

An Uncommon Way
Annual Report 2007

Attract

Educate

Graduate

Place



AMIE (Advancing Minorities' Interest in Engineering) is a non-profit organization that fosters diversity as an essential strategy for a thriving business. Formed in 1992, AMIE has evolved into a coalition of representatives and engineering professionals from industry, government agencies, and the ABET-accredited Historically Black Colleges & Universities (HBCU) Schools of Engineering who believe that a diverse workforce is a competitive advantage.

- AMIE promotes and encourages minority students to pursue engineering careers.
- AMIE facilitates the recruitment of minority students (coops, interns, graduates, etc.) by member organizations.
- AMIE acts as an avenue for members to exchange "Best Practices and Issues" on the development of a diversified engineering workforce.
- AMIE facilitates the creation of Engineering Research/Technology transfer Partnerships.

Achieving Diversity Through Partnerships

AMIE is the premier organization that developed industry, government and university partnerships **to achieve diversity in the engineering workforce.**

Our Vision

AMIE is a catalyst that forges Industry-Government/Academia partnerships that support programs to advance minorities' interest in engineering.

Our Mission

An Uncommon Way

Greetings:

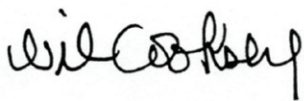
George Washington Carver said, *"When you do the common things in an uncommon way, you will command the attention of the world."*

For 14 years, AMIE has been growing and nurturing partnerships in uncommon and innovative ways. In the beginning, the very notion of a liaison organization to forge partnerships for achieving diversity in the engineering workforce was uncommon, if not groundbreaking. This exceptional idea has grown into the well-known and respected entity we call AMIE.

In 2007, AMIE made a way for greater opportunity for engineering students through a partnership with engineering schools at historically black colleges that will provide \$80,000 to incoming freshmen in the 2007/2008 academic year (for more information, see story on page 11). This is just the first step in an ongoing partnership process that will develop between NAVSEA, AMIE and the HBCU Engineering Schools.

This past year, we also refocused our efforts and direction around prioritized scorecard objectives. The top two objectives are to increase awareness and membership and our plans include innovative and uncommon paths to this end so that, in the words of Carver, we command attention in the worlds of industry and government.

We're pleased to report another year of outstanding results made possible through people around and within the circle formed by our partnerships. Together, we reap what we have sown: opportunity for minority engineers and a valuable recruiting base for industry and government within this critical profession.



Wil Cooksey, AMIE Chairman
Plant Manager, General Motors



Myron L. Hardiman
AMIE Executive Director

"When you do the common things in an uncommon way, you will command the attention of the world."

~ George Washington Carver



AMIE Board of Directors

Throughout the year, the Board of Directors acted to ensure progress on AMIE's short- and long-term 2007 goals:

- Co-sponsored the Dean's Breakfast and sponsored the Dean's Roundtable at the annual Black Engineer of the Year Conference
- Co-sponsored second Congressional reception on Capital Hill
- Utilized new board member orientation program
- Continued use of balanced scorecard to track progress
- Elected new officers

Financial Summary

	2006	2007
Income	\$342,293	\$379,929
Expenses	\$271,687	\$272,741

AMIE Annual Retreat Report

The AMIE Annual Retreat was held at the Lockheed Martin Aeronautics facility in Atlanta, Georgia. AMIE's Board of Directors refined the strategic direction for the organization through 2008 by reconfirming the Scorecard Objectives to measure AMIE's progress against goals and refocused efforts on achieving them.



The AMIE annual retreat included a tour of the Lockheed Martin Aeronautics facility in Atlanta, Georgia for AMIE Board Members.

Prioritized Scorecard Objectives

Scorecard Objectives	Committee Responsible
Increase AMIE Awareness	Marketing Communications
Increase AMIE Membership	Membership
Ensure AMIE's Financial Viability	Finance
Develop and Sustain Partnerships	Partnership
Provide more minority engineers from AMIE HBCUs who meet or exceed stakeholder needs	Pathway

Abbott

Aerotek

Archer Daniels Midland (ADM)

The Boeing Company

Bovis Lend Lease

Corning

Embarq

UGS/Siemens

General Motors

Gilbane Building Company

HDR

Hewlett Packard

IBM

Johnson Controls

Lockheed Martin

Meridian Management Group

Michigan State University

Naval Sea Systems Command (NAVSEA)

Parsons Brinckerhoff

Raytheon Company

Rolls-Royce

Sprint Nextel

Tennessee Valley Authority (TVA)

U.S. Army Corps of Engineers

U.S. Department of Energy

Member Companies



*AMIE seeks to create and nurture the next generation of engineering professionals
– achieving diversity through partnerships.*

Items of Interest

New Member Companies

Congratulations to the companies that joined AMIE or increased their membership in 2007.

New Membership Update

- Embarq
- Meridian Management Group (associate member)
- NAVSEA
- Rolls Royce
- TVA

Overseas Internship Program

In 2006, the U.S. Army Corps of Engineers overseas summer internship program hosted four engineering students at overseas facilities.

Tutoring Program

AMIE continued sponsorship of a tutoring program for elementary and junior-high school students. AMIE coordinates the program, which matches students with Morgan State University Engineering students who serve as tutors.

AMIE Participation

- AMIE continued its support and participation in the U.S. Black Engineer of the Year Conference and Trade Fair, in addition to sponsoring the HBCU dean's power breakfast and roundtable discussion.
- Contracted with NAVSEA for an HBCU study to identify how AMIE HBCU Engineering Schools can help meet NAVSEA's future workforce and technology needs.
- AMIE also supported and participated in the 2007 Women of Color in Technology Conference and Trade Fair.
- Executive Director Myron Hardiman participated on the selection committee for the 2008 Black Engineer of the Year Award Program.

New NAVSEA Scholarship Program

In a clear demonstration of the Navy's commitment to diversifying their engineering and technical workforce, last March the commander of Naval Sea Systems Command announced a partnership with engineering schools at HBCUs that will provide \$80,000 in scholarships to incoming freshmen over the 2007/2008 academic year.

The scholarships will cover tuition and books for each student selected. The Navy and the colleges expect to award scholarships of about \$3,500 to two freshmen in accredited engineering programs at each of 10 universities. AMIE Executive Director Myron L. Hardiman said the deans at these HBCUs see these scholarships as important to create and nurture the next generation of engineering professionals. Eugene DeLoatch, Dean of the Morgan State University School of Engineering, said, *"There is a need to continue to diversify the engineering field and these scholarships will give more students a fair chance after high school."*



At the NAVSEA Scholarship check presentation (left to right): Myron L. Hardiman, AMIE Executive Director; Dr. Eugene DeLoatch, Dean of Engineering, Morgan State University; Vice Admiral Paul Sullivan, NAVSEA; Dr. Eric Sheppard, Dean of Engineering, Hampton University

National Science Foundation Workshop

AMIE facilitated the participation of HBCU faculty in the National Science Foundation's Grant Writing Workshop.

Distinguished Engineer Lecture Series

AMIE once again coordinated the Distinguished Engineer Lecture Series, a program jointly sponsored by HP and Aerotek that used videoconferencing technology to deliver interactive lectures given by engineers from AMIE member companies to students attending HBCU schools of engineering.

2007 Committee Reports

Executive

- Developed internal process improvements

Strategic Planning

- Conducted successful board planning retreat focusing on prioritizing objectives for balanced scorecard

Annual Conference

- Conducted successful 14th Annual Conference at Tennessee State University
- Planning meeting for the 2008 Annual AMIE Conference, to be held at Florida A&M University

Membership

- Monitored recruitment of prospective members and retention of current members
- Finalized development of membership kit
- Coordinated awarding of Johnson Controls/AMIE Scholarships to North Carolina A&T students

Finance

- Reviewed AMIE audit findings
- Monitored financial records

Partnership

- Finalized partnership kit

Marketing Communications

- Placed AMIE ad in all issues of *Black Engineer of the Year* magazine
- Issued AMIE 2006 Annual Report
- Issued four press releases
- Re-designed AMIE Web site
- Published four issues of the AMIE Newsletter, *The AMIE Advantage*



Scenes from the 2007 AMIE Annual Conference.

Together, we reap what we have sown: opportunity for minority engineers and a valuable recruiting base for industry and government within this critical profession.



Board Members

Abbott

Marlon Mayfield
Operations Manager

Aerotek

Joseph McAvoy
(*AMIE Vice Chairman*)
Vice President

Boeing

Dr. Dianne Chong
Director – Material &
Process Technology

Corning, Inc.

Anthony A. Oshiotse
Associate Director
Human Resources,
Science & Technology

General Motors

Wil Cooksey
(*AMIE Chairman*)
Plant Manager

HDR Engineering, Inc.

Michael R. Pack, P.E.
Vice President &
Marketing Manager

Hewlett Packard Company

McHenry (Skip) Norman
University Relations

Johnson Controls

Julius Lassiter
Director National
Operations, Metro Markets

Lockheed Martin

Michael Gordon
Vice President
Engineering & Technology

Parsons Brinckerhoff

Warren D. Andrews, P.E.
Assistant Vice President

Raytheon Company

Amanda Goodson
Director, Information
Technology

Sprint Nextel

William Toth
Vice President,
Northeast Field
Engineering & Operations

UGS/Siemens

Hulas King
Director, Global Strategic
Partnerships

U.S. Department of Energy

Malika Hobbs
(*AMIE Secretary-Treasurer*)
National Nuclear Security
Administration

Prairie View A&M University

Dr. Kendall Harris
Dean, College of
Engineering

Southern University

Dr. Habib Mohamadian
Dean, College of
Engineering

Tennessee State University

Dr. Lonnie Sharp
Interim Dean, College of
Engineering

Dr. Eugene M. DeLoatch

(*Member-At-Large*)
Dean, School of
Engineering
Morgan State University

Tyrone Taborn

(*Member-at-Large*)
President
Career Communications
Group, Inc.

Myron L. Hardiman

(*Ex-Officio*)
AMIE Executive Director

Membership Levels

Associate Member

(Small Businesses/
Majority Universities)

\$2,500

- Access to AMIE Resources
- Recognition as an Associate Member in AMIE printed materials and on AMIE website
- Company hotlinks to AMIE website

Member

\$5,000

- Access to AMIE Resources
- One complimentary registration to annual AMIE conference after the first two registrations are purchased
- Assistance from the AMIE Program office with disseminating recruiting opportunities to the AMIE Schools of Engineering
- Publicity as an AMIE member at the AMIE HBCU Schools of Engineering, on AMIE website and in AMIE publicity
- Company hotlinks to AMIE website

Gold Level Membership

\$10,000

- Access to AMIE Resources
- Assistance from the AMIE Program office with disseminating recruiting opportunities to the AMIE Schools of Engineering
- Information on AMIE HBCU engineering students who live in company's geographical area (for internships, co-ops and long-term recruitment needs)
- Two complimentary registrations to annual AMIE conference after the first two registrations are purchased
- Company recognition as a Gold Level Member at the AMIE HBCU Schools of Engineering, on the AMIE website and in AMIE publicity
- Company hotlinks to AMIE website
- Company recognition on an "AMIE Corporate Wall/Bulletin Board" at the AMIE HBCU Schools of Engineering
- Eligible to petition for membership on the AMIE board of directors

Platinum Level Membership

\$15,000

- Access to AMIE Resources
- Information on AMIE HBCU engineering students who live in company's geographical area (for internships, co-ops and long-term recruitment needs)
- Three complimentary registrations to annual AMIE conference after the first two registrations are purchased
- Assistance from the AMIE Program office with disseminating recruiting opportunities to the AMIE Schools of Engineering
- Company recognition as a Platinum Level Member at the AMIE HBCU Schools of Engineering, on the AMIE website and in AMIE publicity
- Company hotlinks to AMIE website
- Company recognition on an "AMIE Corporate Wall/Bulletin Board" at the AMIE HBCU Schools of Engineering
- \$3000 student scholarship awarded in company's name to AMIE Engineering School of choice
- Eligible to petition for membership on the AMIE board of directors



Historically black colleges and universities account for over 25 percent of African-American engineering professionals in the field.

For More Information

Visit AMIE's Web site at www.amie.ws

E-mail AMIE's Executive Director at mlhardiman@aol.com

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