



# Meeting Minutes

## ASEE SE Executive Board Meeting

Auburn University

Auburn, Alabama

Friday, 30 October 2020

3:00 p.m. EST

**Called by:** Priya Goeser  
**Location:** Zoom (Virtual)  
**Attendees:** ASEE SE Executive Board and Guests

**Author:** Cecelia M. Wigal

**Attendance:**

Name	Position	Email Address	School
Anna Howard	Chair: Research Div	<a href="mailto:anna_howard@ncsu.edu">anna_howard@ncsu.edu</a>	NC State
Tim Wilson	Sect Past President	<a href="mailto:WilsonTi@erau.edu">WilsonTi@erau.edu</a>	Embry Riddle Aeronautical Univ
Priya Goeser	Sect President	<a href="mailto:pgoeser@georgiasouthern.edu">pgoeser@georgiasouthern.edu</a>	Georgia Southern University
Cecelia Wigal	Sect Secretary	<a href="mailto:cecelia-wigal@utc.edu">cecelia-wigal@utc.edu</a>	University of Tennessee at Chattanooga
Monika Bubacz	Sect Treasurer	<a href="mailto:mbubacz@citadel.edu">mbubacz@citadel.edu</a>	The Citadel
Hodge Jenkins	Newsletter Editor	<a href="mailto:jenkins_he@mercer.edu">jenkins_he@mercer.edu</a>	Mercer University
Kenneth Ball	Campus Rep. Coordinator	<a href="mailto:ball@gmu.edu">ball@gmu.edu</a>	George Mason University
John Brocato	Proceedings Editor	<a href="mailto:john.brocato@uga.edu">john.brocato@uga.edu</a>	University of Georgia
Richard Stansbury	Vice President Publications Unit	<a href="mailto:stansbur@erau.edu">stansbur@erau.edu</a>	Embry-Riddle Aeronautical University
Chuck Newhouse	Sect President Elect	<a href="mailto:newhouseCD@VMI.edu">newhouseCD@VMI.edu</a>	VMI
Todd Schweisinger	Technical Program Chair	<a href="mailto:todds@clemson.edu">todds@clemson.edu</a>	Clemson University
Sally Pardue		<a href="mailto:Spardue@tntech.edu">Spardue@tntech.edu</a>	Tennessee Tech University

The following summarizes the outcome of the Executive Board meeting of the ASEE-SE held at the beginning of the 2020 ASEE SE Conference and Meeting.

President Priya Goeser opened the meeting at 3:12pm. Attendees introduced themselves.

The minutes of the Spring 2020 Executive Board meeting were reviewed. Sally Pardue motioned to approve them. Anna Howard seconded. There were no corrections. Motion passed.

### Treasurer's Report (Monika Bubacz)

The Treasurer's report is as follows.

#### Finances

As of September 30, 2020, there is \$53,014.95 in the Bass account and \$13,070.21 in the Research account. Monika presented the excel spread sheet of the section financial report (provided as Attachment B). The following summarizes the discussion.

- There is no longer any money under "Operating". All money is now in the Bass account.
- The largest expenses for the section are those for the annual conference and annual awards.
- The profit from the NC State conference (spring 2019) has been deposited and the subsequent 30% "tax" be the national office administered.
- The Bell South Stock issue is still active. We are working with the national office to finalize the issue. John is working on this with National financials (Joe Dillon – CFO). Chuck Newhouse is afraid we may not get this

taken care of in a timely manner. **(Action Item – Now with John Brocato)**. Monika stated that we should ask nationals if there is a better solution then changing to a new treasurer name.

### ***Budget***

Monika reviewed the proposed budget for 20-21 (provided as Attachment C). The following summarizes the following discussion.

- An additional \$1000 should be added to the advance for the conference.
- \$500 should be added to budget for obtaining the research medallion.
- It should be assumed that there will be no profit from the annual conference.
- The \$3000 for the conference publications is not necessary if John Brocato does not require it.
- There should still be money allotted for the free conference registrations (scholarships) for the Puerto Rico participants. These scholarships are for those impacted by hurricane Maria.

Sally Pardue motioned approval of the budget. Tim Wilson seconded. Motion approved unanimously.

### ***Other***

The following summarizes other issues that arose during the treasurer's report.

- It was asked if we should do thank you notes for donations the section has received. Tim Wilson said it is not necessary.
- Ken thinks it is a good idea to tell campus reps to send letters to their deans to pay their institutional dues. It is easy to not pay the dues. Ken also mentioned that it is difficult to find out which institute is paying the dues and who is not. Ken stated that nationally they are looking at revamping the campus rep program.

### **Conference Planning Report on Budget (Cecelia Wigal)**

The conference will be virtual this year and there is a committee working on the planning. The committee proposed that the conference registration be no more than \$100. Sally Pardue moved that the registration fee be \$100. Tim Wilson seconded. The motion passed unanimously.

In making the above decision it was asked if we should consider a different fee for those who are not ASEE members and maybe a minimal fee for those who are K-12 teachers. It was determined that \$100 is a minimal fee and sufficient for the virtual conference.

### **Technical Sessions Summary Report for 2021 Conference (Todd Schweisinger)**

This report was not necessary since all was discussed in the Technical Program meeting.

### **Awards Committee Report (Monika Bubacz)**

It is desired to get more submissions for each award.

Ken Ball stated that every year the SE Section Campus Rep award winners are candidates for the Zone II Campus Rep award. He also stated that the award often goes to someone who has a strong supporting write up that includes comments.

### **Proceedings Editor Report (John Brocato)**

John is still working with Nationals to ensure that section papers are considered at the same academic level of prestige as those in the national proceedings. To be in section proceedings someone must be at the conference to present the paper. John publishes after the event so he can ensure who was there to present.

Student poster abstracts from the Spring 2020 conference are missing. There is a placement for them in the proceedings, but he has not received them. (Natalia Cardelino – Action Item).

## **Future Annual Meeting Sites (Priya Goeser and Richard Stansbury)**

The conference sites are set through 2028.

- 2022: The Citadel, Charleston, South Carolina
- 2023: George Mason University, Fairfax, Virginia
- 2024: Kennesaw State University, Kennesaw, Georgia
- 2025: Mississippi State University, Starkville, Mississippi
- 2026: The University of Memphis, Memphis, Tennessee
- 2027: VMI
- 2028: University of Georgia

Priya states we need to have a process to ensure the section receives letters of confirmation from host sites for conferences. **(Action Item)**.

## **Zone II Chair Report (John Brocato)**

John indicated that the SE Section does not have a Diversity Inclusion and Equity statement. We must have one. **(Action Item)**. The statement can be attached to the section By-Laws and placed so it is visible on the section website. In addition, the section should have a roundtable on racial justice at the spring conference. The statement mentioned above could be an outcome of this roundtable. **(Action Item)**

John mentioned that President Trump issued an Executive Order (EO) on Combating Race and Sex Stereotyping September 11, 2020. ASEE National Office has composed a statement that condemns this order (see Attachment D). Some on the ASEE board are in favor of the statement and some are not. However, it has become a formal statement from ASEE from Norman Fortenberry. You can also find it and the EO in ASEE Hub at <https://aseehub.asee.org/files/160>.

## **Review of Committee Assignments (Priya Goeser)**

The committee chairs and membership for 2020-2021 are as follows:

- *Nominating Committee*: Tim Wilson (Chair), Sally Pardue, Hodge Jenkins and Monika Bubacz (Executive Board member)
- *Programs Committee*: David Calamas (Chair), Todd Schweisinger (Technical Program Chair), Natalia Cardelino (Advertising Coordinator), Cecelia Wigal (Conference Coordinator), Tyson Hall (Paper Management Coordinator), NA (Workshop Coordinator)
- *Resolutions Committee*: Chuck Newhouse (Chair); Cecelia Wigal, Tim Wilson, Todd Schweisinger
- *Awards Committee*: Monika Bubacz (Chair), Simon Ghanat, Rami Haddad, Cecelia Wigal, David Greenburg, Anna Howard, Kenneth Ball
- *Publications and Promotion Committee*: Richard Stansbury (Chair), Anna Howard, Cecelia Wigal, John Brocato, Hodge Jenkins, Tyson Hall, Kenneth Ball

A question arose as to who the chair of the Workshop Committee for the annual conference is. **(Action Item)**

## **Nominating Committee Report (Tim Wilson)**

Tim Wilson provided the following slate as the nominations for 2021-2022 for presentation at the spring membership meeting.

- President Elect: Todd Schweisinger
- Secretary: Sally Pardue (3-year commitment)

In addition, Hodge Jenkins (Newsletter and Website) and Tyson Hall (Paper Management System) are both interested in handing off these positions soon. David Calamas is interested in phasing into the Newsletter and Website position. Hodge thinks he can continue for one or two years if necessary. Tyson is interested in phasing out over the next year or so. Todd Schweisinger is interested in phasing into the Paper Management System position. These positions are appointed by the Executive Board. We need to look at the By-laws to determine the role of nominating committee for these appointed positions. **(Action Item)**

### **Campus Representative Report (Kenneth Ball)**

Ken is frustrated that campus reps receive an email from the National Office to send in the annual report even if they have already submitted the report. Also, Ken cannot provide much help to get reports submitted because the National Office will not give him information on who has submitted reports from the Section and who has not. Ken wants to have access to who is submitting reports as it happens.

Tim Manicum, Director of Membership at the national level, says he cannot get information on the status of campus rep reports either.

### **Newsletter & Website Report (Hodge Jenkins)**

Hodge stated that the section is still creating a newsletter. It comes out at the end of the summer.

### **Council of Past Presidents (Sally Pardue)**

Past Presidents will be looking at the By-laws and updating.

### **Old Business**

The Executive Board voted in Spring 2020 to have the Newsletter Editor send the Deans an email summarizing the ASEE SE Conference participation with a link to the online conference proceedings (in place of the physical media). However, it is unclear who how to get hold of the Deans email list and a participation report. Who generates and maintains these lists? **(Action Item)**

### **New Business**

The Executive Board has agreed to better maintain its documents. The update to this data management plan and issues are provided below.

- Google will not allow us to have an account without a physical address or tax-exempt number. Nationals will not allow us to have a tax-exempt number. Sally Pardue suggested we can create a nonprofit called the "Friends of the SE Section" that can have a tax-exempt number. If we must ask for permission John Brocato would be happy to do this. Are there any legal issues?
- The purpose for the data management plan is unclear. It was suggested that the Section needs a place to house all Section information such as history of data from conferences, meeting minutes, award winners, etc.
- As a section we need to be able to do data management easily. What can nationals provide us? Can John B ask them what they can provide the Section as data management? **(Action Item)**
- What if we have a private web vendor? Can we use this vendor for a website and data management? Hodge thinks we can. Tim thinks this will work if we are not doing analytics.

### **Review of Open Action Items (Priya Goesser)**

The following summarizes the discussion on the Open Action Items.

- *Action Item 1 Spring 2019* - Tim W. motioned a threshold of \$20K. Sally Pardue seconded. However, Monika B. proposed the section table this until after Covid19, since we do not know what this environment will do to our reserves. Tim withdrew his motion. Action is closed.
- *All Action Items associated with updating the Officer's Manual* can be closed and opened under a single new action item. This involves item 3-Spring 2019, items 1 & 2-Fall 2019. Item 3-Spring 2020 first sentence. Responsible parties are Sally Pardue and Tim Wilson. **(Action Item)**
- *Action Item 3-Fall 2019* should be a vote by the membership in Spring 2021. This move mirrors the wording of the educational research division at the National level and builds a new division for undergraduate research and design. This item should be addressed at the January meeting.
- *Action Item 3 – Spring 2020* should be split into two parts. The first sentence should be addressed by Sally and Tim as part of the Officer's Manual revision. The second half is an action item for the section.

The updated action item status is indicated below. Clarification comments are in purple and italics. The revised action item list, showing only old open action items and new action items from this meeting, is shown in Appendix A.

## Active Action Items (Revised 10-27-2020. Revisions and comments in purple and italics)

Action (Spring 2019)		Responsible Party	Due Date	Status
1	Establish a target balance in the BASS account for the end of the fiscal year (end of September).	Daniel Kohn Tim Wilson	Fall 2020	<i>Closed</i>
2	Determine if the use of PEER for the Proceedings comes at a cost to the Section. If so, determine the cost. <i>No cost</i>	John Brocato	Fall 2020	<i>Closed</i>
3	Ensure that the new award amounts are in the Officers' Manual ( <i>online</i> )	Sally Pardue	Fall 2019	<i>Closed</i>
<b>Actions (Fall 2019)</b>				
1	Update the Officers' Manual to show that the New Faculty Award is the responsibility of the Awards and Recognition Unit.	Sally Pardue	Spring 2020	<i>Closed</i>
2	Update the Officers' Manual to add the Secretary of the Research Division to the Awards committee.	Sally Pardue	<i>Jan 2021</i>	<i>Closed</i>
3	Create a draft for updating the By-laws to change the name of the Research Division to the Educational Research and Methods Division and to add a new Division named Undergraduate Research and Design.	Sally Pardue	<i>Jan 2021</i>	Open
<b>Actions (Spring 2020)</b>				
1	Add student poster abstracts to the Proceedings beginning with Spring 2019. John still needs these. <i>Todd thinks can get them all out of OpenConf. Will be closed very soon</i>	John Brocato	Spring 2021	Open
2	Define specific packet contents and rubrics for each Section award. <i>Monika to get info from Harry</i>	Committee: Chris Wilson, Harry Powell, Anna Howard, Monika Bubacz	<i>Jan 2021</i>	Open
3	<i>Host site coordinator should send the participation data from the conference to the section president at the fall conference site planning meeting.</i> Ad hoc committee to look at data analytics about conference history.	Committee; Daniel Kohn, Anna Howard, Awatif Amin, John Brocato, Tyson Hall	Fall 2020	Open
4	Check with Nationals to see if their paper template is a good fit for our conference (except for headers and paper length). John will confirm that template is per ASEE standards.	John Brocato	<i>Jan 2021</i>	Open
5	Someone should be nominated spring 2021 as secretary-elect to take on this position in 2022.	John Brocato	Spring 2021	<i>Closed</i>
6	The example budget for the conference in the officer's manual should be updated.	Anna Howard	<i>March 2021</i>	Open

**Adjournment – 5:16pm**

The next Executive Board meeting is Friday January 22, 2021 at 3:00pm EST, Virtual.

The next Conference Committee meeting is Tuesday November 10<sup>th</sup> at 4:00pm, Virtual.

Priya thanked all for attending and adjourned the meeting at 5:16pm.

## Attachment A: Updated Active Action Items

Actions		Responsible Party	Due Date	Status
<b>Actions (Fall 2019)</b>				
3	Create a draft for updating the By-laws to change the name of the Research Division to the Educational Research and Methods Division and to add a new Division named Undergraduate Research and Design.	Sally Pardue	Jan 2021	Open
<b>Actions (Spring 2020)</b>				
1	Add student poster abstracts to the Proceedings beginning with Spring 2019	John Brocato	Spring 2021	Open
2	Define specific packet contents and rubrics for each Section award.	Harry Powell, Monika Bubacz	Jan 2021	Open
3	Ad hoc committee to look at data analytics about conference history.	Committee; Daniel Kohn, Anna Howard, Awatif Amin, John Brocato, Tyson Hall	Fall 2020	Open
4	Check with Nationals to see if their template is a good fit for our conference (except for headers and paper length).	John Brocato	Jan 2021	Open
6	Provide an updated example Conference budget for the Officer's Manual.	Anna Howard	Mar 2021	Open
<b>Actions (Fall 2020)</b>				
1	Resolve Bell South Stock issue with ASEE National Offices	John Brocato	Spring 2021	Open
2	Develop a process to ensure the Section receives letters of confirmation from host sites for conferences.	Richard Stansbury	Spring 2021	Open
3	Develop a Diversity Inclusion and Equity statement and post on Section Website with By-laws.	Committee (needs assigned)	Fall 2021	Open
4	Include a roundtable on racial justice at the spring 2021 conference	David Calamas	Spring 2021	Open
5	Look at the By-laws to determine the role of nominating committee for appointed positions.	Past Presidents	Jan 2021	Open
6	Update the Officer's Manual regarding issues identified in <b>Note 1</b> .	Sally Pardue, Tim Wilson	Fall 2021	Open
7	Identify who creates and maintains the email lists for the Deans' names/emails and conference/proceedings participation.	Ex Brd	Jan 2021	Open
8	Check with the National Office to determine if they provide a data management service for Sections	John Brocato	Jan 2021	Open

### Note 1 – Identified Officer's Manual Issues

- Revise to include the new award amounts (\$)
- Update to show that the New Faculty Award is the responsibility of the Awards and Recognition Unit.
- Update to add the Secretary of the Research Division to the Awards committee.
- Update to define that the Host Site Coordinator will send the participation data from the conference to the Section President at or prior to the following fall Conference Site Planning meeting.

## Attachment B: Section Financial Report

[illegible]



# Attachment C: Section Proposed 20-21 Budget (pg1-Bass)

## ASEE Southeastern Section Consideration of Budget Prepared by: Monica Suarez, Date: 10/30/2020

FY (1 October - 30 September )	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	Comments / Projection Method
<b>Beginning Balance of BASS Act ==&gt;</b>	<b>\$35,192.20</b>	<b>\$36,455.05</b>	<b>\$44,396.57</b>	<b>\$45,057.06</b>	<b>\$53,014.95</b>	
<b>Expected Income</b>						
Section Allocation (BASS and Operating Accounts)	\$ 50.00	\$ 2,141.00	\$ 1,989.00	\$ 1,989.00	\$ 333.00	Last Allocation to Section
Institutional Dues	\$ 10.84	\$ 9.52	\$ 2.23	\$ 269.51	\$ 244.86	Last 4 Qtrs Institute Dues Deposited
Interest and dividends	\$ 550.00	\$ 550.00	\$ 550.00	\$ 550.00	\$ 550.00	Last 4 Qtrs BASS Interest
Operating Account		\$ 1,017.02	\$ 12,155.32	\$ 26,379.77	\$ -	Constant (only to be used for the newsletter)
Income from previous annual conferences						Last conference Lost/Profit (or Estimate)
<b>Sub-Total (Income):</b>	<b>\$610.84</b>	<b>\$3,717.54</b>	<b>\$14,696.55</b>	<b>\$29,188.28</b>	<b>\$1,127.86</b>	
30% Admin Fee	\$183.25	\$1,115.26	\$4,408.97	\$8,756.48	\$338.36	
<b>Authorized Expenses</b>						
Fall Planning Meeting	\$ 950.00	\$ 950.00	\$ 950.00	\$ 950.00	\$ -	Increase (when warranted)
Paper Proceedings	\$500.00	\$500.00	(Vague)	\$500.00	\$ -	Conversation with Proceeding Editor
Proceedings (CD/DVD/USB)			\$3,000.00	\$3,000.00	\$ -	Conversation with Proceeding Editor
Proceedings Editor Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	Constant
Newsletters	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 600.00	Conversations Paper Management Website Coordinator (T. Hall)
Dean's Mailing	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ -	Constant
Postage, Phone	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	Constant
Software Licensing Fee (Paper Submission Website)	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	Constant
Awards Charges (includes UPS charges)	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Tom Evans Award	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Outstanding Teaching Award	\$ 350.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Mid-Career Teaching Award	\$ 250.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Outstanding New Teaching Award	\$ 200.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Campus Representative Award	\$ 200.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 1,000.00	Constant
Tony Tillmans Service Award (Tillmans-Dion Award)	\$ -	\$ -	\$ -	\$ -	\$ -	Constant
Workshops	\$ -	\$ -	\$ -	\$ -	\$ -	Constant
Expenses for speakers	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 3,000.00	Constant
Advance for annual conference	\$ -	\$ -	\$ -	\$ -	\$ -	Special Request
Postage	\$ -	\$ -	\$ -	\$ 400.00	\$ 100.00	Spent
Tech Prog Chair (Conference Fee Support)	\$ -	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 7,982.06	Spent
Puerto Rico Support					\$ 2,500.00	
FLL Puerto Rico						
<b>Sub-Total (Expenses):</b>	<b>\$7,633.25</b>	<b>\$19,565.26</b>	<b>\$25,758.97</b>	<b>\$33,606.48</b>	<b>\$21,220.42</b>	
<b>Sub-Total: Income - Expenses ==&gt;</b>	<b>\$ (7,022.41)</b>	<b>\$ (15,847.72)</b>	<b>\$ (11,062.42)</b>	<b>\$ (4,418.20)</b>	<b>\$ (20,092.56)</b>	
<b>Projected Ending Balance with all Expenses (30 Sep) ==&gt;</b>	<b>\$28,169.79</b>	<b>\$20,607.33</b>	<b>\$33,334.16</b>	<b>\$40,638.86</b>	<b>\$32,922.39</b>	
						Adding to the balance the expected income and subtracting the authorized expenses

# Attachment C: Section Proposed 20-21 Budget (pg2-Research)

ASEE Southeastern Section  
Research Budget  
Prepared by Monika Bubacz, Date 10/30/20

FY (1 October - 30 September )	FY 17-18	FY 18-19	FY 19-20	FY 20-21
<b>Beginning Balance of Research Act. ==&gt;</b>		\$ 14,022.17	12803.66	\$ 13,062.85
<b>Expected Income</b>				
Interest and dividends		\$ 1,010.75	\$ 1,010.75	\$ 1,007.36
<b>Sub-Total (Income):</b>		\$ 1,010.75	\$ 1,010.75	\$ 1,007.36
<b>Authorized Expenses</b>				
New Faculty Research Award 1st Place	\$ 250.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
New Faculty Research Award 2nd Place	\$ 150.00	\$ 500.00	\$ 500.00	\$ 500.00
New Medallions		\$ <del>500.00</del>	\$ 500.00	\$ 500.00
<b>Sub-Total (Expenses):</b>		\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
<b>Sub-Total: Income - Expenses ==&gt;</b>		\$ (989.25)	\$ (989.25)	\$ (992.64)
<b>Projected Ending Balance with all Expenses (30 Sep) ==&gt;</b>		\$ 13,032.92	\$ 11,814.41	\$ 12,070.21

## Attachment D: ASEE National Response to EO

BOARD OF DIRECTORS  
2020-2021

**Sheryl Sorby**  
PRESIDENT  
*University of Cincinnati*

**Adrienne Minerick**  
PRESIDENT-ELECT  
*Michigan Technological University*

**Stephanie Adams**  
IMMEDIATE PAST PRESIDENT  
*University of Texas, Dallas*

**Brian Self**  
VICE PRESIDENT, MEMBER AFFAIRS  
*California Polytechnic State University*

**Doug Toungaw**  
VICE PRESIDENT, FINANCE  
*Valparaiso University*

**Agnieszka Miguel**  
1<sup>ST</sup> VICE PRESIDENT,  
VICE PRESIDENT, EXTERNAL  
RELATIONS  
*Seattle University*

**Dan Sayre**  
VICE PRESIDENT, INSTITUTIONAL  
COUNCILS, CHAIR, CORPORATE  
MEMBER COUNCIL  
*New World Associates*

**Beth M. Holloway**  
VICE PRESIDENT, PIC'S, CHAIR,  
PROFESSIONAL INTEREST COUNCIL IV  
*Purdue University*

**Cammy Abernathy**  
CHAIR, ENGINEERING DEANS  
COUNCIL  
*City University of New York*

**Chuck Bunting**  
CHAIR, ENGINEERING RESEARCH  
COUNCIL  
*Oklahoma State University*

**Carol Lamb**  
CHAIR, ENGINEERING TECHNOLOGY  
COUNCIL  
*Youngstown State University*

**Christi Paton Luks**  
CHAIR, PROFESSIONAL INTEREST  
COUNCIL I  
*Missouri University*

**Chell Roberts**  
PROFESSIONAL INTEREST COUNCIL II  
*University of San Diego*

**John Estell**  
CHAIR, PROFESSIONAL INTEREST  
COUNCIL III  
*Ohio Northern University*

**Maureen A Barcik**  
CHAIR, PROFESSIONAL INTEREST  
COUNCIL V  
*University of Pittsburgh*

**Pritpal Singh**  
CHAIR, COUNCIL OF SECTIONS, ZONE I  
*Villanova University*

**John Bracato**  
CHAIR, COUNCIL OF SECTIONS, ZONE  
II  
*University of Georgia*

**Ken Van Treuren**  
CHAIR, COUNCIL OF SECTIONS, ZONE  
III  
*Baylor University*

**Lily Gossage**  
CHAIR, COUNCIL OF SECTIONS, ZONE  
IV  
*California State Polytechnic University*

**Norman L. Fortenberry**  
Executive Director  
ASEE



### STATEMENT BY THE ASEE BOARD OF DIRECTORS October 16, 2020

The Board of Directors of the American Society for Engineering Education (ASEE) finds the September 22, 2020 [Executive Order \(EO\)](#) on Combating Race and Sex Stereotyping inimical to the values of the ASEE and of the United States. We find the EO destructive of its stated goals of reducing divisiveness and promoting excellence and collaborative achievement in the workplace. We respectfully request its immediate rescission.

ASEE's mission is to advance innovation, excellence, and access at all levels of education for the engineering profession. It serves a vital national purpose. Our economy is the envy of the world. Innovation drives its growth and engineering education enables that innovation.

Six core values guide our work: excellence, engagement, innovation, integrity, diversity and inclusion. Each value is equally essential. We can only achieve true excellence in innovation when the full diversity of our nation is represented in our profession. Today, people of color and women of all races are significantly underrepresented in the study and practice of engineering. Less than 30% of the American population is white and male, and that proportion is decreasing. We cannot maintain our economic growth and global competitiveness if we fail to enable all Americans with the talent to become engineers to reach their full potential. To achieve this goal, the ASEE engages in work - including training - to remove the vestiges of racism and sexism that pose barriers to the full participation of all Americans who possess the skill and will to serve as engineers.

Diversity education does not just expand the community of engineering students and professionals, it makes for better engineers. This has been highlighted in the design changes made in the Ford Windstar by an all-women engineering design team, as well as in a recent National Institute of Standards and Technology report demonstrating the racial/ethnic biases within facial recognition systems, and accounts of biases in algorithmic systems to determine whether defendants should be granted bail. Engineering professionals design, develop, produce, and maintain systems that serve the human community. If our engineering students and professionals lack an understanding of the full diversity of that community, then they cannot adequately perform their duties.

Our core values as engineering educators are rooted in a shared American belief in certain self-evident truths, such that we are created equal and endowed with inalienable right to life, liberty, and the pursuit of happiness. But to state what we believe does not define how we have lived. It is self-evidently true that for most of American history, men have been afforded political, social and

1818 N Street, NW  
Suite 600  
Washington, DC 20036  
Main (202) 331-3500  
Fax (202) 265-8504

economic advantages not available to women, and whites have received advantages at the expense of other races. It is a fact that at the time of this country's founding, the franchise was restricted to the 6% of the population that was White, male, and owned property. It is a fact that African Americans were enslaved, that Native Americans were forcibly displaced to resource-poor locations, that Mexican Americans were made foreigners in lands their families had owned for generations, and that the Chinese Exclusion Act (1882)—which was renewed with added provisions by the Geary Act (1892)—prohibited many Asians from legally immigrating until these Acts were repealed in 1943. It is a fact that White women were not permitted to vote in federal elections until 1920 with the passage of the 19<sup>th</sup> amendment; many Black men and women had to wait for passage of the Voting Rights Act of 1965. It remains a fact that, following World War II, “redlining” by Federal Agencies prevented members of poor or minority communities from purchasing homes and receiving financial services, and that this systematic denial of services by the United States government led to an enormous wealth gap between white and non-white communities. It remains a fact that most Americans, regardless of sex or race, hold implicit, unconscious biases against women and members of minority communities based on stereotypes that are pervasive in US culture. And, it remains a fact that our nation's past policies and practices continue to have negative impacts on students, educators, and working professionals. To deny these facts is to deny history.

We object to the EO because, although framed in terms of workplace training, its potential impact is much broader. The key sentence in Section 1 “Purpose” is “Therefore, it shall be the policy of the United States not to promote race or sex stereotyping or scapegoating in the Federal workforce or in the Uniformed Services, and not to allow grant funds to be used for these purposes. In addition, Federal contractors will not be permitted to inculcate such views in their employees.” The applicability of the EO is (a) all instruction and training in the uniformed services, (b) workplace training by government contractors of their own employees as well as the training offered by the contractors' sub-awardees and vendors of their own employees, (c) federal grant programs (by extension activities within federal grants), and (d) federal agencies (also covered by a separate executive order). The applicability to federal grants is likely to be particularly harmful to ASEE and its member academic institutions.

Although there are distractors (prohibited activities that few would seek to pursue) within the definitions of key terms, it is obvious that the intent of the executive order is to forbid any discussion (outside of academic instruction), by persons in any of the groups indicated above, of (a) systemic or structural racism or sexism, (b) acknowledgement of collective benefit from past discriminatory practices, or (c) implicit bias. Such discussions are key parts of current projects

by ASEE (a government contractor and federal grantee) as well as many of our member institutions.

With particular regard to the EO's impact on federal grantees, it appears that the effect of this EO would be, among other things, to

- Minimize our ability to develop programs to explain and mitigate the impact of stereotype threat on students, educators, and engineering professionals
- Endanger evidence-based systemic change strategies that promote equity in learning and working environments
- Inhibit efforts to catalyze the science, technology, engineering, and mathematics (STEM) enterprise to work collaboratively for inclusive change and would hinder our efforts to develop a STEM workforce that reflects the demographics of our nation.

Regarding training programs, we note that millions of federal government employees, contractors, sub-awardees, vendors, and grantees have improved themselves through well-executed workplace trainings and programmatic activities targeting racism and sexism. In some cases, such training is the only formal opportunity they will have to grapple with ideas that challenge them and expand their thinking, enabling them to consider new viewpoints in a supportive setting. These sorts of training are intended to promote awareness of inequities that may potentially impact workplace performance and social interactions. Such training opportunities can improve team cohesion, better cross-cultural understanding among workers, and most importantly, make people aware of conscious or unconscious actions and words that are hurtful to others and perpetuate a racist and/or sexist workplace culture. Such training allows employers to have honest interactions with employees about underlying issues and their daily cumulative impact on minorities and women in the workplace. It is indisputable that a diverse and inclusive workplace positively impacts the bottom line by helping companies generate new ideas, which ultimately enhances business performance and strengthens our nation's competitive edge on the international stage.

The suggestion that efforts to minimize racial/gender social disparities are themselves racist and sexist is fashionable among those who do not want to accept the reality that American society has consistently privileged some groups at the expense of others. Rather than working to address the problem, they prohibit speaking the truth of its existence. Engineers know that properly framing a problem is fundamental to finding a solution. Denial doesn't yield solutions; it prevents them.

The United States of America has many things for which we can be proud, including a Constitution that has been amended frequently to redress past inequities. The pursuit of continuous improvement guides all of us at the ASEE, as both engineers and citizen, in seeking to forge “a more perfect Union.”

It is in this spirit that we vigorously oppose the implementation of this Executive Order.