COMPETITIVE GREATNESS
The Quest for Competitive Greatness

Champions aren’t made overnight. They are forged over the course of a lifetime.

Stephen Curry, the captain of the 2014-15 NBA Champion Golden State Warriors didn’t wake up as a freshman in college one day and decide to play basketball. Abby Wambach – the all-time leading international goal scorer, male or female and member of the 2015 FIFA Women’s World Cup championship team – didn’t learn to play soccer on her own. Both had a lifetime of coaching, instruction, and competitions. Their parents, extended family and friends drove them to practices, clinics, and tournaments, and provided them support all along the way. And they had role models who came before them to inspire and motivate them to succeed.

America needs more champions in engineering and science, and we need them now. From infrastructure to the Internet, computer chips to chemistry, energy to the environment, national defense to international finance, our economy is fueled by the great minds who power these industries. Competition from around the world has closed the gap the United States enjoyed for much of the last century, and our status as the world’s technological leader is in jeopardy.

The United States has a home-grown supply of future engineers and scientists right in our back yards. We have an infrastructure of motivated teachers and parents who are hungry for programs that can help prepare our kids for a successful STEM future. We have community colleges and universities bursting with students who are just an inch of support and guidance away from earning a transfer to a 4-year school or completing their STEM degrees. We have corporations, government agencies, research institutions and military commands ready and willing to hire them. And we have generations of accomplished STEM professionals from underserved communities to serve as role models and mentors.

We need more Americans to not only pursue degrees and careers in STEM. We need them to embark on a “Quest for Competitive Greatness,” and become champions in their chosen fields. That was our theme for the 2014 HENAAC Conference and the underlying message in all of our programming delivered throughout the year.

2014 marked the 26th year Great Minds in STEM™ delivered our ever-expanding suite of innovative programs designed to keep America technologically strong by promoting careers and degrees in STEM – especially in the underserved communities that need them most.

And we’re just getting started.

Anna M. Park, J.D.,
CEO, Great Minds in STEM

The GMiS Program Cycle

Over the last 26 years, Great Minds in STEM™ has developed a comprehensive set of programs for every age group. These programs are customized to have the greatest possible affect on the population they serve, but they also reinforce each other in a self-strengthening cycle. K-12 students, parents and community members receive awareness and exposure to opportunities available in STEM, but they also interact with near-peer STEM college students and real-world professional engineers through programs like Viva Technology and STEM-Up. Undergraduate and Graduate students receive scholarships, mentoring opportunities, and hard and soft skill development, as well as close interaction with our sponsors who are eager to hire them. Many of them also participate in the STEM Civic Service Leader program (formerly known as the College Captain program). Professionals and sponsors compete for talent and for the many professional awards given out at the HENAAC Conference every year, and also serve as MentorNet mentors, College Bowl coaches, and role models who inspire our K-12 students, starting the cycle all over again!
History
Great Minds in STEM™ is at the forefront of implementing innovative programs and partnerships focused on the continuous expansion of STEM education opportunities for our nation’s underserved communities.

Vision
Be a national leader in keeping America technologically strong by promoting Science, Technology, Engineering and Math (STEM) careers especially in underserved communities.

Mission
To inspire and motivate underserved students to pursue careers in Science, Technology, Engineering and Math (STEM)

To enlighten and engage families, educators, communities and employers to assist underserved students pursuing STEM careers

To inspire our nation through recognition of the achievements of Hispanics and other role models in STEM

To enable and leverage Hispanic STEM talent to play a leadership role

To collaborate and cooperate nationally within the STEM community

Historical Milestones
1989: The first HENAAC Conference was held “to identify, honor and document the contributions of outstanding Hispanic STEM professionals.”

1996: Attained 501(c)(3) educational non-profit. This new classification allowed the organization to develop additional educational programs.

1999: The inaugural HENAAC College Bowl™ is held. This very popular conference competition provides an experience unlike any other for entities to interact with students.

2000: The HENAAC Scholars Program launches. Since then over 930 STEM students have received scholarships totaling more than $2.3 million.

2001: The Viva Technology™ Program was created to engage underserved and underrepresented youth, teachers and parents in STEM opportunities so they could gain understanding, appreciation, motivation and access to STEM-related education and career fields. Since then, Viva Technology™ has been implemented in 18 states and the District of Columbia, reaching over 100,000 students, teachers and parents!

2004: Future STEM Leaders Awards launches to honor the next generation of our nation’s U.S. Department of Defense personnel by highlighting Cadets and ROTC students for their academic and leadership achievements.

2008: The STEM-Up™ Initiative, a first-of-its-kind comprehensive community-based program, was introduced in the Boyle Heights neighborhood of East Los Angeles. The initiative implements a value chain of opportunities to create Awareness, Inspiration, Motivation and Skills for students from 20 public schools, their parents, and teachers. Locally based STEM entities are actively engaged in associated activities.

2009: The organization’s name changed from HE-NAAC to Great Minds in STEM™. The new name reflects the expanded role of our education programs and our promotion of STEM career pathways in underserved communities.


2013: Great Minds in STEM™ celebrated 25 years of recognizing top Hispanic STEM talent from Corporate America, higher education, government, military, and supporting the academic and career development of underserved students.

2014: MentorNet becomes a division of Great Minds in STEM™. Through MentorNet, GMiS offers structured virtual mentoring year-round, leveraging technology to match STEM students with professional mentors. Any STEM student at an accredited institution of higher education in the U.S. and professionals with STEM degrees may join.
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CHAD YOUNG  HENAAC COLLEGE BOWL
The Quest for Competitive Greatness begins in the K-12 classroom, and in the community. Great Minds in STEM™ offers a series of targeted K-12 educational programs that promote college readiness, STEM awareness, and access to Science, Technology, Engineering, and Math (STEM) among traditionally under-represented groups.

By providing Awareness, Inspiration, Motivation and Skills (AIMS) GMiS’ diverse education programs target parents, student and educators and include the participation of STEM college student near peer role models. GMiS has delivered education programs in 18 states and Washington D.C.
K-12 Educators Institute
The institute offers educators an opportunity to gain resources, learn STEM-relevant teaching techniques, and participate in various interactive and hands-on workshops. Educators are able to learn about STEM opportunities, expand their STEM knowledge, learn best practices and apply the engineering design process to technological problems by way of various activities and discussions.

Viva Technology
Viva Technology™ is a national STEM-awareness education program designed to engage inner-city and rural K-12 students, teachers and parents through STEM project based activities that stimulate interest in the applications of technology and provide STEM-focused career pathways. Students work in teams led by engineering and science university students, with the expressed goals of communicating the different STEM fields.

STEM-Up
Funded by the U.S. Department of Defense, STEM-Up™ is a comprehensive community-based initiative providing an innovative solution to meet the projected shortage of the nation’s STEM workforce. STEM-Up™ is an action strategy grounded in a theory of change which presents a practical roadmap to gear schools and local communities towards STEM. The initiative is based in the Boyle Heights community of East Los Angeles providing year-round STEM programming in schools and the local community serving approximately 92,000 residents, 12 elementary schools, 3 middle schools, 1 K-8 span school, and 3 high schools. This partnership includes California State University, Los Angeles, as the lead higher education institution.

STEM Showdown
The STEM Showdown cultivates partnerships between underserved high schools and neighboring universities to compete in an intensive series of STEM challenges. Teams comprised of both high school and college students, participate in active learning exercises designed to foster awareness and build skills in the applications of technology. The unique aspect of the STEM Showdown is a contribution awarded to the championing partnership in order to develop/enhance a STEM club at the winning high school.

| Total Number of Students Participating in K-12 Programs in 2014 | 26,951 |
| Total Number Parents and Community Members Reached through STEM Awareness Efforts | 48,558 |
| Total Number of Educators Who Participated in Programming in 2014 | 1,466 |
| Total Number of Instruction Hours Completed by K-12 Educators in 2014 | 17,592 |
The Quest continues on college campuses all across the country where students compete for the best instructors, the best grades, and the best internships. Many from underserved communities must also compete with the economics of attending college. As graduation approaches, they will compete with students from around the world for spots in the best graduate schools and at the best companies.

Great Minds in STEM™ aims to deliver programs that expand retention among underclassmen, foster the creation of relationships between students and professionals, develop both hard and soft skills among undergraduate and graduate students pursuing STEM degrees, and promote academic excellence at all levels.
College Bowl
The College Bowl is a two-day interactive competition that displays the talent of our students and future leaders of America. The event prepares students for the professional world and develops leadership and teamwork skills. 209 students competed in the 2014 College Bowl, and over $8,800 in scholarships were awarded to members of placing teams.

2014 Winning Teams:
1ST: THE BOEING COMPANY 2ND: LOCKHEED MARTIN 3RD: IBM

HENAAC Scholars
The HENAAC Scholars Program addresses the immense need in the United States to produce more domestic engineers and scientists. The goal of the program is to ensure STEM college retention with a 3.0 grade point average or higher; to guarantee college graduation with an undergraduate technical degree in four-five years; and, to contribute to Hispanic communities by producing STEM role models for future generations and securing the country’s place as the finest technological leader in the world. Beginning in 2014, all HENAAC Scholars were honored at the HENAAC Conference during a pinning ceremony.

Scholarship Applicants: 818  Average Scholar GPA: 3.62
Scholarships Awarded: 108
$2.3 M+  930+
Total Dollar Amount Distributed in Scholarships to Date  Total Number of College Students Awarded Since 2001
$314,517
Amount Awarded in 2014

Technical Papers & Posters Competition
The Technical Papers & Posters Competition is an event where undergraduate and graduate students can showcase their technical writing and research skills to top scientists and engineers. Finalists are provided a full travel stipend and a discounted registration to attend the HENAAC Conference. 50 papers and posters were entered into the 2014 competition.

College Captains / STEM Civic Service Leaders
College students as near-peer role models are a critical component of Great Minds in STEM’s K-12 educational outreach. These technically talented, high-achieving college students provide their mentorship, guidance and leadership to the K-12 students who participate in GMiS programs across the nation.

390  8,700+
Number of College Students Who Volunteered in 2014  Total Numbers of Volunteer Hours in 2014
$106,000
Travel Support Provided to College Students in 2014
Recognition Programs

What inspires a dreamer to start a quest? What makes a young student believe it’s even possible to attain competitive greatness in STEM? Two words: Role Models. Great Minds in STEM first established the peer-reviewed HENAAC Awards in 1989 to honor world class engineers and scientists in the Hispanic community. Since then we’ve provided successive generations of America’s underserved students with STEM role models that look like them, sound like them, and come from schools and towns a lot like theirs. GMiS honored the 26th class of HENAAC Award winners in 2014, and dozens of other role models were awarded as well through our many recognition platforms that honor excellence in STEM. Honorees are featured in nationally distributed Technica Magazine, and their profiles appear throughout the year on the GMiS website via the Role Model of the Week program, and as part of the materials given to students, teachers and parents at our many K-12 programs across the country.
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Vice President
Global Purchasing and Supply Chain
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SCIENTIST OF THE YEAR
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2014 HENAAC HALL OF FAME INDUCTEE
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AT&T Mobile & Business Solutions
Mentoring is critical to anyone seeking competitive greatness in their chosen field of endeavor. In order to expand its Kindergarten-to-Career continuum of services for students and professionals from underrepresented communities in STEM fields, Great Minds in STEM acquired the virtual mentoring community MentorNet in 2014. This powerful, dynamic online tool will complement GMiS’ high-quality programs in higher education and take traditional mentoring to the next level.

MentorNet is available free-of-charge to any STEM student at an accredited institution of higher education in the U.S. and to any professional who has a STEM degree and is interested in serving as a mentor. Designed for students in freshman year through Ph.D. in any STEM field, MentorNet is the only comprehensive mentoring program that directly serves students and professionals in the United States.
MentorNet’s innovative program helps GMiS partners establish enduring and meaningful connections to STEM students – through mentorships – efficiently and effectively. For university partners, MentorNet connects current STEM students with alumni. For corporate partners, MentorNet extends relationships with students started at face-to-face events, like career fairs, into year-round mentorships with employees. MentorNet advances the objectives of consortium partners to support the advancement of under-represented students in STEM.

2014 Milestones

MentorNet launched a new version of our software platform, including a complete update of our one-to-one virtual mentoring program.

<table>
<thead>
<tr>
<th>Total New Users Added to the Mentornet Online Community</th>
<th>1200</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>63%</td>
</tr>
<tr>
<td>Underrepresented Minorities</td>
<td>22%</td>
</tr>
<tr>
<td>First Generation to Attend College</td>
<td>23%</td>
</tr>
<tr>
<td>Attended Community College First</td>
<td>27%</td>
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</tbody>
</table>

Unique Partnerships Established in 2014

The National Institute of Health’s National Research Mentoring Network, to support the NIH’s objective of increasing the diversity of the biomedical research workforce.

nrmn.mentornet.org

The Robert Wood Johnson Foundation, to support the advancement of under-represented students in the pre-health sciences.

rwjf.mentornet.org

The ADVANCE Regional Network for Women Faculty in STEM Fields to support the advancement of women STEM faculty at five Texas universities.

arn.mentornet.org
We cannot pursue our mission successfully without the generosity of our sponsors, partners, and individual donors. Your support allows Great Minds in STEM™ to deliver Viva Technology, STEM-Up, HENAAC Scholarships, The HENAAC Conference, College Bowl, STEM Showdowns, and other high-quality programs across the country. 2014 also saw MentorNet’s sponsors and partners join the Great Minds in STEM family of supporters, and GMiS achieved the coveted GuideStar Silver rating that underscores the transparency and viability of the non-profit organization.

Thank you to all who sponsored, donated, and partnered with Great Minds in STEM™ in 2014!
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