and support us. I took these lessons and much more quickly launched Last Mile Food Rescue in November 2020. In just nine months, we have rescued over 1,000,000 lbs. of food at a time when hunger is worsening globally because of the pandemic. I credit SASE's 6Es, especially **Envisioning Leadership**, in helping me do my part on the Last Mile Food Rescue team to serve our Cincinnati community. So, get in there and lead in your professional and personal life. Our communities need us now more than ever.

Moving forward in 2022, **Elastic Leadership** will remain paramount. As of now, in September of 2021, the world remains in a global pandemic. In our case, we decided to host a second consecutive virtual national conference. We know from last year that the virtual format is effective. At the right time, we will return to in-person gatherings. We will likely have a hybrid model including virtual programs ongoing to maximize participation. Whatever the situation, taking extra care of the person next to us is the most important job of all. Erica Chang certainly taught us that.

So, on behalf of the SASE Board, I welcome you to the SASE 2021 National Convention! I wish you a growthful experience using the 6Es to take care of yourself and others. See you soon!

Thomas J. Fernandez

SASE Co-Founder and Secretary of the Board

“
Moving forward to 2022,
**Elastic Leadership will
remain paramount.**”

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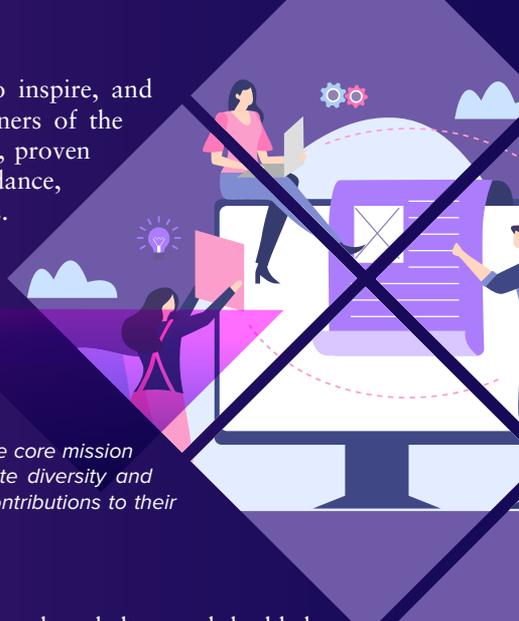
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2021 INSPIRE AWARDS

The ultimate sign of leadership is the ability to inspire, and that's exactly what these chapters do. The winners of the 2021 Inspire Awards radiate role model qualities, proven through their outstanding numbers in event attendance, membership growth and career opportunity offers.

Congratulations to the winners of this year's Inspire Awards!



OVERALL STRONGEST CHAPTER

Awarded to the chapter that made outstanding contributions to and for the advancement of SASE's three core mission statements: (1) prepare Asian heritage students for success in the global business world, (2) celebrate diversity and tolerance on campuses and in the workplace, and (3) provide opportunities for its members to make contributions to their local communities.

University of Minnesota, Twin Cities

“At SASE UMN, we perform every action with the intention of upholding SASE’s three pillars. Despite this year being a completely new terrain for all of us, SASE UMN stayed grounded in our core values of culture, professionalism, and outreach. We recognize the importance of instilling a culturally diverse environment in our events, especially on an online platform.

This year, we held five cultural events total, including two events highlighting the successes of Asian professionals and one showcasing women in STEM’s journey to the professional world. SASE UMN also recognizes the importance of professional development, and this year, we focused on providing vast networking opportunities for our members and other SASE chapters. We co-hosted the Spring Career Fair for the College of Science and Engineering

(CSE), and created the Midwest Virtual Networking event, which connected 108 attendees from six SASE chapters



across the Midwest with seven large companies. Finally, SASE UMN strives to strengthen our mission for philanthropy by giving back as much as we can. Amid the COVID-19 crisis, we collected and donated over \$1,000 to local charities and

homeless shelters and doubled our meetings with high schoolers for SASE Jr.

Our efforts paid off as we were recognized as the Most Outstanding Student Group out of 85 student organizations in our university’s CSE department. Much of our success and accomplishments could not have been done without the dedication of our board members, our diverse community of general members, and most importantly, the valuable connections we make. We hold importance in establishing meaningful relationships both professionally and culturally.

SASE UMN is humbled and incredibly grateful to be honored for our efforts to uphold SASE’s vision. With passion, we will continue to work hard to make our impact within the community, region, and nation.”

HONORABLE MENTION

Northeastern University

“Since 2013, SASE Northeastern has always put the professional growth and development of its members at the forefront. Despite the constraints imposed by COVID-19, we adapted and found ways to thrive in the virtual setting. This year, our chapter has seen an increase of 98 new members. We were able to create meaningful relationships with our members through our Discord server and a yearlong mentorship program, consisting of 17 mentors and 38 mentees.

While combating the effects of ‘Zoom fatigue’ and lack of in-person human



interaction, we quadrupled our event offerings to two events per week. During the Spring semester, we worked tirelessly with campus administration to design and implement safe in-person events for our

members to attend. Twice a month, our members had opportunities to participate in STEM-inspired general meetings with their friends and explore new subjects such as jelly bean structures and cardboard boats.

Since the start of the pandemic, our chapter has increased our commitment to social justice through educational collaborations and fundraisers. We have hosted three campus-wide events to discuss the experience and concerns of students from the AAPI community. Our participation in an AAPI-focused forum with the

Northeastern College of Engineering resulted in actionable initiatives to increase inclusivity in the university. To make donating less daunting and more personal, we created a week-long challenge event that members could engage in, resulting in a total of \$1,013,

equally split between the Black Lives Matter and Equal Justice Initiative organizations. We also brought in Steven Lim and Ryan Bergara to discuss the importance of Asian representation in the media.

Change can be difficult. We encourage

other chapters to stay resilient and embrace adversity. The lessons you learn will be the most valuable and they are crucial to your development as a leader and as a chapter.”

OUTSTANDING NEW CHAPTER

Awarded to the chapter that was founded within the last two years and already made outstanding contributions to and for the advancement of SASE's three core mission statements: (1) prepare Asian heritage students for success in the global business world, (2) celebrate diversity and tolerance on campuses and in the workplace, and (3) provide opportunities for its members to make contributions to their local communities.

University of Tennessee, Knoxville

“Founded in 2019, the Society of Asian Scientists and Engineers 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 two years as an organization, we were able to put on over 40 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 home, school, and

community.

Some highlighted events include but are not limited to: UT Asian STEM Professor Panel, the UTK 865 Night Market, and volunteering with Habitat for Humanity to improve the local community. 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 those 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.”



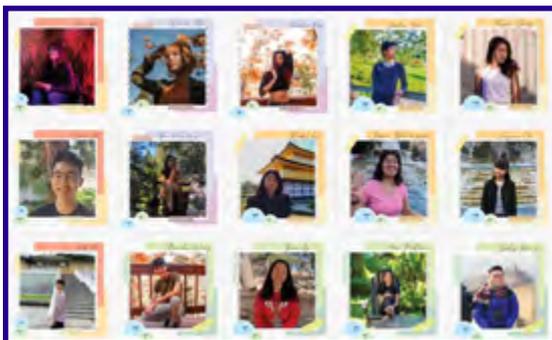
HONORABLE MENTION

University of Southern California

“After having gone inactive in 2017, USC SASE returned toward the beginning of 2020 with hopes to build a lasting chapter. Unfortunately, the pandemic situation cut the chapter’s returning semester short. Going into the new academic year, the chapter completely rebuilt itself by growing the board with every member who was interested in developing the organization in the challenging virtual semester, saving itself from collapsing once again. The new board faced hurdles in dividing responsibilities, communicating internally and figuring out how to structure itself, but with time and effort, these were ironed out. By the end of the academic year, each of the board members had contributed to the chapter in a meaningful way: event planning, outreach, marketing, team management.

and events, with themes ranging through research, industry, culture, socials, competitions and more. At the same time, the chapter has also brought members together through the virtual school environment by hosting weekly spaces for

An important aspect of USC SASE’s growth has been its dedication toward setting and fulfilling certain themes. For the past academic year, the chapter has been working under the theme of foundation building – trying out new events, expanding its network with companies and other SASE chapters, and creating a productive board structure. With an explicit theme in mind, making goals and planning for the future fall in line and come naturally. USC plans to continue its upward trajectory with renewed strength as the nation moves past the pandemic.”



members to work and socialize together. Despite the pandemic, USC SASE has grown in presence by pushing forward with an almost entirely new board.

As a whole, USC SASE has focused on providing a broad range of opportunities

MOST IMPROVED CHAPTER

Awarded to the chapter that displayed the greatest growth, change and improvement over the past academic year.

Virginia Tech

“Established in 2010, SASE at VT continues to embody a leading student organization through the collective effort and adaptability of our officers and members. Despite only holding virtual events, we grew our membership significantly from 73 to 116 paid members this year. With increased outreach to companies, SASE at VT was able to offer 21 professional development events compared to last year’s eight – an increase of 163%. Of those 21, 15 were company workshops featuring Fortune 500 companies and engineering firms including General Electric, Capital One and The Exceleration Center. Internally, we also held 27 events such as GBMs, Study Nights and M&M Bonding to help our members actively engage with one another. Our chapter was also able to reach a record of four company sponsorships this year, including

our first Diamond-level sponsor, Northrop Grumman. Our financial account grew a staggering 40% this year through a

Even being completely virtual, we significantly expanded our reach by creating a Discord server and partnering with Facebook Campus’ university test program rollout, where we could regularly give our members updates as well as opportunities to interact across all of our platforms. We partnered with umbrella organizations like AASU and CAMEO to create unique interactive events, provide a space for members to share their thoughts, and help our organization expand our network with minority communities. By providing a variety of opportunities, we ensured that members, new and old, could find something that resonated with them in SASE. We hoped in turn, they would provide their own valuable creativity and uniqueness to our events, helping us grow in the content and development we provide.”



combination of significant growth in membership, sponsorships, events, and being granted our largest funding request from CAMEO.

We believe what helped SASE at VT thrive the most was constant engagement.

HONORABLE MENTION

George Mason University

“SASE at George Mason University started as an ambition project between two acquaintances who knew each other from another SASE chapter before coincidentally transferring to the same school. We have since grown into something that is bigger than the founders could possibly imagine. With 46 officially registered members, we aim to provide the best opportunities in terms of professional development, cultural diversity and service. We are also the first Asian-heritage STEM organization in our university, and we strive to create a community where our members feel supported in their endeavors.

Our events this past year ranged from virtual weekly summer game nights to battle quarantine isolation to panels and

our successful internship program including an event planned and led solely by our intern team, and our collaborations with five different chapters. By connecting with other chapters, we were a part of planning four different collaborative events this year with chapters from three out of the four regions.



info sessions with professionals who have spent years in their respective industries. SASE GMU’s shining moments include an information session/panel with Pathways for Patient Health and Procter & Gamble,

Altogether, our 2020-2021 board has participated in holding over 20 events for our members. Despite being a new chapter during a fully virtual landscape, we were able to adapt and create a community for our members and members from other chapters as well. We are a successful new chapter because of the people who surround and support us, and we wish to carry this energy forward as we continue to foster a community that embodies the #SASEfam value.”

The FedEx logo is positioned in the top left corner of the image. It consists of the word "FedEx" in a white, bold, sans-serif font, with a registered trademark symbol (®) to its right. The background of the entire image is a dramatic sky filled with golden, sunlit clouds, with a FedEx Express airplane flying through them from the bottom left towards the top right.

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MOST INFLUENTIAL CHAPTER

Awarded to the chapter that made the greatest positive influence in its community, region and nation. Must be nominated by other chapters to be eligible for this award.

University of California, Santa Barbara

“Since its establishment in 2015, SASE UC Santa Barbara has been committed to empowering Asian scientists and engineers and preparing them for successful careers. Through a multitude of social, academic and professional events, we provided members with opportunities to realize their full potential. One of our most notable accomplishments this year was hosting the 2021 WRC, during which we developed a series of professional panels and skill-building workshops discussing a variety of topics, such as diversity and cultural awareness, personal health and wellness, and pathways to industry and higher education. In addition, we offered sessions that allowed sponsoring companies to network with the attendees, answer questions, and provide useful opportunities and resources.

Amidst the COVID-19 pandemic, we smoothly transitioned to a virtual setting and adapted our weekly



general body meetings and large-scale events to better serve our community. Our new SASEfam program, inspired

by a similar program from our sister chapter, the University of Kansas, and the house system from Harry Potter, helped us connect members together and engage with new students. This program was essential in establishing an inclusive and friendly atmosphere and featured mentor-mentee relations, competitive social activities and prizes.

As SASE UCSB has expanded, we have learned that the most important aspect of a successful chapter is the personal relationships forged through socials, conferences and other events. We have nurtured SASE UCSB into more than just another professional organization; instead, it is an interwoven web of friends and family. By creating this unique environment, SASE UCSB was able to solidify relationships in SASE to a deeper level and ensure that our chapter continues to grow with each passing year.”

HONORABLE MENTION

University of Texas, Arlington

“The SASE University of Texas at Arlington Chapter strives to fulfill the core mission of SASE every academic year. Established in 2016, SASE UTA has grown from 13 members to 117 members! By hosting over 30 events this year, varying from professional development workshops, celebratory cultural events, philanthropy, community service and socials while also fostering a tight-knit family atmosphere, we embodied SASE’s mission.

We realized that in our virtual environment, we had a better opportunity to reach out to farther chapters to start collaborating with events and build a larger community within the SASE organization. We began doing so

by contacting our closest-geographical SASE chapters. In our collaborations, we encouraged the growth of each

upcoming school year. This year, we had the chance to collaborate in joint events with different chapters.



other’s chapters by building membership participation and trading advice for the

Numerous opportunities were provided for our members to network with professionals, UTA organizations and fellow SASE chapters. We were able to kickstart several new initiatives this year, such as our SASE Research Interest Group and updated SASEinterns program. Despite the obstacles we faced this year, we tackled all issues as a team, constantly looking for ways to improve through member feedback and reflection. As this year draws to a close, we look back with confidence that our chapter will continue on this momentous path of success for years to come.”



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Awarded to the chapter that demonstrated and embodied the greatest spirit of service within its chapter, community, region and nation.

Drexel University

“Going into 2020, SASE Drexel had ideas set for what we wanted to accomplish, but like many others, our plans were thwarted by the all-consuming pandemic. Stay-at-home orders and social distancing forced everyone to change the way they communicated, and that also included how we conducted chapter operations. With our campus closed for the entire year, many student organizations either didn’t remain active or limited their activity. However, we didn’t let that stop us – we went on to host 44 events, collaborate with 16 different organizations, raise over \$900 for charity, and increase overall engagement by 19%.

Not only did we continue our mentorship program and chair program, but we also established a Central x Drexel Mentorship program with our SASE Jr. chapter.

Even though the new online interface



forced us to reinvent the way we planned events, we experimented with new concepts that uniquely engaged our general body and wouldn’t have been as feasible in person. We created the SASE External Challenges as a means of

connecting across chapters, and as a result we had 56 sign-ups from nine chapters across all four regions. Our Community Challenges set up weekly tasks that showed participants the different ways they could give back to their local communities and neighbors in place of usual service hours. The timing also provided us the opportunity to plan a large-scale Lunar New Year Celebration with other organizations and invite guest speakers like Inga Lam, KevJumba and CantoMando.

We came into the year with a worrisome outlook, but we quickly adapted and made the most of it. In

the end, we came out stronger than ever with newer and more creative initiatives. Thanks to all of our passionate officers and dedicated members, we were able to turn this year into one of the best yet.”

HONORABLE MENTION

Stevens Institute of Technology

“Founded in 1907, SASE Stevens has always strived to provide a supportive community to help its members realize their full career potential. The chapter aims to spread the three core values of SASE – professionalism, community and diversity/culture – through interactive biweekly general body meetings and monthly events.

With the challenges set forward by the COVID-19 pandemic, our chapter has been determined to come up with new and innovative ways to spread our message. Our meetings cover many topics spanning from resume do’s and don’ts to an alumni panel about work-life in a pandemic to discussions about racial injustices that were prevalent in 2020-

2021. The executive board works tirelessly to organize events that are fresh and inclusive while delivering our principles



and ensuring that the organization as a whole is flourishing.

From a small school located right by the Hudson River, SASE Stevens has one of the largest active membership bases in the Northeast and proudly stands as one of the veteran chapters in the region. We believe our strength comes from our community, and we want every member to feel at home. To all the chapters that aspire to be successful, our advice is to foster an inclusive and supportive environment that allows the members to grow and think innovatively. As we continue to grow, we wish to solidify ourselves as an exemplary chapter for others to look up to.”



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2021 SASE REGIONAL CONFERENCES

A SASE Regional Conference provides personal, professional and leadership development opportunities for local SASE collegiate chapters. After submitting an application and winning the bid to host, a SASE chapter obtains sponsors, develops a concept, plans valuable programs, and launches an impactful event and career fair for its regional SASE members.

The challenge of the pandemic pushed SASE Regional Conferences in 2021 to go virtual. Host chapters got creative, however, and delivered successful conferences that totaled more than 1,000 attendees registered across the nation. Here are their stories.

Feb. 20 & 27

MWRC (Midwest Regional Conference)

“Resurgence from Adversity, Rekindle Anew”

Hosted by Purdue University

Attendees Registered: 151

“Throughout the Midwest Regional Conference, students had the opportunity to network with several companies including Fermilab, Raytheon, USAF, Exelon, Tesla and the Purdue Chemical engineering department.

Day 1 had two keynote speakers, Professor Lu from Purdue and Professor Ge from Stanford. To fit our theme of Resurgence from Adversity, Rekindle Anew, both speakers told stories of what it means to shape ourselves in order to better professionally and as STEM majors going forward in our early careers. Musical performances helped alleviate the long periods of focus to increase retention during the conference.

On Day 2, SASE Pro delivered a workshop that students relate to as many are moving from college to their early careers while Eli Lilly, Textron Aviation and Consumers Energy shared their perspectives of how students can make the most of their early career while working within a company.



To make an impact around the world, MWRC incorporated the Free Rice Donation run by the United Nations World Food Programme to donate rice to those in need, donating a total of about 47,000 grains. Along with feeding those in need, MWRC also donated 10% of our revenue to Asian Americans Advancing Justice (AAJC), a nonprofit organization dedicated to advocating civil rights, and providing legal services and education and building coalitions on behalf of the Asian American, Native Hawaiian, and Pacific Islander communities.”

MWRC 2021 Planning Team

Feb. 27 & March 6

NERC (Northeast Regional Conference)

“Unboxing Your Vision”

Hosted by SASE Volunteers

Attendees Registered: 404

“The 2021 Northeast Regional Conference held many surprises as we navigated the challenges posed by adhering to COVID-19 regulations and staying as safe as possible, while also providing attendees with an immersive experience that allows them to learn and grow as much as a regular in-person conference. The planning team kicked off the conference by unveiling this year’s theme, Unboxing Your Vision, based on the concept of expanding our personal boundaries

while dealing with the uncertainties and challenges we associate with the year 2020.

Students and professionals from all over the Northeastern region joined us for our two-part conference. The first weekend launched with workshops from various professionals from various industries. The second weekend was career fair week, where recruiters and students networked over future potential opportunities. The event ended with a networking event where people went on a Pokémon scavenger hunt.”

NERC 2021 Planning Team

Feb. 27

WCRC (West Coast Regional Conference)

“Adapting Amidst Adversity”

Hosted by University of California, Santa Barbara

Attendees Registered: 260

“The conference took place on our virtual platform, Socio, and featured guest speakers invited from all around the nation. Throughout the day, students had the opportunity to participate in a variety of workshops, one-on-one networking interactions, health and wellness sessions, and other engagement activities all aimed at achieving our theme – Adapting Amidst Adversity.

True to our theme, we challenged attendees to look back on the obstacles they encountered this year and find ways to adapt their lifestyle and approach to current and future challenges. Our keynote speeches from Girish Bablani (Microsoft) and Pat Tang (Amazon Lab126) demonstrated how individuals can reflect on the events of the past year to develop the strength and flexibility needed in the transition from academia into industry.

Students developed professional skills and broadened perspectives by attending our wide and interactive selection of 16 workshops and panels. These workshops featured technical experts, recruiters, recent graduates and members of the larger SASE



community who shared valuable advice for students of all backgrounds. We also included workshops focused on diversity, leadership and personal well-being for students who sought to explore what SASE has to offer beyond professional development.

Whether students were interested in finding connections for mentorship and career opportunities in their fields or just wanted to explore the community SASE provides, the 2021 WRC provided plenty of resources for students to pave the way toward their futures.”

WCRC 2021 Planning Team

March 6

WMRC (West Mountain Regional Conference)

“Advancing Alliance Among Asians”

Hosted by Colorado School of Mines

Attendees Registered: 81

“In the midst of the COVID-19 pandemic, the theme of Advancing Alliance Among Asians was particularly relevant. In trying times, it is important to connect with others and know that you are not alone, which was encouraged throughout the conference in all events.

The day was kicked off with a show from magician Kevin Li to energize everyone early in the morning. For the rest of the day, attendees could attend eight workshops that worked on professional development and sparked conversations on the current situation of Asians in representation, xenophobia and other pressing topics. The workshops were split by a keynote presentation from Alyssa Nilemo, executive director of the Asian Chamber Foundation of Colorado. Alyssa gave an interactive presentation on storytelling, enforcing the theme of alliance by giving people a chance to share their stories of microaggressions and stereotypes in small breakout rooms. Finishing off the day was a two-hour career fair, where attendees



could sign up for one-on-one sessions with company representatives.

Some of the topics discussed at the conference can be difficult and uncomfortable to talk about; however, valuable conversations were had with significant participation. We at the Colorado School of Mines SASE Chapter recognize that these conversations are important, and we thank all of our attendees, volunteers and sponsors for making this possible.”

WMRC 2021 Planning Team

“Future in Focus”

Hosted by University of Florida

Attendees Registered: 197

“Centered around the theme Future in Focus, SRC gave attendees an opportunity to network and develop personal and professional skills with leading companies such as Lockheed Martin, NASA, Shell, Avande, Axogen, Baker Hughes, BNSF, Boeing, FedEx, Intelligence Agency, P&G and the U.S. Air Force.

Our conference included sublime keynote speakers Lee Williams, who dived into how choices made impact one’s future and drew from personal experience at Shell, and Tom Plummer, who touched on how a career journey is often not a linear path and his history at Lockheed Martin. SRC was composed of 15 unique workshops hosted by company professionals and a Professional SASE chapter that aimed to empower students with resources and new perspectives to



change how they approach their everyday lives and future careers. Students from 26 universities and one high school united to engage with one another and as professionals to propel themselves forward.

The 2021 South Regional Conference was a great success, and we would like to thank everyone who took part in making it possible. The conference planning team, chapter board and South region were proud to host this year’s South Regional Conference.”

SRC 2021 Planning Team



REGIONAL CONFERENCES 2022

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NORTHEAST



SOUTHEAST



SOUTH CENTRAL



WEST



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Mentor and Mentee Q&A

MENTOR

DYLAN LUONG

Junior at Drexel University

How have you interacted with your SASE Jr. mentee this past year?

We both attended Magic Night together, which was an event hosted by SASE Drexel and Central, where participants had to quickly learn and perform a magic trick in front of a virtual audience. The event was super fun and I really got to bond with Yi Huan. I also invited my mentee to the Lunar New Year Celebration that SASE Drexel took part in hosting, and she got to participate in some of the activities and went to some guest speaker panels. Outside of events, we mainly communicate via Facebook Messenger. Sometimes I might send a check-in text, but she does a really good job of staying in touch and isn't afraid to ask me any questions.

How would you like your SASE Jr. mentee to benefit from your mentorship?

I knew coming in that I wanted to help my SASE Jr. mentee with any questions they had about college, majors and everything else in regards to life after high school. I was fortunate to be paired with a mentee that is interested in business and Drexel as a potential college because I could really speak on these topics. All in all, I want to make sure that Yi Huan feels more prepared about college and to know that she has a friend to lean on if she ever needs any help along the way.

What impact do you believe the SASE Jr. program is making?

I think the SASE Jr. program is making a tremendous impact on younger students by offering authentic guidance and mentorship from current college students. There wasn't anything like this back when I was in high school, so I'm very proud to be a part of this program because it allows me to provide that support for others. I hope that, over time, the SASE Jr. program will continue to grow and establish itself as an important resource for high schoolers.



DYLAN LUONG



YI HUAN YANG

MENTEE

YI HUAN YANG

Senior at Central High School

How did you hear about SASE Jr.?

There is a SASE Drexel X Central program, and I saw their Instagram post on my friend's Instagram story.

What has been your favorite moment with your SASE Jr. mentor so far?

My favorite moment with my SASE Jr. mentor, Dylan, was when we had to find and learn a magic trick in half an hour, which was really nerve-racking, but it was a time when we overcame obstacles together and delivered a fun magic trick. The awed faces were truly worth the effort, and it's now a cool trick I get to show people I meet.

What is valuable about having a SASE Jr. mentor?

Dylan is really responsive to my questions about his major, business marketing/finance, and my worries regarding not only the college application process, but also life during college and sometimes even guidance in life generally. Overall, a SASE Jr. mentor is a friend who provides academic and moral support.

SASE JR. CHAPTERS



Academies of Loudoun

Leesburg, VA



Brooklyn Technical High School

Brooklyn, NY



Central High School

Philadelphia, PA



Elkins High School

Missouri City, TX



Illinois Math and Science Academy

Aurora, IL



Monsignor Kelly Catholic High School

Beaumont, TX



Stratford High School

Houston, TX

Interested in starting a SASE Jr. chapter or mentoring one? Email sase.jr@saseconnect.org.

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DAY 1.

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Oral-B

A Message From the SASEhack Committee

SASEhack is an annual hackathon event that recognizes the need for computer science and information technology (CS/IT) solutions. It gives collegiate students of all levels the opportunity to form cross-disciplinary teams to collaborate and create innovative solutions for real-world challenges.

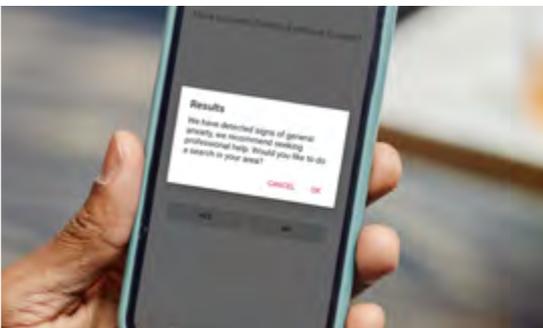
The unique characteristic of SASEhack is that you do not have to be a tech wizard to participate! In the past, participants played Capture the Flag, analyzed public data, and built apps and hardware to solve exciting problems. A previous SASEhack involved presenting probable solutions to grand challenges rather than relying on the participants' coding skills. The first SASEhack dealt with 3D printers and medical instrumentation kits, like heart monitors, and processing that information and displaying it through code.

Overall, SASEhack isn't necessarily about winning. Each challenge provides plenty of opportunities for students to learn and develop new skills and creative techniques. There are rewards and prizes given for participating and learning!

This upcoming SASEhack will be SASE's fourth one held virtually, giving students the chance to participate in this hackathon in the comfort of their homes. It will be an all-day, competitive event starting Oct. 9 and spanning 24 hours from noon onward. Awards and recognition will be awaiting the top teams. Please visit the SASE conference website at conference.saseconnect.org for more information about SASEhack. We look forward to connecting with you this fall!



3 COOL PROJECTS THAT CAME FROM SASEHACK



Day-By-Day

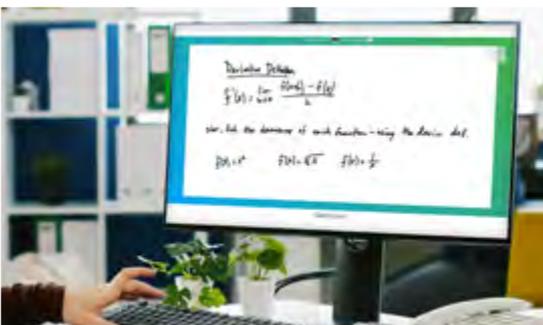
Developed by Elbert Cheng, Jonathan Chu and Alan Wen

This app checks users' mental health and, if negative, will try to find locations that can provide professional help nearby.

Personalized Adaptive Learning Based on Cognitive Load

Developed by Tianrui Li, Tyler Ma, Daniel Nguyen and Paul Wei

This app tailors learning based on students' body language using AI, preventing stress overload for students.



StudyBoard

Developed by Tyler Do, Edmond Doan and Alexander Nguyen

This interactive collaborative whiteboard was created for the purpose of remote learning.



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We believe that creating a team and a workplace that values diversity, embraces equity and fosters inclusion is pivotal to promoting innovation and increasing productivity and profitability. Northrop Grumman is proud to be a SASE partner.



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2021 SASE SCHOLARSHIPS

Sponsored by Chevron



The Chevron Corporation is honored to provide scholarship funding to the Society of Asian Scientists & Engineers because of the work the society is doing to develop current and next generation STEM talent within our communities and across our diverse populations.

This year's SASE Scholarships sponsored by the Chevron Corporation recognize select SASE collegiate members who promote STEM interest in their communities through outreach activities and programs.

Congratulations to our 2021 SASE Scholars

Zain Ali
George Mason University

Jolene Pern
Worcester Polytechnic Institute

Fiona Chow
Michigan Technological University

Megha Ramanan
Kettering University

Mia Erdenebileg
University of Illinois

Russell Sangalang
Stevens Institute of Technology

Zoe Kulphongpatana
University of Kansas

Dena Schaeffer
University of Dayton

Gene Lam
City College of New York

Shara Shrestha
University of Dayton

Chae Lee
University of Minnesota

Sam Wang
University of Minnesota

Daniel Nguyen
University of Florida

Newell Wunrow
Columbia University

An Nguyen
University of Texas, Arlington

Jacqueline Wu
Rice University

Nathen Paul
University of Texas, Arlington

Andrea Wynn
Rose-Hulman Institute of Technology

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Scan to open the SASE Scholarship site and view our recent scholarship recipients!

SASE Scholarships recognize and reward deserving SASE collegiate and professional members who have demonstrated exceptional academic achievements and leadership credentials through activities and impact on campus and in their local communities. By awarding these scholarships for financial support, SASE helps cultivate, develop and advance the leaders of tomorrow.



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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)

Adjutant General's Corps	Air Defense Artillery	Armor
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 <i>(Interact with foreign governments and militaries)</i>	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 Message From the Director of Professional Programs

Throughout the past year, I've been able to connect with hundreds of people – through conference calls, presentations, webinars, Zoom chats, and our virtual national conference last fall. I'm more convinced than ever that Asian ERGs across the country share our vision of a network where members support one another to achieve our common goal of closing the Asian leadership gap. SASE Pro is uniquely positioned to serve as a cross-company platform to enable this vision for Asian STEM professionals across the country.

SASE Pro's strategic direction is developed in partnership with our Executive Forum – a group of 40+ passionate senior Asian executives who provide input and support to our mission. Specific program details are co-developed and vetted by our network of Asian ERG leaders, now numbering over 120 individuals from 55 companies. Our volunteer team, now doubled in size versus last year, is the key driving force behind delivering a flawless execution of our programs.

Following on the tremendous success of last fall's virtual professional conference, SASE Pro is now positioned to expand our services to meet our Asian professional community's needs.

Paraag Maddiwar

SASE Director of Professional Programs



A SERIES OF INVALUABLE EVENTS

New webinar series makes development more accessible to Asian professionals

During the pandemic, SASE identified new ways to reach its membership – and one of them was notably the SASE Pro webinar series, which hosts monthly hour-long interactive sessions geared toward Asian professionals and free for anyone to access.

Initially, the SASE Pro committee leveraged existing relationships with trainers who shared their expertise on topics such as leadership development, mental health and professional branding. Now that the webinars have gained traction, seeing more than 150 participants in each session, the committee has been looking for new perspectives to bring to the SASE Pro membership and feature more panelists from different organizations.

“More and more companies are sharing each webinar’s event flyers to their internal ERG distributions, and some ERG leaders have even commented that the webinars have become a major

source of their ERG professional development programming for the year,” Paraag Maddiwar, SASE’s director of professional programs, said.

Just this past Asian Pacific American Heritage Month, a webinar event featuring six Asian panelists from different companies garnered nearly 400 attendees. The webinar, which discussed the panelists’ experiences with biases and stereotypes in the workplace, demonstrated the power and significance of hearing from speakers who can provide the right cultural context when sharing stories with an underrepresented community.

“For anyone still on the fence as to why context is important, the webinar series provides an extremely easy opportunity to experience the difference firsthand,” Paraag said.

Email pro@saseconnect.org to learn more about how you can contribute to the webinar series as a potential volunteer, speaker or sponsor.

EXECUTIVES IN THE MAKING

Asian professionals are invited to prepare for executive leadership positions



It's no secret that SASE creates strategic programs to reduce the gap for Asians in leadership. SASE Pro took a focused approach this year by hosting two programs to empower smaller cohorts of Asian professionals.

The SASE Pro Executive Presence Workshop Series was the first. Led by New York Times bestselling author Harrison Monarth of GuruMaker, the five-week program began in July this year and brought together a cohort of 21 Asian mid-level emerging leaders from nine companies. Each of these professionals were identified as high-potential by their senior management and nominated for the program, which focused on helping individuals develop their executive presence through a set of powerful tools for behavioral change while fostering a sense of community among individuals with shared experiences.

“The SASE Pro Executive Presence Workshop has been an insightful experience,” Ted Tian, legal counsel at BP and a participant of the program, said. “It has provided multiple ‘aha’ moments, which have been extremely helpful in my leadership development.”

In November, SASE Pro will debut a second program: SASE Pro XCORE LITE. By contrast, this 17-week program is open to any Asian professional with more than five years of work experience – some managerial experience preferred but not required. The trainer for this cohort, Jim Lee, is the co-founder of personal coaching company B-SPOKE, and he seeks

to provide equity for Asians seeking to elevate their leadership skills and empower them to lead all people despite any biases.

“Asians typically understand their leadership experiences are not unique, but have not had the opportunity to discuss them, or address them specifically,” Jim said. “Having other Asians in the group helps the participants to see that they are not alone in their situation, and it empowers them to shift their behaviors towards healthier outcomes as their peers share success stories.”

A pilot of the SASE Pro XCORE LITE program last year resulted in positive feedback from professionals who participated.

“Before this program, I felt like I was navigating my career and personal life without an understanding of my own strengths and the strengths of others,” Pratik Marwaha, senior development, security and operations specialist at Eaton Corporation and participant of the pilot, said. “Understanding my own triggers shed light on previous experiences and how to avoid them. The Five Voices framework helped provide a lot more clarity on my relationships and the possibility of improving these.”

If you or someone you know might be interested in being part of the SASE Pro XCORE LITE cohort, you can find more information at saseconnect.org/pro.

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SASE PROFESSIONAL CHAPTER AWARD

SASE Pro chapters were established in 2010, starting with SASE Pro Cincinnati, to provide Asian scientists and engineers a space to network as professionals and allow SASE collegiate members to carry forward the SASEfam spirit after graduation. This year's inaugural SASE Professional Chapter Award honors two city-based chapters for their work in the community and continued dedication to their memberships.

Congratulations to the 2021 SASE Professional Chapter Award winners!

SASE PRO COLORADO

YEAR ESTABLISHED: 2012

CURRENT MEMBERSHIP: 30

In the past year, the SASE Pro Colorado chapter – affectionately named SASE Co Pro – hosted digital happy hours, fostering much-needed discussions on topics including the Black Lives Matter movement. It also created cultural engagement opportunities, such as a virtual dumpling-making event and an AAPI-themed trivia night. The chapter has also formed local relationships with the American Society of Civil Engineers, Asian Chamber of Commerce, National Society of Professional Engineers, National Association of Asian American Professionals and Asian Avenue Magazine.

SASE Co Pro continued to collaborate with and give back to its local collegiate chapters. The chapter co-hosted a statewide SASE open discussion around the #StopAsianHate movement, creating an opportunity for collegiate chapters to openly talk about their experiences and share resources in support of the Asian community. The chapter was also present at the SASE West Mountain Regional Conference and hosted a panel session with Asian professionals to tackle the challenges of workplace issues, including systemic racism and the bamboo ceiling.



SASE PRO CHARLESTON

YEAR ESTABLISHED: 2019

CURRENT MEMBERSHIP: 30

With only six members in 2020, SASE Pro Charleston grew its membership exponentially in just one year. Its programming evolved to include various engaging events for its membership, including a Q&A webinar with Felicia Liang-Yeh, financial director of Pokémon International; panel discussions on anti-Asian sentiments; team building activities such as paint-and-sips and escape rooms; and meet-and-greets with other SASE Pro chapters across the country.



SASE Pro Charleston also continues to give back to the community, hosting events for networking and donations for the LowCountry Autism Foundation with the Rotary Club of Charleston, and providing mentorship to underprivileged children through the nonprofit organization Metanoia. It sponsored 17 individuals for a professional development engagement opportunity with personal coaching company B-SPOKE, with plans to sponsor even more throughout the year. The chapter also hosted events and a career fair booth at the SASE South Regional Conference as well as a panel at the SASE Midwest Regional Conference, and supported a SASE intern webinar panel.

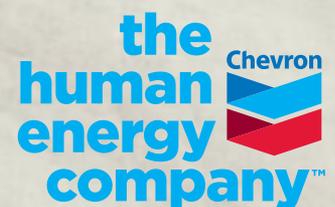


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2021 SASE LEADERSHIP AWARDS

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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bp

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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.

.....



Department of the Air Force

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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.



Pradeep Jain

Dow Corporate Fellow | Dow

Pradeep Jain is internationally recognized as a leading process technology expert in ethylene and alpha-olefin polymerization. At Dow, his research led to breakthrough, proprietary technologies and products that have garnered acclaim for their commercial and societal impact. Pradeep holds 40 U.S. patents, many publications, and a chapter in Perry's Chemical Engineering Handbook. He is a recipient of the American Chemical Society's 2015 Heroes of Chemistry and American Institute of Chemical Engineers' 2014 Process Development Practice awards. Pradeep earned a Bachelor of Technology in Chemical Engineering from the Indian Institute of Technology, Varanasi, and a Master's from the University of New Mexico.

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.



Edward Gerding

Vice President and Chief Engineer | Boeing Global Services

Ed Gerding is currently vice president and chief engineer for various businesses within Boeing's Global Services business unit. Gerding is responsible for performance and first-time quality across all engineering disciplines, a total of approximately 4,500 engineers. Gerding has worked in a variety of aircraft, rotorcraft, and space programs. Included were an international assignment to support F-15 co-production, and a relocation to Boeing South Carolina to lead 787 affordability. Gerding holds a Bachelor of Science in Mechanical Engineering from the University of Missouri-Rolla, a Master of Science in Mechanical Engineering from Washington University, and a Master of Business Administration from Maryville University.

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.



Nicole Alexandra Carpentier

Component Evaluation & Failure Analysis Team Lead | Boeing Satellite Systems

Nicole is currently the Component Evaluation and Failure Analysis Team Lead for Boeing Satellite Systems in El Segundo, California. She oversees a team of eight engineers specialized in troubleshooting, anomaly characterization, and failure analysis of electronic components. Her team works with a multitude of different customers within Boeing and supports various space and defense programs. Nicole has a Master of Science in Materials Engineering from UCLA and specializes in tin whiskers and fractography. Nicole has also been a metallurgical engineer for forging suppliers of jet engine components. In her spare time, Nicole enjoys traveling, hiking, piano, and drawing Disney characters.



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.



Ajith Kumar

Vice President Technology - Innovation | Wabtec Corporation

Affectionately referred to as the “father of the AC Locomotive,” Ajith Kumar has been a force of innovation over his 49-year-long career. With 354 patents to his name to date, he is currently just seven shy of Wabtec’s company founder and legendary engineer George Westinghouse. At Wabtec, Ajith holds the role of Vice President Technology - Innovation. AJ was instrumental in developing a brand-new propulsion system for locomotives, taking standard DC systems of the time and introducing AC technology, and developing Trip Optimizer. Most recently, AJ supported the development of the world’s first 100% battery locomotive, the FLXdrive.



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. Danhong Huang

Principal Research Physicist | Space Vehicles Directorate, Air Force Research Laboratory

Dr. Danhong Huang received physics B.S. and M.S. degrees from Shanghai University of Science and Technology in 1984 and 1987, and a Ph.D. degree from Fudan University in 1990. He was a Canadian Postdoctoral Fellow from 1990 to 1993, Research Assistant Professor of Wayne-State University from 1993 to 1995, NRC Research Fellow of Air Force Research Laboratory (AFRL) from 1995 to 1997, and AFRL contractor from 1997 to 2001. He was AFRL Research Scientist from 2001 to 2006, Senior Research Scientist from 2007 to 2014, and has been Principal Research Scientist since 2015. He has more than 270 publications in peer-reviewed journals. His research interests include many-body theory and semiconductor physics. Dr. Huang is a 2011 Fellow of American Physical Society and 2012 AFRL Fellow.



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.



Ki H. Lee

Vice President | Booz Allen Hamilton

Ki Lee is a senior executive with 25 years of Enterprise Modernization/Transformation, Integration and IT Innovation experience, adept at identifying and synthesizing horizontal market conditions/patterns, developing integrated strategic plans and executing tactical delivery to advance client missions. He is a functional leader for Digital/Analytics, focused on applying emerging technologies. Currently, focus areas include Digital Transformation, Operationalizing “AI” and Edge Computing. Mr. Lee received a B.S. and Master of Engineering in Mechanical Engineering with a concentration in Fluid Mechanics from Cornell University.

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SASE ADVOCATE AWARD

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.



Karen Lieu Base

Director, Enterprise Technical Risks | Booz Allen Hamilton

Karen Base is a computer scientist who entered the technical world when there were not many Asian women in the field. She was inspired to pursue that path, despite known challenges, by mentor engineers during her gap years; the most prominent of them was a brilliant Asian scientist from MIT, Dr. Louie. Channeling Dr. Louie's influence, she found joy in helping aspiring Asian technologists and pushes for a supportive message of "you can have it all" to Asian professionals, especially women. She has made elevating Asians in STEM her passion and enjoys seeing fellow Asians succeed in extraordinary ways.



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.



Faisal Khan

Product Management Operations Leader | GE Aviation

Faisal Khan is the product management operations leader for GE Aviation, Aeroengine Operation, based in Cincinnati, Ohio. He has held roles of increasing responsibility at GE, including leading aircraft engine services growth in Asia and launch of greenfield sites in China and Malaysia. Prior to GE, Faisal worked at Pratt & Whitney, where he graduated from the elite Core Leadership Development Program. Faisal received his undergraduate degree in Mechanical Engineering from Stony Brook University, New York, and MBA from Rensselaer Polytechnic Institute, New York. He is a certified Six Sigma Black Belt. Faisal has been leading GE's engagement with SASE since 2010.



Dr. Binghui Li

Technology Integration Manager | Shell Oil Company

Dr. Binghui (Bing) Li received his Ph.D. in Chemical Engineering from Tulane University and is a Technology Integration Manager at Shell. His career spans university teaching, refinery and chemical operations, R&D, and process techno-economic evaluations. Bing has led various ERGs and community events in and out of Shell to promote D&I, cultural awareness, recruitment and retention. For SASE, he has served not only at the national level, but also at the regional and chapter levels. He is passionate about helping others and has led many workshops, mentoring circles, resume critique, mock interviews and networking events. His mentorship and coaching have helped many people in their personal and career development.





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2021 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 (22+ years)

Anil Ambastha

Senior Principal Simulation
Engineer
Chevron

Dhaval Buch

Texas Operations Responsible
Care Director
Dow

Aasiri Fernando

Director, Systems Engineering
Textron Aviation

Shulin He

Senior Staff Engineer, Dynamics
System Structure
Lockheed Martin Corporation

Dr. Tony Kim

International Program Officer
(IPO)
Air Force Office of Scientific
Research, International
Division

Prashant B. Kulkarni

Principal Engineer
Raytheon Technologies

TramAnh (Ann) Leba

Associate Technical Fellow, Bill
of Material Integration Leader
The Boeing Company

Zhan-Bin Liu

Senior Research Scientist and
Team Leader
Corteva Agriscience

Hang Loi

Supplier Relationship Manager
3M

Dr. Shen Luan

Director of Clinical Innovation
Thermo Fisher Scientific

Dr. Ajay Mehta

GM New Energies Research and
Technology
Shell

Nijaruna Niranjan

CFO, Compliance Officer,
Controller North America
(BASF Battery Materials)
BASF Corp.

Maulik Patel

IT/OT Digital Manufacturing
and Enterprise Architecture
Director
The Dow Chemical Company

Bonnie Peters

Senior Lead Technologist
Booz Allen Hamilton

David L. Pham

Engineering Fellow
Raytheon Technologies

Bala Srinivasan

Senior Program Manager
Leidos

Dr. Chenglin Yao

Discovery Principal Research
Scientist
Corteva Agriscience

Jack Yi

Manager, Electronics
Engineering
Northrop Grumman Corporation

Dr. Meng-Yen (Rock) Yin

Senior Manager/Guidance
Navigation Control and Flight
Sciences Department
Northrop Grumman Corporation

Dr. Ping Yu

Principal
Booz Allen Hamilton

Dr. Jingjun Zhang

Consulting Engineer
Wabtec Corporation

Dr. Weimin Zheng

Senior Neuroscientist
Leidos

Professional Achievement Award (10+ years)

Dr. Monica Allen

Principal Research Electronics
Engineer
Air Force Research Laboratory

Ravi Budhu

Chief Software Architect
Leidos

Fei Cai

Associate Technical Fellow
Boeing Commercial Airplanes

Jei Chen

Engineer
Naval Information Warfare
Center Pacific

Michael Huang

General Manager, Shell Aviation
Shell

Dr. Abhijit Jadhav

Manager (Resin & Ecoat)
BASF Corp.

Dr. Yuan-Yu Jau

Principal Member of Research
and Development Staff
Sandia National Laboratories

Milan Karunaratne

Manager, Global Digital Applied
Innovation Team
Wabtec Corporation

Dr. Unmi Kim

Senior Systems Biologist & San
Diego bpAN Co-Lead
bp

Christiane Lau

Engineering Manager for Engine
Performance, Development &
Compliance
Wabtec Corporation

Timothy Lee

Operations Research/Systems
Analyst
Defense Contract Management
Agency

Dr. Zhu Li

GM, Global 1.5T Segment
(Magnetic Resonance Imaging
Products)
GE Healthcare

Dr. Amir I. Liaghati

Senior Electrical Engineer &
Associate Technical Fellow
The Boeing Company

Veni Mudiam

Senior Staff Software Architect
Wabtec Corporation

Dr. Nariman Fathi Najafabadi

Staff Reservoir Engineer
Chevron

Weber Ng

Senior Production Leader
Dow

Khoa Nguyen

Structural Engineer 4, Ingalls
Shipbuilding
Huntington Ingalls Industries

Tang Pham

Vice President, Technology
Commercialization
ManTech

Dennis Seran

Software Development Analyst 4
Huntington Ingalls Industries

Ramy Soury

Consulting Engineer, Controls
GE Renewable Energy

Cindy Tran

Engineering Supervisor
Defense Contract Management
Agency

Daniel Vu

Mechanical Engineer, Warhead
Designer
Air Force Research Laboratory
Munitions Directorate (AFRL/
RW)

Dr. Jingrui Wu

Technical Manager & Corteva
Laureate
Corteva Agriscience

Alex Wu

Cyber System Security Engineer,
Senior Staff
Lockheed Martin Corporation

Dr. Ying Zhang

Senior Specialist Product
Development
3M

Jinggen Zhao

Lockheed Martin Associate Tech
Fellow
Lockheed Martin Corporation

Promising Professional Achievement Award (2-10 years)

Saba Ali

Lead Scientist
Booz Allen Hamilton

Dr. David Chau

Application Engineering
Specialist
3M

Emily Cheng

Edison Engineer
General Electric

Jenny Cheung

Pathways Engineer
Northrop Grumman Corporation

Rani Desai

Transportation Coordinator &
Chicago bp Asian Network
Co-Lead
bp

Trinh Do

Electronics Engineer
Defense Contract Management
Agency

Wesley Doe

COMBATSS-21 IPT Lead
Lockheed Martin Corporation

Dhaval Ganatra

Senior Flight Controls Engineer
Bell Textron

Janet Halim

Sr. Import Controls &
Compliance Advisor
Raytheon Technologies

Jacob Huang

Engineering Designer
Kautex - Textron

Yinan Kang

Senior Data Science Specialist
BASF Corp.

Ali F. Khan

System Architect/Engineer II
The Boeing Company

Dr. Tian B. Lan

Associate Research Scientist
Dow

Rachel Lew

Mechanical Engineer, Moriah
Wind System/Landing Signal
Officer Display System
Branch
Naval Air Warfare Center Aircraft
Division (NAWCAD)

Quoc-Anh Nguyen-Do

Computer Engineer
Defense Contract Management
Agency

Priya Patel

Product Marketing Specialist
BASF Corp.

Rosemary Pham

Boeing Research & Technology
Leader
The Boeing Company

Dr. Shampa Samanta

Sr. Scientist
BASF Corp.

Dr. Rosana Serikawa

R&D Leader
Corteva Agriscience

Krishang Sharma

Systems Engineer
Leidos

Dr. Natt Srisutthiyakorn

Qi Geophysicist
Shell

Dr. Tom (Chunquan) Tang

Digital Agricultural Modeling
Lead
Corteva Agriscience

Keyuri Tatu

User Experience Interaction
Designer
Wabtec Corporation

Reby Vanta

Electrical Engineer
Huntington Ingalls Industries

Dr. Gaiven Varshney

Research Assistant Professor of
Nuclear Engineeringing
Air Force Institute of Technology

Haijing Wang

Sr. Petrophysicist, Nuclear
Logging Subject Matter
Expert, Earth Science IP
Advisor
Chevron

Elijah Yao

Mechanical Engineer for
Advanced Flight Deck
Lighting (AFDL) Program
Naval Air Warfare Center Aircraft
Division (NAWCAD)

**Technical, Research and
Business Achievement
Award****Dr. Thu Tran Addis**

Corrosion & Materials Engineer
bp

Matthew Burris

Engineering Manager
Huntington Ingalls Industries

Joan Garrett

General Engineer
Defense Contract Management
Agency

Saber Hussain

Lead Principal Investigator/
Toxicologist
Air Force Research Laboratory

Dr. Kakoli Kim

Chief Scientist
Booz Allen Hamilton

Dr. Charles Kim

Physicist
Northrop Grumman Corporation

Dr. Parag Kulkarni

General Manager of Carbon
Capture Solutions
General Electric

Dr. Fuming Li

Corporate Scientist
3M

Toni Miao

Research Chemist
Chevron

Chandra Palanichamy

BC Chief Systems Engineer
Missile Defense Agency

Chetan Paul

HHS Chief Technology Officer
Leidos

Tra-My Justine B. Richardson

Research Physical Scientist
NASA Ames Research Center

Dr. Grace C. Wan

Principal Research Scientist
The Dow Chemical Company

Dr. Haibin Xu

General Manager, Global
Academic Partnerships
Shell

Ningli K. Yang

Staff Engineer
Pratt & Whitney

**ERG Leadership
Achievement Award****Tracy Allen**

Manager, HR Business Partner
Northrop Grumman Corporation

Sheelah Aulet

Talent Acquisition Professional,
Outreach Specialist
Naval Nuclear Laboratory

Michelle Choi

Sr. Director, Customer
Experience
Thermo Fisher Scientific

Emilee

Cocuzzo
Senior
Consultant
Booz Allen Hamilton

Chinamma Day

Senior Quality Staff Manager
GE Aviation

Michelle Duyongco

Information Security Officer & bp
Asian Network National One
Team Lead
bp

Kusum Gosain

Global Portfolio Manager
3M

Michelle Harvey

Forecast Planner
Rolls-Royce

Trudy Hill

Advanced Technical Leadership
Program, Senior
Lockheed Martin Corporation

Syed Jafry

SVP & President, Regions
Thermo Fisher Scientific

Mustafa Kothawala

Senior Design Engineer
Pratt & Whitney

Kathleen Kim Yaphockun Richter

Business Performance Advisor
Chevron

Robert Sanroma

Engineering Quality Manager II
& ASPIRE VP of Outreach
BAE Systems, Inc.

Ted Tian

Counsel T&S, One Team Lead
bp Asian Network
bp

Jennifer Vuu

Client Data and Integration
Analyst
Shell

Rocky Yuan

Senior Principal Cyber Engineer
BAE Systems, Inc.

The FedEx logo is positioned in the top left corner of the image. It consists of the word "FedEx" in a white, bold, sans-serif font, with a registered trademark symbol (®) to its right. The background of the entire image is a dramatic sky filled with golden, sunlit clouds, with a FedEx Express airplane flying through them from the bottom left towards the top right.

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Soaring to new heights.

FedEx celebrates those who always strive to rise higher, push through every boundary, and overcome every obstacle. We're proud to show our support for Society of Asian Scientists and Engineers and all those whose achievements put them in rarefied air. Congratulations.

About 687,700 Asian Americans and Pacific Islanders currently living in the U.S. are military veterans, according to a 2019 census survey. At SASE, we honor those who have served and continue to serve our country.

Created to recognize the dedication and sacrifice of the U.S. military, the SASEsalutes program supports the transition of veterans entering the civilian workforce, acknowledges the achievements of AAPI within the military, and builds awareness about the merits and benefits of a military career.

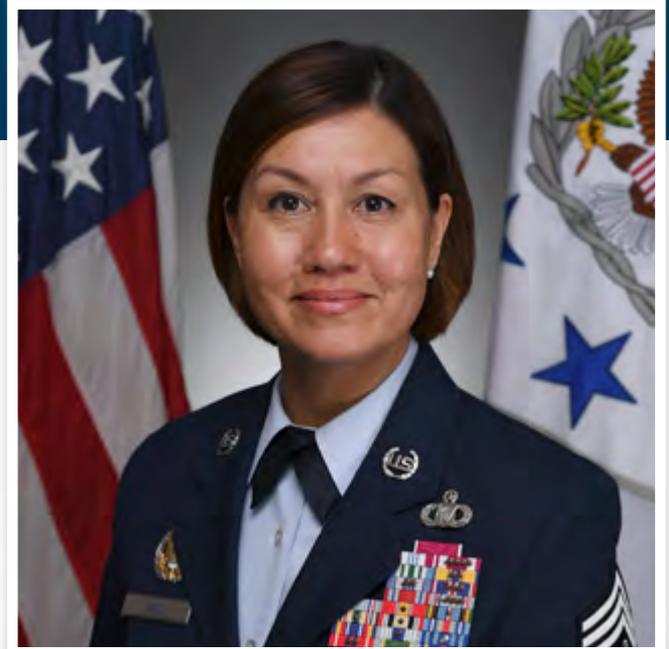
Please join us in celebrating all the wonderful achievements, leadership and success of our nation's AAPI heroes.

Distinguished Career Service Award

This awardee exemplifies leadership and service that goes above and beyond, and is deserving of the highest SASEsalutes honor. They have obtained significant military achievements, and their influence transcends the workplace through their leadership and mentorship.

JoAnne S. Bass

CHIEF MASTER SERGEANT OF THE AIR FORCE



A Q&A WITH OUR DISTINGUISHED CAREER SERVICE AWARDEE

When did you decide to pursue military service?

Being raised as a military child, and growing up in a military environment was a major influence to me joining the Air Force.

Who has been most influential in your military career?

Throughout my career, I have had many mentors that have positively influenced me. Most didn't even know that they were inspiring me, but the example they set made a lasting impression. If I had to single out just one, I would have to say my husband. He served over 27 years in the United States Army, and his influence and support over the years has been a primary driver of my success. Even if he was telling me I was wrong. We need that in life.

Tell us about a favorite memory from your military service.

The most standout moments during my

career have been during my deployments. It's during those times, in the most challenging of times, that you bond together with those you are with, and execute the duties you are trained to do.

What is the most rewarding part of your military leadership experience?

The people. Our Airmen come from so many diverse backgrounds, they sacrifice so very much. It's inspiring to see how devoted they are to defending our nation.

Where was your favorite duty station?

I'm not sure I had a favorite duty station. Every assignment is what you make of it, and offers rich experiences.

How has your Asian heritage shaped your journey as a military leader?

My family heritage has played a huge role in who I am today. My mom, in particular, instilled a strong sense of work ethic in me from an early age, and she expected her

children to be successful. That expectation helped push me to be my very best.

What advice would you give to SASE members contemplating military service?

There are few paths in life that allow people to directly have such a huge and important impact on something greater than themselves. Service to our Nation is one of them. And as my dad always said...four years never hurt anybody. It's a worthy four years.

Is there anything else you would like to share with the SASE community?

Thank you for this incredible honor. I can say, with absolute certainty, that I would not be where I am today without my family, friends and fellow Airmen. This award is a tribute to all of them, and their impact and influence into who I am today.

CAREER SERVICE AWARD

These awardees have held senior-level management positions in their careers and made significant achievements with their leadership of large programs and initiatives. They have a career history decorated with increasing responsibility, outstanding management and inspiring mentorship.



PROVEEN PRATAB

Logistics Technical Leader
Dow Coatings Materials
U.S. Army and U.S. Navy
Veteran



KENNETH SPURLOCK

Director, Strategic Engagement
Systems Requirements and
Capabilities
Raytheon Technologies
U.S. Navy Veteran

PROFESSIONAL SERVICE AWARD

These awardees are highly experienced, mid-career professionals who have made significant discoveries, made important advances in their career paths, and are acknowledged as experts in their fields. They have demonstrated a strong track record of accomplishments with a high level of innovation within leadership or mentorship.



CHUNTE LU

Program Manager, Semi-
Conductor Laser
Air Force Research Laboratory
U.S. Air Force Veteran



MANOJ RAM

Associate
Booz Allen Hamilton
U.S. Navy Veteran



MAJ. FELIX WONG

Principal Engineer, General
Engineering
Raytheon Technologies
New Hampshire Air National
Guard

PROMISING PROFESSIONAL AWARD

These awardees are professionals in the early years of their careers who have already made key achievements and showed a high level of initiative in leadership or mentorship. They are also advocates for advances in STEM and diversity in their workplaces.



MARTHA BOYTER

Senior Consultant
Booz Allen Hamilton
U.S. Army Veteran



CLIFFORD DATAN

Lead Technologist
Booz Allen Hamilton
U.S. Army Veteran



SYNJIN D. HIPOLITO

Designs Engineer
Chevron
U.S. Air Force Veteran



SPC. HARRY HO

Staff Engineer
Booz Allen Hamilton
U.S. Army Reservist



YUKI KE

Lead Technologist
Booz Allen Hamilton
U.S. Navy Veteran



Long Nguyen

M&E Technician Leader
DOW Chemical
U.S. Navy Veteran



Jerson Peredo

Hardware Discipline Engineer
Manager
DOW Chemical
U.S. Navy Veteran



2nd Lt. Naresh Tako

Air Force Research Laboratory
U.S. Air Force



Hope Wroblewski

Manager, HR Business Partner
Lockheed Martin
U.S. Army Veteran

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SASEsalutes is a growing program led by a passionate group of volunteers. Are you interested in learning more or becoming part of the SASEsalutes committee?

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A FOCUS ON ASIAN WOMEN LEADERS

SASE Pro hosts inaugural leadership conference to advocate for Asian women



A chain of events led to the debut of SASE’s first-ever Asian Women’s Leadership Conference. Following the SASE National Conference in October 2020, survey feedback indicated a demand for more focused content. That was when the SASE Pro committee raised the idea of a women’s conference, and committee members volunteered to make it come to life.

“There is a critical need in the industry to provide a robust platform for Asian women to come together to talk about their common challenges of day-to-day work and personal lives, share best practices on how to overcome those challenges and support each other for mutual growth,” Shruti Bahadur, conference co-chair, said. “I am glad SASE provided that platform.”

On June 11, the virtual conference welcomed 375 attendees representing 70 organizations. Through the Socio event app, attendees participated in workshops geared toward leadership development, effective relationship building and impactful communication.

“Getting to know so many of my Asian women peers across the industries was very rewarding,” Shruti said. “It was also very rewarding to find out post-conference that the Focus Circles segment was one of the most-liked segments in the conference.”

Focus Circles, a newly developed concept for SASE,

dedicated time and space in intervals throughout the conference for small groups of attendees to create authentic connections and empower one another. Harmony Schmidbauer, conference logistics co-lead, said it was also the most challenging part of putting the event together.

“Should allies be included in these discussions? How should attendees be split into the circles? What topics should we suggest? Should we mandate topics? What is the target number of individuals per group?” Harmony said. “There was definitely a delicate balance to strike, but the feedback from these sessions was very positive, and I definitely think it paid off!”

The impactful communications workshops garnered special interest, bringing in the highest attendance numbers throughout the conference. One of those workshops, “5 Truths Most People Overlook About Negotiating,” was hosted by Nozomi Morgan, CEO of Michiki Morgan Worldwide. During the interactive session, she shared powerful tools and resources for effective negotiation while also providing cultural insight for Asian women to increase their capacity for leadership.

“So many Asian women feel uncomfortable asking for what they want. But the truth is, if we can’t advocate for ourselves, who else can?” Nozomi said. “Learning to stand in our power



OPENING KEYNOTE

“As a leader, I’m specifically aware of these blind spots that many leaders may have in many different ways. I think we all have to lift each other up and give opportunities to women, to Asians.”

Sanyogita Shamsunder
VP of Product Strategy & Operations
Verizon



MID-DAY KEYNOTE

“We are definitely a minority, so we have to go above and beyond so we are more visible, and that is a big part of helping each other. Reach out to each other, encourage and support, and sponsor each other as well.”

Jie Xue
President and CEO, MR
GE Healthcare



CLOSING KEYNOTE

“To become a leader, whether it’s in title, in influence or of people, I want to empower you to stay true to your core values, but we must also develop the skills and behavior agility ... to lead in a Western context. Approach every situation thinking from impossible to I’m Possible.”

Gefferie Yee-Madera
VP of Engineering, Strategic Space
Systems, Northrop Grumman



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and communicate and negotiate authentically is a skill that all Asian women would benefit to have to live fully and successfully in every area of our lives.”

One of the goals of the conference was to give women confidence and strength in knowing they were not alone. Corinne Kodama, policy analyst at Women Employed, brought attention to the hardships Asian women face in the workplace – particularly this past year. Asian American women, primarily in the tech industry, were the highest percentage of workers reporting that their financial situations had worsened during the pandemic. And, in correlation with the increase in hate crimes, Asian women reported the highest increase of gender and racial harassment in the workplace.

Corinne also presented statistics indicating that Asian Americans, especially Asian women, are the least likely of any minority group to become managers and executives. By bringing in Asian women leaders as keynote speakers, SASE provided meaningful stories that resonated with attendees and allowed them to see a future in leadership, too.

“It shows professionals in the community that SASE is an organization that cares deeply about not only professional and leadership development but also the unique experiences of Asian women,” Harmony said. “It is a conference organized by Asian women for Asian women with solely Asian women trainers, and I was so honored to be even a small part of it.”



ATTENDEE TESTIMONIALS



“This conference absolutely blew me away. I have attended the 2020 SASE national conference, and I remember feeling so inspired and motivated after that conference. This API Women-focused conference, however, has went above and beyond that in that I feel that I’m not only inspired but also empowered to make meaningful and purposeful changes in my professional career and leadership mindset.”

Jessica Cheng

NORTHEASTERN UNIVERSITY



“The most impactful thing I gained today was having the experiences that I’ve lived through (ex: being mistaken for another Asian woman) distilled and explained as shared experiences based on stereotypes and implicit bias, rather than just one-off things I try to shrug off. Because they do matter and they do have an impact to me professionally and personally.”

Sammy Wang

PROCTER & GAMBLE



“What I appreciated the most was that the classes which I attended were informative and helpful to my career path. I’ve enjoyed this more than some of the SWE classes because I felt like this embraced our Asian culture rather than pitying Asians for having less influence than white race.”

Shaunty Kleinschmidt

NORTHROP GRUMMAN



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SPARK THE FUTURE

A Competition to Spark Social Justice



HACK FOR THE FUTURE

Students nationwide showcase their ideas to spark social justice

A new hackathon was introduced in February as a different kind of initiative for SASE. Named Spark the Future, this hackathon invited high school and college students to make an impact particularly in the diversity, equity and inclusion space.

Sponsored by Procter & Gamble and Walmart, Spark the Future called for students to find creative ways to advocate for the AAPI community or encourage allyship. A total of 77 project ideas were entered into the hackathon.

“It was a unique competition that focused on the role of the AAPI community in social justice conversations, and was a great fit in line with P&G’s Take on Race efforts,” Ashwin Garg, senior director of grooming at Procter & Gamble, said. “I would love to continue seeing more such events that give SASE membership the opportunity to showcase stories around what are sometimes difficult topics to address.”

The competition was judged based on five criteria: originality, scalability, use of technology, how well it was pitched, and how well the topic of advocacy or allyship was addressed. SASE hosted webinars about race, storytelling, community building, and solidarity with Black and Indigenous People of Color (BIPOC) to prepare and provide resources to students interested in participating.

“Once I came upon the Spark the Future hackathon, I was immediately interested in the topic and looked further into it,” Mahak Rathi, a San Marcos High School student in California, said. “After researching more about our community, I learned about the variety of challenges we are faced with and thought this hackathon was the perfect opportunity to use my creativity and other skills to build something to make a difference.”

Mahak’s idea for a website that invites users to share, read, listen or watch stories – with the opportunity to engage with empathy via “can relate” and “support” buttons – won the runner-up prize. Check out the full gallery of submitted projects at spark-the-future.devpost.com.



Spark the Future Winners

1ST PLACE

“Not a Monolith” By Anita Yip

A go-to virtual hub for stories from the AAPI, Black and brown communities, from people like you and me who are living histories.

RUNNER-UP

“Elevate Together” By Mahak Rathi

Website to share stories and bring awareness to injustices in your community also while learning about other people’s experiences and their lifestyles.

FAN FAVORITE

“Open Space” By Rishav Raj Jain & Abhay R. Patel

A mobile app that allows people in the community to foster healthy conversations and seek advice from other community members.



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DESIGNED WITH *PERSPECTIVE*

SASE Game Jam turns students' views into virtual experiences

In a world where bigotry and hate crimes have taken over reality, SASE has found one way to bring empathy and compassion into perspective. What better way to put yourself in someone else's shoes than to immerse yourself in a simulation?

Booz Allen Hamilton, Unity and The Boeing Company are three experts in the augmented and virtual reality industry, and they teamed up to bring SASE Game Jam to life.

"It's definitely becoming a significant way to interact with people around the world," Clarence Low, SASE's director of organizational relationships, said. "You have this whole world inside these platforms that entire communities gravitate toward. It's what people are using to communicate to share thoughts, ideas, issues and solutions."

In October, SASE Game Jam invited teams of undergraduate and graduate students to come together virtually for 24 hours to present immersive experiences

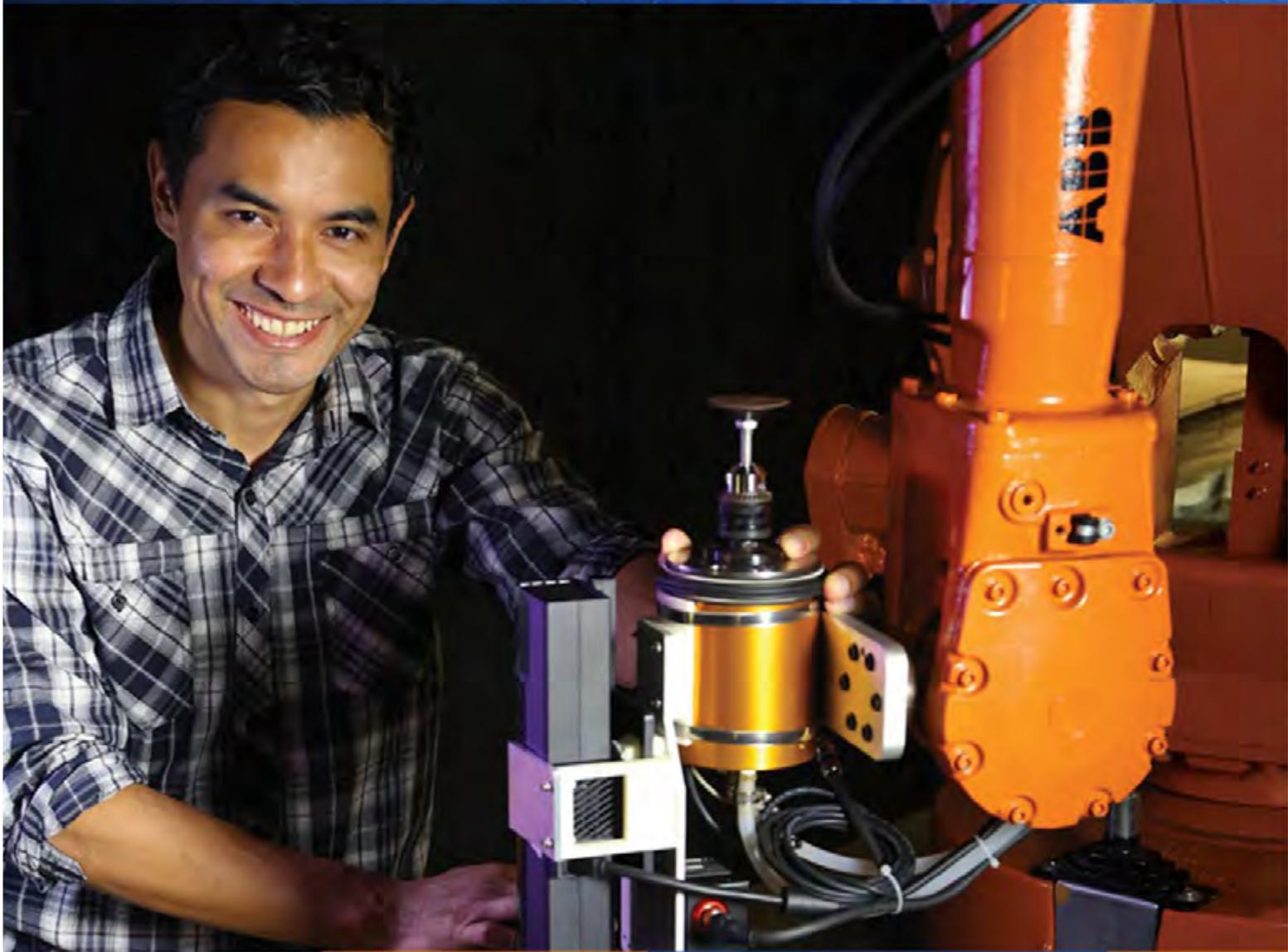
addressing one of two themes: (1) how to bring awareness to the challenges the AAPI community faces or (2) how to communicate allyship within and outside the AAPI community.

Through this event, students received mentorship from industry professionals, direct training to code and design digital games, and a chance to win competition prize money. But the real impact came from the students who presented their perspectives in a virtual experience that could be shared with the real world.

"It really gives our students the opportunity to share their voice and articulate what their AAPI identity means to them," Clarence said. "We recognize that not everybody articulates their identities in the same manner, so extending different avenues like Game Jam increases the opportunity for students to feel they are part of our SASEfam."

To view recorded content and find out who won the SASE Game Jam, visit saseconnect.org/game-jam.

"You have this whole world inside these platforms that entire communities gravitate toward. It's what people are using to communicate to share thoughts, ideas, issues and solutions."



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MR. EDWIN OSHIBA



Mr. Edwin Oshiba's first time leading a team was straight out of college. He had held leadership positions in community service clubs, but they were nothing like the experience of preparing a squadron for combat as Chief of Readiness, Electrical Design and Utilities Engineer – his first job with the U.S. Air Force.

Not much later, he was put in charge of larger and larger teams. After 9/11, he led his first unit of 250 people in Afghanistan.

“When I talk to some of my friends that did other things in the industry, it's hard to compare and relate to what we do,” Mr. Oshiba said. “To be responsible for the care and feeding of 300-500 people – it's all been extraordinarily fulfilling.”

Today, Mr. Oshiba is a member of the U.S. Air Force senior executive service as the Director of Resource Integration, developing the budget for Air Force Installations operations and maintenance as well as weapons systems sustainment – about 20% of the entire Air Force budget.

Mr. Oshiba also serves as the Logistics functional manager for 47,000 civilian Logisticians within the Air Force. In this role, he oversees the recruitment, retention and human resource development of a workforce that maintains all Air Force aircraft, the supply chain that provides parts and equipment, the deployment and distribution network, and professionals managing the life-cycle sustainment activities for those aircraft. To Mr. Oshiba, it's both rewarding and critical to understand his people and their needs.

“It's something I have a passion for – making sure that our workforce has the skills and capabilities they need today to do their jobs and what we need to do to prepare them for the future,” Mr. Oshiba said. “Generally speaking, you can recover from money mistakes. If you make a people mistake, that could take a whole generation to fix. I take the human resource development responsibility I have very seriously because it can have some really long-term impacts.”

”

“It's something I have a passion for – making sure that our workforce has the skills and capabilities they need today to do their jobs and what we need to do to prepare them for the future.”

As a commander, Mr. Oshiba experienced firsthand the impact he had on people and their lives. One of his most poignant memories was being called to testify for one of his people who had tested positive for drug use. When asked if she had rehabilitative potential, he looked her right in the eye and firmly said yes.

To this day, he carries a letter she sent to him describing how she felt in that moment – that it was the first time anyone in her life had thought of her as someone with value.

“When you think about what kind of impact you have as a leader – that's the

kind of value you have,” Mr. Oshiba said.

Continuing his leadership in the Air Force, however, was not part of the original plan for Mr. Oshiba. After studying electrical engineering at Santa Clara University on a scholarship with the Air Force ROTC, he intended to finish his four-year commitment with the Air Force and return for a job with a Bay Area tech company. But an assignment to South Korea changed all of that.

“Being in Korea and through the mission we had there, I realized this was something that I really enjoy doing – it served a higher purpose,” Mr. Oshiba said. “You don't join the Air Force to become rich. You join because you want to serve.”

Finding his calling was not the only thing Mr. Oshiba discovered in South Korea. It was there that he also met his wife, with whom he now has two children.

“I stayed for two years, fell in love with the Air Force, fell in love with my wife, came back and never looked back since then,” Mr. Oshiba said.





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OCT. 29-30

VIRTUAL COLLEGIATE CONFERENCE*

conference.saseconnect.org/collegiate-virtual



NOV. 3-5

VIRTUAL PROFESSIONAL CONFERENCE

conference.saseconnect.org/professional-virtual



NOV. 6

VIRTUAL STEM CAREER FAIR*

conference.saseconnect.org/career-fair-virtual



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Welcome to the 2021 NATIONAL CONVENTION

▶▶▶ SOAR



Let me be one of the first to formally welcome you to this year's SASE National Convention (NC), bringing the in-person conference to Atlanta and the virtual conference again to your home and office. The virtual conference theme this year, "Soar," describes our convention journey perfectly. Starting from the ground with just a mere 500 conference registrants in 2010, we have now taken off with over 3,000 conference registrants in 2020. Not only that, we are also hosting not one, but two collegiate conferences and STEM Career Fairs!

During the collegiate virtual conference, you will have access to enlightening workshops as our sponsoring companies bring their expertise and experiences to you through knowledgeable speakers and panelists. The programming volunteers have designed fun and engaging networking opportunities throughout the conference. Resume review rooms make their return prior to the virtual STEM Career Fair to give your resume that extra edge to help secure your dream job and internship.

When I attended my first conference in Dallas 2016 and watched Irene Ng take the general session podium as conference chair, I thought to myself, "Man ... I could never be in that position." Learning from each conference year after year, capitalizing on every potential opportunity, and having the SASE family behind me to support, I developed the leadership acumen and confidence to be in this chair position. This journey had its share of successes

and failures, so I implore you to keep persevering in your goals, as those efforts will be rewarded in due time. If you believe or are hesitant whether you can soar to new heights, or make the convention experience better than the last, contact me or any NC volunteer to learn more about how you can join our team!

SASE continues to soar as a premier organization for Asian STEM talent thanks to our volunteers' relentless work, generous sponsors, and the SASE Squad's support.

SASE continues to soar as a premier organization for Asian STEM talent thanks to our volunteers' relentless work, generous sponsors, and the SASE Squad's support.

I would like to thank every NC volunteer for refreshing the in-person conference experience and expanding the virtual conference for a second year. A special thank-you is in order for the following NC committee leaders: Sasha Hall as Logistics Manager, Brandon Poy as Programming Manager, and Lam-Mien Tran as NC Marketing Manager – as they rose to

the challenge in leading their respective committees to plan and execute this year's collegiate virtual conference.

From the SASE NC Soar team, we wish you nothing but the best for your SASE NC 2021 experience and hope to hear from you soon!

Dustin Nguyen
*SASE National Convention 2021
Soar Chair*

2021 SASE NATIONAL CONVENTION SCHEDULE AT A GLANCE

conference.saseconnect.org

COLLEGIATE

PROFESSIONAL

Note: All times are in Eastern Daylight Time (EDT)

FRIDAY, OCT. 29	
5:00pm - 5:30pm	Pre-Conference Party
5:45pm - 6:45pm	General Session
7:00pm - 7:45pm	Workshop Session Choice
8:00pm - 8:45pm	Networking & Engagement
9:00pm - 9:45pm	Workshop Session Choice
10:00pm - 11:00pm	Dance Party

SATURDAY, OCT. 30	
10:00am - 10:45am	Workshop Session Choice
11:00am - 11:45am	Workshop Session Choice
12:00pm - 1:00pm	Keynote Speaker & Awards
1:15pm - 2:00pm	Networking & Engagement
2:15pm - 2:35pm	Breakout Rooms
2:45pm - 3:30pm	Workshop Session Choice
3:45pm - 4:45pm	Networking & Engagement
5:00pm - 5:30pm	Wrap-up

THURSDAY, NOV. 4	
11:00am - 11:15am	Welcome
11:15am - 12:30pm	Workshop Session Choice
12:40pm - 1:25pm	Networking
1:45pm - 2:15pm	Keynote
2:20pm - 3:20pm	Workshop Session Choice
3:30pm - 4:30pm	Executive Panel
4:35pm - 4:50pm	Closing
4:50pm - 5:50pm	Optional Networking

FRIDAY, NOV. 5	
11:00am - 11:15am	Welcome
11:15am - 12:30pm	Workshop Session Choice
12:50pm - 1:35pm	Executive Talk
1:40pm - 2:25pm	Executive Talk
2:30pm - 3:30pm	Keynote & Closing

WEDNESDAY, NOV. 3	
11:00am - 12:00pm	Welcome & Keynote
12:10pm - 1:25pm	Workshop Session Choice
1:45pm - 2:45pm	Workshop Session Choice
2:50pm - 3:50pm	Executive Panel
3:55pm - 4:55pm	Networking
5:00pm - 5:15pm	Closing
5:15pm - 6:15pm	Optional Networking

SATURDAY, NOV. 6	
Time Varies	STEM Career Fair



For the most updated information and session choices, please download the SASE National Convention app:



2021 SASE CAREER FAIR

at a glance

Join the best and brightest Asian heritage scientists and engineers at the largest Asian career fair in North America. The 2021 SASE Career Fair showcases opportunities for you to develop your professional networking skills and explore options to advance your education, careers, and industries.

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

2021 CAREER FAIR EXHIBITORS

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BNSF Railway	FM Global	Naval Nuclear Laboratory	Tufts University
Booz Allen Hamilton	GE Aviation	Navy Civilian Careers	U.S. Army Cadet Command (ROTC)
Burns & McDonnell	Georgia Tech Research Institute	Nike	U.S. Army Test and Evaluation Command
Center for Naval Analyses	Hormel	NOAA	U.S. Army Corps of Engineers
Central Intelligence Agency	Huntington Ingalls Industries	Northrop Grumman	U.S. Coast Guard
Chevron	Illinois Department of Transportation	Northwestern University, MSL	U.S. Department of State
Cisco	Jacobs	Otis	United Launch Alliance
Colorado School of Mines	Johns Hopkins University, APL	Procter & Gamble	University of Chicago
Cornell Systems Engineering	Keck Graduate Institute	Purdue University	University of Kansas
CSL Behring	Leidos	Raytheon Technologies	USC Viterbi School of Engineering
Department of the Air Force	Lockheed Martin	Rockwell Automation	USDA-FPAC
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DEAR SASE COMMUNITY,

We, the Executive Board for SASE Georgia Institute of Technology chapter, are joining the community in mourning over the March 16th Atlanta shooting victims. We want to address this not as your executive officers or as students of Georgia Tech, but as members of the Atlanta community.

What has transpired that day was a horrific event that no one should ever experience regardless of race, religion, or gender. Daoyou Feng, Paul Andre Michels, Delaina Ashley Yaun, Xiaojie Tan, Soon Chung Park, Hyun Jung Grant, Suncha Kim, and Yong Ae Yue did not deserve to lose their lives. Families were broken, innocent lives were lost, and irreparable damage was done. These are harsh times that are difficult to endure; however, it is also moments like these when we must remind ourselves that we are all members of the Atlanta community who must support and look out for one another in times of need.

In light of this, we encourage you to condemn acts of hatred toward the AAPI community and support the AAPI community while you're in Atlanta. You can consider donating to the AAPI Community Fund at gofund.me/08aaaa58, which will help address urgent issues that face the AAPI community as well as broader, systemic problems on a national level.

Don't be afraid to reach out to any one of us at gt@saseconnect.org if you would like to discuss how to support the AAPI community in Atlanta, or if you just need a friend to talk to.

Sincerely,

Christopher Seo
Rushi Shah
Hajime Minoguchi
Karthik Paladugula
Ashwin Rani
Lily Huff

2021 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, Rushna Ahmed and Stephen Taing have made an impact on the SASE community in their own ways.



Meet Rushna Ahmed

WHERE SHE WORKS: ACCENTURE
WHERE SHE STUDIED: RUTGERS UNIVERSITY

She thrives on the positive energy from the SASE community. Knowing that she's surrounded by supportive and uplifting people, Rushna Ahmed created and led various SASE initiatives, including the Mental Health Awareness Month initiative, the SheInspiresMe campaign, and the National Sister Chapter Challenge.

For Rushna, it was a warm environment from the start. She felt nurtured within the Rutgers University SASE chapter, and that set the stage for what she wanted to maintain as chapter president. It was important for Rushna to foster a collective "we" mindset, make every action a joint effort, and go out of the way to make others feel welcome – that's what she felt made her chapter special.



Rushna's passion for SASE made it natural to flourish into her roles as Northeast regional coordinator and then co-regional manager, with a signature leadership style that deeply empathized with her chapter members in their academic and professional journeys. Connecting with SASE members on a more meaningful level inspired her to find ways to make even more people feel part of the SASEfam. Rushna was ready to bring the topic of mental health to the forefront and make it easier for everyone in the AAPI community to talk about their struggles. That was how the SASE Mental Health Awareness Month initiative came to life.

As a mentor, Rushna has grown to become someone who simply wants to see those around her succeed. She's in it for the genuine relationships, and she wants to ensure everyone is comfortable when they meet her – even if she's now on the other side of the table representing her company at SASE conferences.

Meet Stephen Taing

WHERE HE WORKS: NORTHROP GRUMMAN
WHERE HE STUDIED: VILLANOVA UNIVERSITY

He creates opportunities for himself and everyone around him. That's just how Stephen Taing soars – literally flying miles across the country to begin his career with Northrop Grumman after graduating college.

Stephen's journey with SASE began at Villanova University, where he was inspired to start up a chapter after seeing the impact the National Society of Black Engineers and the Society of Hispanic Professional Engineers had on campus. He grew along with his chapter, becoming the person he is today with each person he met and each event he organized. Because of those experiences, Stephen continues to devote himself to the SASE community.



When the next opportunity presented itself, Stephen stepped up to become a regional coordinator in his new home out West. Even as a guide bird for his chapters, he wanted to be known as a mentor who was always down-to-earth and within reach. He enjoys being physically present at chapter events so he can interact, bond and laugh with everyone; it warms his heart to see the chapters take his roadmap, host events with impressive attendance, and grow in membership year after year.

There's always room to grow. It's part of the reason why he is pursuing a master's degree in engineering management at UCLA and continues to move into different roles within his company. He might now be a board member and collegiate liaison for the Los Angeles SASE Pro chapter, but he's still just an older brother – one who will give you solid professional advice with good vibes only.

HERE'S WHAT NOMINATORS SAID ABOUT SASE ROLE MODELS RUSHNA AHMED AND STEPHEN TAING.

- "She takes the time to listen to her Regional Coordinators and always thinks outside of the box for ways to help SASE and their volunteers grow."
- "I can confidently say that Rushna has never failed to influence those around her with her drive and motivation. Her work is always thorough, thoughtful and creative. She is not afraid to speak her mind and step up."
- "...[Rushna] has gone out of her way to understand my queer identity and the overlapping conflict it has with my Asian identity to make me feel belonged and accepted...[and] always goes above and beyond with everything thrown at them because they work with passion to improve the community around them."
- "In the toughest of times, I have seen Rushna excel in finding solutions to move forward. She can also be described as an advocate, and I have seen her speak up for her team when necessary."
- "What I admire most about Rushna is her ability to rise to a challenge and overcome it, while elevating those around her. Her peers are naturally drawn to her energy, and become engaged to contribute their best selves."
- "All of her initiatives promote a message of love, inclusivity and empowerment. Rushna's drive and passion influenced many to lead. Those leaders are her SASE legacy."
- "Stephen's impact spans across the coasts. He made me feel more comfortable in my position as president and also was the one who encouraged me to be RMR, which I am very grateful for."
- "He is someone who will provide support toward any problems that will come up in a logical manner while providing emotional support, which I think is rare to find people who will do that for you genuinely. He is also dependable ... which is one of the best qualities he had as an RC because he showed up to his chapters' events no matter how big or small or far away."
- "He continues to reach out to his alma mater chapter in any way that he can to provide extra guidance to help others with career development and tips he learned as he continues to grow."
- "He isn't shy to make the first introduction and make new faces feel included. This kind of inclusivity is what makes SASE appealing to many people when other orgs can feel cliquy and exclusive."
- "I remember attending [diversity hiring] events as a college student and seeing the number of students he was able to bring into this event he planned, I know that he was able to have a tremendous effect on those students."
- "His contributions in SASE, from getting internships for his members at conferences, hosting various workshops, social events, and being a mentor for collegiate students demonstrates that he is a well-respected leader in the SASE community and has definitely left a huge impact on many people."

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2021



The SASE Stars program annually recognizes individuals who stand out as leaders and go above and beyond to further SASE's mission. Already highly revered within their collegiate chapters and national volunteer teams, our SASE Stars are nominated by their SASE peers and then selected for their dedication, impact and leadership.

Congratulations to this year's SASE Stars!

Midwest Collegiate Star Award



JOONG HYUN PYO

- Purdue Chapter Secretary**
(2019–2020)
- Purdue Chapter President**
(2020–2021)
- Midwest Regional Conference Chair**
(2021)

Purdue University was completely new territory for Joong Hyun Pyo. Coming from Virginia, he knew absolutely no one at his new school. It took an invitation to a SASE event during his sophomore year to finally find the people he clicked with. After that, he realized these were the people he wanted to spend the rest of his college years with.

“The one thing I really appreciate about SASE people is they can balance professionalism and fun the right amount,” Joong Hyun said. “Having that nice harmony and balance was really important to me, and that’s what I like about everyone I’ve met.”

When Joong Hyun was elected president his senior year, the pandemic threw his goals and plans for the chapter off course. Purdue had finally been selected to host the Midwest Regional Conference, and Joong Hyun’s original vision was to bring all the friends he made at other SASE conferences to his campus. He wanted that to be his legacy.

It wasn’t easy to start from scratch, but Joong Hyun and his chapter came out even stronger. The fully virtual MWRC allowed Purdue to invite companies they normally wouldn’t have been able to, and it even broke records in MWRC attendance numbers. Because he wanted to present the best possible impression of SASE to his large audience of attendees and corporate sponsors like Tesla, hosting a meaningful MWRC was Joong Hyun’s priority

as both conference chair and president.

With help from his board members, the chapter didn’t stop running with engaging and impactful events throughout the year. One of the most pivotal moments for Joong Hyun was organizing a march on campus for the Stop AAPI Hate movement – it was a step out of his comfort zone as an introvert and as a minority in a state like Indiana.

“Hearing backlash from other students on campus even though we’re doing something positive on campus – it’s scary,” Joong Hyun said. “When people say something bad about you, you feel like you’re alone.”

The march was pivotal, however, because it led to conversations with the Dean of Engineering and the Engineering Council. As a direct result of those talks, SASE was officially recognized as part of Purdue’s Minority Engineering Program and incorporated into new student orientation activities.

From the very beginning of his presidency, Joong Hyun wanted to make SASE as well-known as possible to new Purdue students. This was an accomplishment that felt like progress.

“When they approached us with this, we were humbled, and we were really happy and thrilled,” Joong Hyun said. “I think some of us even cried during that call because we noticed that they cared for us. It was very heartwarming to see the professors give us the spotlight.”

Honorable Mention



NGAN TRAN

He/Him/His

University of Kansas

“My proudest accomplishment was to establish a SASE Chapter at the University of Kansas with my friends, Warren Wang and Malena Schoeni. With my time in SASE, I learned to become a leader, work with other leaders and mentors to grow our chapter stronger, and won the National Outstanding Chapter Award within the first established. I actively engaged with SASE National through National Conference and currently serving as Regional Marketing Representative for the South Region and Logistics Ambassadors for the 2021 National Convention Thrive Team.”



SONNY DIEP

-  **Northeastern Chapter Involvement Chair**
(2018)
-  **Northeastern Chapter Corporate Relations Chair**
(2019–2020)
-  **Northeastern Chapter President**
(2020–2021)
-  **Northeast Regional Coordinator**
(2021–Present)

Northeast Collegiate Star Award

The diversity gap was clear in Sonny Diep’s mechanical engineering classes at Northeastern University. He was one of only three Asians in class, and he found it hard to fit in during his freshman year. That was what he shared with College of Engineering faculty members in his senior year.

As president of the Northeastern SASE chapter, Sonny organized a virtual forum with the college, giving a space for SASE members to open up about systemic issues, racist incidents and microaggressions on campus and in their co-ops. Following the forum, faculty members reached out to Sonny for guidance to implement changes to their freshman curriculum and to provide additional support and resources to students.

Even before stepping in as president, Sonny wanted to build an environment within SASE that was inclusive and personable. When he first heard about SASE, he was intimidated by the professional image of the organization. But that image shattered as soon as he experienced his first regional conference. It became his goal to strengthen his leadership and share his passion with his chapter – he even began to develop a new fascination for professional development.

Sonny leveraged the connections he made at SASE conferences and helped put together a sunrise hike with the Boston University chapter – an activity that brought 60 people to the top of a mountain in New Hampshire while pitch black. Bonding with the Boston University chapter opened new opportunities for collaboration, including a series of live-streamed League of Legends tournaments the next year.

“The way I think about my presidency is just being very embracive of what we have and making the organization really member-centric,” Sonny said. “A lot of people depend on SASE and see it as a place to de-stress and make friends. If we give up on making these events, in a sense, we’re also giving up on our members.”

In the face of the pandemic, Sonny found another way to keep the SASEfam engaged: launching a Discord server. Now more than 150 members strong, the server is more than just a place for the chapter to stay connected; it allows members to play games together, host study sessions and participate in career Q&As. Especially for freshmen and transfer students who did not have the chance to experience events in person, it was a way to connect with members on a more personal level and make them feel like they belong.

“There’s a quote I think of – ‘If you’re not uncomfortable, you’re not growing,’” Sonny said. “As president, it was important for me not to give up, tackling the challenges head on and encouraging my team to think outside the box.”

For Sonny, seeing strong friendships come out of the Discord server was a special kind of experience.

“We interact from morning to night and to the next morning,” Sonny said. “When we had our spring events, it was nice to see really good friends from our Discord server come together in person for the first time. That made me really happy.”

Honorable Mention



NGAN TRAN
She/Her/Hers
Stony Brook University

“My proudest accomplishment in SASE has been leading the Platform & Logistics Team for the Northeast Regional Conference 2021. I discovered an amazing group of volunteers and friends and watched a concept become a reality!”

South Collegiate Star Award



EJ ROJAS

**Southeast Regional
Conference Programming
Chair**
(2018)

USF Chapter Treasurer
(2018–2019)

**USF Chapter Vice
President External**
(2020–2021)

**South Regional
Programming Coordinator**
(2021–Present)

When Jennifer Vuu convinced him to attend his first National Conference, EJ Rojas did not know she would be receiving a SASE Star award. It was the first time he learned about SASE Stars and what it took to become one of them.

“When she got up on that stage, I realized how much effort she put into the organization to make it something out of nothing, and it inspired me to do the same once she leaves,” EJ said. “Once Jen left, I wanted to carry on that legacy.”

EJ joined SASE at the University of South Florida as a sophomore and initially applied to become programming chair as a resume booster. But as time went on, he realized how much he enjoyed planning the Southeast Regional Conference and turning his ideas into reality. After that year, he became the treasurer and began to show his love for the organization – starting with food.

“At the end-of-the-year banquet, I ordered the most food we’ve ever gotten at an event,” EJ said. “I wanted to make this banquet one to remember, so I ordered the most extravagant food and drinks.”

As treasurer, EJ identified new opportunities to genuinely celebrate SASE members and help them succeed. He saw that new leaders were struggling in their positions, so he spearheaded the creation of transition binders for the board. Making sure others were set for success made EJ feel like he was succeeding, too.

“I just want to see people grow and succeed,” EJ said. “That’s my leadership style – always helping the next generation of Asian leaders and finding creative, innovative solutions to problems.”

Although EJ took a break from SASE to focus on mental health and his co-op with Toyota in Texas, he came back during his senior year refreshed and ready to make an even bigger impact. As vice president external, EJ and his board members vowed to make an even bigger name for SASE at USF despite the challenges of a pandemic.

His proudest accomplishment that year was establishing a SASE Network Conference, which allowed USF to host a special annual conference that was free and geared toward first-year members who never had the chance to attend an in-person conference or could not afford to register for other SASE conferences. EJ was laser-focused on bringing in new companies beyond the boundaries of Florida, once again helping newer SASE members succeed by connecting them with companies like Kimberly-Clark and GE Aviation.

“My parents always taught me to look at things with a silver lining, and to always be kind and help others out,” EJ said. “That combined optimism and hospitality helped me grow into the leader I am today.”

Honorable Mention



DANIEL OLIS

He/Him/His
University of Florida

“My time as chapter president of UF SASE was a great learning experience for myself and even greater to see everyone around me grow as well.”



ALEX HATTORI

West Collegiate Star Award

In just the first month of his freshman year, Alex Hattori jumped into planning for the West Regional Conference as part of the logistics committee. Fast-forward to 2021, Alex began planning for a second West Regional Conference – this time, as the conference director and co-president of his chapter at UC Santa Barbara.

The conference, this time taking form as a fully virtual one, was adapting amidst adversity – and that became effectively the name of its theme.

“The conference was in 2021, but the big thing on everyone’s minds was the pandemic,” Alex said. “There were so many people on the team who were struggling with mental health and it was really hard to stay motivated, so we wanted the theme to reflect struggles and how to overcome those struggles.”

In anticipation of the conference, Alex took initiative to establish regional connections with local collegiate and SASE Pro chapters. Under his leadership, the UCSB chapter hosted a successful event that encompassed SASE themes from professional development and leadership training to community service and cultural enrichment.

At the same time, Alex had the opportunity to explore his artistic side through posters and graphics as the lead of the marketing committee. His passion for marketing continues today as regional marketing representative for the West.

“Once I became a SASEter, it became part of my identity,” Alex said. “It feels natural to me to continue to be a part of SASE.”

With each new role, Alex brought his leadership to the next level. He started out as a board member who just did what he was expected to do; when he became co-president, he developed a new mindset. It became critical for him to not only do his best work but also help others do their best work.

“I want to minimize feelings of imposter syndrome in the people I’m leading so they know exactly what I’m thinking and know I’ve been in their position before,” Alex said. “Even if I’m acting as a role model or leader, putting myself on the same level as other people makes it feel like I’m not distancing myself from them.”

Alex led his chapter to continue adapting amidst adversity throughout the year. With the help of his board, he turned a mentorship program he had created as a sophomore into a SASEfam program, which brought members even closer together as small groups of families. Similar to Harry Potter’s Hogwarts house system, the program encouraged members to earn points for their teams through various activities and challenges.

Through virtual events, Alex was still able to make personal connections with his members and give them advice about college life.

“I could really tell visually from someone’s facial expressions how much I was helping them, especially this year trying to fit into college when they’re not physically there,” Alex said. “That felt really rewarding for me, that these were people I never met in person but I could make them feel really welcome.”

- West Regional Conference Logistics Committee (2018)
- UCSB Chapter Head of Public Relations (2018–2019)
- UCSB Chapter External Vice President (2019–2020)
- UCSB Chapter Co-President (2020–2021)
- National Conference Programming Committee (2020–2021)
- West Regional Conference Director (2021)
- West Regional Conference Marketing Committee Lead (2021)
- West Regional Marketing Representative (2021–Present)
- National Conference Programming Committee (2021–Present)

Honorable Mention



KIMBERLY FUNG
She/Her/Hers
University of Colorado Boulder

“My proudest accomplishment has been enabling and collaborating with my SASE CU Boulder executive team! In addition to planning professional industry events, we work together to lead an organization that brings awareness to and promotes the Stop Asian Hate movement.”

Emerging Star Award

Awarded to SASE National Volunteers of 1-2 Years



SWETHA CHERUKURI

- UCSB Chapter Fundraising Chair (2017)
- UCSB Chapter External Vice President (2017–2018)
- West Regional Conference Sponsorships Lead (2018)
- UCSB Chapter Co-President (2018–2020)
- National Conference Programming Committee (2019–2021)
- SASE Collegiate Star (2019)
- West Regional Coordinator (2020–2021)
- SASE Pro Collegiate Liaison (2020–2021)
- In-Person National Convention Programming Manager (2021–Present)
- West Regional Manager (2021–Present)

The 2018 West Regional Conference was a stepping stone for Swetha Cherukuri. She had been inspired by the 2017 conference in San Diego, and she was enthusiastic about hosting the next one at UC Santa Barbara. That year, she saw the impact an event of that scale could make on an organization and its people.

Building on that momentum, Swetha wanted to focus on expanding her chapter and then strengthening her chapter’s sustainability as co-president for two years in a row. It was because of her chapter that she first attended a SASE National Conference.

“The first year I went, I just wanted to meet all these people,” Swetha said. “It was something I really wanted to do because so far I only interacted with people in the West region – now that I’m taking a bigger role, I should try to make a connection with everyone and try to see how I can make myself and my chapter better.”

As much as she enjoyed her time meeting people, Swetha learned she would not be getting any professional value from the conference. Most of the opportunities at the career fair were not applicable to her physics degree or related to her interests, especially for someone who was heavily considering pursuing a research-based career and going to graduate school. Because of this drawback, Swetha noticed SASE conferences were losing out on a larger audience.

“We’re the Society of Asian Scientists and Engineers. Scientists are still a huge part of SASE, but there are so many who don’t show up to NC because they don’t see the value in taking time and money to go,” Swetha said. “It

would be so important and beneficial to have a diversity of majors and backgrounds to interact with at NC because that’s what you have in the real world.”

When she stopped by the volunteer table during that National Conference, she decided she wanted to join the programming committee. She already had the conference programming experience under her belt, but her objective became clear: to provide more content geared toward science majors.

The big first step was hosting Science Networking, bringing in representatives in the field who worked for companies that were already SASE sponsors. Next was adding more panel discussions with topics related to science and grad school. Most recently, she developed a research talk competition as an alternative to the career fair.

Swetha’s passion for representation led her to advocate for more SASE members. Hearing the feedback from students in tech,

she created a new space for Tech Networking. And, as regional manager now, Swetha hopes to make the West region stronger than ever by ensuring each of her chapters have everything they need to succeed.

“As long as I made someone’s SASE experience better, that’s all I can ask for – that I helped them have the best experience possible, that I helped them grow even a small amount as a leader because of my presence or advice,” Swetha said.



Swetha’s passion for representation led her to advocate for more SASE members.



Rising Star Award

Awarded to SASE National Volunteers of 2-4 Years



TIGER CHENG

-  **Purdue Chapter Marketing Chair**
(2014–2015)
-  **Purdue Chapter President**
(2015–2016)
-  **Purdue Chapter Senior Adviser**
(2016–2017)
-  **Midwest Regional Marketing Representative**
(2017–2019)
-  **National Branding Committee**
(2017–Present)
-  **National Conference Committee**
(2018, 2020)
-  **Webstore Manager**
(2018–Present)
-  **Regional Marketing Representative Manager**
(2019–2021)
-  **National IT Committee**
(2019–Present)
-  **National Scholarship Committee**
(2021–Present)
-  **National Marketing Chair**
(2021–Present)

He's the powerhouse behind the SASE Webstore and a tremendous bulk of SASE's graphic design and social media campaigns. Ever since joining his chapter at Purdue University, Tiger Cheng consistently pushed the boundaries of what he could accomplish as a leader and as a creative.

He knew he was an artist at heart: his Scholastic Art Awards and highly viewed YouTube videos were proof of that. Marketing for SASE gave him the purpose to draw attention for the organization while he studied to become a cyber software engineer.

“Engineering and marketing are actually not all that different because you're both designing something very specific and tailored to your stakeholders' needs,” Tiger said.

Tiger rose through the ranks with his keen eye for design. Having worked on branded merchandise for his chapter, he offered to do the same on a national level.

Surveying SASE members, turning SASE role models into fashion models, and securing quality products that reflected well on SASE's brand – that was the origin story of the SASE Webstore.

Now the SASE national marketing chair, Tiger holds himself to a high standard as the face of an organization he cares about strongly. Because of the welcoming nature that attracted him to SASE in the first place, he is determined to give back by reaching and captivating the largest audience possible.

“At the end of the day, I want to be able to leave SASE marketing in a very strong position

to expand further,” Tiger said. “My goal is basically to get it on par with Fortune 500 companies.”

Growing up as an only child in his immediate household, Tiger felt he missed out on being a big brother; thus, he made it his personal mission to become that older brother and leader to others. When it comes to advocating for people, he has no trouble expressing himself.

After the death of George Floyd, SASE discussed internally whether it should make a statement in support of the Black Lives Matter movement. Recognizing the significance of a statement for his team and chapter leaders, Tiger put himself at the forefront of that conversation, pushing for SASE as an organization to step up and use its voice.

“At the end of the day, I want to be able to leave SASE marketing in a very strong position to expand further.”

“I'm thankful to my RMRs for giving me the courage to push the issue,” Tiger said. “The importance of it – then seeing how much it meant to the community I support – is what really drove me to action.”

In the same way SASE gave him a space to soar and thrive, he encourages others to reach for new heights, be nosy about opportunities they find interesting, and realize their vision.

“With all this accumulated experience, I feel like I have explored all the alleyways I need to confidently pursue any opportunities I desire now,” Tiger said. “Thanks to SASE, I finally feel like I have grown to be someone truly befitting of the name Tiger.”

Rising Star Award

Awarded to SASE National Volunteers of 2-4 Years



JENNY CHEUNG

Northeast Regional Conference Finance Chair
(2015–2016)

Northeastern Chapter Corporate Relations Chair
(2016–2017)

Northeastern Chapter Co-President
(2017–2018)

SASE Collegiate Star
(2019)

SASE Role Model
(2020)

SASEtank Marketing Committee
(2017)

SASEtank Logistics Chair
(2019–2020)

LA Pro Chapter Public Relations
(2020–Present)

In-Person National Conference Programming Committee
(2021–Present)

The Adult Table Podcast Co-Host and Co-Producer
(2021–Present)

She was last year’s SASE Role Model and already won a SASE Star award the year before that. But Jenny Cheung’s involvement took a different shape this year – one that gave SASE something to literally talk about.

Along with Jason Chin and Amberly Ngo, Jenny launched a new SASE podcast with the first episode on Apple Podcasts and other streaming platforms in October 2020. Named “The Adult Table,” the series brings in other SASE members and SASE staff as guests to discuss cultural roots, growing pains and what it means to be an “adult.”

“My parents will always be like, ‘You’re only a kid,’” Jenny said. “Whenever you go to a wedding or family event, you sit at the kids’ table. But at what point will I sit at the adult table? We wanted to convey that feeling.”

For Jenny, the transition into so-called adulthood is a human experience that many SASE members have in common, especially as they settle into their professional lives after college. By encouraging open conversation about the adult struggle, she creates a starting point for SASE members to continue those conversations, ask more questions and seek resources. So far, the podcast has covered topics including LGBTQ+ experiences, the 2020 election, cultural traditions and holidays, and even SASE CEO and Executive Director Khanh Vu’s journey as an immigrant from Vietnam.

To Jenny, getting her guests to open up during an episode allows them to become more approachable to other SASE members who may not have thought to strike up a conversation

with them in the past. It’s a way for her to connect the SASEfam and bring them even closer.

“Even if it’s not successful, we’ll learn a lot from it,” Jenny said. “Our definition of success is not necessarily having thousands of listeners – it’s doing something we really enjoy doing and creating content that is really special to us. It’s something for the community, by the community.”

Even in her previous SASE ventures, Jenny always had the SASE community in mind. As SASEtank logistics manager, she was motivated by what she could do for participants and

was passionate about connecting them with judges as their industry mentors. Under her leadership, SASEtank grew significantly and turned her initiative into what is now known as SASEtank University.

By encouraging open conversation about the adult struggle, she creates a starting point for SASE members to continue those conversations, ask more questions and seek resources.

Jenny’s influence goes strong to this day. On the East Coast, her alma mater chapter occasionally reaches out for guidance on mentorship and fundraising programs. On the West Coast, the SASE LA Pro chapter keeps her active as the PR chair who has a knack for hosting successful mahjong nights.

“Everyone here, they’re all super passionate about wanting to create something really successful and showing that they care to make it happen while at the same time having a good time doing it,” Jenny said. “That’s the reason I really enjoy working with these people and also some of my closest friends.”



Shining Star Award

Awarded to SASE National Volunteers of 5+ Years



AIMEE CHUN

- Southeast Regional Conference Communications Chair**
(2012–2013)
- Georgia Tech Chapter Vice President**
(2013–2014)
- SASE Role Model**
(2014)
- Georgia Tech Chapter President & InnoService South Regional Liaison**
(2014–2015)
- SASEtank Program Director & Co-Founder**
(2016–Present)
- South Regional Coordinator**
(2016–2017)
- South Regional Manager**
(2017–2019)
- SASE Rising Star**
(2019)

The opportunity to host the inaugural Southeast Regional Conference piqued Aimee Chun’s interest during her sophomore year at the Georgia Institute of Technology. She loved planning events, and she quickly signed up to become a volunteer knowing that it would also look good on her resume.

“Fast forward nine years – what started off as a resume booster eventually became something that I’ve committed to for more than a third of my life,” Aimee said.

During her undergraduate years at Georgia Tech, Aimee devoted herself to reviving the chapter, exponentially increasing its membership when it was left with a single active member. She joined the national volunteer team to share her experiences and advice with other chapter presidents. When she saw how far chapters and their leaders progressed in a single year, she knew she did her job as a regional coordinator.

With her chapter leadership experience, Aimee dived into a new opportunity: founding the SASEtank program. She had been part of the InnoService competition team before it dissolved, and SASE CEO and Executive Director Khanh Vu’s intent to bring back an entrepreneurial-centered program inspired her to turn it into a reality.

“I leaned heavily on my experience leading the Georgia Tech chapter, focusing on sustainability and quality,” Aimee said. “If it weren’t for the experience I obtained rebuilding the chapter, creating a new program for long-term growth likely would have been quite challenging.”

SASEtank launched in 2017 as a six-month-long entrepreneurial elimination competition. Aimee was motivated by the unique

opportunities she could bring to SASE members who were interested in exploring a path of entrepreneurship. Regardless of the outcome of the competition, she wanted each participant to leave the program more knowledgeable, experienced and with a newfound sense of confidence.

“It’s important for SASE to have a program like SASEtank because it fulfills a need unmet by any other initiative in SASE,” Aimee said. “Statistically, Asians represent such a large number of our world’s small businesses. Many of our own SASE members were even raised around a family business environment.”

“It’s important for SASE to have a program like SASEtank because it fulfills a need unmet by any other initiative in SASE.”

As a leader, Aimee dedicates a month to meet with her stakeholders individually. She obtains feedback from each of them to prioritize her team’s goals for the following year. Under her leadership, SASEtank has already grown into

much more than it was just a few years ago. Now a full-fledged virtual incubator program and startup competition, SASEtank offers resources from one-on-one feedback sessions with the judges to networking and mentorship opportunities to SASEtank University courses.

“Whether it’s by joining the SASEtank team, mentoring a competitor, teaching a SASEtankU course or even providing sponsorship, our stakeholders want to continue giving back in some way,” Aimee said. “It’s extremely validating when people come back full circle because that’s when you know you’re doing something right.”



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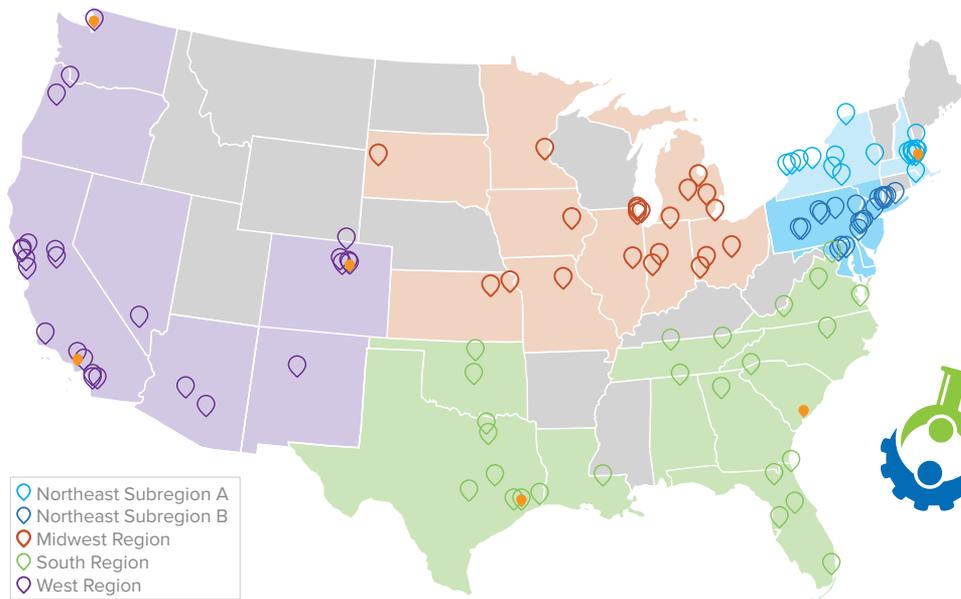
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3 Ways to Give Back to SASE



Consider the opportunity to give back to SASE today, this month or this year! With your generosity, we can continue to build on SASE's programs and people.

1 SHOP ON AMAZON

Go to smile.amazon.com and select the Society of Asian Scientists and Engineers as your designated charity. You can do this in the mobile app as well! Amazon will donate a percentage of your purchases to SASE. Proceeds will be used to fund the SASE Smiles Grant for volunteering and service activities to our chapters.



2 MAKE A TAX-DEDUCTIBLE CONTRIBUTION

There are two secure platforms to choose from, and neither charges credit card processing fees. You can also create a Facebook fundraiser to spread the word to your network!

SASE website: saseconnect.org/give

Facebook: facebook.com/SASE

3 DOUBLE YOUR GIFT WITH YOUR EMPLOYER

Ask your employer if they will match a donation you make to SASE. If they do, please email admin@saseconnect.org to set up a matching gift program. Alternatively, find out if your hours volunteered with SASE enables you to request a gift from your employer to SASE.

The Society of Asian Scientists and Engineers is a 501(c)(3) nonprofit organization and all donations are tax deductible.



"I've had many mentors in SASE that have helped me on my journey – from making my first resume, to landing and conducting my first interview, to landing my first job. I'm very thankful to these people, and I hope to do the same for others. SASE's mission is one I strongly believe will help many people, which is why I give back with my time and money. Make sure to donate to SASE to support your fellow SASE friends!"

KELLY MAK



"I have been fortunate in my journey to have met individuals that influenced me and guided me to where I am; this is my way of showing gratitude to those people and for those opportunities. Engaging with SASE, the people, the volunteers, the companies, sharing my experiences, and making contributions is how I pay it forward while I continue to learn and have fun from these experiences. In the future, it is my hope that SASE becomes the super connector and influencer in society, a platform that enables Asians that aspire to be leaders, to take action and be successful far beyond what they thought was possible."

KISHORE SUNDARARAJAN



"SASE has immense potential to help young Asian professionals grow and establish themselves. We learn and give back via our interactions with others – whether it be from donating, volunteering, networking, or mentorship. I hope I've had a positive influence on those around me in this regard, as I know I have gained much through interaction with the SASE community."

ALEX CHEN

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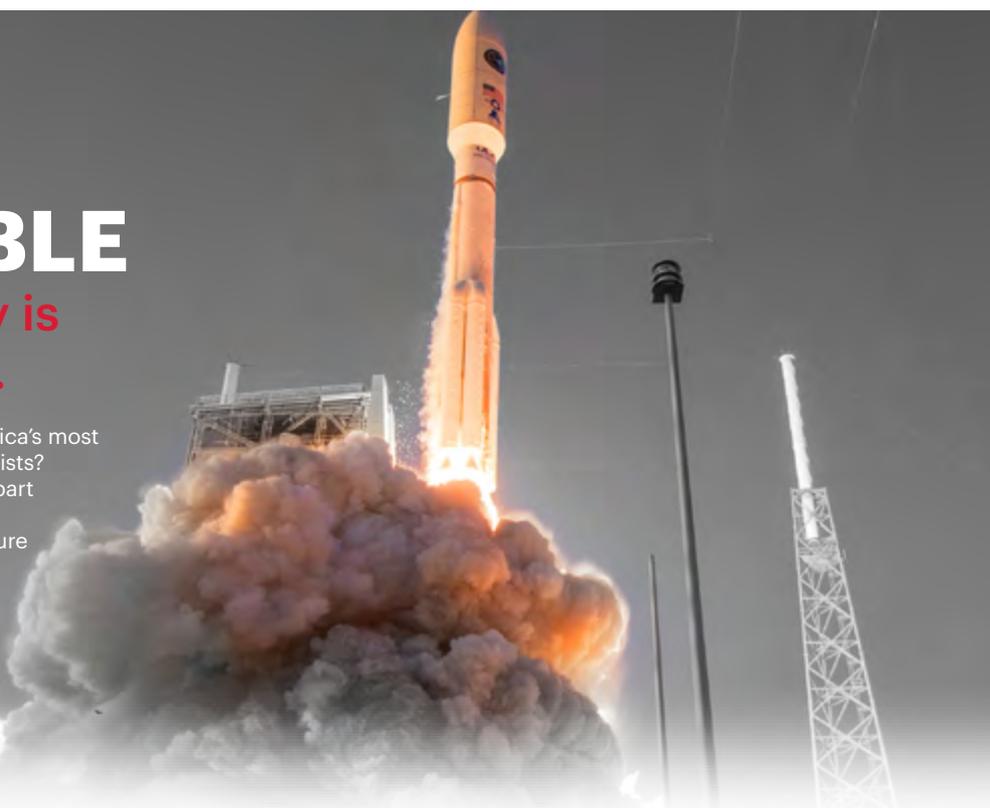


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THE ERICA CHANG *Heart Award*



This year's National Convention is announcing the Erica Chang Heart Award, a new award in memory of Erica Chang, the 2019 and 2020 National Conference chair.

As National Conference Chair, Erica Chang could tell you each of her 80 volunteers' roles, committees and at least three things they had done to help make that year's National Conference a success – and each year, she wrote it in a handwritten card to personally thank them for their contributions. Erica was committed to SASE because of the people. She found mentors, inspired new volunteers, and formed everlasting friendships through volunteering with SASE.

After Erica unexpectedly passed in April of 2021, the SASE community immediately felt the absence of her passion and dedication. We remember how Erica made the people around her feel valued and put extra effort into everything she did for SASE.



The Erica Chang Heart Award was established to commemorate the impact that she had on us and on the organization as a whole. This award will recognize the remarkable contributions of those extraordinary SASE volunteers who go above and beyond their roles. Intended to support their attendance at National Convention, the Erica Chang Heart Award will be granted to one national SASE volunteer each year based on their volunteerism from the year prior. Whether they've been part of SASE for a year or a decade, national SASE volunteers can be nominated by other volunteers, staff or anyone in SASE who has been inspired by them.

The Erica Chang Heart Award is our way of memorializing Erica and her legacy of volunteer recognition. We're excited to open nominations next year and to announce our first award at NC 2022.

Katerina Wong, Linda Zheng, Sunny Wong and Davin Vo

A star was named after Erica Chang shortly after her passing. Erica Chang's star can be found at RA 04h42m42.07s, Dec. +04°50'00.3" in the Taurus constellation (ID: HD 29885).

Thank You, SASE Volunteers

2021 SASE Squad and National Volunteers

SASE SQUAD

Khanh Vu, *CEO and Executive Director*

Toby Clark, *Manager of Finance and Operations*

Matt Diaz, *Manager of Collegiate Programs*

Gigi Elbert, *Director of Conventions and Conferences*

Rolland Huie, *Manager of Information Technology*

Clarence Low, *Director of Organizational Relationships*

Paraag Maddiwar, *Director of Professional Programs*

Jessica Moy, *Coordinator of Programs*

CORE TEAM

Tiger Cheng, *Marketing Chair*

Christopher Lui, *Human Resources Chair*

Kelly Yang, *Human Resources Chair*

Victorioso Delacruz, *Leadership Chair*

Ashwin Malik, *Giving Manager*

Ben Tsang, *Board Collegiate Member Representative*

Pia Muyot, *Board Professional Member Representative*

NATIONAL CONVENTION

Gigi Elbert, *Director of Conventions and Conferences*

Katerina Wong, *In-Person National Conference Chair*

Dustin Nguyen, *Virtual National Conference Chair*

IN-PERSON LOGISTICS

Kevin Lai, *In-Person Logistics Manager*

Chae Lee

Audrey Mendez

Chris Hung

Ngan Tran



“SASE has done so much for me over the years in terms of professional development and building meaningful connections that volunteering is a fun and fulfilling way that I can give back to a community that has given me so much. Not to mention that you have the opportunity to meet and work with a group of motivated and amazing individuals who push you to strive for more, not just for SASE, but also for yourself and your community – something that you don't find everyday.”

- Sasha Hall

*Soar National Conference
Logistics Manager*

NC MARKETING

Lam-Mien Tran, *NC Marketing Manager*

Alicia Liew

Kelly Dheng

Mengdi Lou

Angel Eng

VIRTUAL LOGISTICS

Sasha Hall, *Virtual Logistics Manager*

Viwing Zheng

Manjit Pant

VIRTUAL PROGRAMMING

Brandon Poy, *Virtual Programming Manager*

Alex Hattori

Zoe Imansjah

Andrew Kwon

GAMIFICATION

Camille Hernandez, *Gamification Manager*

Rebecca Yoo

Rushi Shah

Nicole Ciar

SASEhack

Rocky Yuan, *SASEhack Manager*

Cindy Tran

Tamnhu Nguyen

IN-PERSON PROGRAMMING

Swetha Cherukuri, *In-Person Programming Manager*

Jane Wang

Jeanavic Malaiba

Rae Rivera

Jenny Cheung

SASEtank

Aimee Chun, SASEtank Program Director

Joseph Thai, Head of Initiatives

Mari Nguyen, Competition Manager

Callie Daniel, Mentor Fellowship Program Manager

Brain Hoang, Head of Relationship Management & Growth

Soham Saha, Recruitment Manager

Sarah Chun, Head of Marketing



"I love the feeling of satisfaction from accomplishing the goals that my team and I make. It's especially special achieving them with friends!"

- **Rebecca Cho**
HR Talent Acquisition

COLLEGIATE

Matt Diaz, Manager of Collegiate Programs

NORTHEAST REGION (2021-2022)

Jonathan Le, Regional Manager

Wesley Chow, Program Coordinator

Jason Chin, Sr. Regional Coordinator

Meghna Kuppuraju, Sr. Regional Coordinator

Sonny Diep, Regional Coordinator

Adam Lu, Regional Coordinator

Xuan (Jenny) Hoang, Regional Coordinator

Michelle Ling, Regional Coordinator

Viwing Zheng, Regional Coordinator

Judy Luu, Regional Coordinator

Rholee Xu, Regional Coordinator

SOUTH REGION (2021-2022)

Manasvi Savani, Regional Manager

EJ Rojas, Program Coordinator

Janine Batongmalaki, Program Coordinator

Linda Phanvilay, Sr. Regional Coordinator

Daniel Olis, Regional Coordinator

Rebecca Yoo, Regional Coordinator

Ronak Desai, Regional Coordinator

Malek Abbassi, Regional Coordinator

Camille Hernandez, Regional Coordinator

Prantik Chakraborty, Regional Coordinator

Kristine Tran, Region Expansion Coordinator

WEST REGION (2021-2022)

Swetha Cherukuri, Regional Manager

Shreyas Canchi Radhakrishna, Program Coordinator

Amberly Ngo, Regional Coordinator

David Lang, Regional Coordinator

Katelynn Thammavong, Regional Coordinator

Andrew Wong, Regional Coordinator

Jeanavic Malaiba, Regional Coordinator

Justin Sayasith Sith, Regional Coordinator

Audrey Mendez, Region Expansion Coordinator

MIDWEST REGION (2021-2022)

Randy Hsu, Regional Manager

Punsang (Tony) Beaumont, Program Coordinator

Ummyia Chaudhary, Regional Coordinator

Timo Budiono, Regional Coordinator

Warisa Siewsrichol, Regional Coordinator

Tiffany Lim, Regional Coordinator

Jane Wang, Regional Coordinator

Jody Suryatna, Region Expansion Coordinator

SASE Jr. (2020-2021)

Jose Escobar, SASE Jr. Manager

Viwing Zheng

Janice Fung

Manasvi Savani

Adam Lu

Jonathan Le

Ummyia Chaudhary



"As an engineer, it's awesome to see a different perspective on the HR team working on projects that directly benefit other volunteers while being with good friends and teammates!"

- **Sun Yang**
HR Talent Acquisition

NATIONAL MARKETING

Tiger Cheng, Marketing Chair

Alex Chen, Marketing Chair (Former)

Ariel Tang, Branding Manager

Katie Lin, Brand Strategy Manager

Adrian Chan, Communications Manager

Jonathan Le, SASExpress Coordinator

Surya Elangovan, Social Media Coordinator

Cassandra Li, Creative Strategist

REGIONAL MARKETING REPRESENTATIVES (2021-2022)

Kristy Chan, *Co-Manager*

Moira Duya, *Co-Manager*

Shreyas Kashyap, *Midwest Region*

Kathlyn Phengchomphet, *Midwest Region*

Athens Cai, *Northeast Region*

Maisha Ikra, *Northeast Region*

Vy Tran, *South Region*

Ngan Tran, *South Region*

Celine Wong, *West Region*

Alex Hattori, *West Region*



“From networking events at regional and national conferences to planning intercollegiate barbecues, volunteering with SASE has been an enriching experience that allows me to connect to the Asian American community in a way that no other group does. I’m delighted to be a Logistics leader for SASE Pro, creating events that hundreds of people attend, and an active collegiate mentor, sharing my experiences with the community and helping students grow and succeed.”

- David Pham

SASE Pro Logistics Co-Lead

INFORMATION TECHNOLOGY

Rolland Huie, *Manager of Information Technology*

Anthony Lai

Maius Wong

Tiger Cheng

Nicole Ciar

Gary Mok

Ashwin Malik

Ryan Yen

HUMAN RESOURCES

Kelly Yang, *Volunteer Relations Manager*

Christopher Lui, *Talent Acquisition and Organizational Development Manager*

ORGANIZATIONAL DEVELOPMENT

Kristen Pham

Gerry Zheng

TALENT ACQUISITION

Rebecca Cho

Sun Yang

VOLUNTEER RELATIONS

Jackie Lu

Jess Shen

PROFESSIONAL

LEAD TEAM

Paraag Maddiwar, *Director of Professional Programs*

Dennis Hirotsu, *Executive Advisor*

Uday Sheth, *Executive Advisor*

Khanh Vu

Clarence Low

Gigi Elbert

PRO COMMITTEE

Paraag Maddiwar, *Director of Professional Programs*

Jessica Moy, *Coordinator of Programs*

Erika Lai, *Pro Chapter National Manager*

Harmony Schmidbauer, *Conference Logistics Manager*

David Pham, *Conference Logistics Manager*

Meena Shyamsundar, *Pro Express Newsletter Leader*

Irene Ng, *Pro IT/Website Leader*

Swetha Cherukuri, *Collegiate Liaison*

Nishant Vyas, *Bridge Committee*

Tram Nguyen, *Bridge Committee*

Kristy Ku, *Bridge Committee*

Sudarsan Venkatachalam, *Bridge Committee*

PRO EVENTS

Shruti Bahadur, *Women’s Leadership Conference*

Nirmal Vas, *Women’s Leadership Conference*

Will Cheng, *ERG Summit Leader*

Tracy Allen, *ERG Summit Leader*

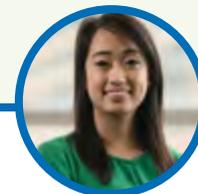
Pratik Marwaha, *Webinar Series*

THE ADULT TABLE PODCAST

Jenny Cheung, *Co-host, Producer*

Jason Chin, *Co-host, Producer*

Amberly Ngo, *Social Media and Marketing Coordinator*



“SASE is full of diverse and bright-minded individuals. Although we may come from different industries, it’s amazing how our unique experiences work together to help others in the community.”

- Kathlyn Phengchomphet

Regional Marketing Representative

LEADERSHIP

Victorioso Delacruz, *Leadership Chair*

Wilson Kong, *Leadership Chair*
(Former)

Amanda Luken

Derek Ting

Dustin Nguyen

Celine Chin

DEVELOPMENT

AWARDS

Toby Clark, *Manager of Finance and Operations*

Jacky-Vy Chau, *Awards Manager*

Wei Cai

Shu-Feng Haw

David K. Lee

Clarence Low

Arun Mukherjee

Cary Nakamura

Vinny Sirani

Khanh Vu

Michael V. Vu

Jie Yu

Shamala Littlefield

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Clarence Low, *Scholarship Manager*

Nirav Sampat

Jessica Moy

Rolland Huie

Tom Fernandez

Cindy Trac

Jackie Lu

Han Le

Tiger Cheng

Timo Budiono

Katerina Wong

Sunny Wong

Camille Hernandez

Linda Zheng

Kitty Cha

Andrew Smith

Anne Kwok

Jeff Wallace

Rebecca LeGeyt

Venu Kulkarni

GIVING

Ashwin Malik, *Giving Manager*

Toby Clark

Jennifer Kim

Kelly Mak

Linda Zheng

SASEsmiles

Linda Zheng, *SASEsmiles Manager*

Diana Xu, *SASEsmiles Manager*
(Former)

SASEsalutes

Kimberly Page, *SASEsalutes Chair*

Clifton Moy

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