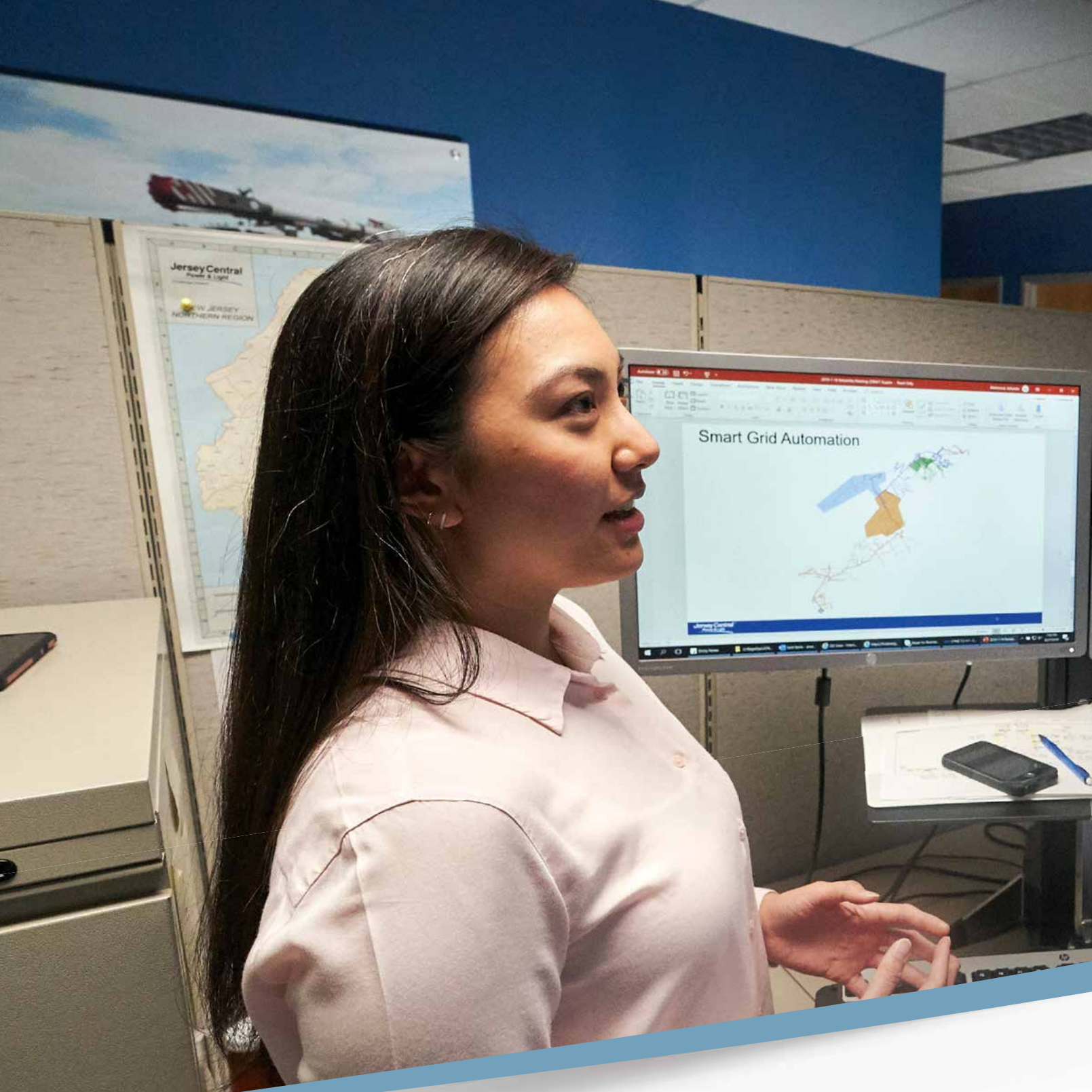




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2022 NATIONAL CONVENTION MAGAZINE



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Reimagine

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WELCOME TO SASE

From the CEO and Executive Director



What a roller coaster these last three years have been. The challenge of the pandemic has made us adjust and reflect on the world around us. What I have learned is that we are resilient, and SASE is resilient. I was reminded that life is precious and we must cherish one another. Being back in-person for the National Convention is a way to show how much we care about our SASEfamily. I am excited to be back in-person.

This year's theme is Reimagine. The opportunity to Reimagine what the largest API convention would look like is what we took to heart as we designed this in-person meeting. For those who have joined us in 2019 or before, this Convention will look different, but will have the same SASE elements. You will see more opportunities to network across the different groups and more time to bond with your peers. It might sound like a broken record, but we expect this event to be the largest SASE National Convention to date.

Even though there were many challenges during the pandemic, SASE capitalized on the silver linings and expanded professional offerings, from the Women's Leadership Conference to the ERG summit to the ever-growing number of attendees at the monthly webinar. We are looking to add in-person conferences in addition to the virtual engagements. As part of the 2022 National Convention, you will find a robust Professional Conference with many different companies represented. We are planning for an in-person Women's Leadership Conference in Atlanta on April 26-28, 2023. Additionally, we are developing a Women in Tech Conference for the spring of 2023 in the Bay Area either the month before or after the Women's Leadership Conference. SASE is leaning into the professionals to support, celebrate, and advocate for our community.

As a major step for SASE, we established our first international chapter in Canada with the University of Calgary. A big shout-out to Berkshire Hathaway Energy Foundation and AltaLink, who accelerated this event by supporting and connecting us with the University of Calgary. We are ecstatic to welcome our API northern neighbors into the SASE family. If you have connections in Canada or want to help us expand, please reach out to me. SASE will continue to serve its mission as we expand our outreach.

You may have heard that SASE is evolving to SASE 2.0. About five years ago, our Board said, "What got us here, will not get us there." As we evolve and change, we will go through the four stages of psychological development as an organization: Forming, Storming, Norming, and Performing. Change is not easy nor should it be. What I do know is that SASE will be better to handle the challenges of the future as we help and serve even more students and professionals. We welcome you on this journey to SASE 2.0.

Big shout-out to our members, volunteers, sponsors, and the SASE staff. This celebration would not be the great event that it is without your support, efforts, and passion for our community.

I welcome you to the 2022 SASE National Convention and don't hesitate to say hello when you see me IRL.

#SASEfam4Life,

KHÁNH VŨ

SASE CEO and Executive Director



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SASE 2022

Board of Directors

KISHORE SUNDARARAJAN

President

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.



SASE 2022

Board of Directors

TABREZ MALIK

Treasurer

Tabrez is a senior executive with over 20 years of global leadership and P&L experience in operations, strategy, turnaround, commercial transformation, and business process improvement. He is recognized for being a change agent able to develop a clear strategic vision, cross-functional leadership and lead through ambiguity. Tabrez is currently VP Finance, Infrastructure Division, before taking current role, he led Operations & Distribution, Supply Chain and Logistics for Southwire company as VP Finance. Prior to this, he has worked in diverse industry segments at GE & ABB in leadership roles to drive operations and finance linkage for growth, business turnaround and managing business in tough environments. He received the Multicultural Leadership Award as part of external recognition by the National Diversity Council. Tabrez is a graduate of BIT in India with a Bachelor of Science in Mechanical Engineering and holds a Master of Science in Mechanical Engineering from the State University of New York, Buffalo. Tabrez is a SASE Board member and has additional responsibilities as Treasurer for SASE and leads the Finance Committee. He is based out of Atlanta, Georgia.



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.



SASE 2022

Board of Directors

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 a bachelor's and master's degrees in Engineering from Cairo University in Cairo, Egypt, and a PhD in Engineering from Cornell University. He is married to Noha, and 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 2022

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.



TRACY ALLEN

Professional Representative Board Member

Tracy Allen is a Manager and Human Resources Business Partner for the Northrop Grumman Corporation. In this role, Tracy focuses on talent strategies for various engineering and business unit organizations. Tracy brings more than 15 years of business experience in finance, supply chain and operations to programs crossing the air and space portfolio. A passionate Employee Resource Group Leader and Diversity, Equity & Inclusion advocate, she also serves on the enterprise board for Northrop Grumman's Asian Pacific Professionals Network. A Southern California native, Tracy received her undergraduate degree and MBA from California State University, Long Beach. In her spare time, Tracy enjoys the outdoors with her husband and son.



SASE 2022

Board of Directors

UMMIYA CHAUDHARY

Collegiate Representative Board Member

Ummyia is a Civil Engineer in the United States Air Force where she works to maintain and optimize installation needs at Wright-Patterson Air Force Base. Starting her journey in New York, she has since moved and traveled all across the U.S. and beyond, cultivating her love for travel and learning of new cultures. She is a University of Dayton graduate with degrees in Civil Engineering and, more recently, a Masters in Business Administration. Ummyia has been a part of SASE since her college days, developing from a general member to Vice President to Chapter President, and ultimately moving on to support her school and other collegiate chapters as Regional Coordinator for the Midwest Regional Team. She has a great passion for developing future leaders and supporting Asian representation in these leadership roles across all industries. In addition to SASE, she supports multiple lines of efforts in the Pacific Islander & Asian American Community Team (PACT) to recruit and retain said Airmen in the Air Force. With any available free time, Ummyia enjoys cooking, baking, watching true crime shows, going on ice cream dates with friends, and searching for sustainable alternatives to tube toothpaste (among many other things).



RANDY HSU

Collegiate Representative Board Member-Elect

Randy Hsu is an engineer with the Gas Systems and Operations Planning team at Consumers Energy based in Jackson, Michigan. He is a graduate of Purdue University, holding a B.S. in Chemical Engineering and an M.S. in Engineering Management. Randy's involvement with SASE began in 2012, serving as the Chapter's Treasurer, Professional Liaison, and President. After graduation, Randy served for 6 years on the Midwest Regional team as a Regional Coordinator, Program Coordinator, and Regional Manager. In his spare time, Randy loves traveling to new places with friends and family, taking photographs, and eating everything and anything!



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ERG Leadership Award



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Professional Achievement



Satoshi Rowland
Mission Technologies
Promising Professional



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CEO and
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Director

Jessica Moy
Coordinator
Programs

**Richard
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Organizational
Relationships

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Rolland Huie
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Matt Diaz
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Gigi Elbert
Director of
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Reimagine

THE POSSIBILITIES OF YOU AND SASE



I keep a list of daily exhortations. I recite these to myself to get my mindset right. Here is a sample.

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 list of my daily exhortations:

- I can do this (whatever this is).
- I choose my attitude (only me).
- I listen to learn.
- I set a vision.
- I set daily goals.
- I know why I am here.
- I celebrate a list of gratitude.
- I simply remember my six Steelers rings and then I don't feel so bad.

This last one, sung to the Sound of Music's "My Favorite Things," deserves explanation.

In the past two years, I have written about Elasticity of Leadership, defined as the ability to transition leadership style fluidly to be effective in a variety of situations to achieve the vision. I did this to encourage other to flex and find new ways to move forward. We are still in the pandemic with 457,276 new COVID-19 cases recorded globally today by the World Health Organization at the time of this writing on June 1, 2022. We have war in Ukraine, tension over Taiwan, #STOPAsianHate efforts, global food shortages amongst other global concerns.

This year, we selected "Reimagine" as our SASE National Convention Theme. The reason is straightforward. Each of us is faced with choices on how to move forward. This is a daily choice that has become more complex. Our belief is that the choice of how to move forward is made easier by being together as a SASE family. A truly unexpected outcome when Shekhar Mitra and I co-founded SASE in 2007 was the natural reliance on each other as family. It makes SASE special. It happens when we gather and, as I say in one of my daily exhortations, when I/we listen to learn. Whatever each of us is going through, the SASE family is here to listen, and, when invited, to actively support each other. This mindset must accelerate to reach each of the 1,300,000 Asian Americans that we represent in U.S. STEM fields. What does that support look like?

At an individual level, I expect to hear many joyful stories of individual triumph because a person felt supported by our SASE family. I expect individuals will go to sessions to learn about topics and be vulnerable to see themselves through the topic's lens. Then the magic happens. As students and professionals experience the unique sense of belonging and community within the SASEfam, new

connections and bonds will be forged. These individual triumphs have happened for the fifteen years of SASE's existence. We are in the right time and in the right place to scale this culture of support faster.

At an organizational level, we can reimagine Asian American, Native Hawaiian, Pacific Islander (AANHPI) support in each of SASE's 100+ sponsor companies. For example, we can reimagine the power of an Asian Employee Resource Group (ERG) demanding to be involved in promotion list vetting and assignment planning. This was exactly my role as a member of the P&G Corporate APA Steering Team. In my function, I would have input to who was promoted and who would be considered to preferred assignments, including international assignments. When I received my international assignment to the U.K., I was informed I would be in line for a promotion. We need to normalize Asians being at the table by demanding it. Now, imagine that the 60 active SASE ERGs

compare best practices including promotion and assignment planning. More progressive companies can help others develop faster.

We are reimaging SASE itself. What does that look like? It means faster growth to serve those 1,300,000 Asian American STEM professionals. It means bringing on more sponsor companies to SASE. Why? Because the 1,300,000 need the support. And, because we deserve support. I want companies to reimagine what it says to their

Asian employees when they do not sponsor SASE. I want those same companies to reimagine what their recruiting competitiveness looks like when a candidate can choose between a SASE supported company with an active SASE Professional ERG team and one without. As Asian Americans are 13% of America's STEM workforce, we have more power than we believe or act on. This must change. And SASE can drive this. These future visions will require all of us to be elastic.

So, on behalf of the SASE Board, I welcome you to the SASE 2022 National Convention! I wish you a growthful experience. The opportunity is in front of us – so let's reimagine our collective future.

Thomas J. Fernandez
SASE Co-Founder and Secretary of the Board

“Our belief is that the choice of how to move forward is made easier by being together as a SASE family.”

Thomas J. Fernandez
SASE Co-Founder and Secretary of the Board

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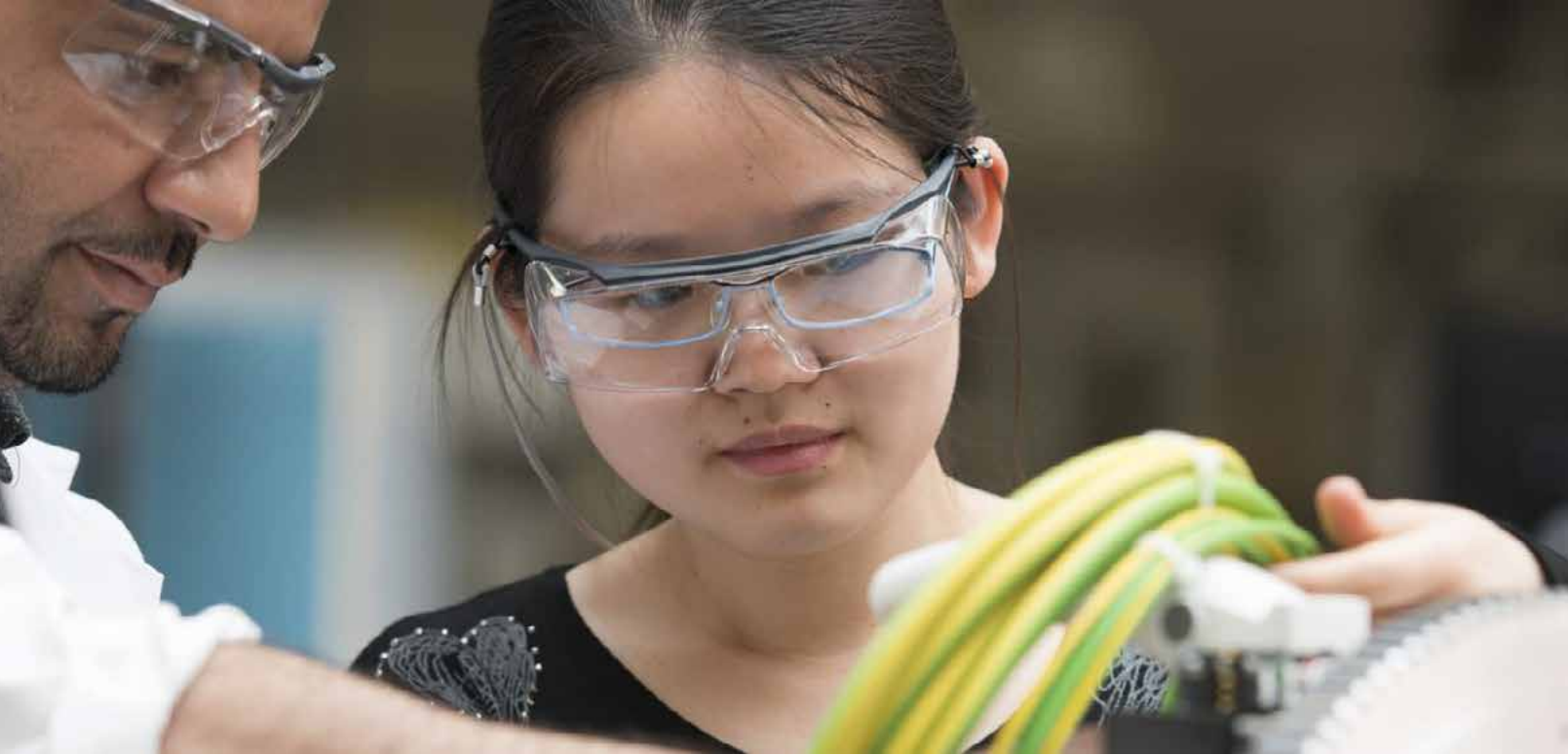


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Branching Beyond Borders

SASE WELCOMES ITS FIRST CANADIAN CHAPTER

October 2021 presented a breakthrough opportunity for SASE. Shaakira Gadiwan, a student at the University of Calgary, began laying the foundation of SASE's roots on Canadian soil as soon as she received an email from the Department of Electrical and Software Engineering to start a chapter at her school.

AltaLink, a major energy distribution company based in Alberta, was a critical sponsor of this movement. Representatives of the company had reached out to Dr. Pouyan (Yani) Jazayeri at UCalgary's Schulich School of Engineering about the opportunity for students to lead a SASE chapter.

Approved by its student union in late November 2021, SASE at UCalgary became an official student organization – and SASE's first international chapter.

“As Asian-identifying students, we recognize

and understand the challenges many visible minorities experience as they begin their careers,” Yashpreet Singh, SASE at UCalgary's vice president of finance, said. “We established our SASE chapter to offer UCalgary students a community that supports the personal and professional development of Asian heritage students by providing opportunities to learn to confidently and effectively navigate the workforce.”

Yashpreet, Shaakira and the rest of the SASE at UCalgary team have since hosted social events and fundraisers, seeking to grow its membership and create opportunities that will benefit the student community.

“In the long run, we hope to serve as role models for other chapters to establish in Canada, allowing us to support the early career stages of more Canadian youth,” Yashpreet said.



“...we recognize and understand the challenges many visible minorities experience as they begin their careers.”

Yashpreet Singh
VP of Finance, SASE at UCalgary



SASE at UCalgary Founding Members

Shaakira Gadiwan
PRESIDENT

Faiyaz Muhammad Zahed
VP EXTERNAL

Yashpreet Singh
VP FINANCE

Ihfaz Muhammad Zahed
VP INTERNAL

Fizza Rizwan
VP STUDENT LIFE

Aastha Sharma
VP ACADEMIC

Laura Zhao
VP COMMUNICATIONS

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Archana
Senior Manager
International Programs



2022 Inspire Awards

The ultimate sign of leadership is the ability to inspire, and that's exactly what these chapters do. The winners of the 2022 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! Check out what these chapters had to share about their work.



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 South Florida



“Since it was founded in 2016, the University of South Florida (USF) SASE Chapter has welcomed over 667 members into its family. We pride ourselves in our creativity and reliance, and we are always coming up with ways to evolve, grow, and be an inspiring force within the national SASE community. For the 2021-2022 school year, USF SASE was determined to make a powerful, positive impact on its local and campus communities, as well as to exceed its past accomplishments even in comparison to pre-pandemic school years.

As many as 70 SASE members made a difference in the Hillsborough County and USF communities. Through the USF SASE chapter, students helped out at the Humane Society Animal Shelter, cleaned up local beaches, tore away invasive plant species, and exercised their green thumbs on the USF Botanical Gardens.

USF SASE also saw huge growth this past school year, adding 127 new members to the SASE family. Their mission to incorporate more science

majors into SASE was highly effective, and their population of science majors increased by 264%. Instagram (@usfsase) also reflects this growth, increasing in followers by 70% for a total of 785 by the end of April. Their proactivity, creative ideas, and attention to each of SASE's three pillars make the USF chapter one of the strongest SASE chapters in the nation.”

HONORABLE MENTION

Northeastern University

“Since 2013, Northeastern SASE has prioritized the professional development of its members and the fostering of a tight-knit community. This year we saw a return to in-person events following the COVID-19 pandemic, though its lasting effects have meant that we are still on the path to returning to normalcy. We had our highest attendance ever, with over 125 members at our first general meeting and 60 members in our SASEPals mentorship program, and grew an active community of peers both in-person and online. Our events this year included 14 in-person general meetings, where members had the opportunity to learn technical and soft skills, network with peers, and expand their social circles.

Our professional events helped members write their first resumes, take professional headshots, practice mock interviews, and network with industry professionals. Our diversity events collaborated with many different diversity organizations to host a karaoke night, run a banquet to recognize members of our College of Engineering, and, most significantly, feature the artwork of our student members in our art gallery. Our service events helped the community as we donated blood to local hospitals and put together boxes of food for families in need.



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As we return to a true sense of normalcy, our chapter, like many, is still picking up the pieces of events we had before the pandemic. While we are proud of our accomplishments, we want to emphasize that we did not accomplish them alone, and that they wouldn't have been possible without the support of our university, other clubs, and National SASE. Forming a strong network of supporters, whether it be your members or other organizations, is key to setting the foundation for an active community and sustainable growth."

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 Texas at Arlington

"The SASE University of Texas at Arlington chapter is consistently finding ways to grow, improve, and innovate new programs and events dedicated to fulfilling SASE's core mission every academic year. This year, SASE UT Arlington has grown to over 155 active members out of 210 members! By hosting 62+ SASE-related events in professional development workshops, cultural, community service, and socials, our active membership can mostly be attributed to our involvement programs that engage our members.



Getting members committed and involved is an important part of building an organization's sense of community. We reinstated our engagement program called SASEhouses. The SASEhouses program was started in Fall 2018 as a small-family system. As SASEhouses made a return in Fall 2021, the goal was to emphasize membership involvement within this program. We accomplished this goal to help retain membership through the gamification of events and introducing a reward system for being in a House and being an active member.

This year, we introduced 4 Houses, which were composed of 92 members, officers, and House Leaders. House Leaders are non-officers and active members who are given the opportunity to grow their skills to lead a social group, provide mentorship, and help engage members to be involved at SASE events. One of the events that Houses get most excited for is our semesterly House Cup, an evening competition where Houses compete against each other in a series of games that test their agility, tenacity, and wittiness.

The success of these social groups is displayed when we witness the growing bonds of members not only within SASE but also outside of our events, as we would frequently catch members studying with one another and even planning get-togethers on their own time."

HONORABLE MENTION

University of Houston

"Since 2010, SASE-UH has actively strived to uphold the three pillars in all our events and interactions. We currently have 76 paid members and over 50 active members. Out of the 20 events in the fall semester and 34 events in the spring semester, we have held multiple socials, fundraisers and workshops in collaboration with other campus organizations and our 11 corporate sponsors to help our members grow individually and succeed professionally.

Even with a hybrid learning environment in the foreground, our chapter celebrated diversity on-campus through our potluck and Lunar New Year social and off-campus through our social media posts about cultural holidays. This year, we hosted volunteering events with the food bank, parks, and beaches, garnering over 240 hours in community service. Additionally, to promote inclusiveness, we established a year-long mentorship program, consisting of 10 mentors and 18 mentees, where members could build meaningful relationships, alongside with our apprenticeship program to develop the next generation of leaders.

With a hybrid learning environment in our fall semester and a transitional period back to a fully in-person environment in the spring semester, our chapter was diligent in providing a smooth transition while upholding our core values. Whether it be welcoming new faces to our growing Discord server or seeing returning alumni at our first in-person banquet in three years, we could not be more proud of the time and dedication from our officers and members for their resilience and lasting impact on the community.



Through the accumulation of SASE-UH's rich history, we offer this piece of advice: learn every day and don't be afraid to take risks. Our chapter prides itself on being unapologetically open to change, and we challenge everyone to follow in our footsteps so that we all come one step closer to our fullest potentials."

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 North Texas



“Founded in March of 2021, the Society of Asian Scientists and Engineers at the University of North Texas has worked diligently as the first Asian inclusive student organization on campus that focuses on professional development. Within this first year as a new student organization on campus, we have worked hard to hold biweekly meetings and invite over 15 guest speakers from 8 different companies/institutions. These events have aided students in building their resumes, having confidence in their majors, as well as networking among their peers and those in the professional world.

SASE UNT has grown from founding members to a soaring 80 members with 20 active members, and recently won New Student Organization of the Year by the university. A couple of notable companies and events that we have hosted are Mental Health Panel, General Meetings with JP Morgan Chase & Co., American Airlines, Lockheed Martin, and Dr.

Bruce Hermann (a local plastic surgeon). We have also collaborated with numerous SASE chapters such as SASE University of Texas at Arlington (UTA), the University of Texas at Dallas (UTD), and Texas A&M. On top of that, SASE UNT has collaborated and hosted events with other organizations on campus such as Society of Women Engineers (SWE), National Society of Black Engineers (NSBE), Society of Hispanic Engineers (SHPE), Vietnamese Student Association (VSA) and Asian Student Association (ASA). These events have created a safe place for our members to express themselves and grow as professionals in STEM.”

HONORABLE MENTION

Louisiana State University

“The SASE LSU chapter was founded in the midst of the COVID-19 pandemic in July 2020 with a starting group of 25 active members. Gaining and retaining members to maintain the SASE LSU chapter as an active and contributing organization on campus was our biggest challenge. Virtual involvement fairs and virtual general body meetings did not garner much interest in consistent participation, and there were limitations to what Zoom games or activities could be done. The maximum number of members that would show up was 14, where most of the roster were executive board members. Furthermore, we lacked a presence with science majors. However, with the slow return to in-person meetings and events, the executive board brainstormed different general body meeting topics and came up with solutions to fix attendance, participation, and enthusiasm.



Our chapter focused on gaining members through LSU Campus Life and community. We participated in the Involvement Fair and Engineering Tiger Connections, a club fair for engineering student organizations. We then expanded to utilizing the social media platforms, where we were able to reach a wider range of people through effective advertising and engagement. We hosted raffles, game nights, and food to get people excited about the club. We learned to separate general body meetings and professional events, as we observed that it was best to provide the choice for students to attend professional development-specific workshops instead of building them into general body meetings. We learned that, if we want our members to be enthusiastic about the shared vision of SASE, we have to show it as well. We now centralize our general body meetings around a different theme such as Animal Crossing, and deliver straight-to-the-point speeches to be more effective and allow members to focus on guest speaker content or activity.

This experience proved that leaders must continuously grow with its members in an ever-changing world. For the 2021-2022 year, we implemented several changes to the structure of leadership and general operations to promote growth of the chapter and build a community on campus. With that, the SASE LSU chapter was nominated for LSU's Love Purple, Live Gold 'Best New Chapter' award.

LSU recognizes student organizations that have made a significant impact throughout the year and honor them with these awards.

Moving forward in the 2022-2023 year, we are focusing on impact and retention. The SASE LSU chapter wants to gain momentum for all students to have lessons to carry with them into the future. Overall, we look forward to continuing to foster a safe environment that supports members to grow professionally, socially, and within the community by always striving for lasting excellence to maintain a long-term future.”

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

Texas A&M University

“SASE TAMU has greatly improved from the 2020-2021 to the 2021-2022 academic year. Our chapter has increased membership, diversified member demographics, built closer relationships and created a welcoming environment for members. We now have approximately four times the number of total membership, three times the number of regular members, and three times the number of committed members. Our officer board is beyond excited to see such growth in our family. We also increased the number of committee members by 60%. The committee’s purpose is to provide ambitious members with leadership and teamwork experience. The committee also prepares potential future officers by allowing them to shadow current officers.



Our chapter was also able to increase its representation of science majors (students in biomedical science, chemistry, biology, and microbiology) from 2020-2021. In 2020-2021, approximately 5% of our members were science majors. In 2021-2022, we were able to increase this to approximately 17%. Our chapter was also able to attract math-based majors such as applied math and statistics, increasing our membership in these majors from 1% to 5.3%. While SASE TAMU historically has been more engineering focused, our chapter has improved by increasing the diversity of majors within our organization.

Historically, SASE TAMU has also had a high male-to-female ratio. Our chapter is proud to say that we now have a 50:50 male-to-female ratio for the officer team, the committee team, and the regular and committed members. Meanwhile, Texas A&M’s proportion of women in STEM is at 18.7%.

Our officer team has also created a welcoming environment within the organization. Many of the officers can claim to be close friends with members of the committee and most of the officers know a majority of the committed members’ names. Our team has also added onto our mentor-mentee program in the form of ‘SASE Squads.’ This initiative sought to pair groups of SASE members under two or three officers to help foster individual communities within SASE. In total, four squads were created, with 72 of our members joining the program. The squads hosted their own social events outside of regular SASE meetings. Our initiatives have shown to be successful in retaining and increasing our membership.”

HONORABLE MENTION

Lamar University



“Due to lack of membership and involvement during the 2020-2021 school year, there was an absence of viable reasons to maintain this organization. However, we decided to take on the challenge of improving this organization through an increase in our membership, cultural events, community involvement, and professional development events. By achieving this, we hoped to make a change on campus and create meaningful impacts on our

community and our school.

We firmly believe that we have been able to achieve this goal and greatly improve Lamar SASE. We led many initiatives, including the first Water Lantern Release, the Multicultural Festival, Mid-Autumn Festival, The Diversity and Professional Development Book Club, and Self-Defense Classes. We also heavily collaborated on major events, including India Night, Lunar New Year, and the Asia Night Marking. We established a SASE Jr. Chapter at one of the local high schools, sharing the values of diversity, professionalism, and community involvement with younger students. We hosted multiple professional development events to further the careers of many AAPI and non-AAPI students. By executing these initiatives, we have been able to make an impact on our members and the surrounding community and improve exponentially on the three pillars of SASE.”



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

Stevens Institute of Technology

“In its tenth year of operation, 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, diversity/culture – through interactive biweekly general body meetings and monthly events. With the return to campus this year, our chapter has been able to host fun and informative events, spanning from how to ace your job interview, to networking with other general body members, to the science behind slime. The executive board works tirelessly to organize events that are innovative and inclusive while delivering our principles and ensuring that the organization as a whole is prospering.

From a small school located right across from New York City, Stevens SASE 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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2022 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.

Check out how these chapters turned their 2022 Regional Conference into a successful and memorable event.

CROSS-REGIONAL CONFERENCE

Breaking into a New Era

Hosted by Northeast and South Region Volunteers

ABOUT THE THEME:

The conference theme was “Breaking into a New Era,” representing a rapid and momentum-filled growth in personal and professional development. Throughout the workshops to the career fair, attendees were accelerated on their career path. Just the nature of the conference conveys the theme – by being a joint venture between the Northeast and South Central regions, and open to members across all regions. The conference team is excited to have been a part of SASE history as the first multi-region regional conference.

WHAT MADE IT SPECIAL:

As the attendees to the conference were from multiple regions, the conference felt the need to provide opportunities for all regions. In the past, regional conferences would only focus on a single region, whereas this conference was able to find opportunities for members of all regions. The combined advantage of being an online conference dropped all hurdles for a multi-regional attendance.



THE BIGGEST CHALLENGE:

Balancing an incredibly large scope with a limited pool of resources. The planning quickly found pace not too soon after coming together, and worked hard to provide the best conference experience.

A MEMORABLE MOMENT:

The moment the whole team was able to take a breath after the conference finally kicked off, and the sigh of relief when everything fell into place and worked seamlessly. The planning team and volunteers were very happy to put on a memorable and impactful conference.

SERC (SOUTH EAST REGIONAL CONFERENCE)

Reaching the Peak

Hosted by University of South Florida Chapter

ABOUT THE THEME:

“Reaching the Peak” is about the journey on the way to achieving your goal at the top. It represents overcoming all of the challenges on the way to your goal, moving past obstacles that cause people to stumble, and persevering until you reach the top. A workshop called “How to be SuccSASEful” prepared attendees to make the most of the conference, and other workshops presented how to build resumes to get an interview and what to do once they’ve made it to the interview. All of the workshops provided gave attendees the tools they need to follow through on their pursuits in the future.

WHAT MADE IT SPECIAL:

Being one of the first in-person conferences after the pandemic was certainly one unique aspect of this conference. We had one of our keynote speakers addressing the attendees virtually, leading to it being a “hybrid” conference. Moreover, there were South Central SASE members that attended.

THE BIGGEST CHALLENGE:

Overcoming a lot of the obstacles that came up while planning the



conference. Between navigating scheduling conflicts and managing cross-team collaboration, consistent communication was incredibly necessary to bring this conference to fruition. Organizing the execution during the day-of conference also had its challenges, but through the persistence of our team, and some help from our South Region team, we were able to make the conference a grand success.

A MEMORABLE MOMENT:

The most memorable portion of the conference was certainly the career fair. The buzz and excitement in the air was very refreshing, especially after all of the worries that built up over the pandemic. All of the attendees and employers were very engaged, and there was so much going on at once, it was an amazing sight to see. It was the best feeling in the world to facilitate students gaining a path to the future, and employers gaining amazing talent for their companies.

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Prospering Through Pressure

Hosted by University of Nevada Las Vegas Chapter

ABOUT THE THEME:

The past two years of being in the midst of a pandemic have given lots of people time to learn and do things they've always wanted. It was tough being quarantined, but almost everyone was taking this time to better themselves mentally and physically. Now that we're back to a point where we can interact in person again, we've come out despite all of the struggles, becoming a better version of ourselves after we worked so hard throughout the years. With the idea of "Prospering Through Pressure," we asked our workshop hosts and keynote speakers to speak about their push through problems and overcoming obstacles. We did not focus on the problems that arose during the pandemic, but learned about the problems they overcame to get to the point they are at now.

WHAT MADE IT SPECIAL:

With our conference being the first in-person SASE sponsored event since COVID-19, we tried to make this experience unique, like having our entertainment be our school's Society of Lightsaber Duelist club. We had two keynote speakers that spoke throughout the day in comparison to just having one in the past, but we did not have a job fair during our conference since many companies could not make it in person.

THE BIGGEST CHALLENGE:

Other than COVID-19, the team had two major challenges to overcome, with the first challenge dealing with the disparity in the



number of people we expected to host compared to the number that actually turned up. Because we prepared for a turnout of 250-300 people, we paid that much for the costs when only half showed up. Upon reflection, we should have only purchased things for the conference when we were sure of the turnout. The other challenge was that the replacement for the last-minute cancellation of our keynote speaker had an unpopular speech that failed to reach the audience. We learned that it was OK to turn down certain opportunities for better ones even if it may seem rude, as the integrity of the conference rests on these speakers.

A MEMORABLE MOMENT:

The conference was full of memorable moments, and those easily came in some of the workshops, such as Subtle Asian Traits and Zoe Imansjah's presentation on Cultural Appropriation versus Appreciation. There, participants drew from their own experiences and discussed if the use of Asian culture in advertising and products were respectful or not. These types of thoughtful dialogues about different topics and issues were happening across the conference in workshops just like Imansjah's, which left a lasting impact on all the attendees. Being able to connect and talk about these problems with people from different states and backgrounds was an enriching experience, and was the best part of our conference.

WMRC (WEST MOUNTAIN REGIONAL CONFERENCE)

Rebuilding from Shared Hardship

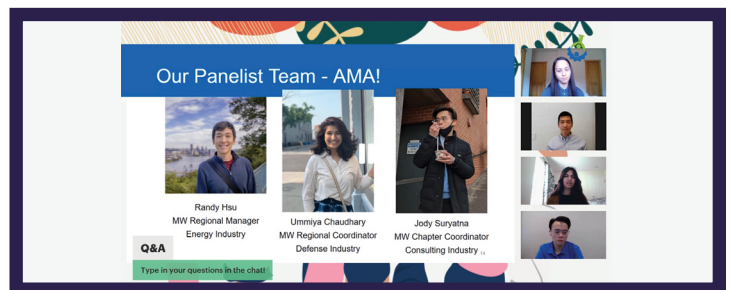
Hosted by University of Illinois Chicago Chapter

ABOUT THE THEME:

With the pandemic, the vision of this conference was to rebuild the confidence of attendees in their skills of advancement in technology. We believe it is essential for young professionals to recover the strength and courage within themselves by embracing their identity, cultural upbringings, and their talent. This conference enabled attendees to celebrate their heritage, exploit their strengths, and reconcile differences to gain a competitive business edge, all while empowering those around them. During the conference, attendees spent the day engaging in workshops, participating in volunteer activities, and immersing themselves in a cross-cultural experience. Additionally, attendees had the opportunity to network with companies and other Midwest SASE chapters.

WHAT MADE IT SPECIAL:

This conference is unique in that it was the very first virtual MWRC that was hosted by two different SASE chapters. The success of the conference is proof that our student chapters are capable of overcoming challenges of cross-functional remote collaboration!



THE BIGGEST CHALLENGE:

Unfortunately, two company workshops were canceled a couple days before the conference. The team navigated this issue by reconciling the change on Socio and continued to execute the conference as planned. Although there ended up being less diversity in workshop content, the planning team demonstrated adaptability in response to disruptive changes.

A MEMORABLE MOMENT:

One of the many memorable parts of the conference was the conversation with the opening keynote speaker, Jerry Won. This event gave conference attendees the opportunity to engage with Jerry and learn from his stories on the Asian American experience and overcoming hardships. Jerry inspired us to pursue our dreams, never give up, and embrace our unique Asian identities.

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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.

SASEhack welcomes all to participate – from the slightly curious to the tech wizards! Participants have created their success handling scenarios like Capture the Flag, analyzing public data, and building apps and hardware to solve relevant problems. Beyond the tech and coding, SASEhack teams demonstrate

their teamwork and solution’s possibilities as they compete before judges. The first SASEhack started with 3D printers and medical instrumentation kits, like heart monitors, and processing that information and displaying it through code.

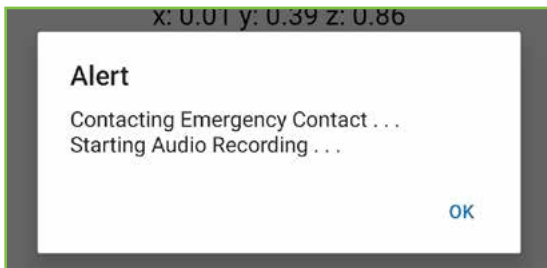
SASEhack isn’t just about winning prizes. Each challenge provides plenty of opportunities for students to develop new skills and discover ways to collaborate with others. Students can explore creative solutions and gain insight with experts/mentors and new technologies. Students can exercise presentation skills and directly reapply to their coursework or senior design projects.

This fifth annual SASEhack will feature online activities. Leading up to the National Convention, we will give students learning opportunities to enhance their hackathon experience and teamwork skills in the comfort of their homes. At the National Convention, SASEhack winners will be recognized during a general session presentation. Awards and recognition will await the top teams.

Please visit the SASE Convention website at convention.saseconnect.org for more information about SASEhack. We look forward to celebrating the achievements of these innovators with you this fall!



4 WINNING PROJECTS FROM SASEHACK 2021

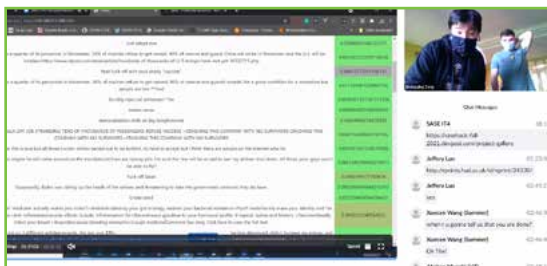


FALL DA WEI

Grand Prize

Developed by Kelly Dheng, Ian Lai, Taise Miyazumi and Paul Wei

Our project aims to use artificial intelligence with data such as audio recording, accelerometer, and gyroscope sensors to detect possible physical violence.

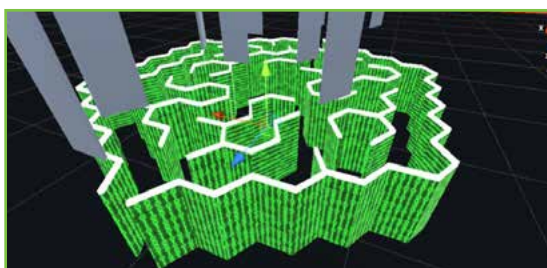


STOP THE HATE

Runner Up Prize

Developed by Jon Kouki Saathoff, Daniel Trager, Darin Tsai and Shangqing Zong

This Chrome extension combats anti-Asian hate speech through a crowd sourced machine learning model similar to Google ReCaptcha.

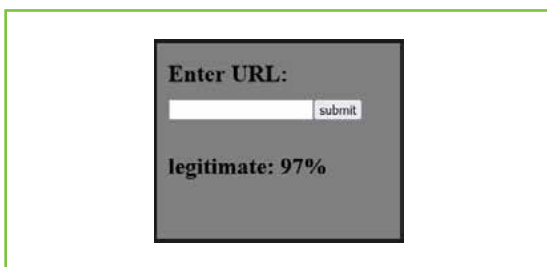


CYBERMAZE

Hacker Favorite

Developed by Sohum Berdia, Vivek Indlebele Narasimha Prasad, Kenneth Wang, and Jingze Zhou

Our interactive game with integrated AI bot helps the user learn the ways to avoid cyber crime/breaches using various levels of mazes and a plethora of assets.



CLUELESS PHISHING WEBSITE DETECTOR

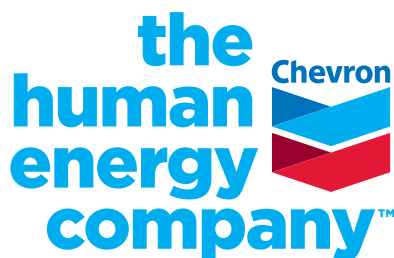
Best Beginner Hack

Developed by Encheng Lin, Jeffery Luo, Summer Wang, and Federick Yeh

Our tool lets the user input a URL and displays how likely that URL is to lead to a phishing website.

2022 SASE SCHOLARSHIPS

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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 2022 SASE SCHOLARS

Ken Claudio Beltrand
University of North Texas

Nina Chong
Florida State University

Alysha Curtis
California State University, Fresno

Jennifer Duong
The City College of New York

Isaac Fong
Michigan Technological University

Maren Heck
University of Florida

Jamielyn Juan
Stevens Institute of Technology

Taise Miyazumi
University of Florida

Joe Ning
University of Colorado Boulder

Julia Pimentel
Virginia Polytechnic Institute and State University

Rebekah Revadelo
University of Dayton

Saanvi Singh
Purdue University

Darin Tsai
Purdue University

Ning Wang
The University of Texas at Dallas

Samuel Yang
Purdue University

Joyce Yin
The Pennsylvania State University

Min Jung You
Northeastern University

Peter Yu
University of Washington

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



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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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California State University, Fresno

Zhi Cheng Jin
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Stevens Institute of Technology

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Fiona Chen
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SASE Pro Expands Range of Services to Support Asian ERGs

A MESSAGE FROM PARAAG MADDIWAR, SASE DIRECTOR OF PROFESSIONAL PROGRAMS

A little more than two years ago when I accepted this newly created position as Director of Professional Programs, I inherited a loose group of Asian professionals from a broad spectrum of companies that we called the SASE Pro Company Leads Network. Some of these individuals were heavily involved in their Asian ERGs at work and others were highly engaged recent graduates with a positive SASE collegiate experience. All of them were passionate about the Asian professional community and believed that we had an opportunity as SASE Pro to tackle challenges they identified as consistent across companies.

As I became part of the organization and connected with our stakeholders, I was able to speak with a wide array of individuals – Talent Acquisition professionals, Asian ERG leaders, senior Asian executives, and young professionals entering the workforce – who made it clear that the Asian ERG experience across companies is incredibly varied. At the same time, a common theme emerged of Asian ERG leaders inquiring how other Asian ERGs were approaching what they perceived to be shared challenges.

With this insight, we have been evolving the SASE Pro Company Leads Network into an Asian ERG Leadership Network that provides design input into SASE Pro programming and creates a meaningful peer group for Asian ERG leaders to share their ideas and experiences. Today, our SASE Pro ERG Leads Network consists of over 175 members from more than 70 companies and continues to grow rapidly as both new and existing members gain real value from their involvement. As part of the evolution, the SASE Pro mission has expanded to focus on supporting both Asian professionals and Asian ERGs.

Since Fall 2021, SASE Pro has hosted free semi-annual Asian ERG Summits for our community of Asian ERG leaders. Each Summit includes a workshop element that is specific to Asian ERG leaders, multiple share-and-reapply sessions for ERGs to present best practices, and networking breakout sessions to foster relationships and build community. The ERG

Summits have elicited enthusiastic feedback from participants like Jing Yang of Bristol Myers Squibb, who sent us a note, “Frankly, this was one of the most valuable ERG discussions I ever had. Please keep up the great work in leading the way for pulling Asian ERGs together.”

Our programming is tailored to the culturally specific needs of Asian professionals, and our trainers have backgrounds that equip them to empower and support attendees to be effective leaders for not only their ERGs but for any roles that they hold within their companies and in their communities. For example, in the Spring 2022 ERG Summit, Jim Lee of B-SPOKE offered a presentation entitled “The Importance of Putting on Your Oxygen Mask First.” He shared with attendees that “it’s incredibly important that the ERG leadership experience serves both your career and community. I’ve found that our Asian culture can misrepresent healthy servant leadership. Learning to put on your oxygen mask first will not only provide you the ability to survive in times of stress, but it will also ensure viability for the ERG by avoiding unnecessary leadership turnover and burnout.”

Looking ahead, we envision building our network to include more than 150 engaged Asian ERGs across the country. This scale will increase the breadth of programming that SASE Pro is able to offer and will create an even more extensive peer group of Asian ERGs across geographies. We intend to foster cross-coaching relationships across ERGs and enable companies to collaborate on local/regional events. Perhaps most importantly, we will be positioned to offer assistance to any individuals or companies who are trying to launch or re-launch an Asian ERG in their workplace.

I’m thrilled that our network is evolving in this direction, and I’m constantly encouraged by our Asian ERG leaders who want to make a difference for their Asian professional communities, for their companies, and for themselves. If you or your company are interested in joining our SASE Pro ERG Leads Network, please reach out to us at pro@saseconnect.org.



“Our programming is tailored to the culturally specific needs of Asian professionals, and our trainers have backgrounds that equip them to empower and support attendees...”

**Paraag Maddiwar
SASE Director of Professional Programs**

TESTIMONIALS

The ERG Network provides a cohort of peers with whom ideas are shared to provide leadership and support that we can take back to help improve our own company ERGs.

Thomas Lin
Director, Digital Marketing Solution Architect, Avanade

SASE has provided me a great ERG network where I can learn from other ERG leaders how to implement best practices and add value to the AAPI community and help members to progress to next level.

Thu Tran Addis
Corrosion Engineer, bp

SASE Pro is providing an opportunity for our company’s Asian ERG to leverage best practices employed by other ERGs. I also appreciate being able to contribute to decisions for content and topics for upcoming SASE Pro events.

Rob Sanroma
Quality Engineering Manager, BAE Systems

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2022 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.

DOW



As proud sponsors of the SASE National Convention in past years (2017, 2018, 2019) and (Co-Lead Sponsors in 2020, 2021, & 2022), Dow believes in the mission of SASE and its determined efforts to elevate the contributions and talents of the Asian STEM community. At Dow, we combine global breadth, asset integration and scale, focused innovation and materials science expertise, leading business positions, and environmental, social and governance (ESG) leadership to achieve profitable growth. The Company's ambition is to become the most innovative, customer centric, inclusive and sustainable materials science company, with a purpose to deliver a sustainable future for the world through our materials science expertise and collaboration with our partners. For more, visit www.dow.com.

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.

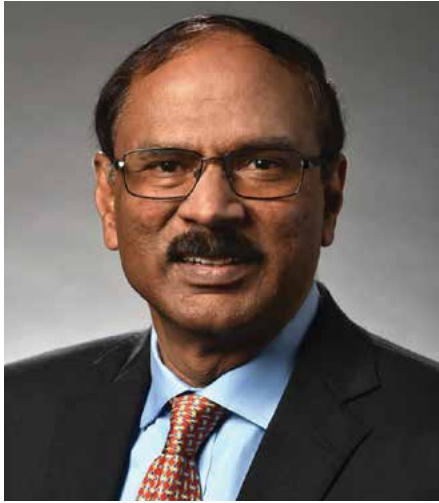
NSA



The National Security Agency/Central Security Service (NSA/CSS) leads the U.S. Government in cryptology that encompasses both signals intelligence (SIGINT) insights and cybersecurity products and services, and enables computer network operations to gain a decisive advantage for the nation and our allies. NSA/CSS will be referred to collectively as NSA. NSA is part of the U.S. Department of Defense serving as a combat support agency. Supporting our military service members around the world is one of the most important things that we do.

SASE DISTINGUISHED CAREER AWARD

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



DR. SANKERLINGAM RAJENDRAN

Principal Engineering Fellow | Raytheon Technologies

Dr. Sankerlingam (Raj) Rajendran received his Ph.D. in Chemical Engineering in 1994 from Clarkson University, Potsdam, NY, after undergraduate training at Anna University in Chennai, India. He has led technology development with extraordinary results for 37 years in the renewable energy and aerospace industries. In 2014 Raj was elected to the top technical position in Raytheon, as senior executive member of the Technical Leadership Team of Raytheon Intelligence & Space business unit. He executes and integrates internal and external research and development (IRAD) opportunities and recommends technological application programs to accomplish strategic business objectives routinely. Raj is a champion of STEM, advocating for careers to thousands of high school students in India and in the U.S. through mentorship and tutoring. Raj delivered a series of presentations on the advances of crystal growth and solar energy to students at his alma mater, Anna University. Most impressively, he illustrated his passion for exposing future generations to technical excellence by inspiring his graduating class to fund the Anna University Process Simulation Center, giving back to the school and community.

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.



ALISTAIR VICKERS

Chief Executive Officer of bp Wind Energy | bp

Al Vickers is a purpose driven leader who engages deeply and acts to improve equity and inclusion around the world, specifically in the Asian and Asian-American community. Al's passion for inclusion stems from his childhood and early career experiences and has resulted in a 20-year commitment to leading change at all levels in the many countries where he has worked. As a professional engineer and Fellow of the Institute of Chemical Engineers, Al is passionate about developing the next generation of scientists, engineers, and executives, and has particularly focused on the development of Asian employees since his early career work in Asia. Al currently serves, and has served for the last five years, as the U.S. Executive Sponsor to bp's Asian Network (bpAN) and leads strategic initiatives that benefit bpAN's members and shape the perspectives of senior executives across bp. The world needs leaders willing to stand up and take the actions necessary to lead the world forward in unity, tolerance and understanding, and yet have the courage to surface the sometimes-uncomfortable truths that must be faced for us to make progress. Al embodies this balance and works selflessly and with humility to bring it to life and role model it for others.

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.



SHAZAER YUSEF

Additive Manufacturing Simulation Specialist (Level 3) | The Boeing Company

Shazaer Yusef is an enthusiastic proponent of additive manufacturing – also known as 3D printing – and an active advocate for enhancing representation of AAPI individuals in STEM fields. He throws himself wholeheartedly into every endeavor he takes on and has established himself as a rising leader in his field. Shazaer received his B.S. in Mechanical Engineering from Gonzaga University in 2013. While at Gonzaga, he had the opportunity to intern for two summers at Senior Aerospace SSP in Southern California. This was his first taste of the complex, multidisciplinary world of space programs, and he was immediately hooked. After graduation, he joined SSP as a Design Engineer, developing his skills in Finite Element Analysis. After being promoted to Project Engineer, he developed and chaired a new cross-functional engineering drawing release process that provided management with enhanced visibility of bottlenecks in a critical engineering release cycle. He rejoined the design engineering group and developed an automated tool that reduced design cycle time for SSP's core product by 80%. Shazaer has dedicated himself to enhancing diversity in the workplace and raising visibility of AAPI individuals. He is a leader in the Boeing Asian and Pacific Association (BAPA) employee resource group as Chair of the El Segundo chapter and Chair of the Unite Committee, which was established to connect the company's BAPA chapters.

SASE ENGINEER/SCIENTIST OF THE YEAR (COMPANY)

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



DR. PATTY CHANG-CHIEN

Vice President of Mission Systems & Autonomy & Electrical and Electronics Engineering Functional Chief Engineer | The Boeing Company

Patty is the Vice President of Boeing Research & Technology's (BR&T) Mission Systems & Autonomy organization, where she spearheads the new technological advances being made by The Boeing Company. She is also the Boeing enterprise Functional Chief Engineer of Electronics and Electrical Engineering, building on her work as an award-winning engineer in the field of micro-electro mechanical systems (MEMS). Patty holds more than 15 U.S. patents and is a subject matter expert in wafer-level packaging. Her research in MEMS and advanced packaging has appeared in more than 50 technical publications. Patty leads a team of 540 scientists and engineers who specialize in the advanced research and development of critical technologies such as cyber security, advanced electronics, advanced computing, AI, autonomy, and avionics. She manages a combined budget of more than \$220 million in IRADs (Independent Research and Development), CRADs (Customer Research and Development) and other investments. In a lifetime filled with many extraordinary milestones, one of Patty's career highlights occurred recently when she was asked to set up the E&EE functional chief engineer's office. In the aerospace industry, Patty is regarded as a technical powerhouse who provides future technology alternatives for both commercial and defense aircraft. She is also highly regarded for her mentorship of students and engineers.

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. ASHWANI SHARMA

Senior Research Scientist | Air Force Research Laboratory/Space Vehicles Directorate (AFRL/RV)

Dr. Sharma is currently doing research & tech development for our \$70M Advanced GPS Technology Program to support the upcoming \$200M Navigation Test Satellite (NTS-3) space flight experiment, projected for a 2023 launch. NTS-3 will be the first position, navigation, and timing space demo in 40 years in support of the USSF \$1.8B/year GPS mission. Prior to his current position, he was the AFRL principal scientific authority for rad-hard electronic/focal plane arrays supporting the USSF \$3.3B/year sensor & communication missions. Additionally, Dr. Sharma has made significant contributions to his field as he has been at the forefront of developing and transitioning space qualified optoelectronic device technologies to the USSF, USAF, and other DoD users. Dr. Sharma has also demonstrated an active leadership role within the organization as shown by his many awards and accolades from senior leaders. As acknowledgement for the quality and relevance of Dr. Sharma's accomplishments, his leadership has recognized his contributions with over 25 research awards, including his nomination and selection as the 2008 AF Level

Winner of the Arthur Flemming Award in Basic Research. His leadership requested him to brief the Air Force Scientific Advisory Board (SAB) on four different occasions (most ever in this research area) because of the importance of his rad-hard electronics and focal plane array research to the GPS, communication, and space surveillance missions. The SAB is a Federal Advisory Committee that provides the AF with independent advice on matters of Science and Technology quality and AF mission relevance. On the national stage, his opinion carries much weight as he has been an editor/reviewer for four journals, organizer of several professional events, and is repeatedly requested to support technical evaluations from other agencies including the Army and Navy.



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.



JIMMY PHAM

Vice President | Booz Allen Hamilton

A passionate technology leader focusing on modern open software and cloud architectures, Jimmy has been with Booz Allen for more than 15 years. As a Vice President in the BAH Digital Solutions group, he is responsible for leading the design, development, and operations of transformative, enterprise-scale software and architectures. He and his team work closely with commercial companies and federal agencies. With full force, Jimmy drives innovation across Booz Allen's digital practice, setting the vision, strategy, and development of accelerators in the areas of cloud-native development and DevSecOps. In 2016, Jimmy co-authored the Enterprise DevOps Playbook, an e-book published by O'Reilly Media. The collaborative playbook, derived from Booz Allen Hamilton's extended experience with several DevOps initiatives, helps organizations develop a plan for meeting their DevOps goals and harness this game-changing system to address deployment as well as development. Jimmy is an active leader in the firm's Asian and Pacific American Network (APAN). He is a sought-after mentor and is deeply passionate about creating pathways for the advancement of technical leaders at the firm. Managing a multifaceted team, Jimmy

values diversity. He believes that diversity produces creativity and innovative thinking that fosters even more powerful solutions and opens the door for different ideas and opportunities, beyond our individual worlds and imaginations. Furthermore, Jimmy enforces these values by encouraging his team to focus on uncovering and engaging different channels and creative media to attract and find diversity.

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.



MICHAEL Dumlao

Senior Associate, Brand Director; Chair, GLOBE BRG | Booz Allen Hamilton

From the offices of Booz Allen to the boards of nonprofit organizations in the DC-Maryland-Virginia (DMV) area, Michael has been an unwavering advocate for the AAPI community. Born in the Philippines and raised in Australia, Michael's support of the AAPI community began in colleges across Sydney and California, where he was an active member of student organizations that encouraged cross-cultural dialogue and education. At the start of his career, Michael jumped headfirst into Business Resource Groups (BRGs), where he developed a career perspective that revolved around diversity, equity, and inclusion (DEI). In the years that followed, Michael applied his skills as a coder and user interface and experience (UI/UX) designer to advance the topic of diverse representation in technology and innovation, and what it means to be demonstrably visible – not only in one's own culture, but in allyship for others. Michael is an avid supporter of Booz Allen's Asian and Pacific American Network (APAN). He is a frequent panelist and speaker at APAN events, including fireside chats and mentoring circles where junior staff have an opportunity to ask open-ended questions and hold candid conversations with the firm's senior leaders. Michael has dedicated much of the past five years to speaking on panels that underscore

the importance of DEI in technical recruiting and market representation. A recognized storyteller, Michael has been featured in multiple podcasts, radio interviews, and is a frequent spokesperson for his organizations – including Booz Allen.

ONE MISSION, MANY VOICES



LIJI

Chief of Standards and Certifications

At NSA, we value that all minds don't have to think alike.

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LEIGH

Diversity Program Manager



NSA
Careers

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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.



MYMY LU

Director, Diversity & Inclusion | Thermo Fisher Scientific Inc.

MyMy Lu has been an active member of her community throughout her life. She attributes her sense of service to being part of a large, traditional Chinese family that emphasized gratitude, empathy and filial piety. As an immigrant and first-generation college student, MyMy saw firsthand how a good education and career can help change the trajectory for an individual and their family. MyMy serves on the advisory board for Partners in College Success where she mentors students from immigrant and refugee communities. For more than a decade, MyMy has been an active board member of San Diego's Chinese Consolidated Benevolent Association (CCBA) whose mission is to provide charitable, educational, and benevolent activities to preserve and promote Chinese culture and traditions. Under her tenure as Vice President, CCBA revamped its scholarship program, renovated a low-income senior housing project and hosted events such as Moon Festival, Ching Ming tomb-sweeping, and the Chinese New Year Fair to maintain a presence for Chinese Americans in the community. For more than eight years, MyMy volunteered on the board of the Asian Business Association (ABA), helping diverse business enterprises

grow their capability and network. Her advocacy work earned her the Advocate of the Year award from the SD Regional Supplier Diversity Development Council. After ABA, MyMy joined the Pac Arts Movement where she currently serves as Vice Chair. Today, MyMy continues to serve on four nonprofit boards and is actively developing the next generation of API leaders.



WAYNE CHANG

Product Review Engineer | The Boeing Company

Wayne Chang is an inspiring leader in the AAPI community, his profession, and the greater world. As a Liaison Engineer for Boeing, he continually mentors other engineers and students. He is also a frequent contributor to humanitarian projects through global organizations such as Doctors Without Borders. Growing up, Wayne developed a passionate interest in both aerospace and humanitarian work. He dreamed of working with the health organization Doctors Without Borders, but he believed the group needed help only from doctors, not engineers. He received his B.S. in Civil Engineering from Washington State University in 2010, working as a Laboratory Technician in the WSU Biosystems Lab conducting biological systems wet chemistry experiments. In 2015, Wayne achieved his dream of working with Doctors Without Borders as a Hospital Logistics, Health Post Logistics and Water & Sanitation Manager in the South Sudan and Tanzania for three years. He supported construction of health care facilities and water systems and coordinated food distribution and humanitarian flights. On returning to the U.S., Wayne worked briefly as a Public Works Engineer. In 2018, he realized his dream of working in aerospace when he joined Boeing as a Product Review and Liaison Engineer, supporting

777 production in a cross-functional environment and controlling configuration of the airplane during manufacturing on the Material Review Board. Wayne supports the AAPI community through his leadership roles. At Boeing, Wayne is a Cohort Advisor, coaching and guiding new Liaison Engineers, many from the AAPI community. He is the Executive Forum Chair with the American Society of Civil Engineers Younger Members Forum, a third of whose executive board members are from the AAPI community.

2022 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)

Dr. Sailaja Chandrapati
3M

Sai Chopuri
Leidos

Shrikant Dhodapkar
Dow

Dr. Hongyou Fan
Sandia National Laboratories

Dr. Yashodhan (Yash) Gidh
Shell

Shirley Guo
Bayer Crop Science

Yuhsin Hawig
Southwire

Dr. Sriganesh (Sri) Karur
Shell

Gordon Keh
The Boeing Company

Hemanth Kulkarni
Dow

Charles Le
Textron Aviation

Kiran Manchiraju
Southwire

Shyam Neerarambam
Lockheed Martin - Sikorsky

Joseph Nguyen
Lockheed Martin

Chris Nienhuis
Raytheon Technologies

Dr. Soumya Patnaik
Aerospace Systems Directorate, Air
Force Research Laboratory

Khanh Tran
The Boeing Company

Dr. Thanh Tran
Raytheon Technologies

Dr. Hongzhou Wang
Raytheon Technologies

Dr. Xian-Huan Wen
Chevron

Jack Zhang
Wabtec

Professional Achievement Award (10+ years)

Dr. Hengky Chandrahilim
Air Force Institute of Technology

Dr. Sreekala Chellamma
Corteva AgriScience

Dr. Sridhar Chouhan
Leidos

Michelle Footer
Daimler Truck North America

Madhu Gambhir
Thermo Fisher Scientific Inc.

Dr. Dipankar Ghosh
3M

Dr. Ran Hu
Thermo Fisher Scientific Inc.

Amardeep (Sunny) Isher
GE Gas Power

Dr. Raju Jetty
Corteva AgriScience

Kun Jiang
Shell

Ting Jiang
Dow

Sarah Koenig
Pratt & Whitney (Raytheon Technologies
Corporation)

George Lee
Northrop Grumman Corporation

Xi Luo
Southwire

Dr. Sze-Sze Ng
Dow

Sasmita Panda
Tenable

Duc Pham
Leidos

Loan Pham
Lockheed Martin

Vincent Pham
Naval Information Warfare Center Pacific

Manasi Scott
bp

Nirmala Suresh
Huntington Ingalls Industries

Thi Uyen Thach
Lockheed Martin

Hung Van
Naval Information Warfare Center Pacific

Nathan Wu
Bell Textron

Dr. Ruiting Wu
Chevron

Dr. Chicheng Xu
Aramco Americas

Haritha Yannamani
Wabtec

Pavan Yellambalase Vishwanath
Daimler Trucks North America

Hannah Yoo
Booz Allen Hamilton

Dr. Qingling Zhang
BASF

Promising Professional Achievement Award (2-10 years)

Sakib Ahmed
Northrop Grumman Corporation

Dr. Azhar Ali
Shell

Jasmine Briant
Huntington Ingalls Industries

Susan Chen
Textron Systems

Eugene Cheng
The Aerospace Corporation

Solon Choi
Tenable

Phanitta Chomsinsap
The Aerospace Corporation

Karisma Desai
Dow

Dr. Shashvat Doorwar
Chevron

Dr. Jincong He
Chevron

Gloria Julien
Naval Air Warfare Center Aircraft
Division Lakehurst

Elizabeth Kwok
Thermo Fisher Scientific Inc.

Christopher Le
The Aerospace Corporation

Chris Lee
Tenable

Melissa Lee
Leidos

Matt Li
Booz Allen Hamilton

Dr. Xingqin Lin
Ericsson

Dr. Shaopeng Liu
GE Global Research

Dr. Yifei Liu
GE MR Engineering

Alexander Lu
Leidos

Harshil Modi
Tenable

Anishaa Mukherjee
Pratt & Whitney

Utsav Panchamia
Textron - Kautex

Saajan Patel
Daimler Truck North America

Nikka Lyn Pelayo
The Aerospace Corporation

Victoria Png
3M

Dr. Mohammad M. Rashid
BASF

Satoshi Rowland
Huntington Ingalls Industries

Kruti Shah
BASF

Sumeet Singh
Wabtec

Shwetha Sosale
Huntington Ingalls Industries

Krishda Tan
Southwire

Dr. Tien Yi Theresa Whiting
3M

Natasha Yaqub
Booz Allen Hamilton

Dr. Kate Zhang
Corteva AgriScience

Technical, Research and Business Achievement Award

Thomas Hiromoto
Lockheed Martin

Exzelle Johnson
Northrop Grumman Corporation

Homan Karimi
Booz Allen Hamilton

Abhinandan (Abhi) Kohli
Shell

Madhav Madaboosi
bp

Alvin Mathew
Bell Textron

Dr. Eswar Narayanan
Corteva AgriScience

Seiji Takagi
Northrop Grumman Corporation

Dr. Kamini Varma
Thermo Fisher Scientific Inc.

ERG Leadership Achievement Award

Dr. Thu Addis
bp

Lisa Aucoin
BAE Systems, Inc.

Steven Ayupan
BAE Systems, Inc.

Nishit Bhagat
Northrop Grumman Corporation

Jason Chan
Naval Nuclear Laboratory

Donny Chen
Thermo Fisher Scientific Inc.

Dr. Jingfei Guo
Chevron

Amy Hou
Southwire

Priyanka Joseph
Wabtec

Jeffrey Lin
BASF

Hang Loi
3M

Jon Munoz
Booz Allen Hamilton

Dominic Ng
Tenable

Medha Patel
BASF

Jake Singh
The Aerospace Corporation

Dr. Yu Ping Yang
Huntington Ingalls Industries



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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.

MAJOR GENERAL WILLIAM H. SEELY III

Director of Intelligence, Headquarters Marine Corps

Born in Saigon, Vietnam, Maj. Gen. Seely graduated with a bachelor's degree from American University before being commissioned through the Naval Reserve Officers Training Corps at George Washington University in 1989. He holds master's degrees from Oklahoma State University, National Intelligence University, and the Naval War College (With Distinction). He is also a graduate of the Joint Force Land Component Commander's Course, Senior Joint Information Operations Applications Course, Harvard Cybersecurity Policy and Technology Program, and the Singularity University Executive Program.

Throughout his career in service, Maj. Gen. Seely has led various assignments as a commander for the U.S. Marine

Corps. He has been deployed to operations in Somalia, Kuwait, East Timor and Iraq.

Maj. Gen. Seely has been recognized with several military honors, including the Defense Superior Service Medal with Oak Leaf Cluster, Legion of Merit with Gold Star, the Bronze Star with two Gold Stars and "Combat V", the Defense Meritorious Service Medal with two Oak Leaf Clusters, the Meritorious Service Medal with Gold Star, the Joint Service Commendation Medal, the Navy and Marine Corps Commendation Medal with two Gold Stars, the Navy and Marine Corps Achievement Medal, and the Combat Action Ribbon.

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.



Glen Dare

Raytheon Precision
Manufacturing
U.S. Army Veteran



Col John Fujita

The Aerospace
Corporation
U.S. Air Force
Reserve Veteran



Eli Hinson

Booz Allen Hamilton
U.S. Marine Corps Veteran



William Kaida

The Aerospace
Corporation
U.S. Air Force Veteran



Peter Kim

Raytheon
Missiles & Defense
U.S. Air Force Veteran



Terence Lee

The Aerospace
Corporation
U.S. Air Force Veteran



Tashma TePELL

Raytheon
Missiles & Defense
U.S. Air Force 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.



SGT Mohammad Usman Ali
Bell Textron
U.S. Army National Guard Veteran



Monessa "Siren" Balzhiser
Lockheed Martin
U.S. Air Force Veteran



Andrew Chung
Shell
U.S. Army Veteran



Hannah Clifford
ManTech
U.S. Army Veteran



David Frost
Dow
U.S. Army Veteran



John Gillmer
General Motors
U.S. Marine Corps Veteran



Christopher Hladky
Textron Systems
U.S. Marine Corps Veteran



Maj Sam Hong
U.S. Marine Corps
U.S. Marine Corps



Maj Garick Lue-Chung
The Aerospace Corporation
U.S. Marine Corps Veteran and U.S. Marine Corps Reserve (Active)



Capt. Aaron Michael
Raytheon Technologies
U.S. Air Force (Active)



LtCol Erick Min
U.S. Marine Corps
U.S. Marine Corps (Active)



Tafiaina Suani
Booz Allen Hamilton
U.S. Air Force Veteran



Camille Tolentino
The Aerospace Corporation
U.S. Air Force Veteran



Matthew Wee
U.S. Marine Corps
U.S. Marine Corps Veteran



MSgt Hee-Won Yoon
U.S. Marine Corps
U.S. Marine Corps (Active)

Only here is my work hiding in plain sight.

You'll never see the work I do at Lockheed Martin. I'm developing advanced materials to shrink satellite antennas small enough to fit inside a passenger vehicle and support communications so helicopters can fly themselves. My work might be hidden, but our customers see the impact it makes. With so many resources available to innovate, you never know where you'll see—or won't see—my next project.

Visit www.lockheedmartinjobs.com to learn how you can join our team.



Han
Materials Scientist



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.



SSgt Hwa Lee

Raytheon Technologies
U.S. Army and U.S. Army
Reserve (Active)



Capt. Jhansi Nalla

General Motors
U.S. Army Reserve (Active)



A1C Yinuo Zhu

Booz Allen Hamilton
U.S. Air Force (Active)

GET INVOLVED WITH **SASESALUTES**

SASEsalutes is a growing program led by a passionate staff of volunteers. Are you interested in learning more or becoming part of the SASEsalutes committee? Email us at awards@saseconnect.org!

Elevate Your Allyship

SASE PRO TAKES ITS COMMITMENT TO API WOMEN ONE STEP FURTHER

By Kevina Lee

Relying on self-advocacy is not always enough to make a difference in the workplace and in the leadership seats of Corporate America. In April, SASE Pro hosted its second annual API Women's Leadership Conference – this time, with an addition to its agenda: an Elevate Your Allyship track.

“The Ally track was tremendously huge for me,” Jim H. Lee, a conference attendee and leadership development coach, said. “By helping me to see the privileged opportunities I have, I'm able to have greater direction in creating a space to journey together with other Asians in my community.”

The track featured two sessions: “Understanding and Supporting Asian Colleagues,” hosted by educator and professional learning facilitator Dr. Sarah-SoonLing Blackburn, and “Underrepresented and Underleveraged: Developing the Leadership Potential of Women of Asian Descent,” hosted by organizational effectiveness consultant, coach and researcher Dr. Yon Na. Attendees who identified as allies also participated in a

focus circle to reflect on learnings and discuss next steps.

“If we don't have Asian models for people around us, we just have ‘I don't know' around us,” Sarah said, citing a 2022 report that found 58% of people said “I don't know” when asked to name an Asian American. “The Allyship track is important because it takes everyone raising awareness in order to change things for the better. It shouldn't rely on just one group to change systems and structures – it takes all of us.”

In her session, Sarah provided historical context behind the Asian American identity and broke down the effects of old stereotypes that bleed into the workplace today. To encourage allyship, she offered strategies on how to speak up against biased and stereotyping statements, ultimately elevating API women in the workplace.

Later in the conference, Yon's session added more perspective to the conversation of allyship and leadership representation. She shared findings from her peer-reviewed research study on the experiences



“It shouldn't rely on just one group to change systems and structures – it takes all of us.”

Dr. Sarah-SoonLing Blackburn

HOW TO LEVERAGE THE LEADERSHIP CAPABILITIES OF API WOMEN

from Yon Na's Workshop



ORGANIZATIONS

Use internal data to break down stereotypes of what a leader looks and sounds like.

Open the doors to leadership by eliminating barriers to entry.



ALLIES

Step up and create change for Asian women and other minority groups by using your power, influence and/or status to call out barriers, both organizational and societal.



4 STRATEGIES TO SPEAK UP FOR YOUR API WOMEN COLLEAGUES

from Dr. Sarah-SoonLing Blackburn's Workshop

(Source: Learning for Justice)

of women of Asian descent and how they navigated their careers. Her research was motivated by the general lack of data and research on Asian women as well as her personal experience as an Asian woman in corporate leadership.

“It wasn’t about changing the world – it was about changing the individual experience in organizations, where we spend most of our time at work,” Yon said. “You have to be pulled and you have to be pushed to show up as a leader in many different settings, so how do we best do that? That’s what I wanted to support.”

Yon found four major contributing factors to Asian women’s leadership development: personal values, support and guidance from others, communication, and integration into different cultural environments. Based on her findings, she provided recommendations for effective actions that any individual can take to elevate API women everywhere.

“Allyship means that you as an individual have privilege depending on the context you’re in – and you have power,” Yon said. “You don’t have to be white to be an ally. You can be an Asian woman and be an ally for other Asian women. It just depends on your position and environment you’re in, and that is really important.”



INDIVIDUALS

Reflect on your identity and the impact on your leadership style.

Pave a path toward success grounded in who you are and who you want to become.

Learn more about SASE Pro and the API Women’s Leadership Conference at: saseconnect.org/pro

1

DISRUPT/ INTERRUPT THE MOMENT

- “I don’t like that.”
- “It surprises me to hear you say that.”

2

ASK A QUESTION

- “What did you mean by that?”
- “Can you tell me more?”

3

EDUCATE

- “Do you know the history of that group?”
- “Here’s how that word might be interpreted...”

4

ECHO

- Amplify the voices of people who speak up
- “Thank you for saying that. I agree.”

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CONVENTION INFORMATION



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DAY 1.

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Gillette



WELCOME TO THE 2022 NATIONAL CONVENTION

▶▶▶ *reimagine*



Let me be one of the first to formally welcome you to this year's SASE National Convention, where we have finally returned to an in-person conference in the beautiful city of Atlanta. As we walk into a new era of SASE, we can no longer go back to our ways prior to the previous conferences. This year's theme, Reimagine, expresses the idea that being behind a computer screen for the past two years has changed the way we will be experiencing a convention like this.

During the collegiate 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 STEM Career Fair to give your resume that extra edge to help secure your dream job and internship.

For many of you, this will be your first in-person conference. I can still remember my first conference in Dallas 2016, never thinking I could be in this position as the National Convention Chair today. For the past couple of years, you were able to network virtually. Networking in person is a completely different experience, so please take advantage of those moments to make new connections, whether it be professional or personal. Maybe those connections could lead to an interview, job offer, or a

lifelong friendship. Establishing those connections with other chapter members is the essence of SASEfam. I remember SASE CEO and Executive Director Khánh Vũ saying, "Make those connections, because you'll have a bed anywhere you go." If you want to enhance your SASEfam experience, or make the convention experience better next year, contact me or any NC volunteer to learn more about how you can join our team!



"This year's theme, *Reimagine*, expresses the idea that being behind a computer screen for the past two years has changed the way we will be experiencing a convention like this."

Dustin Nguyen
SASE National Convention 2022 Chair

SASE continues to prove itself as the 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. A special thank-you is in order for the following NC committee leaders: Prit Prakash as Logistics Manager, Swetha Cherukuri as Programming Manager, and Kelly Dheng as NC

Marketing Manager. Without their leadership and creativity, this convention would not have been possible.

From the SASE NC team, we wish you nothing but the best for your SASE NC 2022 experience and hope to hear from you soon!

Dustin Nguyen
SASE National Convention 2022 Chair

2022 SASE NATIONAL

COLLEGIATE CONFERENCE

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

THURSDAY, OCT 6

5:30 PM	Collegiate Opening Reception With Inspire Awards and Collegiate Stars
---------	-----------------------------------------------------------------------

FRIDAY, OCT 7

7:30 AM - 7:30 PM	Registration
7:30 AM	Handler Meeting
8:00 AM	Opening Ceremony
9:30 AM	Workshops
9:30 AM - 4:00 PM	Sponsor Resume Review Rooms
10:30 AM	Morning Pastry & Coffee Break
10:45 AM	Workshops
11:45 AM	Lunch Break
1:00 PM	Networking Sessions
2:15 PM	Workshops
3:15 PM	Afternoon Coffee Break
3:45 PM	Workshops
5:00 PM	Closing Ceremony
8:00 PM - 10:00 PM	Hospitality Suites

SATURDAY, OCT 8

9:00 AM	Volunteer-Only Career Fair
10:00 AM	Career Fair
10:30 AM	SASE Research Mixer
12:00 PM	Volunteer Luncheon
2:00 PM - 5:00 PM	Collegiate Leadership Workshop

*For room numbers
and session choices,
download the
SASE National
Convention app:*

CONVENTION SCHEDULE

at a glance

PROFESSIONAL CONFERENCE

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

THURSDAY, OCT 6	
7:30 AM	Breakfast
8:15 AM	Pro Conference Welcome
9:30 AM	Workshops
12:45 PM	Lunch
2:00 PM	Workshops
5:45 PM	Evening Reception with Achievement Awards

FRIDAY, OCT 7	
7:15 AM	Breakfast
8:00 AM	Opening Ceremony with SASEsalutes Awards
9:45 AM	Workshops
11:00 AM	Workshops
12:15 PM	Lunch
1:00 PM	Networking
2:30 PM	Executive Panels
3:45 PM	Executive Panels
5:00 PM	Closing Ceremony
6:30 PM	SASE Pro Closing Banquet with Leadership Awards & Keynotes





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2022 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 2022 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!

2022 CAREER FAIR EXHIBITORS

Actalent	Exelon	National Geospatial Intelligence Agency	Solenis, LLC
Aerojet Rocketdyne	FedEx	National Security Agency	Southwire
Albemarle	FirstEnergy	Naval Nuclear Laboratory	Stanley Black & Decker
Ameren	Florida International University	NiSource	The Aerospace Corporation
Blue Origin	FM Global (HOLD)	Northrop Grumman	The Boeing Company
BNSF Railway	GAF	NYU Tandon School of Engineering	U.S. Army Corps of Engineers
Booz Allen Hamilton	GE Aviation	Office of Naval Research	U.S. Department of State
Burns & McDonnell	Hill	Procter & Gamble	UCLA Engineering Online Master's Program
Central Intelligence Agency	Ingevity	Purdue University	Union Pacific Railroad
Chevron	Leidos	Raytheon Technologies	UPS
Colorado School of Mines	Lockheed Martin	Rockwell Automation	USC Viterbi School of Engineering
Department of the Air Force	Medtronic (HOLD)	Sandia National Laboratories	Wabtec
DTE	MIT Lincoln Laboratory	Savannah River Mission Completion	Walmart
Dow	MITRE	Shell	Wells Fargo
Esri	Mortenson		

RESUME REVIEW ROOMS

Resume reviews are an excellent opportunity to receive constructive feedback and polish your resume for the Career Fair. Our free, one-on-one resume consultations for the 2022 Career Fair will be provided by:



YOUR ATLANTA TRAVEL GUIDE

Welcome to Atlanta! The Georgia Tech SASE chapter has put together a collection of places to visit while you're here for the week.



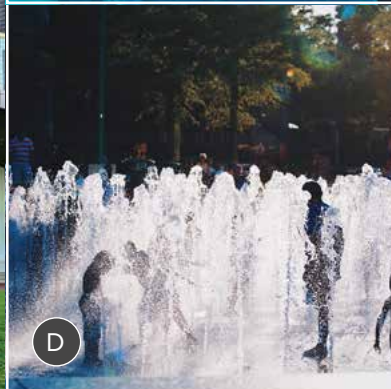
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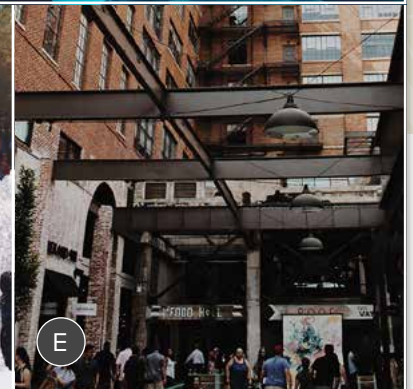
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B



D



E

5 MUST-SEE SPOTS

A. Piedmont Park

1071 Piedmont Ave., Atlanta, GA 30309

The 211-acre park is open year-round to athletes, nature lovers and anyone who enjoys a good stroll through a beautiful green space.

B. World of Coca Cola

121 Baker St. NW, Atlanta, GA 30313

Spend the day interacting with multiple exhibits, learning about the storied history of the iconic beverage brand, and sampling beverages from around the world.

C. Georgia Aquarium

225 Baker St. NW, Atlanta, GA 30313

Containing more than 11 million gallons of water, this is the biggest aquarium in the western hemisphere and home to hundreds of species and thousands of animals.

D. Centennial Olympic Park

265 Park Ave. W NW, Atlanta, GA 30313

Check out the site of the 1996 Olympic Games, now the center of a thriving entertainment and hospitality district with an abundance of activities and landmarks to explore.

E. Ponce City Market

675 Ponce De Leon Ave. NE, Atlanta, GA 30308

PCM is a hub for residents, neighbors, and visitors to gather, work, and play – one that the National Trust for Historic Preservation has recognized as “History in the Making” and part of a plan “to move Atlanta forward while maintaining and emphasizing the city’s unique history and culture.”

5 HIDDEN GEMS OF ATLANTA

Food Terminal

1000 Marietta St. NW Unit 202, Atlanta, GA 30318

“They are popular for Malaysian classics and street food as well as sake and cocktails.”

Chris Seo, Former Georgia Tech SASE President

Hsu’s

192 Peachtree Center Ave. NE, Atlanta, GA 30303

“Family-run restaurant that is well-known for its large selection of Chinese dishes, including noodles and soups. This restaurant has been visited by many celebrities.”

Chris Seo, Former Georgia Tech SASE President

Sublime Doughnuts

535 10th St. NW, Atlanta, GA 30318

“Donut cafe exclusive to ATL. It has a very large and unique selection of donut flavors that I always go back to try out!”

Rushi Shah, Former Georgia Tech SASE External Vice President

High Museum of Art

1280 Peachtree St. NE, Atlanta, GA 30309

“The High Museum of Art is a famous art gallery originally founded in 1905 and has more than 18,000 works of art with an extensive collection of 19th and 20th century American art. I recommend visiting the museum for a colorful Instagram post since casual photography (without tripods or selfie sticks) is permitted in the permanent collection galleries.”

Hajime Minoguchi, Former Georgia Tech SASE Internal Vice President

Historic Fourth Ward Park

680 Dallas St. NE, Atlanta, GA 30308

“Great for nature walks and taking in the sights.”

Karthik Paladulga, Former Georgia Tech SASE Marketing Director

3 NEARBY CAMPUSES TO TOUR



Georgia Institute of Technology (Georgia Tech) is one of the top research universities and institutes of technologies founded in 1885. Historically, Georgia Tech has been the center of technology in the southeast and even became the Olympic Village in the 1996 Summer Olympics, producing famous alumni along the way such as former president Jimmy Carter, former CEO of Walmart Mike Duke, and commander of Apollo 16 and former Chief of the Astronaut Office at NASA John Young.



Emorey University is a private research university founded in 1836 by the Methodist Episcopal Church and named in honor of Methodist bishop John Emory. Emory has an extensive partnership with the CDC, and Emory Healthcare is the largest healthcare system in the state of Georgia. Emory played a significant role in the nation's women's and civil rights movements, producing famous alumni along the way such as the former president of Coca-Cola Company and major philanthropist Robert Woodruff, Rockefeller Institute Director Thomas Milton Rivers, and former South Korea Prime Minister Lee Hong-koo.



Georgia State University is a public university with over 54,000 students. Founded in 1913, it has many notable alumni including famous rapper/songwriter Ludacris and the current mayor of Atlanta, Keisha Lance Bottoms. GSU has more than 250 degree programs in 100 fields of study at its Atlanta campus.

ATLANTA

MADE



LOCAL ASIAN & BLACK OWNED *Businesses to Support*

Many restaurants and local shops suffered losses due to the COVID-19 pandemic, and Asian-owned businesses were hit especially hard. After the horrific events that took the lives of six Asian women in Atlanta, we need to stand in solidarity here and now, more than ever.

As an organization that stands against racism, SASE also stands in solidarity with the Black community. May was Asian Pacific

American Heritage Month in the U.S., but it also marked two years since the death of George Floyd. Unjust deaths continue to remind us that there is a lot of work ahead of us.

The third pillar of SASE's mission is to give back to the community. As a way to give back to the local community, please consider supporting these local Asian- and Black-owned businesses.



Owner: Destiny Brewton
Custom embroidered patches and apparel
ahousecalledhue.com



Owner: Angelia White
Business services and tax services
alwtaxandfinancialsvcs.com



Owner: Alysha Harvey
Personalized tax and bookkeeping solutions
distincttax.com



Owner: Jiyeon Lee
Southern BBQ combined with Korean marinades and spices
2243 Akers Mill Rd., Atlanta, GA 30339



Owners: Mia Orino & Carlo Gan
Filipino comfort food
kamayanatl.com



Owners: Anita, Howard and Ron Hsu
Thoughtfully-crafted menus with a distinct dining experience
1530 Dekalb Ave. NE, Atlanta, GA 30307



Owner: Nozomi Morgan
Services that support companies' sustainable growth by creating the best workplace culture
michikimorgan.com



pinker times

Owner: Skye Lin
Pop-up floral design studio
pinkertimes.com



Owner: Dominic Leong
Fresh microwave meals
sealedmeals.com



Owner: Stephie Watson
Korean fried chicken and street food
seoulchikinatl.com



Owner: Aisha "Pinky" Cole
Burger joint offering bangin' 100% vegan junk food
 476 Edgewood Ave. SE, Atlanta, GA 30312



Owner: Thip Athakhanh
Lao street food
 6035 Peachtree Rd., Suite C114
 Doraville, GA 30360



Owner: Young Han
Korean Cuisine
 5953 Buford Highway NE
 Atlanta, GA 30340



Owner: Amy Wong & Howie Ewe
Asian baked goods and boba
 935 Peachtree St. NE Suite 935
 Atlanta, GA 30309



Owner: Dondre Anderson
Gourmet potato chips
symphonychips.com



Owner: Nina Alexis
Art direction, creative and event design
alexis.agency



Owner: Monica Sunny
Handcrafted teas and spices from India
thechaiabox.com



Owner: Valaurie Lee
Fitness and day spa
 3397 Main St., College Park, GA 30337



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In a biscuit manufacturing plant, a tank of palm oil was located near the production line. Upon observing this, I immediately recognized potential disaster. Leveraging FM Global's nearly two centuries of experience, I was able to convince plant management that without proper containment, ignitable liquids put the entire plant—and the people inside it—at risk. This is what I do every day at FM Global. Whether I'm considering risks at massive assembly plants or consulting on greenfield construction projects with hundreds of millions of dollars in capital investment, I'm advising clients on ways to provide a safer environment for businesses and their employees. If you want to advance your technical expertise while developing keen business insight, you'll discover unparalleled opportunity at FM Global.

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2021 SASE National Convention Recap

The past couple years came with challenges, but challenges showcase the best qualities in people. SASE held not one, but two virtual conferences. For the planning team in 2020, going virtual was an adventure into the unknown that SASE was ready to tackle.

In 2021 our planning team did come with a plan; the National Convention would be comprised of both an in-person and a virtual conference. However, when COVID-19 became a health risk, the in-person conference in Atlanta was cancelled. The real challenge then presented itself: a one-month transition to an all-virtual conference.

The National Conference 2021 Programming Manager, Brandon Poy,

and Logistics Manager, Sasha Hall confronted this challenge with amazing skill, organization, enthusiasm and dedication. Both managers led their respective committees in successfully planning and executing the virtual event. They executed under time sensitive circumstances, developed programming events, recruited and trained more volunteers than anticipated. SASE cannot thank them enough for their flexibility and leadership.

The NC2021 Virtual team did an outstanding job coming together with their creativity and problem-solving skills to provide a great conference. Everyone showed incredible determination and perseverance during a challenging time.



BRANDON POY



SASHA HALL

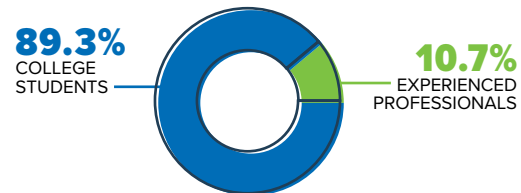
THANK YOU NC2021 VOLUNTEERS!

VIRTUAL CONVENTION 2021 DEMOGRAPHICS

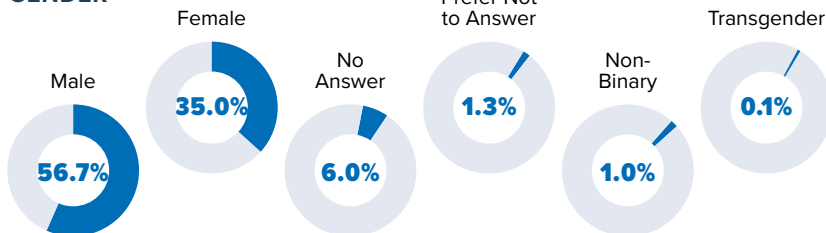
ATTENDEES

2,000

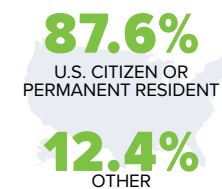
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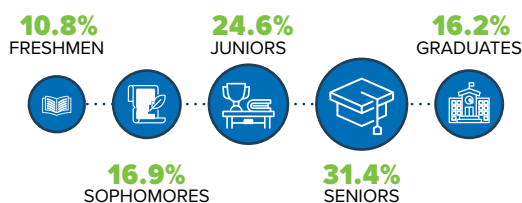
GENDER



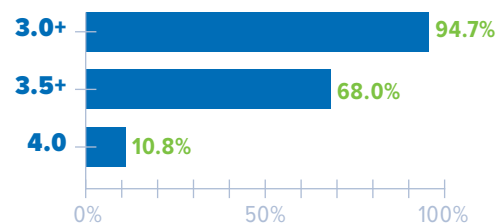
NATIONALITY



YEAR IN SCHOOL



GPA





it's only human to realize diverse thinking means diverse solutions

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**Chevron is proud to sponsor the 2022
SASE National Convention & STEM Career Fair**



SASEFAM



Reimagining SASE

By Kevina Lee

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, Manasvi Savani and Jason Chin have made an impact on the SASE community in their own ways.

MEET MANASVI

Where she works: Citibank • **Where she studied:** University of South Florida

In 2020, Manasvi Savani led the Southeast Regional Conference (SERC) team to break a new attendance record. In 2021, her chapter was recognized by the University of South Florida with a Best in Excellence award. For Manasvi, 2022 is another year to reach new heights – and reimagine how SASE can bring everyone together.

“When we went for the first in-person event in SERC 2022 this year, it was a game changer for everyone,” Manasvi said. “Not just for the team, but for the chapters. It brought the energy back.”

Bringing chapters together through bonding was always top-of-mind for Manasvi. She first helped host SERC in 2018, then took on more roles within her SASE chapter before becoming both Chapter President and SERC Executive Director in 2020. Manasvi went on to become South Regional Program Coordinator, managing and supervising regional conferences as well as leading the Sister Chapter Challenge to facilitate chapter bonding within the South region – all while also volunteering on the National Conference logistics committee.

As a leader and mentor in each of her roles, Manasvi believes in the success of others and encourages them to form their own thoughts. During meetings, she prioritizes listening to what everyone has to say and working to implement ideas as a team.

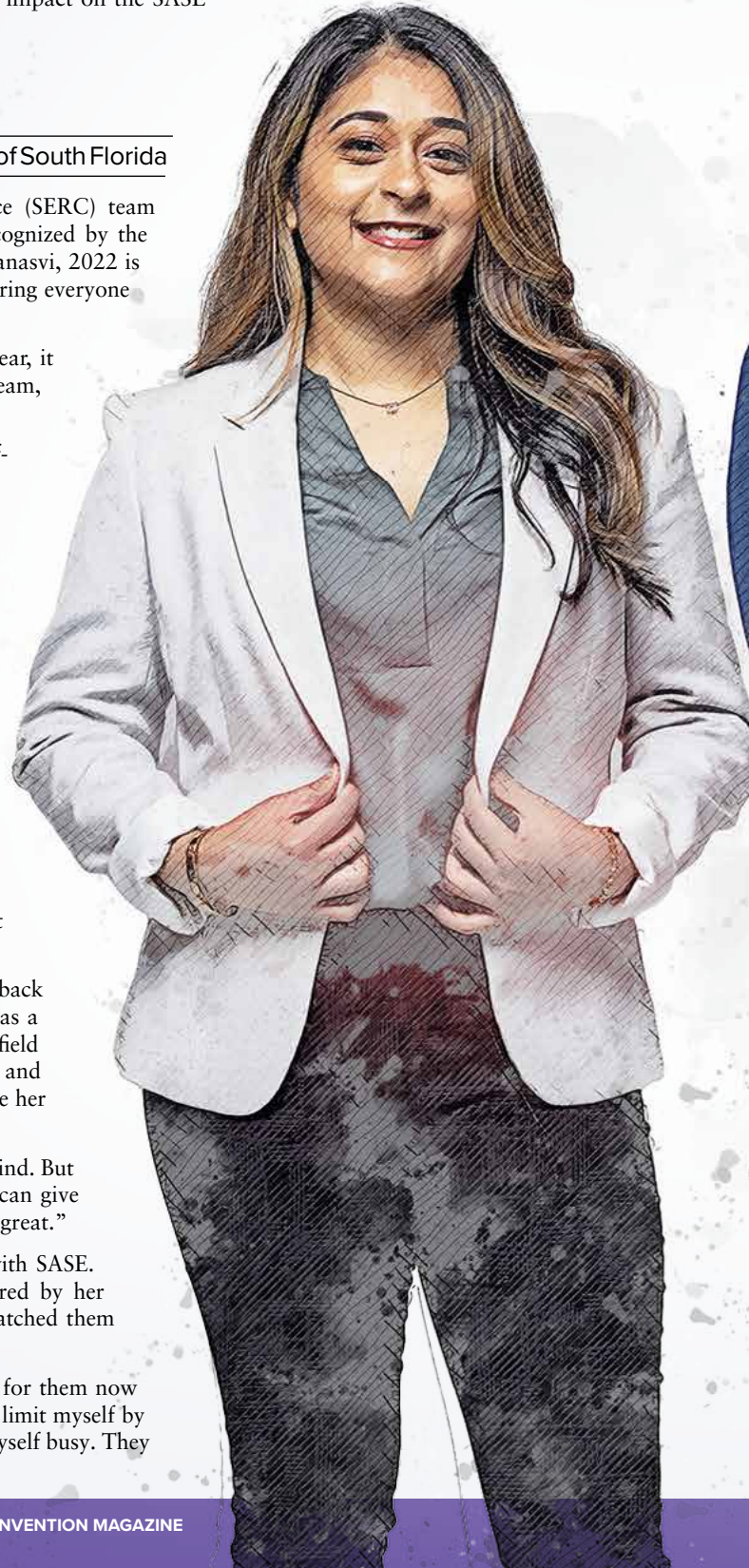
“It makes me feel happy when I see that I can give back – it's a satisfaction and happiness at the end of the day,” Manasvi said. “It brings a smile to your face when a chapter comes and says, ‘Hey, your idea worked and we were able to execute this event successfully.’”

Manasvi aspires to do more for the SASE community – and give back to an organization that helped her get to where she is today. She was a first-generation college student without much knowledge about her field of interest: engineering. SASE not only helped her navigate the field and select a major, but also develop her communication skills and explore her leadership potential.

“When you're done with college, there's a lot that you just leave behind. But I feel like with SASE, it's different,” Manasvi said. “I thought, if I can give back to incoming college students and other chapters, that would be great.”

At her core, Manasvi has always aspired to do more – not just with SASE. Manasvi, who immigrated to the U.S. at age 14, feels most inspired by her parents, who left a luxurious life in India for their children. She watched them make sacrifices and work hard in their new country.

“If they can do it at this age, there are so many things we can do for them now and to make them proud,” Manasvi said. “So, why would I want to limit myself by just working? That's why I choose to work and volunteer and keep myself busy. They



WITH OUR 2022 SASE ROLE MODELS

always inspire me to do more in life.”

MEET JASON

Where he works: HNTB • **Where he studied:** Northeastern University

When reimagining the concept of a podcast series for SASE, Jason Chin had a vision in mind. “The Adult Table,” currently on Spotify, Apple Podcasts and more, would bring the SASE community closer and keep them engaged regardless of where they were in the world or in life.

It was during a study-abroad trip to Italy that Jason was first introduced to SASE. That was where he met Celine, the president of the Northeastern University chapter at the time. Although Jason hadn’t been involved on campus, he decided to give SASE a try as a sophomore – and immediately, he felt a new sense of belonging. He was welcomed warmly into the SASEfam, and he kept coming back for them. These meaningful connections inspired Jason from the start, and he took on different leadership roles to make the chapter even stronger.

Motivated to guide students to build strong communities of their own, Jason signed up to become Northeast Regional Coordinator, then Senior Regional Coordinator and Chapter Coordinator, after graduation. His approach as a leader and mentor was to listen genuinely while keeping things as fun as possible.

“Ultimately, it is a volunteer position,” Jason said. “You have ideas for what you want to do in the community, but you want to make it worth your while and get something out of it, too.”

He took a similar approach when starting up “The Adult Table.” With co-host Jenny Cheung along for the ride, Jason invites the SASE community to dive deep into the lives of individual members – their academic and professional careers, personal experiences and struggles. In each podcast episode, Jason stays true to his empathetic and down-to-earth approach, and especially so during a Pride Month episode focused on the queer Asian American experience.

“It was out of our comfort zone to talk about these issues, and hearing from our two guests about these experiences was really informative and eye-opening – things I’ve never had to think about or experience myself,” Jason said. “These topics can be hard to navigate with family and in SASE, too. I don’t think we’ve publicized an episode like that before, so it was really cool to get that episode together.”

Starting “The Adult Table” without much of a blueprint was already a milestone accomplishment for Jason. Unlike starting a new leadership position within SASE, it was a new game to come up with a name, find guests to bring in, edit the product, and develop an entire brand. Connecting with other members of the SASEfam by asking questions, learning from them, and discussing issues that matter made it all the more meaningful.

“When I think about Reimagine, I think of that community aspect and how we can grow – how we can stay connected past COVID, outside of a volunteer position, and across different regions,” Jason said. “SASE is a pretty young organization, so I’m curious to see how the SASE community grows throughout time.”



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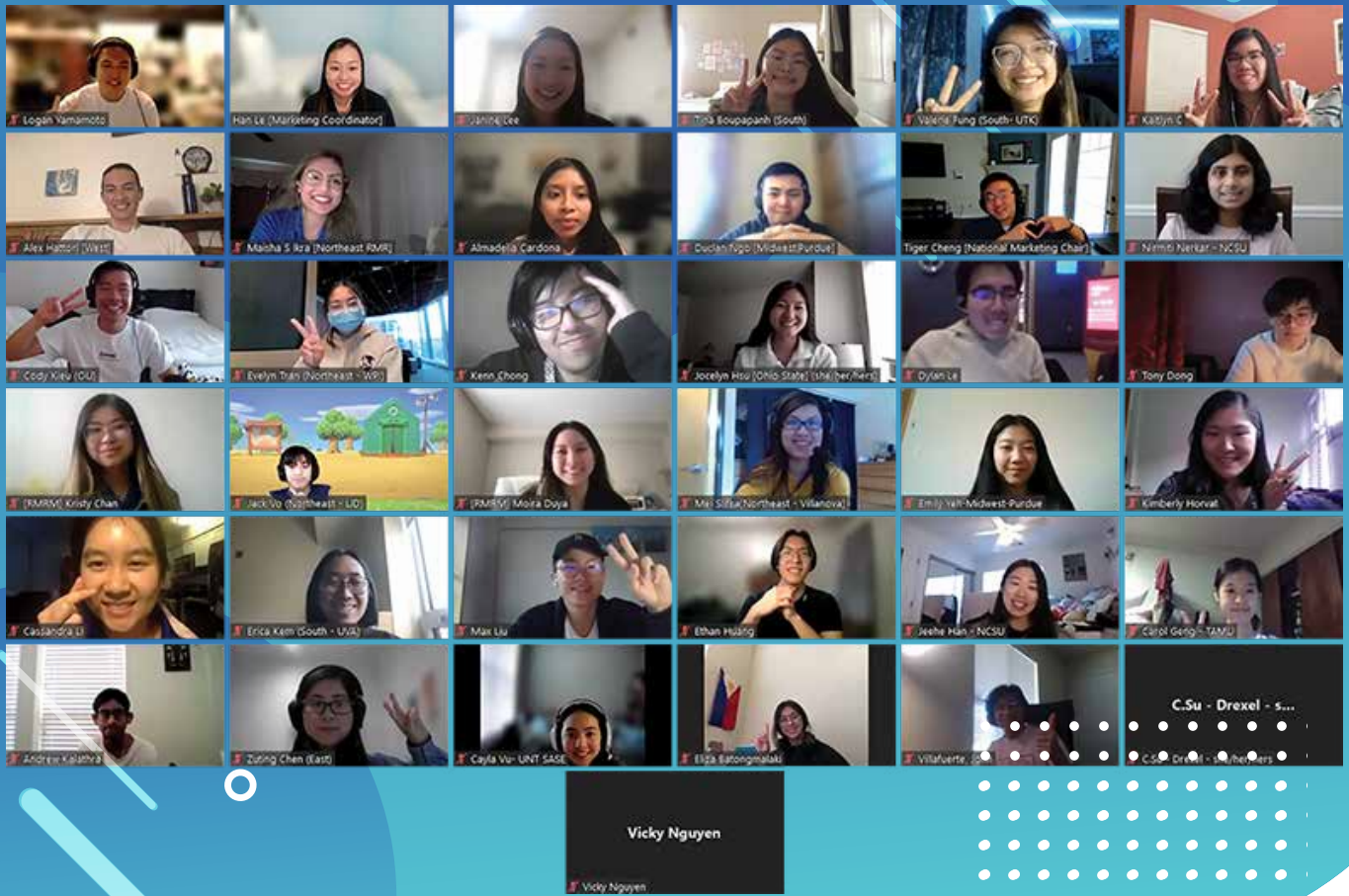
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#MakeYourMARKetingWithSASE

SASE hosts first-ever National Chapter Marketing Retreat

Now boasting more than 80 chapters, SASE has been on a mission to prepare leaders, celebrate diversity, and give back. This year, the organization had the chance to bring its marketing leaders together – and make the move toward a stronger, more unified marketing strategy.

On April 3, SASE held its first-ever retreat for chapter marketing representatives and officers. The three-hour event brought together 40 attendees from more than 15 chapters via Zoom, hosting one networking event along with three workshops for Instagram strategy, photography, and graphic design.

“My goal was to give the opportunity for Marketing Officers across the nation to connect with one another

while providing a fun space to be creative,” Han Le, SASE Marketing Coordinator, said.

Through the hashtag #MakeYourMARKetingWithSASE, chapters also engaged in an Instagram Reels competition to answer the prompt, “What does SASEfam mean to you?” The reels provided the opportunity for students to hone their creativity and marketing skills.

“I believe attendees took away that Nationals is a resource for them, and there are many people within SASE that share their role and responsibilities; therefore, they have a network of people to reach out to,” Han said. “With the right guidance and North Star, all of SASE Marketing can work collectively towards one vision.”



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SASE STARS

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!

Profiles by Alexandra Giang



JESSICA WONG

- Purdue Chapter Outreach and Marketing**
(2021)
- Purdue Chapter Vice President**
(2021–2022)
- Purdue Chapter Treasurer**
(2022–Present)

Midwest Collegiate Star Award

Jessica Wong’s fondest SASE memory was coming out of the COVID-19 pandemic and seeing her chapter’s recovery and growth. Like many, her chapter struggled during the pandemic but their recovery was swift.

“That year brought in a huge amount of new members,” Jessica said. “We grew from 120 members to just over 200 members. It was a really big jump and a huge accomplishment.”

Although her chapter wasn’t small by any means, it was a significant increase in numbers and membership.

Jessica’s discovery of SASE was like fate. She found SASE after searching through her university’s club directory and thought SASE was exactly what she was looking for, given that it was a STEM club, and decided to join as a general body member. Soon after joining, Jessica knew she wanted to be a part of SASE long term.

While SASE’s STEM and professional development aspects were what originally drew Jessica in, the community and friendships she developed were why she stayed and continued to serve SASE.

“SASE was a great way to build a community, especially an Asian community, on campus. I wanted an organization that had a good community while still being related to my major,” Jessica said. “The people in SASE were really nice, open and willing to guide me through the industry and college life.”

Jessica originally applied to be a general board member on the executive board, but then a vice president position opened up and she took the opportunity to exercise her leadership skills and

serve in SASE as an executive board member. She was the perfect fit for the position, and her skills, alongside the rest of the leadership team, led the club to success.

Meanwhile, SASE was beginning to be mentioned more and more at her university, making Jessica excited and inspiring her to work harder than ever before.

“I really enjoyed hearing SASE pop up more in discussions and being more known on campus as another organization for minorities. It’s been a big stepping stone and I am really proud to have been a part of it,” Jessica said.

In the future, Jessica hopes to continue to build the SASE community.

“I want everyone to grow closer and to retain all the good while looking for new opportunities,” Jessica said. “I’m really proud of my chapter. We’ve grown tremendously over the past few years. I love the team I’m working with and I’m excited for what’s to come.”

Honorable Mention



JIBRIEL SAQIBUDDIN

He/Him
University of Dayton

“My proudest accomplishment was having someone from NASA giving a talk about his project and work.”



AMY NGO

- ◆ **Stony Brook Chapter Mentee**
(2019-2020)
- ◆ **Northeast Regional Conference Programming Chair**
(2021)
- ◆ **Stony Brook Chapter President**
(2020-2022)
- ◆ **Northeast Regional Coordinator**
(2022-Present)

South Collegiate Star Award

Amy Ngo joined her school’s SASE chapter her sophomore year as a promising and ambitious mentee in the mentorship program. While she liked the idea of the professional development and networking opportunities SASE offered, Amy wasn’t sure SASE was for her until she attended her first in-person national conference.

Seeing what SASE was outside of Amy’s chapter and what it had to offer at the national conference hit home. Experiencing the other powerful chapters and the community behind them inspired her to bring that same energy back to her home chapter. Amy knew she wanted to contribute to the growth of the SASE community. That was the moment Amy realized SASE was for her.

Soon after Amy’s time as a mentee, she became president of her SASE chapter. It was a huge jump and sharp transition, but with her chapter’s support, Amy took on the position. They, especially the executive board, had faith in her to deliver and do well as a leader.

She did deliver.

Swiftly after becoming president, Amy’s chapter won “Most Improved” from her university. It was the first award her chapter had ever won, making trailblazing history for her and the members.

“I put in a lot of effort and dedication,” Amy said. “I wanted to grow and revamp my chapter and take it to new heights. That award was a symbol of that. My dreams happened.”

Amy wasn’t alone. She reinforced the foundations of her chapter with an incredible executive board centered around the same vision that she had of growing and improving SASE. Their ambition and passion for SASE was monumental.

One of these board members was Jesse Wang, her SASE presidential successor.

“Jesse is my little brother,” Amy said. “We’re free therapy for each other and give each other professional advice.”

Becoming Jesse’s unofficial mentor was one of her fondest memories in SASE.

Jesse took the initiative and reached out to her about the chapter’s treasurer vacancy during Amy’s first year as president. With some encouragement, Jesse joined the board as treasurer and began pursuing other leadership positions under Amy’s guidance. Amy was honored and proud to have been Jesse’s biggest supporter and mentor.

“I am so proud of him and everything he’s accomplished,” Amy said. “Seeing someone grow from this shy, introverted person into someone so confident and the next chapter president was incredible.”

Jesse wasn’t the only success story in Amy’s chapter. The entire board had evolved and grown throughout their time serving the chapter with a fiery passion and determination. They were unshakable.

As her time as president came to a close, Amy’s belief in her chapter didn’t falter. Under the guidance of her incredible board, Amy knew she left SASE in great hands.

“I want my chapter to be a powerhouse in the Northeast region,” Amy said. “I didn’t want my chapter to be forgotten. We’re bringing our chapter up. Nobody is going to forget us.”

Honorable Mention



CELINE MIRO
she/her
Temple University

“My proudest accomplishment was bridging the gap between the College of Engineering and the College of Science and Technology here at Temple!”



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South Collegiate Star Award



ISABELLE SNOWBALL

USF Chapter Marketing Chair
(2019-2020)

USF Chapter Vice President Internal
(2020-2021)

USF Chapter President
(2021-2022)

South Regional Coordinator
(2022-Present)

Isabelle Snowball didn't know what to expect when she first heard of SASE, but she was unprepared for the intense sense of community behind the small but dynamic chapter at her university.

Even though Isabelle's SASE chapter was small, she enjoyed the intimacy that it had. The smaller size also made it less intimidating for Isabelle when she first joined.

At first glance, there were a lot of things that attracted Isabelle to SASE, like community and networking. SASE's mission seemed to be everything she was looking for in a professional development organization.

"I liked that SASE focused on Asian culture in addition to being an engineering organization," Isabelle said. "They focused on a cultural aspect and other social aspects like building a community. They had more than just professional events and prioritized fostering a sense of community."

Diversity was also one of the most important principles of Isabelle's chapter.

"SASE is also focused on Asian culture," Isabelle said. "We are all about creating a safe space and introducing other people to different cultures. Tons of people in the club weren't Asian. We were diverse."

During her time with SASE, Isabelle became a trailblazer. She was the first marketing chair in her chapter. She was artistically gifted and loved promoting SASE. The new position was created with her in mind and suited her role perfectly.

Isabelle thrived in her new position. Her devotion to SASE grew exponentially as her position as

marketing chair helped her come out of her shell. Eventually, she would become vice president and then president of her chapter.

"I have a lot of people to thank," Isabelle said. "Many people have helped me get to where I am today. I'd like to give a shout-out to everyone who has guided me in this journey, and specifically EJ Rojas for inspiring me and being an incredible role model. I'm glad I got to do right by him and pass on the torch."

In the future, Isabelle hopes to become a SASE regional coordinator. She aspires to use her own past experiences managing her chapter to help other chapters succeed, while being able to participate in SASE. Her goal is to draw more attention to the science in STEM while simultaneously growing the other branches. Of course, Isabelle intends on promoting the SASE principles of community and diversity as well.

Isabelle hopes that other future members enjoy their time with SASE and make the most of their experience with the organization.

"There's a lot to gain from being in SASE," Isabelle said. "You'll only reap the benefits by being an active member. Take advantage of the opportunities given to you."

Honorable Mention



IAN LAI

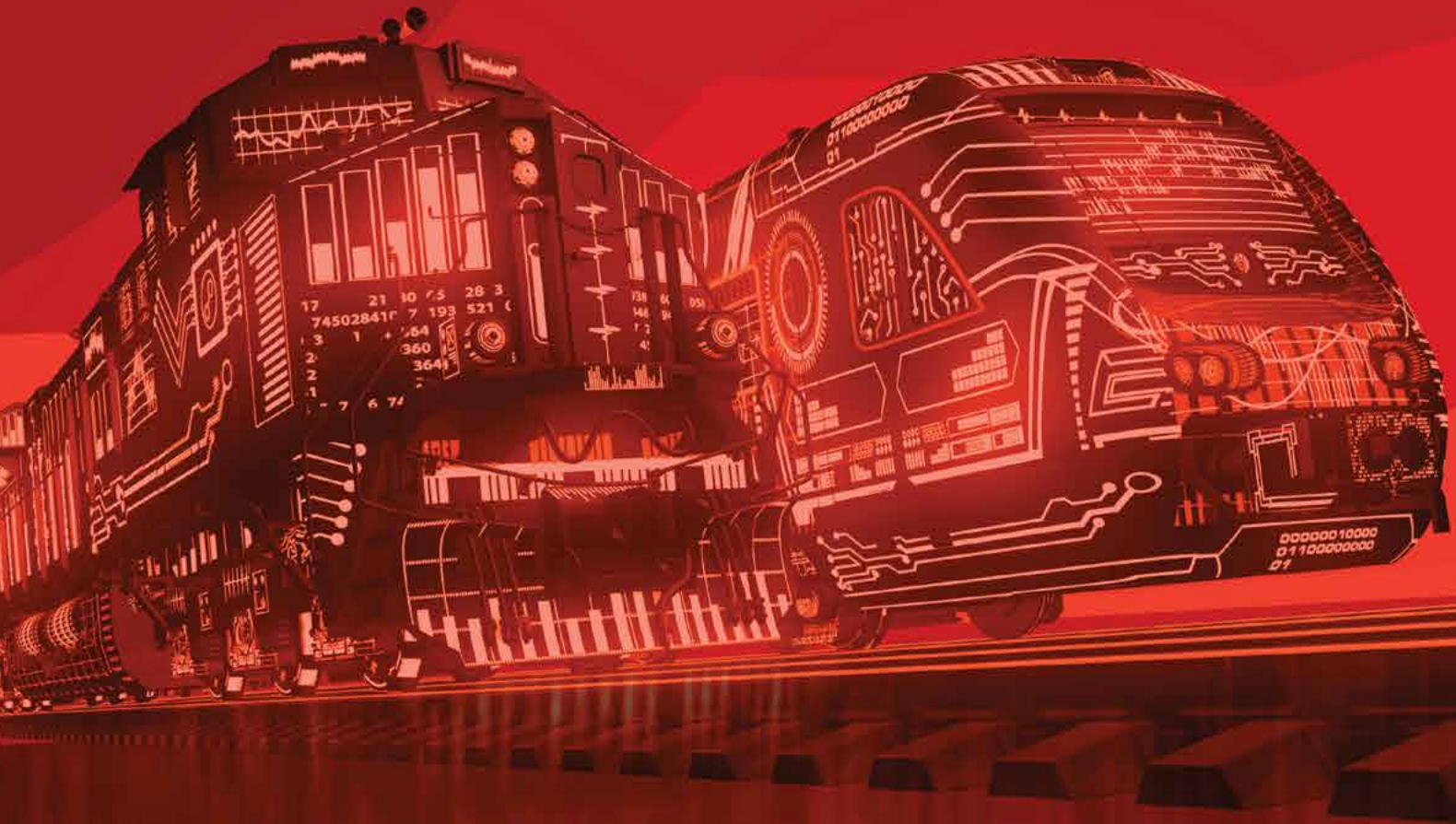
He/Him

University of Florida

"My proudest accomplishment was being able to inject a new sense of warmth, energy, and dedication into UF SASE, thus helping it grow. Through my duties as a board member and through creating and running the SASE Intramurals program, I was able to watch UF SASE grow almost fourfold since becoming a board member."

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HANNAH JANE ROMERO

-  **UNLV Chapter Committee Member**
(2019)
-  **UNLV Chapter Director of Marketing**
(2019)
-  **UNLV Chapter Vice President**
(2020)
-  **UNLV Chapter President**
(2020-2021)
-  **West Regional Conference Committee**
(2022)

West Collegiate Star Award

When Hannah Jane Romero agreed to volunteer at her chapter’s annual SASE karaoke night, she had no idea SASE would become her next biggest adventure.

Hannah originally intended on joining SASE as a regular member, but was encouraged by the SASE president at the time to become a committee member. Soon after, with her background in graphic design and marketing, Hannah became director of marketing.

Eventually, she would become vice president and president.

Hannah was admittedly reluctant to become president. She had just switched her degree from engineering to political science, a field outside of STEM, leaving her conflicted on whether she was the right fit to represent SASE.

However, through time and support from her executive board, Hannah realized that she was the right fit for the position. Her degree in political science only served to further emphasize SASE’s mission and advocacy for diversity, despite SASE’s focus on STEM.

Attending the national conference was eye-opening for Hannah.

“I realized, ‘Wow, I really love this organization,’ and seeing all these people working really hard trying to get internships and networking, but also having fun at the same time ... inspired me. I really wanted to continue to be a part of SASE and put more time and effort into it,” Hannah said.

Hannah also attended the SASE regional conference and had a similar experience. It inspired and motivated her to have her chapter

host a regional conference.

“I believed that as a team, my chapter could host this conference because of all the growth and devotion we’ve had for SASE,” Hannah said.

In the near future, Hannah intends on becoming senior advisor for her chapter and eventually wishes to get more involved with conferences and volunteering with SASE once her career is solidified.

Hannah hopes to become a role model for those interested in joining SASE, especially those with degrees outside of STEM. She believes one of the most valuable things a member can gain from SASE are soft skills, like public speaking.

“Being able to speak about yourself ... is so important. You can have all the technical skills, but if you’re not able to sell yourself and expand your horizons, it’s so hard to get further on,” Hannah said.

Hannah is confident those looking to join SASE will find exactly what they are looking for and more – in terms of professional development, opportunity and community.

“Bring your friends! You don’t know where they are in life and if they want to take that next step in becoming leaders. A lot of the current board members were invited by their friends and got more involved once they saw how enjoyable being in SASE is,” Hannah said. “You never know. SASE might be their next adventure, too.”

Honorable Mention



MARISSA EDWARDS

she/her
Arizona State University

“This past year in SASE, I was given the opportunity to guide SASE-ASU as the chapters’ president and within a year we were able to create a Kpop dance team, bring the largest contingency to SASE West Coast Regional Conference, host our first formals, receive an Outstanding Growth Award by the Asian/Asian American Student Coalition at ASU, and have two articles written about SASE’s growth. These accomplishments are extremely rewarding but my biggest and proudest accomplishment would be the best friends, family, and community created this past year at ASU.”



ZOE IMANSJAH

-  **West Regional Conference Programming Committee**
(2021)
-  **SASE National Convention Programming Committee**
(2021)
-  **UCSB Chapter Senior Advisor**
(2022)
-  **West Regional Conference Speaker**
(2022)

Emerging Star Award

Awarded to SASE National Volunteers of 1-2 Years

Zoe Imansjah loved SASE from the beginning. When she first joined as a freshman, she thought it would be a place where she could find a community of people who were similar to her and were also interested in the same things.

“I never thought it would be the community it turned out to be and I didn’t expect to make as many friends as I did. SASE definitely lived up to my expectations,” Zoe said. “I didn’t have unrealistic expectations, though! All I wanted was to have a lot of friends and be surrounded by Asian people.”

Being a STEM club was a huge plus for Zoe.

“I was actually able to get a lab position thanks to SASE,” she said. “One of the biggest reasons I stayed involved early on was because I wanted to help SASE, like SASE helped me.”

Zoe’s relationship with SASE encouraged her to stay involved during the pandemic.

“A lot of other clubs didn’t make it through the pandemic,” Zoe said. “SASE was different and felt more than a club. It was my friend group and social outlet, but also a great source for professional networking.”

At Zoe’s first national conference, she ended up getting an internship. It was one of many pivotal moments for her.

“My first national conference taught me that people are actively looking for organizations like SASE, because diversity and inclusion are the future. The corporate world and society need SASE,” Zoe said.

Zoe never held any officer positions in her collegiate chapter, but she didn’t let that stop her from getting involved.








“You don’t have to be in an officer position to make a difference,” Zoe said. “There are already so many opportunities provided that you can still make an impact wherever you go. The level of commitment required to volunteer at SASE is as much as you can or want to give. You’ll be welcome regardless of your level of involvement by the SASE community.”

Long term, Zoe hopes to stay involved with SASE for as long as possible. She aspires to stay a SASE mentor and provide opportunities for future mentees like her mentor did for her. Zoe hopes she’s able to reconnect with her collegiate chapter and volunteer at the national level as well.

“I’ve just had so much fun with SASE,” Zoe said. “SASE has allowed me to be professional and fun at the same time. For new members, I would say just go for it. You’ll never know what you’ll find and who knows, SASE might be it for you.”



**HARMONY
SCHMIDBAUER**

-  **Collegiate Conference Attendance Committee**
(2019)
-  **SASE Pro Committee**
(2020)
-  **Collegiate Conference Programming Committee**
(2020)
-  **Professional Conference Logistics Coordinator**
(2020)
-  **SASE Pro Women's Leadership Conference Logistics Coordinator**
(2021)
-  **Professional Conference Logistics Team**
(2021)
-  **SASE Professional Individual Giving Research & Presentation**
(2022)

Rising Star Award

Awarded to SASE National Volunteers of 2-4 Years

Many SASE members get involved with the organization through their university's collegiate chapter. However, Harmony Schmidbauer initially heard of SASE when she was sponsored to go to her first SASE national conference.

"The environment at the SASE national conference, the authenticity and the closeness of the volunteers really drew me in," Harmony said. "I knew I wanted to get involved in something bigger than myself, and SASE seemed to be it."

From there, Harmony's love for SASE grew.

"I learned so much about SASE," Harmony said. "Things like the differences between SASE collegiate and SASE Pro were completely new to me. There was so much to the organization that I didn't know about."

SASE wasn't the only thing Harmony learned about. She also learned about the people behind SASE and what being a part of the SASE family looked like.

"These people cared about you as a human," Harmony said. "We weren't just a number or just a member that pays membership fees. We were part of something larger. I didn't realize how connected everyone was and there wasn't a single person that didn't offer to connect me to someone else."

Harmony's future goals with SASE involve staying in touch with the volunteers and continuing to participate in conferences.

"Even if I'm not a volunteer, I hope to still be able to attend the conference," Harmony said. "And I hope to stay connected to the people I've met through SASE no matter what."

For new members, Harmony recommends for them to keep an open mind.

"Take advantage of your opportunities," Harmony said. "Yes, you are volunteering, but SASE wants to give as much as you want to give. Try to use SASE to create a network, help others, but also improve yourself professionally. Really leverage the network and resources you have, stretch yourself into other opportunities and learn transferable skills for your day job. Don't be afraid to be a little selfish sometimes."

Harmony hopes that volunteers and members can find even more than professional skills in SASE, though.

"I was adopted," Harmony said. "I didn't have a lot of people who looked like me in school or in the community. I felt disconnected from my heritage and history. SASE was the first time in my life where I was in a room with more than a handful of Asians and where I did not feel different physically from everyone. It was eye-opening to me."

"There's going to be a need for more organizations like SASE in the future," Harmony said. "It's not always easy being Asian but SASE gave me the support that I needed and I can see it helping other people like me too."

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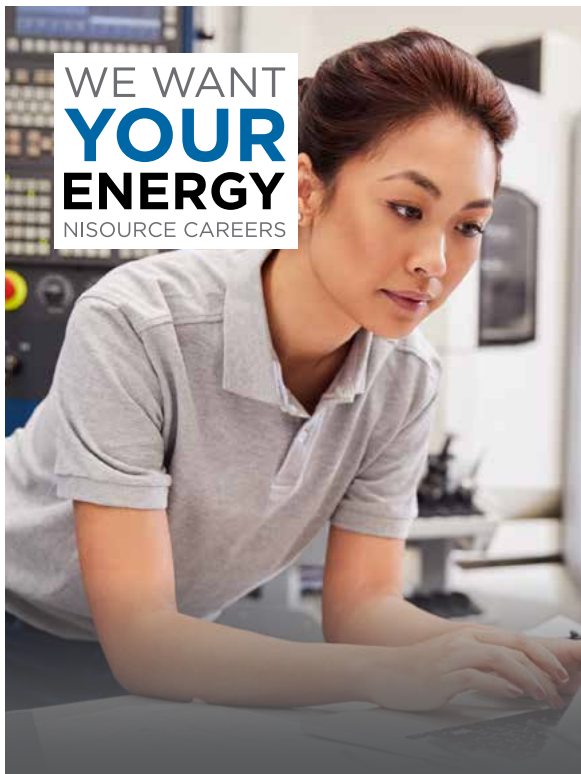
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Rising Star Award

Awarded to SASE National Volunteers of 2-4 Years



JASON CHIN

Northeastern Chapter Programs Chair
(2017)

Northeastern Chapter Logistical Coordination Chair
(2017-2018)

Northeastern Chapter Co-Vice President
(2018-2019)

Northeast Regional Coordinator
(2020-2021)

Northeast Senior Regional Coordinator
(2021-2022)

Northeast Chapter Coordinator
(2021-2022)

The Adult Table Podcast Co-Host and Executive Producer
(2020-Present)

Jason Chin was roped into SASE during his second year of university. He had gone on a study abroad trip and met the chapter president, who convinced him to join.

“I was skeptical at first,” Jason said. “I wasn’t super involved on campus or anything like that, but they said to just come out and that it would be super casual. It was fun. I thought at that moment that this was something I enjoyed and wanted more of.”

Compared to other clubs on campus, SASE seemed to stand out.

“All the other ones seemed kind of cold and not very personal. At SASE, even the executive board members were active in trying to get to know you and make you comfortable. It was a nice fresh start.”

Jason ended up running for an executive board position for the next semester and becoming the programs chair.

“I was super nervous,” Jason said. “Up until that point, I had never run an event before. I felt like I needed to prepare everything for it because I had no idea what was about to happen. It’s kind of cool to see my progress from feeling very nervous about everything as programs chair to my final semester as co-vice president, where I was much more comfortable and confident with running events.”

For Jason, running for a board position changed his entire college career.

“I came out of the election period not super confident,” Jason said. “I know a lot of people in the programs chair position previously had more experience than me, so when I got the position, I was really surprised.”

It was thanks to that position that he was able to

meet his closest college friends.

“If I didn’t get that position, I’m not sure where I’d be today,” Jason said. “SASE is just a huge part of my life outside of work.”

Another one of Jason’s pivoting moments was restarting the SASE podcast.







“They had this list of initiatives to pick from and I thought a podcast would be the most interesting,” Jason said. “I wasn’t sure how it was going to work, but the moment that changed for me was when I asked one of my friends to be the co-host.”

For members thinking about running for a board position, Jason encourages them to do so.

“My board position led me to the most connections in SASE,” Jason said. “You have all the behind-the-scenes experience, and it made me feel connected in the SASE community. It’s been a really cool journey to be a part of these people’s lives. I don’t regret a single second of it.”



RANDY HSU

-  **Purdue University Chapter Treasurer**
(2012)
-  **Purdue Chapter Professional Liaison**
(2013)
-  **Purdue Chapter President**
(2014)
-  **Midwest Regional Coordinator**
(2016-2017)
-  **Midwest Program Coordinator**
(2016-2017)
-  **Northeast Chapter Coordinator**
(2018-2019)
-  **Midwest Regional Manager**
(2020-2021)

Shining Star Award

Awarded to SASE national volunteers of 5+ years

It would be an understatement to say that Randy Hsu made many connections during his time with SASE.

“As a collegiate board member, I would host some events in the area for people to come out and spend time together with each other,” Randy said. “Most of the time it would be just a few locals that would gather, but it was still chill and fun regardless.”

“There’s just this special connection with SASE members,” Randy said. “You can’t find it anywhere else. It’s nice knowing that we’re all volunteers working for the same cause and mission but that we’re also not hanging out to talk metrics or sales. It’s a lot less work-oriented.”

Randy isn’t sure what the future holds for him and SASE, but he knows it will still be an incredible experience.

“I don’t have an official volunteer role for next year, but I still want to help out and be around for all the events,” Randy said. “I’m like the senior adviser – I’m just here to drink boba and eat popcorn.”

However, Randy doesn’t plan to idle around. Instead, he aspires to continuously improve and help others in SASE.

“I’m going to be looking for more opportunities to improve SASE,” Randy said. “I think devoting more time to planning for long-term goals is key. I also want to see how we can continue to recruit people to join SASE and connect them on a social level.”

Randy believes helping people fit in and giving them a role are extremely important.

“I want people to know that there is always a place for you in SASE, whether that be as a mentee

or mentor or something else,” Randy said. “I’d also like to see more low-commitment events for those members interested in joining SASE. It would be an interesting avenue to explore.”

For college students interested in SASE, Randy advises them to step outside of their comfort zone.

“Be more social and develop those skills, like public speaking. They’re really important business skills, regardless of what industry you’re working in. These skills aren’t easy to develop, but SASE allows volunteers to invest in these skills without it being stressful or high stakes,” Randy said.

For seasoned SASE members thinking about volunteering on a higher level, Randy encourages people to always remember SASE is a volunteer position.

“Focus on building yourself and be careful of burnout. Be diverse and, most importantly, enjoy yourself and make the most of the experience,” Randy said.



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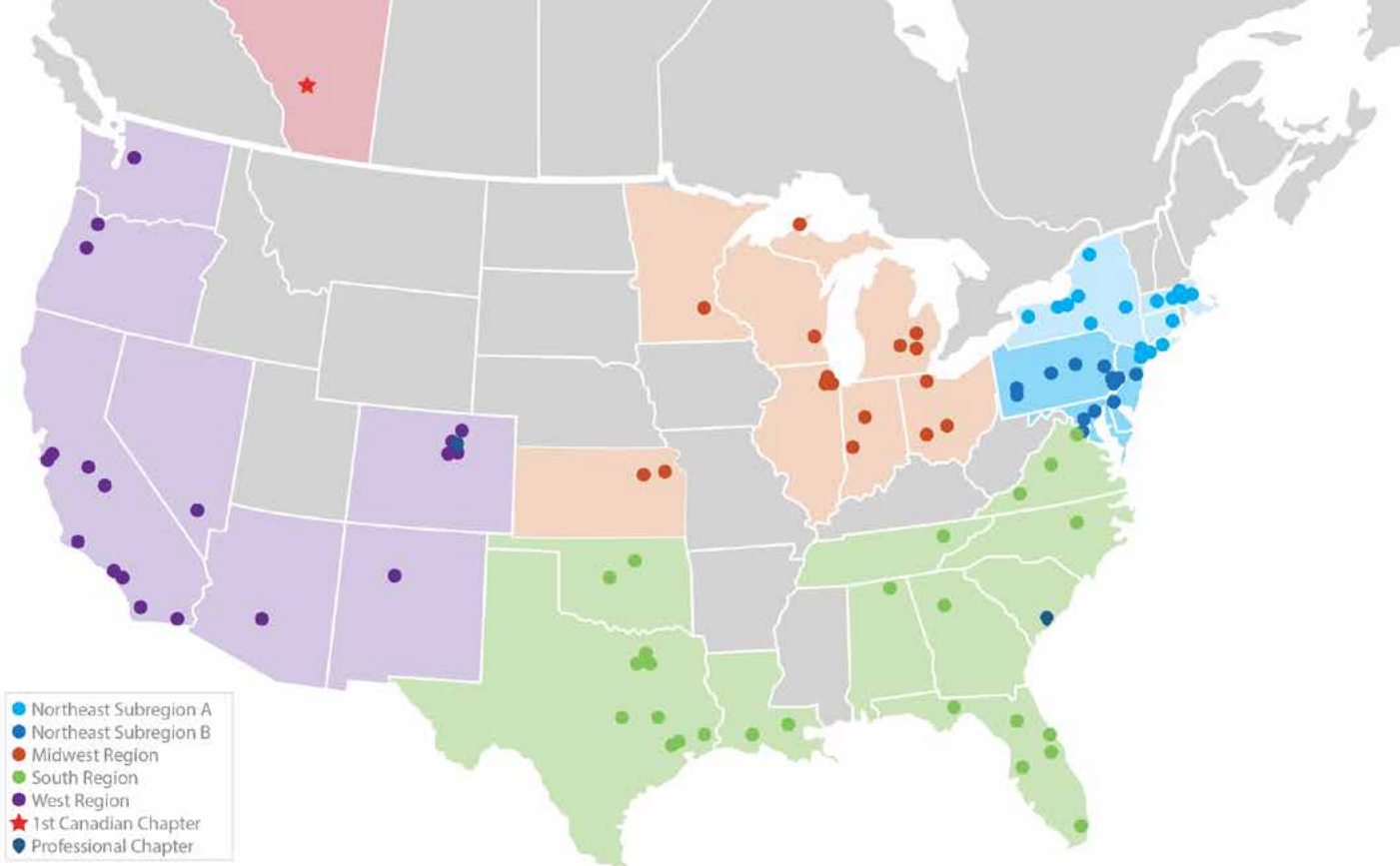
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Spirit of **SASE** *Awards*

For the first time in SASE history, the newest Spirit of SASE Award is honoring outstanding volunteers within each SASE committee. Exclusively selected and recognized by the SASE Squad, these award winners embody the heart and soul of SASE through their extraordinary dedication to the organization's mission.

Congratulations to this year's Spirit of SASE Award recipients!

Profiles by Alexandra Giang



SASE PRO COMMITTEE

David Pham



David Pham first heard of SASE during his undergraduate experience. His first impression was that it was a welcoming, inclusive organization.

“I didn’t have anything like SASE in my high school, so when I got into college and found an organization that supported my cultural values and cultural similarities, it just made me excited to support them,” David said.

He got involved with a neighboring university’s SASE branch and attended his first regional conference with them. From there, his love for SASE grew.

Soon after, David helped kickstart his university’s SASE chapter, becoming the external vice president. After graduating, he returned to volunteer several years later at the first SASE Pro virtual conference as a session leader – then, as logistics co-lead the following year.

David’s first national conference experience was eye-opening.

“I think that’s a huge moment for everybody,” David said. “The scope of

involvement on a national level is so cool to see. You just end up meeting people, everyone is welcoming and friendly. Employers are there looking to hire you. It’s a really awesome experience.”

David’s favorite part about SASE is the connection he feels with everyone on shared cultural and professional values. He’s already had several conversations with members in the newly launched SASE Discord channel and hopes to continue building wide networks of communication and friendship.

David hopes to continue his involvement with SASE far into the future.

“I plan on being with the SASE Pro committee for as long as I can. I’ve been happy to support the logistics planning for conferences through the last year and I’m really excited to be a part in planning the first in-person SASE Pro national conference since the pandemic,” David said.

No matter where you are in life, SASE is for everyone – that’s what David believes.

“The collegiate chapters are amazing. They

can have social events as well as professional development events. It’s a perfect dip into the water,” David said. “For those interested in SASE Pro, it might be more difficult if there isn’t a SASE chapter nearby, but there are always virtual avenues of getting connected, like joining the Discord server and saying hello.”

It wouldn’t be an overstatement to say that SASE changed David’s life.

“I wouldn’t be where I am today without the influence of SASE for the past eight years of my life,” David said. “The connections I’ve made and the people I’ve met have been irreplaceable. I look forward to seeing where SASE is going. I’ve been happy to volunteer and give back wherever I can, and it’s really cool seeing the impact of the organization on a smaller local scale and larger national scale.”

HR COMMITTEE

Rebecca Cho



When Rebecca Cho first heard about SASE, she was impressed with SASE’s professional opportunities and networking. She joined as an executive board member the very first year it was created at Villanova University.

“I really liked how they provided mentors to help you navigate building the chapter,” Rebecca said. “I also liked the national conference and being able to see how large and impactful the other chapters were. It was inspiring to see how big our chapter could potentially become.”

Rebecca loved SASE’s mission and continued on to become a national volunteer.

As a national volunteer, Rebecca’s work was irreplaceable. One of her first projects was working on the volunteer handbook and agreements, which is used with each volunteer enlisted today. It detailed the code of conduct and terms that volunteers needed to agree on when joining SASE and was used to standardize the recruiting process.

For this national convention, Rebecca hopes

to refocus her efforts on recruitment.

“When COVID first hit, SASE had to transition to virtual conferences, which made it difficult to recruit more volunteers,” Rebecca said. “The upcoming in-person national convention is a great opportunity for SASE, and HR will be doing our best to recruit as many people as possible.”

Rebecca’s first national convention was a new experience for her.

“Just being able to go to a different state was a lot of fun,” Rebecca said. “I expected it to be very professional and it still was, but the leaders made sure it was engaging as well. There were many opportunities for us to chill, talk and network with everyone.”

Rebecca was impressed with not only the number of panels and resources for young professionals, but also the passion that came from SASE members and volunteers.

“The amount of effort people put into SASE was eye-opening,” Rebecca said. “The thought

and energy SASE members have is unheard of. I’ve even heard someone say to me that SASE volunteers are the most passionate he’s ever seen. I honestly would agree with that and it makes it a lot easier to be as involved as I am.”

In the future, Rebecca strives to improve the onboarding process for new volunteers. Her team also wants to make volunteer positions more specialized to give each role more purpose and direction.

For new members thinking about joining SASE, Rebecca thinks being open-minded is most important.

“You’ll learn a lot of different things, like working with a team, that are useful for the workplace, and you’ll only get these skills and opportunities by trying and reaching out,” Rebecca said.

COLLEGIATE COMMITTEE

Randy Hsu

Randy Hsu started with SASE during his undergraduate experience. He remembers walking through the engineering hall and seeing a table with SASE members recruiting new members. He was instantly interested.

“I was Asian and an engineer,” Randy said. “I thought I would fit in and that this would be my kind of place.”

Soon after joining SASE, Randy became an officer for his chapter, hoping to develop professional and leadership skills. In the end, Randy found much more than soft skills for the workforce. He found friendships and a large, supportive community waiting for him.

“I grew up in Southern California, where the population is primarily Asian,” Randy said. “When I moved to Indiana, things were much more different than what I was used to. Being in SASE and surrounding myself with people in my culture and interests satisfied me and just felt right.”

Randy's involvement exponentially grew from there.

“I wanted to help other students succeed the

same way SASE helped me succeed,” Randy said.

He helped them with resume building, interview skills and other professional development opportunities, but it didn't stop there.

“We went out late at night to eat Chinese food that wasn't Panda Express – or grab boba,” Randy said. “For many Asians, that experience isn't new, and it's really nice to do these things with friends and not have to explain everything about it to them. People in the same culture just know what it is and I really value that.”

Randy eventually got involved on a regional level, where he wanted to continue his involvement after graduating with collegiate SASE.

For many SASE volunteers, the national conference is a notable moment for them. However, Randy's most notable SASE experience was the actual road trip to his first conference.

“My SASE chapter traveled with another

chapter,”

Randy said. “They drove an hour to meet at our university.

From there, we went to grab orange juice and hash browns at a fast food place. Then we drove 12 hours to the conference.”

Through that experience, he built relationships with friends outside of his own chapter.

“I learned that SASE was much bigger than me and my chapter. The relationships I built with people at my chapter were incredible, because we spend so much time together, but I still valued my friendships with those I met outside of my chapter,” Randy said. “It was a pivotal moment for me – this was an organization that was nationwide. The people that you are connected with have so many different backgrounds and experiences that you can tap into.”



NATIONAL CONVENTION COMMITTEE

Dustin Nguyen

Dustin Nguyen joined SASE during his university years as a general body member. He first heard of SASE from a friend in a neighboring university and was excited to hear that his school had a SASE chapter as well.

Dustin had high expectations, and SASE did not disappoint.

“SASE was a place where I belonged,” Dustin said. “It's a tight-knit family, and I have a lot of friends in-state and out-of-state now because of SASE. It's a very family-oriented organization and everyone likes to help each other.”

Dustin soon became marketing chair for his university's SASE chapter and later decided to volunteer at the national conference, where he became a trailblazer and held multiple executive board positions related to the national conference event planning.

“The national conference was eye-opening for me,” Dustin said. “It showed me the large scope of all the people there and the

employers looking to hire us, too. It's where I met my current employer. SASE really set me up professionally.”

Dustin's future national convention goals revolve around bringing back the pre-COVID SASE family energy.

“In the past couple of years, we've been pretty disconnected because of the virtual format. I want to bring back the in-person experience,” Dustin said. “This year's conference will be many attendees' first in-person conference. I want to make sure it's a memorable experience.”

Dustin's favorite thing about SASE is the massive network of members all across the country.

“I was able to meet up with people outside of my state, even in places I never expected,” Dustin said. “It makes me feel like a part of something bigger whenever I think about SASE's huge support system.”

Dustin advises that making the most out

of your SASE experience involves finding a

group that you feel connected with and has the values you can align yourself to.

“Also, remember that even if you can bring all the technical skills to the table, it is all about who you know. So make sure to be building those connections and networking while you're with SASE,” Dustin said. “I think that is what will open the most doors for you professionally and gives you an edge amongst others.”

And for those looking to join SASE, “Do it!”

“If you want to make connections and make lifelong friends, SASE is the one organization for you. We have both the cultural and professional aspects, making it a perfect blend for success,” Dustin said.





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MARKETING COMMITTEE

Tiger Cheng

Tiger Cheng joined SASE during his first year of university.

“I was looking for an opportunity to develop my professional skills,” Tiger said. “I also wanted to be in an organization that shared my cultural values. Where I grew up wasn’t exactly culturally diverse, so I really valued what SASE had to offer.”

Tiger’s first experience with SASE was very welcoming and truly exemplified the SASEfam culture. He remembers the members being extremely friendly and helpful, always looking to network him with other people.

His favorite memory was when a senior member heard that his name was Tiger.

“The senior member literally stood up and pointed at me while telling everyone my name was Tiger, making a big deal out of it,” Tiger said. “It was great and made me feel connected and special.”

That was a personally significant moment

for Tiger – and he had many other memorable moments related to professional development.

“The experience of being able to lead a group of eight volunteers as the regional marketing manager was extremely eye-opening for me,” Tiger said. “Up until that point, I didn’t have a lot of leadership experience that I felt satisfied with. Everyone was passionate, devoted and wanted to work as a team, and it was there where I felt like I really was able to truly exemplify service leadership.”

Tiger developed more than just leadership skills, though. He was able to work on his graphic design, marketing and IT skills, too.

“SASE helped me develop my skills and see how they fit within the broader market,” Tiger said. “I discovered the things that I enjoyed and I’m good at, and I was able to put them into practice. I realized that my skills were well-suited for a product manager role, and

this has changed my career outlook entirely.”

Moving forward, Tiger hopes to secure the strength of the marketing committee before his eventual retirement from SASE.

“I want to be able to recruit new blood – we need fresh eyes and new mindsets on the way we’ve been doing things, especially in the marketing committee. Of course, more helping hands are always welcome,” Tiger said. “I’ve done a lot of things here and there. It’s been an incredible journey to be able to experience so many different roles and functions in an organization, and I look forward to seeing where the experiences I gained through SASE take me in the future.”



IT COMMITTEE

Anthony Lai

Anthony Lai first heard of SASE during his undergraduate collegiate experience. After graduating, he learned that SASE’s IT committee was looking for volunteers and gave them a helping hand. He is still a volunteer today, with five impressive and impactful years under his belt.

Although it is relatively unfamiliar to many people, the IT committee is essentially the backbone of SASE. In addition to working on several projects throughout the year, the team brings tremendous value in driving and operating SASE’s hub of information and communication.

“The primary thing we do is maintenance for the SASE main website and conference website. We also coordinate with the other committees, like marketing and collegiate chapters, to produce materials for the websites or promotional graphics,” Anthony said.

Anthony loved SASE’s mission – it was one he could see himself getting behind.

“Just the general idea of promoting Asian

leadership in the engineering and science field was attractive to me,” Anthony said. “After joining, I was surrounded by like-minded people. Everyone was very open and everyone genuinely believed in SASE’s mission, like I did.”

Working on projects with the IT team was always a fulfilling experience. To Anthony, they weren’t just any ordinary projects.

“These projects were directly benefiting SASE and had a true purpose,” Anthony said. “SASE was actually using these projects, and my position was actually more than just a volunteer. I was helping SASE in a meaningful way.”

Anthony hopes to continue his journey with SASE long into the future. He aspires to spread SASE’s mission to new members and expand SASE’s scope of science and engineering to IT, programming and software engineering. He has been helping out with several projects related to this mission – most notably, with a SASE IT conference potentially in the works.

“You don’t realize how nice it is to be around like-minded

people who want you to succeed,” Anthony said. “Without SASE, I wouldn’t be where I am today. SASE even helped me find my current job, just because I had a connection to someone with SASE. It has just been incredible.”

Anthony offered some words of encouragement for new members interested in SASE.

“For anyone who is interested in trying SASE out, just try it!” Anthony said. “Even if it’s just volunteering experience or soft skills, transitioning from college to your professional life – we can help you with anything you need. And, if you don’t necessarily need those things, you’ll at least walk away with some lifelong friends, like I did.”





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“Joining SASE opened a door to a realm of opportunities that I didn’t even realize was within my reach. From conferences and competitions, leadership development, and networking opportunities, I found that there is something here for everyone. By being in SASE, I developed an ambition to reach higher than I ever thought I could, developing my leadership skills, teamwork, and professional goals. I’m really thankful for my journey with SASE, as it led me to where I am today. It is my hope that by joining the collegiate team, I can help give back to students the same great experience that I got by being in SASE.”

Janine Batongmalaki

SASE Collegiate, South Region Program Coordinator | Software Engineer, Boeing

“SASE is an incredible community of individuals who support one another, both personally and professionally. Members of SASE care genuinely about one another, and I have no doubt that my engagement with SASE has accelerated my career. As a young professional, SASE has connected me with talented engineers outside of the bubble of my current company. I have developed relationships with and learned from leaders across numerous industries, giving me growth opportunities and new perspectives to be a better engineer, teammate, and leader.”

Harmony Schmidbauer

SASE Pro Committee | Engineering Manager, Oka



“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 Board President

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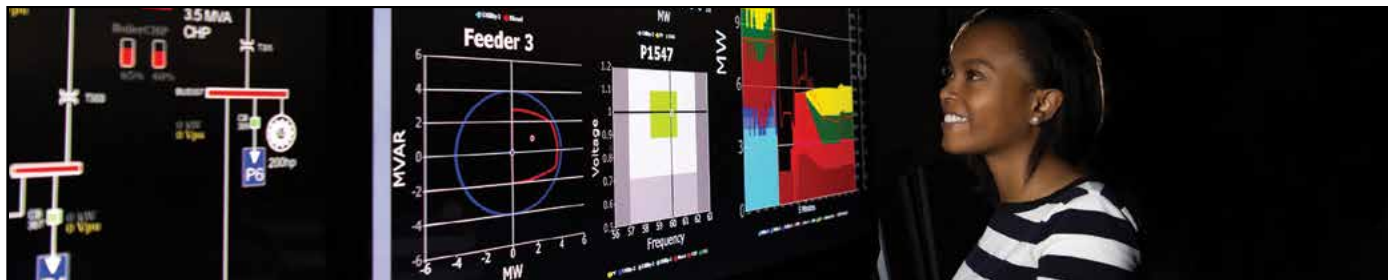
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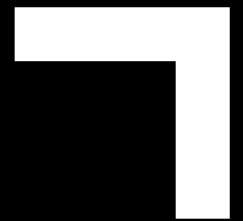


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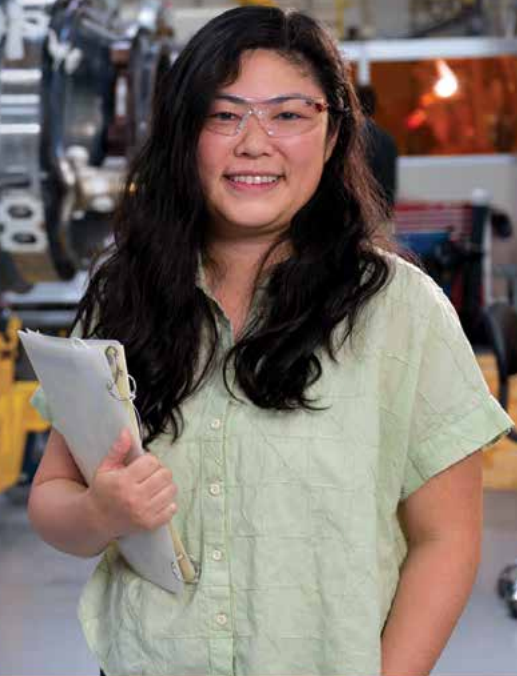
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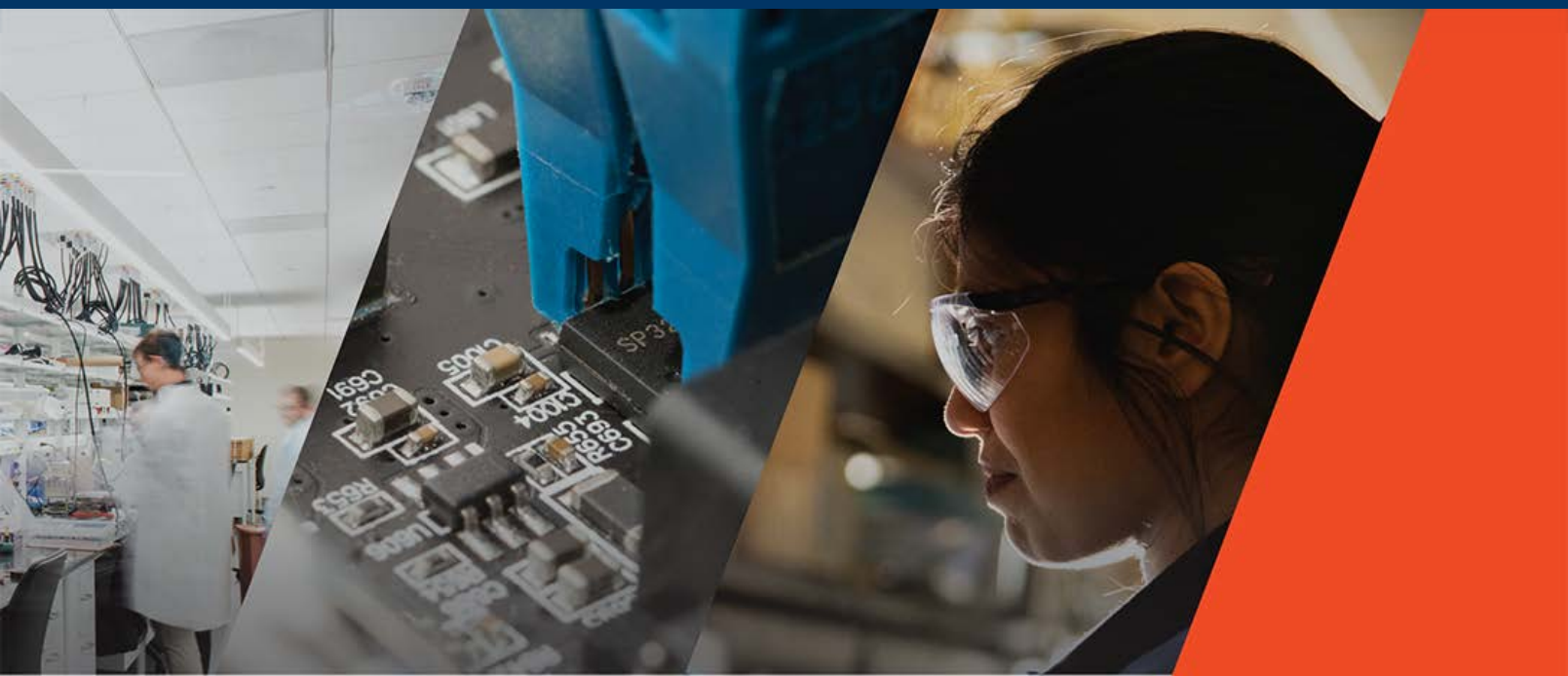
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Engineers increasingly create value through the development and management of intellectual property.

ETHICS AND INNOVATION:

Modern engineers work on cutting-edge ideas that raise new issues for the profession, including thorny ethical issues.

REGULATION:

Many engineers work in heavily regulated industries; to succeed, they must understand the process of regulation and its impact on their work.

LEADERSHIP:

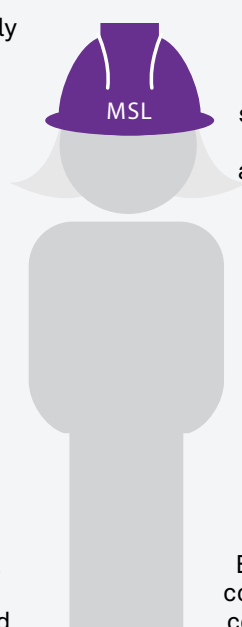
To function effectively and build consensus on multi-disciplinary teams, engineers need strong communication, teamwork, leadership, and negotiations skills.

DATA:

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