



Del H. Dugas
LSU Chemical
Engineering, 1980



Happy Holidays

Dear Alumni and Friends,

It is with great pleasure that I write to you as a Louisiana State University (LSU) Engineering alumnae and member of the LSU College of Engineering Diversity Advisory Board. I am honored to serve in this capacity. During many years of involvement, I have witnessed change and growth with LSU's diversity efforts.

Over the years, the College of Engineering received support, encouragement, and advice from alumni who believe in the mission of the Office for Diversity. We are very grateful for this and ask that you continue to support the College by participating in the *Forever LSU* campaign.

Your commitment to **diversity** continues to impact engineering students, who are excelling in the classroom and achieving their dreams of a college education. Alumni financial support and human capital are essential in sustaining our programs. We seek alumni volunteers to join us in showing secondary education students what engineering is all about. Volunteers can also assist engineering faculty and instructors with student professional and academic development. For instance, they can help with "hands-on" engineering projects, co-teach introduction to basic engineering concepts, conduct laboratory exercises, or participate in industry panel discussions.

By supporting the *Forever LSU* campaign, we have the opportunity to reach out to the next generation of engineers. Those who received an education from LSU know what a crucial foundation college provided. With your help, the LSU College of Engineering will continue to produce diverse leaders who are globally aware, technically savvy, critical and creative thinkers, and effective communicators. LSU engineering graduates have a strong work ethic. They are committed to their professions and dedicated to serving our local, regional, and global communities.

Together, we can further these fundamentals and ensure LSU remains a university of distinction --- one dedicated to diversity and excellence in engineering education during the twenty-first century.

Join me in this endeavor by providing financial support or by volunteering your time. We can and will make a difference for all.

Sincerely,

Del H. Dugas

LSU Chemical Engineering, 1980
LSU College of Engineering Diversity
Advisory Board Member

Mail to:

LSU, College of Engineering
Office for Diversity
3304 Patrick Taylor Hall
Baton Rouge, LA 70803

Checks made payable to:
LSU Foundation

UPCOMING EVENTS

- *LSU Diversity Ambassadors*
Spring 2010
- *Engineering Extravaganza*
April 24, 2010
- *Marathon High School Teacher
Engineering Awareness Program*
June 7-12, 2010 8:00 am-5:00 pm
- *Recruiting into Engineering High
Ability Multi-Cultural Students
(REHAMS) residential camp*
June 13 - 19, 2010
- *Xploration Camp Inspiring
Tomorrow's Engineers (XCITE)
residential camp for girls*
July 11 - 17, 2010

For more information visit
<http://www.eng.lsu.edu/diversity>

*"Making an impact not just
an impression"*

Meet the Office for Diversity



Kelly A. Rusch, PhD, PE
Associate Dean



Sarah Jones
College Programs



Vaneshette Henderson
Pre-College Programs



Akilah Taylor
Faculty Programs &
Development



Tira Ishikawa
Administrative
Coordinator

New Look, New Faces and New Ideas!

Dear Friends and Stakeholders:

Over time, all organizations need to take a step back and perform a self-evaluation of their vision, mission, goals, programs and message to their constituency. The Office for Diversity Programs staff has spent several months evaluating all aspects of its organization. At this time, a decision has been made to reorganize the College of Engineering's Office for Diversity Programs, effective immediately. We have a new look, with new faces and new ideas! This reorganization allows us to achieve better integration between the diversity focus areas and provide a more coordinated approach to the implementation of programmatic initiatives. However, we would like to make it clear that while the office is undergoing reorganization, the activities of the Minority Engineering Program continue to be a bedrock of our overall effort.

The purpose of this letter is to illustrate (see attachment) and explain the recent reorganization details and solicit your help in strengthening our programs.

Historically, the Minority Engineering and Women in Engineering Programs led the initiatives for minorities and women, respectively. Engineering's Office for Diversity Programs focus areas and initiatives are now structured as pre-college, college and faculty programs. Pre-college and college initiatives will have distinct programs for minority and women, and programs that include both groups (crosscutting). Streamlining our efforts better utilizes the current staff more efficiently. While continuing to serve underrepresented students and faculty in the College of Engineering, the Office for Diversity Programs will be strengthened with additional pre-college outreach efforts.

The Office for Diversity Programs was reorganized to:

- Provide greater effectiveness creating and sustaining a welcoming, supportive and inclusive college climate.
- Attract and retain greater numbers of underrepresented students and faculty.

- Develop and strengthen partnerships with LSU alumni and community.

The continued success of these efforts depends on current LSU underrepresented engineering students, LSU Diversity Alumni and Corporate Partners. You are invited to join us in any of our efforts, pre-college through college to faculty programs.

We seek volunteers to join us in showing kindergarten through twelfth grade students what engineering is all about. Volunteers can assist engineering faculty and instructors in hands-on engineering projects, co-teach introduction to basic engineering concepts and laboratory exercises. Alumni and corporate partners can also participate in industry panel discussions.

The Office for Diversity **Pre-College Programs** include:

- *Recruitment into Engineering High Ability Multicultural Students (REHAMS)* is a summer camp for multicultural students entering grades 10-11.
- *eXploration Camp Inspiring Tomorrow's Engineers (XCITE)* is a summer camp for girls grades 9 and 10.
- *High School Teachers Engineering Awareness Program* seeks to aide high school teachers in understanding the engineering profession and how engineering is the application of basic math and science courses. Teams of teachers from high schools across Louisiana develop an engineering lesson plan that can then be incorporated in each of the math and science courses at their school.

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College of Engineering Diversity Alumni Reception



Thanks so much to those of you who attended the inaugural Diversity Alumni Reception held Friday, November 13, 2009, as part of the LSU College of Engineering's Reunion on homecoming weekend.

The reception, sponsored by BP, was a great event filled with wonderful conversation, good food and great energy. Guests had the opportunity to meet and reminisce with fellow alumni, our new Dean, Dr. Richard Koubek, Office for Diversity staff, and Diversity Advisory Board members. Guests learned about the Office for Diversity's accomplishments, programs and initiatives plus opportunities to become involved.

"Increasing the diversity of our college will require participation by all stakeholders, and this reception was a great opportunity to bring them together," said Kelly A. Rusch, PhD, PE, Associate Dean for Research and Diversity Programs.

Alumni and BP representatives also had the opportunity to meet with diversity scholars and student representatives from the

National Society of Black Engineers (NSBE), Society of Hispanic Engineers, and Society of Women Engineers. "BP is impressed by the caliber of students we have met, and look forward to strengthening the relationship going forward," said Elton Ndoma-Ogar, BP Diversity and Inclusion Manager.

"The Diversity Alumni Reception left me with a greater appreciation of why I want to be an engineer. The alumni shared exciting stories from their college days and professional careers, but also provided warm words of encouragement, and helpful hints to be successful," said Glenn Stewart, industrial engineering student and NSBE member. "I valued all of the information I received and look forward to participating in future alumni receptions."

Continued on next page

College of Engineering Diversity Alumni Reception continued



Diversity Alumni Reception Guests

Guests have given positive feedback regarding the Diversity Alumni Reception stating "my guests and I thoroughly enjoyed ourselves through interaction with the staff, students and all other attendees," said Johnathan Hills, 2008 Electrical Engineering Alumnus. "Thank you again for the warm welcome and reception," exclaimed Tommy Cormier, 1992 Electrical Engineering Alumnus. "I truly appreciate everything the office is doing to increase awareness and the preparation for the "real world" Gerard Donald, 1984 Industrial Engineering Alumnus added, "thanks to the Office for Diversity for organizing the recent Diversity Alumni Reunion. I appreciate your efforts in helping to renew alumni contact with the university."

As some of you may know, the Friday night before LSU's homecoming football game is reserved for the College of Engineering Alumni Reunion. A number of engineering departments host pre-receptions for the alumni; and the Diversity Reception was, by far, the most heartily attended reception of all involved. Please look for the next installment of this fabulous annual event and plan to join us!

For news like this and more please visit the Office for Diversity website <http://www.eng.lsu.edu/diversity>

ExxonMobil Fall Mentor-Protégé Dinner

ExxonMobil hosted the fall 2009 Mentor-Protégé dinner and workshop at Juban's Restaurant in Baton Rouge on November 20. The dinner was organized by Del Dugas, ExxonMobil (EM) Refinery Planner and Mentors Coordinator, (ChE 1980). During dinner, Ms. Dugas provided an example of the success of the longstanding LSU/ExxonMobil relationship exemplified, former scholar Daniel Underwood, who is now an EM employee and mentor in the program. This event brought together recipients of the ExxonMobil Minority Engineering Scholarship and ExxonMobil engineers who serve as mentors to the students as well as current LSU students who will be working for EM upon graduation.

The ten ExxonMobil scholars were chosen from underrepresented engineering undergraduates who maintain high academic standards and demonstrate a commitment to professional development. The evening was a student-focused occasion for networking, building team skills, and demonstrating techniques for enhancing the mentor-protégé roles.

The current ExxonMobil scholars are:

- **Neil Bourda**, Petroleum Engineering
- **Jamol Brown**, Mechanical Engineering
- **Taylor James-Lightner**, Chemical Engineering
- **Awonu Lekia**, Petroleum Engineering
- **Jarrod Living**, Mechanical Engineering
- **Ta'Ryan Lloyd**, Chemical Engineering
- **Michael Milton**, Electrical & Computer Engineering
- **Crystal Osejo**, Industrial Engineering
- **Ryan Pazdera**, Chemical Engineering
- **Jerrad Rolon**, Mechanical Engineering



ExxonMobil Scholars

EM Scholar Jerrod Living is already seeing the benefits of the evening. He said "my mentor, Matthew Drake, and I have applied the communication skills into our mentor-mentee relationship and have seen improvement. We hope to see more improvement by staying in contact throughout the semesters, and Matt hopes to take more interest in my career development."

This ExxonMobil program and the committed people are making a great contribution to the success of diverse engineering students by providing synergistic financial and mentoring support.

For news like this and more please visit the Office for Diversity website <http://www.eng.lsu.edu/diversity>

New Look, New Faces and New Ideas! continued

- *LSU Diversity Ambassadors* are underrepresented engineering undergraduate and graduate students working in elementary and high schools to serve and impact the community. They will serve as positive role models and increase interest in engineering. Ambassadors will lead or assist with engineering demonstrations and discussions in the classroom.

LSU Diversity Alumni and Corporate Partners can also become involved by assisting us with college programs. Volunteers are needed to assist with student professional development, participate in academic and professional seminar series.

The Office for Diversity **College Programs** include:

- *Professional Development and Academic Success Seminar Series* provide underrepresented engineering undergraduate students coaching in many areas include interviewing skills, academic resources, leadership and communication.
- *Marathon Diversity Awareness in Engineering Education Seminar Series* helps underrepresented doctoral students and post-doctoral researchers develop the appropriate skills and access the appropriate information in regards to becoming a professor and mentor.

The Office for Diversity **Faculty Programs** include:

- *Junior Faculty Professional Development Seminar Series* was established to better serve junior faculty in understanding university obstacles and to provide information and resources that support academic activities.
- *Women in Engineering Brown Bag Lunch* serves the needs and goals of our female faculty members by providing informal opportunities to collaborate with one another.

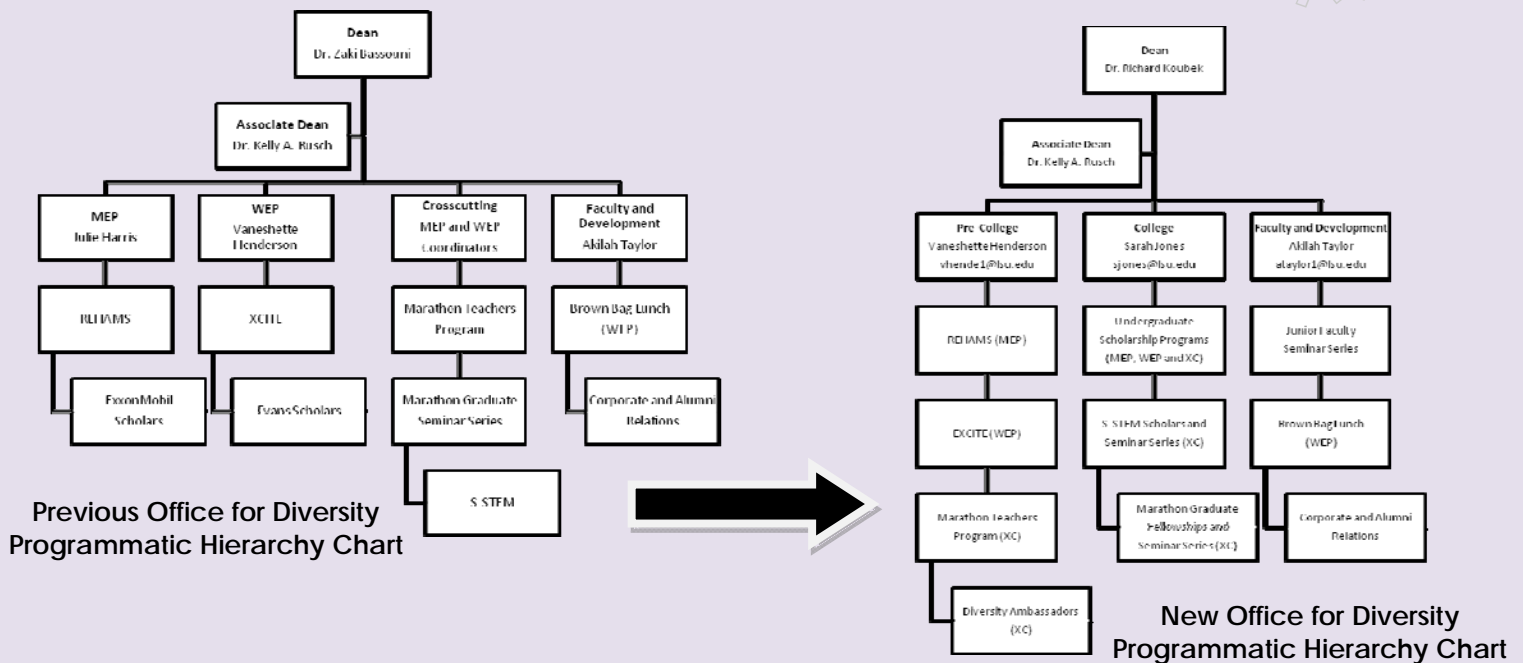
Broad in scope yet targeted in impact, these programs provide support that: benefit pre-college through college to faculty programs and enables the College to continue to produce a stream of well educated and trained diverse students, while showcasing a commitment to diversity.

Thank You,

**Kelly A. Rusch, PhD, PE, Associate Dean
Research & Diversity Programs** and

**Don Howard, Chair
LSU Engineering Diversity Advisory Board**

Office for Diversity Programmatic Hierarchy Chart



Minority Engineering Book Stipend

The Office for Diversity would like to take a moment to thank our anonymous donor for establishing the Minority Engineering Book Stipend. Your gracious gift of \$10,000 will assist minority engineering students with book costs. The first Minority

Engineering Book Stipends will be awarded spring 2010, two students will each receive \$500 per semester.

Additional information coming soon, visit <http://www.eng.lsu.edu/diversity>

Marathon Diversity Awareness In Engineering Education Seminars



Doctoral student and post doctoral researcher participants

The LSU College of Engineering initiated the **Marathon Diversity Awareness in Engineering Education Seminar Series** as part of a comprehensive diversity program funded by Marathon Oil Company's gift of \$850,000. The goal of the seminar series is to help develop women and minority doctoral students and post-doctoral researchers to become successful faculty. The monthly seminar series, which started fall 2008, motivates attendees to support and advance diversity in their own capacity as teachers, researchers, and academic citizens.

Topics in the series cover pathways, roles, skills and responsibilities that face future faculty, as well as integrating diversity issues that will motivate students to support and advance diversity in their own lives as teachers, researchers, and academic citizens. The series

has featured a multitude of expert speakers from the LSU community and other institutions to lead professional development and diversity topics.

Panel type seminars provided opportunities for the participants to hear a variety of perspectives on one topic. The "Career Paths in Various Higher Education Settings" seminar (October 2009) brought in faculty from University of LA Lafayette and Baton Rouge Community College as well as LSU faculty. The speakers compared and contrasted career research and gave background on how they reached their faculty positions.

"The most important thing I've learned is that it is equally important to be a good educator, as mentor, and researcher," said Jodi Boutte, PhD Candidate, Engineering Science, and Marathon Fellow. "The seminars also helped me understand why it is so very important for me, an African American female, to finish my PhD, and to understand this process is a great struggle for everyone."

"The Marathon Grad Seminars are very beneficial for graduate students," said Ladesha Moore, PhD Candidate, Engineering Science. I am pleased to see the Office for Diversity Programs and Marathon are not only concerned with the skills we learn in our classrooms and labs, but also with the soft skills needed to excel in the academic world."

Information about upcoming seminars in this series can be found on the Office of Diversity Programs events calendar, <http://www.eng.lsu.edu/diversity>.

LSU National Society of Black Engineers Highly Decorated

The LSU Chapter of National Society of Black Engineers (NSBE) placed in all of the competitions at a regional engineering conference in Tulsa, OK, notably winning two of the region's top awards.

Gaynelle Brown, Jared Roussel, Taylor James-Lightner, and Lauren Thomas won first place in the Academic Technical Bowl. The competition is designed to encourage and showcase academic excellence and understanding of the fundamental principles of engineering. Program participation occurs through healthy competition in a "Jeopardy!" style game show format.

"Before the fall regional conference, I was unclear about what NSBE was designed to do," said Mark Harris, freshman in electrical engineering. **"Now, I know that it's about networking and promoting minority involvement among our nation's engineers.** It isn't all work and no play, we learn how to enjoy working with our fellow members and we form friendships that I envision would last a lifetime."

Marcia Onyeausi, graduating senior in biological engineering, won the Esprit de Corps Award. This award recognizes the member in the region who has best dedicated his or her time and other support to NSBE and the fulfillment of its mission. This member is involved and supportive of NSBE events and can often be found doing things to raise NSBE spirit.

Jordan Howard, sophomore in chemical engineering, was named Humanitarian of the Year, recognizing someone who has greatly impacted lives through service to the community and gone above and beyond the call of duty to help others. This member has reached out to the community both on and off campus by benefiting organizations and coordinating events



LSU Chapter of National Society of Black Engineers at the 2009 regional conference

dedicated to community service.

"The Office for Diversity Programs is extremely proud of the success of LSU's National Society of Black Engineers Chapter. LSU's NSBE chapter continues to be a positive example of diverse students professional and academic success. The LSU 2009-2010 NSBE Executive Board is on a mission to lead the chapter to greater levels, which I believe is unmistakably shown by the numerous awards and recognitions during the conference" said Vaneshette Henderson, NSBE staff advisor.

LSU member, Marcia Onyeausi placed first in the oral presentation and second in the poster session of the Technical Research Exhibition (TRE) Competition. Members Marcus Toussaint and LaKaila Greenup won first and third place respectively in the poster session. TRE's objective is to encourage underrepresented undergraduate and graduate student members to participate in technical research projects and gain experience delivering technical presentations that may lead to the pursuit of advanced degrees in technical fields.

Let Us Tell Your Story

Yes, we want your story! **Thanks to those of you who responded to our call to participate in our first Diversity Alumni Book.**

Help us celebrate our outstanding women and minority alumni and the varied ways in which LSU has changed people's lives. **We are still seeking names and contact information for women and minority LSU Engineering Alumni to highlight in the first College of Engineering Diversity Alumni Book.** The profiles will allow us to show the many fields of engineering to underrepresented students. Our hope is that by showing prospective students and donors the numerous successful women and minority engineering professionals who have graduated from LSU, it will enhance our efforts to further increase diversity in the College of Engineering. If you know of any women or minority LSU Engineering Alumni that are particularly successful and/or respected in their careers, please forward their names and contact information to Akilah Taylor, ataylor1@lsu.edu, 225-578-0092.

Stay Connected!

We want to be able to keep in touch with you, to update you on activities of the Office for Diversity and to share news about your professional accomplishments and other significant events in your life with fellow alumni and our students. Please send all updates to Akilah Taylor, ataylor1@lsu.edu, 225-578-0092.

Newsletter Available Electronically



Our newsletter is available electronically. Receiving the newsletter electronically will allow instant access- no more waiting for the postal service to deliver it. This option also saves trees and reduce costs.

To receive the newsletter electronically, call Akilah Taylor at 225-578-0092 or email ataylor1@lsu.edu

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*"Where excellence is
priority"*


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