



Scientist of the Year
2016 Scientist of the Year Award
Dr. Jeffrey Tate, engineering fellow
and chief scientist, Raytheon
Space and Airborne Systems.

Black Engineer of the Year
Christopher Jones, corporate VP, and president, Northrop Grumman
Technology Services, poses with his BEYA diamond alongside
Northrop Grumman Corp. Chairman, CEO and President Wes Bush
at the 2016 BEYA Gala.



*Anything's Possible.
Everything's Possible!
YOUR CHOICE makes
what's possible
probable...
and indeed...
inevitable!*

Olabisi "Bisi" Boyle
Director, Product Engineering &
Program Management
Chrysler LLC



CAREER
COMMUNICATIONS GROUP, INC.

01 GENERAL INFORMATION



03 APPLICATION FORM BEYA STEM CONFERENCE



Technologist of the Year
Alicia Boler-Davis was named senior vice president,
Global Connected Customer Experience, in November
2014, a month after receiving the Women of Color
Technologist of the Year Award.

04 APPLICATION FORM WOC STEM CONFERENCE



Women in Defense
(L-R) Marilyn A. Hewson, chairwoman,
president and CEO, Lockheed Martin,
Mary Barra, CEO and Chairman of the
General Motors Company, and Phebe
Novakovic, chairwoman, and CEO of
General Dynamics at the 2014 BEYA
STEM Conference.

STEM Achievement Nomination Packet

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▶▶▶ GENERAL INFORMATION

▶ BEYA STEM Conference (BEYA) ▶ Women of Color STEM Conference (WOC)

▶ BACKGROUND ON THE AWARDS

Career Communications Group, Inc. introduced its STEM achievement recognition program in 1987 at a time when the Department of Labor issued its Workforce 2000 report that predicted a shortage of skilled workforce by the year 2000 based on the growing demand for skilled workers while the supply declined due to demographic shifts and the aging workforce. The face of the new workforce would primarily be women, racial and ethnic minority groups and immigrants.

In the race for talent, our company concluded that there are two key ways to help organizations stay in the race: Help them retain the employees that they need to meet their goals and do that in such a way that they can help to build the pipeline of tomorrow's workforce where they need them most, science, technology, engineering, and mathematics (STEM).

Studies and surveys by Watson & Wyatt, the U.S. Department of Labor, Gallop, KPMG, and others show a strong correlation between employee recognition and retention. A Watson & Wyatt study revealed a 13 percent lower turnover rate for employers that had a clear strategy than those without one. The U.S. Department of Labor cites lack of appreciation as the number one reason employees leave their jobs.

Today, the need for award programs like ours remains as strong as it did in 1987. Since then, the publication of Workforce 2020 painted an even bleaker picture with the retirement of Baby Boomers from the workforce in full swing.

The CCG Employer External Recognition Programs offer employers multiple opportunities annually to seek out the exemplary women, racial and ethnic minority STEM employees and their mentors or champions for recognition for their achievements. The recognition bestowed on this underrepresented group of the STEM workforce is designed, not for the individual, but for the collective potential STEM workforce of the future who will be the drivers of this country's economic engine.



▶ OBJECTIVES

Our awards are designed to achieve the following objectives:

- Create a network of role models who can serve as inspiration to others
- Help senior leadership in companies identify exceptional talent
- Promote better access of women and ethnic minority groups to STEM careers by showing them what it takes to get hired, and to keep moving upward in their organizations
- Help organizations promote and publicize the successes of women with the same intensity as male employees
- Help organizations cultivate engaged employees
- Raise the profile of organizations as employers of choice among women, racial and ethnic minority groups.

▶ WHY NOMINATE?

- Allows you to keep your "A" players
- Your employees see your commitment to minority communities and work place diversity
- Your company receives recognition also
- Gives your company competitive edge when you recruit for new hires
- The nomination process gives your managers a reality check on your talent diversity and quality
- Nomination creates inter-company awareness of exemplary accomplishments
- Nominating your employees serves as an inspiration to others
- Show your company's appreciation
- Demonstrate to your employees that diversity is a business imperative

▶ WHAT'S IN IT FOR YOUR EMPLOYEES?

- Helps your managers evaluate the quality of your workforce
- Participating in the nomination process is a tool to avoid overlooking minorities
- Employees will feel better about the companies they work for when external recognition opportunities exists
- Promotions of those nominated
- Morale boost
- Self-gratification about the achievement and the public recognition
- Nominees are often inspired to mentor other people
- The nomination gives your employees a platform for your ideas and ideals
- Award recipients and nominees are widely respected, and well-known long-after the award

▶ WHAT MAKES US DIFFERENT?

- Employer Value Proposition is tangible and measurable
- Awards are granted for all stages of the career progression- from student through senior executives
- Our awards are inclusive not exclusive
- Our awards are peer reviewed
- Level of audience that attend the awards venue is generally the senior leadership of organizations
- If you are nominated, you are already a winner. All nominees receive a certificate of achievement, not just the winner
- Integrity of the process - you earn it - nothing is given to you
- We are viewed as the academy award of STEM

> HOW TO APPLY



There are two ways to apply: Online or by Mail. Visit www.ccgmag.com to access the online portal.

How Do I Get Started?

- Embrace the nomination process as something that is valuable
- Enlist senior executives and employee resource groups
- Send out a call for nomination within your organization
- Create an internal review group to select the candidates for whom your organization will submit nomination packages

What is Required to Complete the Nomination Package?

Determine who in your organization should be considered as a nominee. For maximum impact, we suggest:

- Discuss potential candidates for an award with your nomination team
- Give everyone involved a copy of the nomination packet or links to the website
- Solicit nomination recommendation from your nomination team

- Use the information on the Award Categories section of the nomination packet to select the appropriate award for the candidate
- Collect the items required for the nomination package. See the Nomination Checklist
- If applying online, combine the items on the Nomination Checklist into a single PDF file with each section appearing in the same order as the Checklist
- If applying by mail, combine the items on the Nomination Checklist with each section appearing in the same order as the Checklist and bind in a three-ring binder or other packaging that allows for easy copying
- Submit your application for receipt on or before the deadline

Other Information

- Applications that are incomplete, that are missing items from the Nomination Checklist, may be rejected by the selection committee
- Self-nominations are not accepted
- Nominators should take extra care ensuring that nominee contact information (including name and current title) is current
- Nominators should provide his/her current contact information to facilitate notifications and other communication

Timeline: Gathering the Nominee Information

Task: Highlight the uniqueness and notable characteristics of the nominee in a brief letter
Approximate Time: 3 Days

Task: Assign and gather letters of recommendation
Approximate Time: 2 Weeks

Task: Write a one to two page biography of the nominee
Approximate Time: 1 Week

Task: Obtain and select photograph of the nominee
Approximate Time: 5 days

Task: Gather and catalog articles for nomination packet
Approximate Time 4 Days

Task: Gather and catalog nominee's patents, and patents pending
Approximate Time: 4 Days

Task: Gather and catalog nominee's academic record
Approximate Time: 4 Days

Task: Gather and catalog nominee's community contribution, and volunteer history
Approximate Time: 4 Days

Task: Assemble the package to the require specifications and submit by deadline

After Nomination

- Make sure your nominees feel special. Take this as an opportunity to show the importance of diversity in your organization
- Hold a special luncheon for them, giving them your own award for being nominated
- Highlight them in your organization's newsletter



> APPLICATION CHECKLIST

Each nomination package should also include the following items in the same order as indicated below. We do not accept faxed or copies of nomination packages. If submitting online, you must combine all the components below into one file. Packages that are not in the format below will be returned to the nominator.

1. Cover Page

- a. This should contain the conference name and year; name and title of the nominee, nominee's organization's name, and the award category.

2. Table of Content

- a. Lists all of the items below and the page numbers where each item begins.

3. Cover letter / Reason for nomination

- a. The first document of the nomination package should be a one or two page letter by the nominator, clearly stating why the candidate is being nominated. Please be aware that the higher the level of the nominator, the greater the impact. The letter should spell out why the candidate should be recognized in the selected award classification. It should discuss as well the impact of the candidate's contributions to the company and give some idea of the value to society of the candidate's performance, on and off the job.

4. Nomination form (type or print legibly)

5. Current biography or resume

- a. The panel looks for a career path. They also look for important technical break-throughs.
- b. The nominee's biography is considered the most important part of a nominee's nomination package. This is the point where all crucial decisions, career changes, community involvement, etc. should be concisely detailed in a one to two page document. Carefully select high points that truly show the nominee's talents, leadership skills, and various innovations.

6. Full job description or curriculum vitae

- a. The panel may know nothing about the candidate's field. They look for a job description that explains his or her work experience. Why is it important? Is it groundbreaking? The job description should distinguish the nominee.

7. Organizational Chart

- a. Who is the candidate? How important is he or she within the organization? An organizational chart should give the selection panel an idea of where the nominee fits within his or her department and organization.

8. Papers and articles by and about the nominee

- a. The selection panel respects research. Because it is very unlikely that the selection panel will have time to read the material, we have asked nominators to enclose a brief summary highlighting the main points of each article.

9. Letters of recommendation

- a. Although the selection panel will not penalize candidates without letters of recommendation, letters from a well-placed person can mean a lot. Letters from others outside the organization, who know about outside activities or about the value of the person's contributions in the field, are also helpful.

10. Other significant supporting materials (i.e. patents, awards, academic record, etc.)

- a. The panel will be looking for personal history information explaining the candidate's background, struggles and achievements, awards or certificates received, patents received or pending.

11. CD containing an electronic copy of the complete nomination package (including digital photograph in separate file)

12. Recent color photograph - Acceptable format includes the following:

- a. Color or black & white photographs – maximum size 8"x10"; minimum size 5"x7"
- b. Digital photographs – High-resolution only. Minimum 300 dpi resolution. EPS, JPEG, or TIFF format. Minimum size 5"x7". Please **DO NOT send photos in Microsoft Word or in PowerPoint**. Save files as "firstname_lastname.filetype." such as John_Smith.jpg. **DO NOT send inkjet printouts of photos**

> SELECTION CRITERIA

1. The selection panel should feel the nominator has taken the process very seriously. A one or two-page application package does not make the first cut. Neither does a packet that includes reams of documents and nothing of substance about the candidate.
2. The selection panel looks for "first" stories. If a nominee is unique, a first, or one of a few Women, African-Americans, Hispanic, Asian or Native American in his or her field, then the panel takes a hard look at the reasons that nominee broke the barrier.
3. They look for the level of responsibility. Most panel members appreciate power attained. If the nominee manages several million dollars, a large staff, and reports directly to top management, then you will want to present that information.
4. Since panel members are not especially familiar with the nominee's company, they have no way of knowing how the nominee fits within the organization. You should include an organization chart that shows how the nominee fit in the organization.
5. Equally important to the selection panel is the prospect that an award will positively impact a nominee's career. If a nominee is a promising young professional and is on the fast track within that organization, you want to take that into consideration in preparing the nominee's package. In short, the selection panel looks at these important factors:
 - a. The nominee is unique, and is a pioneer in his or her field.
 - b. The nominee is respected within the organization and is expected to make substantial contributions.
 - c. The nominee is an innovator in technology or management of technology or both.

What Helps Determine a Winner

In all categories, letters of recommendation from managers and executives within the hierarchy of the nominee's place of employment weigh heavily in the committee's consideration of the impact of the nominee's achievements. Descriptions of the scope of the nominee's responsibilities, effect of the achievements on the company or facility, breadth of community outreach activities, and effect on other minorities seeking science and technology careers are very important. Letters describing responses by community leaders and other interested parties to the nominee's activities and achievements also will be considered.

>>> GENERAL INFORMATION

> BEYA STEM Conference (BEYA)

> Women of Color STEM Conference (WOC)

CONTINUE

PHOTO GUIDELINES

- **Professional full or quarter-body shots are preferred over head-shots.** Try to show the subject comfortably in a familiar environment indoor or outdoor of workplace. Landscape format preferred in order to be used in double page spread if needed. Subject should look towards the camera.
 - Please avoid bright backgrounds such as hot pink, florescent green etc., cluttered desk or background area. Also, avoid sending inkjet printouts of photos.
 - Digital photographs — **High-resolution only. Minimum 300 dpi resolution. JPEG or TIFF format. Minimum size 5x7**
 - Color photographs — Maximum size 11 x 17, 8x10, minimum size 5x7 print
 - Black and White photographs— Maximum size 11 x 17, 8x10, minimum size 5x7 print
 - Save files as “firstname_lastname.filetype,” such as “John_Smith.jpg”
 - **Do not send photos embedded in Microsoft Word or in PowerPoint.**
- ***Please see samples below***



Nomination Packet

HOW TO APPLY



Each nomination package should include the following items in this order that's indicated below:

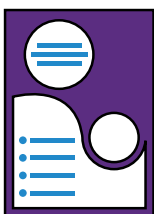


We **do not** accept faxed or copies of nomination packages.

Packages that are not in the format below will be **returned** to the nominator.



1. Cover Page:



a) This should contain:

- ☐ The conference name and year
- ☐ Name and title of the nominee
- ☐ Nominee's organization's name
- ☐ The award category.

2. Table of Contents:



This lists of all the items below and the page numbers where each item begins.

3. Cover letter / Reason for nomination:



A 1-2 page letter clearly stating why the candidate should be recognized in the selected award classification.



8. Papers and articles by and about the nominee:

Nominators are requested to enclose a brief summary highlighting the main points of each article.



10. Other significant supporting materials:

Include personal history information explaining the candidate's background, struggles and achievements, awards or certificates received, patents received or pending.

4. Nomination form:



You must Type or Print the form legibly.

6. Full job description or curriculum vitae:



The job description should distinguish the nominee.

5. Current biography or resume:



All crucial decisions, career changes, community involvement, etc. should be concisely detailed in a one to two page document.

7. Organizational Chart:



This gives the selection panel an idea of where the nominee fits within his or her department and organization.



9. Letters of recommendation:

Letters from others outside the organization, who know about outside activities or about the value of the person's contributions in the field, are helpful.



11. CD containing an electronic copy of the complete nomination package (including digital photograph in separate file)

Recent photograph - Acceptable format includes the following:

a) Color or black & white photographs

- ☐ Maximum size 8"x10"
- ☐ Minimum size 5"x7"

b) Digital photographs

- ☐ High-resolution only
- ☐ EPS, JPEG, or TIFF format
- ☐ Minimum 300 dpi resolution
- ☐ Minimum size 5"x7"

Some do's & don'ts:

- ☒ Save files as "firstname_lastname.filetype." such as John_Smith.jpg.
- ☒ Please **Do Not** send photos in Microsoft Word or in PowerPoint.
- ☒ **Do not** send inkjet printouts of photos.

AWARD CATEGORY DESCRIPTIONS

► BEYA STEM Conference (BEYA)

► Women of Color STEM Conference (WOC)

CONTINUE

CAREER ACHIEVEMENT (BEYA)

The nominee is at or beyond the midpoint (approximately 22+ years in the work force) of his or her career but not close to retirement age, and has made significant achievements in engineering titles in industry or government. The committee looks less at the degrees earned than at the body of work by the nominee, it's broad, social and economic value and impact, and the nominee's performance as a role model and mentor for minorities in technology.

The nominee package should show:

- The uniqueness of the nominee's obtained goal
- The discipline required to achieve the nominee's level of performance
- The nominee's triumph over obstacles in the field
- The nominee's potential as a role model for youth
- Quality of supporting documentation

CAREER ACHIEVEMENT (WOC)

This award recognizes an employee whose experience enhances her job, division, and organization. She is a leader who manages others with sensitivity as well as strategic insight.

The nominee package should show:

- Accomplishments
- Performance management
- Ability to negotiate professional obstacles
- Role model potential
- Quality of supporting documentation

COMMUNITY SERVICE (BEYA)

The nominee has demonstrated leadership in science, technology, engineering, or mathematics (STEM) communities through volunteer work, contributions, and other such activities that are not included in his or her job duties.

The nomination package should show:

- The nominee's potential as a role model
- The time and energy the nominee devotes to serving the community
- The nominee's efforts to promote STEM or other professional development through community service.
- Quality of supporting documentation

COMMUNITY SERVICE (WOC)

This award recognizes an employee who uses technology in novel ways to improve access to jobs and educational opportunities, and boost understanding of technology's potential to improve access to useful services, resources, and information.

The nomination package should show:

- Role Model Potential
- Cultural capital
- Promotion of technology through community service
- Professional development through community service
- Quality of supporting documentation

CORPORATE RESPONSIBILITY (WOC)

This nominee is an innovator in the delivery of benefits to under-represented communities through corporate largess. This nominee bolsters the corporate resolve to move mountains on behalf of community improvement. Through her work, her corporation makes major commitments to provide technology tools and educational services for minority youth and adults and to put budgetary backbone into community development efforts.

The nomination package should show:

- Innovation in women-oriented practices
- Changes in corporate policies and priorities
- Number of women and minorities affected
- Breadth of her influence within the organization
- Impact on communities outside her organization
- Quality of supporting documentation

AFFIRMATIVE ACTION (DAVE BARCLAY)

A person who has demonstrated efforts to promote affirmative action in the approach of his or her organization or small-business equivalent to advancement in education, job promotion, small-business development, and community activities. Successful nominees may lead small-business purchasing and support small-business development and entrepreneurship, as well as human resources initiatives.

The nomination package should show:

- The nominee's effectiveness at attracting minorities to the organization
- The nominee's success in improving the organization's policies of hiring and retaining minorities or promoting minority businesses
- The nominee's contributions to affirmative action or small business development
- Quality of supporting documentation

EDUCATIONAL LEADERSHIP

College-Level Promotion of Education

Nominee must be a collegiate faculty or administrative staffer who has demonstrated a strong commitment to preserving superior engineering, scientific and technical education programs.

The nomination packet should show:

- The success of the programs at the nominee's school
- The timeliness of the programs to the needs of the society and the corporate and public sectors
- The nominee's effectiveness in generating interest in STEM among women, racial and ethnic minorities
- The impact on under-served minorities and students seeking careers in STEM
- Quality of supporting documentation

Corporate Promotion of Education

Nominee must be a manager of education programs or other staffer from private enterprise who demonstrates an exemplary commitment to enhancing the opportunities for minorities in technology careers through promotion of scientific and technical education programs.

The nomination package should show:

- The success of the programs at the nominee's company
- The impact of the programs on schools, colleges and universities with which the nominee's company interacts
- The timeliness of the programs to the needs of the society and the corporate and public sectors
- The impact on under-served minorities seeking careers in STEM at the nominee's company and elsewhere.
- The nominee's effectiveness in generating interest about STEM among women, racial and ethnic minorities.
- Quality of supporting documentation

K-12 Promotion of Education

Nominee must be a teacher or educator with a demonstrated commitment to enhancing STEM career opportunities for women and minorities through promotion of STEM education programs and exemplary teaching and outreach activities.

The nomination packet should show:

- The success of the programs at the nominee's school
- The timeliness of the programs to the needs of the society and the corporate and public sectors
- The nominee's effectiveness in generating interest in STEM among women, racial and ethnic minorities
- The impact on under-served students seeking careers in STEM
- Quality of supporting documentation

AWARD CATEGORY DESCRIPTIONS

► BEYA STEM Conference (BEYA)

► Women of Color STEM Conference (WOC)

CONTINUE

ENTREPRENEURIAL FELLOW

Here is a science professional who has successfully built a business turning research discoveries into products and services of importance to the science establishment. This winner has shown that he or she can provide ethical leadership for the community as well as conceptual, financial, and managerial leadership for the company. He or she is a self-starter who blends raw knowledge with business smarts to create value for the clients, to promote increased benefits and access for the people around him or her, and value for the entrepreneurial company.

The nomination package should show:

- Innovation in starting or growing a business
- Size of projects or contracts gained
- Number of people in his/her company
- Earnings growth of corporation

ENTREPRENEUR LEADERSHIP

This nominee owns 50 percent or more of a thriving, minority-owned scientific, engineering, or technical company, or a significant percentage of a majority firm, with strong financial growth and more than 10 employees.

The nomination package should show:

- The nominee's ability to recognize and capitalize on technical growth sectors
- The nominee's effect on redesigning an existing product
- The nominee's leadership and management skills that led to earnings growth and expansion of operations
- The impact of the nominee's business on the community, demonstrated by increased employment, job training, and minority opportunity
- The nominee's contributions to the growth of engineering technology
- Quality of supporting documentation

GEM OUTSTANDING YOUNG ALUMNUS / GEM STUDENT LEADERSHIP

Award recipients are GEM fellowships from the National Consortium for Graduate Degrees for Minorities in Engineering and Science Inc. These award recipients have demonstrated excellence in their work as graduate or post-graduate students or have carried their status as outstanding achievers into the professional ranks.

The nomination package should show:

- The impact of the nominee's responsibilities
- The effect of the nominee's achievements on the organization or facility
- The breadth of community outreach activities
- The effect on other minorities seeking science and technology careers
- Quality of the supporting documentation

MANAGERIAL LEADERSHIP (WOC)

The nominee must be a person whose accomplishments in leading and managing a laboratory, a company, or a significant part of a technology enterprise make her a standout. The committee is looking for a person whose career choices serve as an example to women looking to move beyond what are considered traditional roles for women.

The nomination package should show:

- Innovation
- Breadth of responsibilities
- Organization size
- Budget impact of her decisions
- Quality of supporting documentation

MOST PROMISING ENGINEER (BEYA)

This nominee must be an engineer, in the early years (approximately 3 to 10 years in the work force) of his or her career, who demonstrates tremendous potential for future technical contributions.

The nomination package should show:

- The uniqueness of the nominee's contributions to the organization
- The nominee's leadership abilities and initiative
- The nominee's professional and technical achievements
- The nominee's potential for advancement
- The social and / or economic value of the development
- Quality of supporting documentation

MOST PROMISING SCIENTIST (BEYA)

This nominee must be a scientist, in the early years (approximately 3 to 10 years in the work force) of his or her career, who demonstrates tremendous potential for future scientific contributions.

The nomination package should show:

- The uniqueness of the nominee's contributions to the organization
- The nominee's leadership abilities and initiative
- The nominee's professional and technical achievements
- The nominee's potential for achievement
- Quality of supporting documentation

NEW MEDIA/IT LEADERSHIP (WOC)

This nominee is a person working in Internet media who has a driving role in either the development of new technology or the management of technical facilities.

The nomination package should show:

- Impact of nominee's technical contributions
- Impact of contributions to the organization
- Value of nominee's contribution
- Role model potential
- Quality of supporting documentation

OUTSTANDING TECHNICAL CONTRIBUTION

A person performing technological functions, who has designed, developed, managed, or assisted in the development of a product, service, system, or intellectual property that is a substantial achievement in the field. The overall impact of the technological achievement is the prime consideration, regardless of title or degrees earned. The committee sees a nominee that offers broad impact and high value to society as a whole.

The nomination package should show:

- The uniqueness of the development
- The innovation of the development
- The uniqueness of the design
- The social and / or economic value of the development
- Quality of supporting documentation

PROFESSIONAL ACHIEVEMENT (BEYA)

A highly experienced, mid-career (approximately 10 to 22 years in the work force) STEM professional who has made significant discoveries, made important advances in his or her chosen STEM career path, and is acknowledged as a leader of large STEM initiatives. Here, the specific degree earned is less relevant than the significance of the work and the nominee's achievement as a role model for others in the field.

The nomination package should show:

- The uniqueness of the nominee's achievements
- The discipline required achieving the nominee's level of performance
- The nominee's triumph over obstacles in the field
- The nominee's potential as a role model for youth
- Quality of supporting documentation

AWARD CATEGORY DESCRIPTIONS

► BEYA STEM Conference (BEYA)

► Women of Color STEM Conference (WOC)

CONTINUE

PROFESSIONAL ACHIEVEMENT (WOC)

This award recognizes a mid-career (approximately 10 to 22 years in the work force) professional with significant accomplishments in a scientific, engineering or technology industry, or government agency. The nominee's academic qualifications are of less relevance than the impact of her achievements as a leader and role model.

The nomination package should show:

- Value of nominee's accomplishments Performance
- Meeting professional challenges
- Role model potential
- Quality of supporting documentation

RESEARCH LEADERSHIP (BEYA)

The nominee works in research and development who is a consistent leader in discovering, developing, and implementing new technologies. His/her impact radiates out into the product line, changing the way in which people live and work.

The nomination package should show:

- Uniqueness of the discovery
- New products or new ways that they are used
- Patents produced
- Impact on his/her industry
- Quality of supporting documentation

SENIOR INVESTIGATOR (BEYA)

The nominee works in research and development and is a consistent leader in advancing basic science knowledge or discovering, developing, and implementing entirely new technologies. The effects of this person's work radiate out into the product line, changing the way we live and work.

The nomination package should show:

- Uniqueness of the discovery
- New products or new ways that they are used
- Patents produced
- Impact on his/her industry
- Quality of supporting documentation

SENIOR TECHNOLOGY FELLOW (BEYA)

The nominee for this award works in R&D and translates basic science discoveries into inventions. This winner dreams up new devices and processes by using the research labs' discoveries, and leads R&D teams doing so; or, by virtue of his or her leadership position on the forefront of technical innovations, serves as a role model and leader for minorities and women.

The nomination package should show:

- Uniqueness of the product or process
- Innovation in bringing it to full implementation or production
- Impact on the corporate product line
- Budget or income impact
- Quality of supporting documentation

STUDENT LEADERSHIP

This award recognizes an undergraduate or graduate student with creative

verve and an accomplished academic record. The nominee should have inspiring grades and a proven desire to help others to succeed. Awards are granted separately for student leadership as undergraduates and as graduate students.

The nominee package should show:

- The nominees' extracurricular activities
- The nominee's academic achievements
- Impact on other students and their future interests
- Role model potential
- Value of contributions to society
- Quality of supporting documentation

TECHNICAL INNOVATION (WOC)

This nominee invents a new product, device, or process; leads technology development teams; or develops new ways to use the product or process. She also serves as a stereotype-breaking role model for women in technology.

The nomination package should show:

- Product or process value
- Implementation or production
- Impact on corporate product line
- Impact on budgetary decisions or gross revenues
- Quality of supporting documentation

TECHNICAL SALES AND MARKETING (BEYA)

This nominee combines technical expertise with marketing skills in a high-level position. The award recipient not only sells the products of cutting-edge technology, but also participates in development of product lines and marketing plans on a national and international scale.

The nomination package should show:

- The nominee's deep understanding of technology, regardless of degrees earned
- The nominee's extensive background in marketing technology
- Major roles the nominee has played in product decisions, marketing strategy, and pricing decisions
- Major impact the nominee has made on company profitability
- Quality of supporting documentation

OUTSTANDING ACHIEVEMENT AWARDS

Modern-Day Technology Leader (BEYA)

These awardees are bright, women and men who are shaping the future of engineering, science, and technology.

Science Spectrum Trailblazer (BEYA)

Trailblazers are minority men and women actively creating new paths for others in science, research, technology, and development. Some are experienced executives who continuously seek innovative products or lines of thought, some are breaking new ground at the midpoint of their careers, and others are recent graduates who show pioneering promise. But regardless of their career point, they distinguish themselves by constantly setting their sights higher, striving to innovate and open doors for others.

Technology All-Star (WOC)

Technology All-Stars are accomplished women of color from mid-level to advanced stages of their careers (approximately 22 or more years in the work force) that have demonstrated excellence in the workplace and in their communities. They are honored at a special recognition event during the Women of Color STEM Awards Conference.

Technology Rising Star (WOC)

Rising Stars are young (approximately 1 to 22 years in the work force) women who are helping to shape technology for the future. They are honored at a special recognition event during the Women of Color STEM Awards Conference.

BEYA PROFESSIONAL AWARDS

> BEYA STEM Conference (BEYA) > Women of Color STEM Conference (WOC)

APPLICATION FORM

Choose a Category:

**Applications Due:
August 31st**

- | | |
|--|---|
| ☐ Affirmative Action (Dave Barclay) | ☐ Most Promising Scientist |
| ☐ Career Achievement | ☐ Outstanding Technical Contribution |
| ☐ Community Service | ☐ Professional Achievement |
| ☐ Corporate Promotion of Education | ☐ Research Leadership |
| ☐ Entrepreneurial Fellow | ☐ Senior Investigator |
| ☐ Entrepreneurial Leadership | ☐ Senior Technology Fellow |
| ☐ Most Promising Engineer | ☐ Technical Sales Marketing |

NOMINATOR INFORMATION: (type or print legibly)

Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Signature _____

**I confirm that I am personally acquainted with the nominee. I hereby endorse the nomination.*

NOMINEE INFORMATION:

☐ Female ☐ Male
 Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Primary Job Function _____
 Years of Professional Experience _____
 Organizations to Which Nominee Belongs: _____

 Home Address _____
 City _____ State _____ Zip Code _____
 Home Phone _____ Fax _____ Email _____
 Undergraduate College _____ Field of Study _____
 Post Graduate College _____ Field of Study _____

REQUIRED SUPPORTING DOCUMENTATION:

Each nomination package should also include the following items in the same order as indicated below. We do not accept faxed or copies of nomination packages. If submitting online, you must combine all the components below into one file. Packages that are not in the format below will be returned to the nominator.

- ☐ Cover Page
- ☐ Table of Contents
- ☐ Cover letter/Reason for nomination
- ☐ Nomination form (type or print legibly)
- ☐ Current biography or résumé
- ☐ Full job description or curriculum vitae
- ☐ Organizational Chart
- ☐ Papers and articles by and about the nominee
- ☐ Letters of recommendation
- ☐ Other significant supporting materials (i.e. patents, awards, academic record, etc.)
- ☐ CD containing an electronic copy of the complete nomination package (including digital photograph in separate file)
- ☐ **Recent color photograph**—Acceptable format includes the following:
 - » **Color or black & white photographs** – maximum size 8x10 inches; minimum size 5x7 inches.

» **Digital photographs—High-resolution only.** Minimum 300 dpi resolution. EPS, JPEG, or TIFF format. Minimum size 5x7 inches.

Please DO NOT send photos in Microsoft Word or in PowerPoint. Save files as "firstname_lastname.filetype," such as John_Smith.jpg

» **DO NOT send inkjet printouts of photos**

OTHER INFORMATION:

- We will keep your completed nomination package on file for two years.
- Nominees may be considered for future CCG events.
- Please provide one complete nomination package for each conference.
- Send me additional information about the _____ Conference.
- Send completed Recognition Application to:
 Career Communications Group Inc.
 ATTN: Nominations
 729 E. Pratt Street, Suite 504
 Baltimore, MD 21202
- For more information about our recognition events or nominations, please visit us at www.beya.org or www.womenofcolor.net

BEYA ACADEMIA AWARDS

» BEYA STEM Conference (BEYA) » Women of Color STEM Conference (WOC)

APPLICATION FORM

Choose a Category:

**Applications Due:
August 31**

- ☐ College-Level Promotion of Education
☐ K-12 Promotion of Education

- ☐ GEM Outstanding Young Alumnus
☐ GEM Student Leadership
☐ Student Leadership

NOMINATOR INFORMATION: (type or print legibly)

Prefix _____ First Name _____ Last Name _____ Suffix _____
Employer _____ Title _____
Business Address _____
City _____ State _____ Zip Code _____
Business Phone _____ Fax _____ Email _____
Signature _____

**I confirm that I am personally acquainted with the nominee. I hereby endorse the nomination.*

NOMINEE INFORMATION:

☐ Female ☐ Male

Prefix _____ First Name _____ Last Name _____ Suffix _____
Employer _____ Title _____
Business Address _____
City _____ State _____ Zip Code _____
Business Phone _____ Fax _____ Email _____
Primary Job Function _____
Years of Professional Experience _____
Organizations to Which Nominee Belongs: _____

Home Address _____
City _____ State _____ Zip Code _____
Home Phone _____ Fax _____ Email _____
Undergraduate College _____ Field of Study _____
Post Graduate College _____ Field of Study _____

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- ☐ Organizational Chart
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- ☐ Letters of recommendation
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WOC PROFESSIONAL AWARDS

» BEYA STEM Conference (BEYA) » Women of Color STEM Conference (WOC)

APPLICATION
FORM

Choose a Category:

**Applications Due:
April 30th**

- | | |
|--|---|
| ☐ Affirmative Action (Dave Barclay) | ☐ Managerial Leadership |
| ☐ Career Achievement | ☐ New Media/IT Leadership |
| ☐ Community Service | ☐ Outstanding Technical Contribution |
| ☐ Corporate Responsibility | ☐ Professional Achievement |
| ☐ Corporate Promotion of Education | ☐ Technology Innovation |
| ☐ Entrepreneur Leadership | |

NOMINATOR INFORMATION: (type or print legibly)

Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Signature _____

**I confirm that I am personally acquainted with the nominee. I hereby endorse the nomination.*

NOMINEE INFORMATION:

☐ Female ☐ Male

Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Primary Job Function _____
 Years of Professional Experience _____
 Organizations to Which Nominee Belongs: _____

 Home Address _____
 City _____ State _____ Zip Code _____
 Home Phone _____ Fax _____ Email _____
 Undergraduate College _____ Field of Study _____
 Post Graduate College _____ Field of Study _____

REQUIRED SUPPORTING DOCUMENTATION:

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 729 E. Pratt Street, Suite 504
 Baltimore, MD 21202
- For more information about our recognition events or nominations, please visit us at www.beya.org or www.womenofcolor.net



Choose a Category:

**Applications Due:
April 30th**

- ☐ College-Level Promotion of Education
☐ K-12 Promotion of Education
☐ Student Leadership

NOMINATOR INFORMATION: (type or print legibly)

Prefix _____ First Name _____ Last Name _____ Suffix _____
Employer _____ Title _____
Business Address _____
City _____ State _____ Zip Code _____
Business Phone _____ Fax _____ Email _____
Signature _____

**I confirm that I am personally acquainted with the nominee. I hereby endorse the nomination.*

NOMINEE INFORMATION:

☐ Female ☐ Male

Prefix _____ First Name _____ Last Name _____ Suffix _____
Employer _____ Title _____
Business Address _____
City _____ State _____ Zip Code _____
Business Phone _____ Fax _____ Email _____
Primary Job Function _____
Years of Professional Experience _____
Organizations to Which Nominee Belongs: _____

Home Address _____
City _____ State _____ Zip Code _____
Home Phone _____ Fax _____ Email _____
Undergraduate College _____ Field of Study _____
Post Graduate College _____ Field of Study _____

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OUTSTANDING ACHIEVEMENT AWARDS

► BEYA STEM Conference (BEYA)

► Women of Color STEM Conference (WOC)

APPLICATION
FORM

	Application Deadline	Publication/Recognition Event
☐ Modern-Day Technology Leader	October 1st	US Black Engineer & Information Technology Conference Issue/ BEYA STEM Conference
☐ Science Spectrum Trailblazer	October 1st	US Black Engineer & Information Technology Conference Issue/BEYA STEM Conference
☐ Technology All-Stars	May 15th	Women of Color Magazine Conference Issue/ Women of Color STEM Conference
☐ Technology Rising Stars	May 15th	Women of Color Magazine Conference Issue/ Women of Color STEM Conference

NOMINATOR INFORMATION: (type or print legibly)

Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Signature _____

**I confirm that I am personally acquainted with the nominee. I hereby endorse the nomination.*

NOMINEE INFORMATION:

☐ Female ☐ Male
 Prefix _____ First Name _____ Last Name _____ Suffix _____
 Employer _____ Title _____
 Business Address _____
 City _____ State _____ Zip Code _____
 Business Phone _____ Fax _____ Email _____
 Primary Job Function _____
 Years of Professional Experience _____
 Organizations to Which Nominee Belongs: _____

 Home Address _____
 City _____ State _____ Zip Code _____
 Home Phone _____ Fax _____ Email _____
 Undergraduate College _____ Field of Study _____
 Post Graduate College _____ Field of Study _____

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