

Section II: Board of Director Nominee Information

*Full Name (Last, First)

Tsabetsaye, Shaun

***Brief (200 words or less) biography of nominee that will be included in the Ballot mailed or emailed to each General Member. Include information related to affiliation with AISES and what the nominee will bring to the Board of Directors.**

Since 1998, I have fulfilled my membership role as a servant leader of AISES. I have returned the gift of being sponsored by supporting numerous peers as a student and professional to help them become inspired members of AISES. From 2006 for a decade, I led as member and chair of the Intel Native American Network to operate similar to an AISES professional chapter growing the initiative to receive the highest corporate-level support. This instrumental work led Intel to incrementally increase AISES sponsorship year-over-year and now earns a spot yearly on the “Top 50 Employers for Native Americans in STEM” since 2013. From 2013 onward, I serve on the AISES Corporate Advisory Council which allows me to continue to aid the growth of the society. On several occasions this year, I have supported the AISES staff in their outreach efforts to develop and maintain community relationships across Indian Country which is essential for growth. With my integral perspective and experience, serving on the board would continue to help achieve the organization’s objectives. I ask for your support on my candidacy for the AISES board to allow my continuance to steer and strive for the fulfillment of the mission of AISES.

Please Answer the Following Questions

1. Why would you like to serve on the American Indian Science and Engineering Society (AISES) Board of Directors? (150 words or less)

At best, I would like to serve on the board to support the ongoing strategies of AISES and develop new opportunities as needed in creating value to the Native American community through the STEM fields. At worst, as the world becomes more ambiguous and turbulent, and as issues in the industry and field in which we are working in changes, I would like to help AISES remain as a pillar and represent the organization through fiscal, legal and moral responsibilities.

2. What is your past experience/association with the AISES organization? (150 words or less)

For over a decade, I have volunteered an estimated average of 600 hours/yr and impacted over 300 students/yr. I have routinely served as a judge for science fairs, poster boards, and scholarship applications. I have developed best practices for student leaders, chapters and professional organizations. I have presented professional development workshops at Leadership Summits and National Conferences.

Chronology:

1994: 8th grade participant at the AISES National American Indian Science & Engineering Fair (NAISEF)

1998: Became a college chapter member of UNM AISES

2001 to 2004: Elected as UNM AISES college chapter president

2004 to 2006: Elected 2-yr term to serve on AISES BoD as AISES National Student Representative

2006: Sponsored by Kiutus "Ki" Tecumseh and Everett Chavez for AISES Sequoyah Fellowship

2006 to present: Active professional member of AISES providing content and support for AISES conferences and science fairs.

2013 to 2017: Member of the AISES Corporate Advisory Council

The AISES Board of Directors has determined that there are key skill sets needed to fulfill AISES' strategic goals. The questions below specifically address the needed skills, knowledge and experience.

3. Please elaborate on your fundraising and major gifts cultivation experience. (150 words or less)

My fundraising experience has primarily been to find support for students and professionals to attend the AISES National Conference. As a student leader at UNM, I wrote fundraising letters to department heads and deans which grew every year and peaked to enable 21 students to travel to Alaska for the national conference in 2004. Subsequently, I sought the support for my Intel Native American members from their direct managers for conference travel and always had a range of 10-15 members attend. I led other fundraising campaigns within Intel to have an additional annual budget of \$15K above and beyond a standard operating budget and a growing level of AISES Sponsorship. My approach to fundraising has always been to identify for the donor a value proposition, the return on investment and to find multi-faceted kickers to increase branding and marketing value that would surpass expectations.

4. Given the strategic goal of increasing value to all members, what skills and resources can you provide toward the success of this strategic initiative? List experience with program development, target populations and outcomes. (150 words or less)

As one example in the program development, I formally went through the exercise of writing a 20 page plan to grow the Intel Native American Network (INAN) in 2011 across 4 major sites in the US enabling its reach, membership, and brand internally & externally. I utilized stakeholder analysis; established performance metrics based on vision and mission of the organization; implemented management by business objectives for the team; and developed several types of communication tools to target prospective and current members, other affinity group leaders, direct management and corporate sponsors. This process created a cohesive approach for the INAN team to be in sync with an overarching goal that allowed for the freedom and flexibility at the local level. This elevated INAN to become one of the few targeted groups out of many to become a core component of Intel's \$300M Diversity & Inclusion initiative.

5. Elaborate on your prior experience serving on non-profit Boards. Specify your understanding of the associated fiduciary responsibilities required of Board members. (150 words or less)
 From 2004 -2006, I served on the AISES BoD as a “Non-voting member” during my term as a National Student Representative. I observed and learned firsthand from sitting members of the board on what fiduciary responsibility to the AISES organization meant. I observed that a board member is legally obligated to act in the best interest of the organization ethically and morally to fulfill the vision and mission of AISES, and to report and recuse themselves if there is a conflict of interest. Fiduciary responsibility also means to practice due diligence so as not to compromise the integrity and status of the organization. As an example, this may mean that a board member should practice best judgement and seek for additional council if not understood. Such things may include having proper legal authority to enter into contractual agreements on behalf of AISES.

6. Have you visited the AISES website to view the AISES Board of Directors Roles, Responsibilities, Agreement, and Member Requirements at the following?

<http://www.aises.org/about/board>

AISES Code of Conduct document at the following?

<http://www.aises.org/about/board>

Yes
 No

Section III: Two (2) Endorsements of Nominee (Required)

Endorsement #1

*Full Name (Last, First)
Duff, Andrew Conseen

*Endorsement Date
June 10, 2017

*Endorsement Method, explain (in person, by phone, by email, by postal mail, other)
In Person

Statement of Endorsement (Optional) (this will most likely be copied email text from the person making the endorsement to the person submitting this nomination form) (150 words or less) Since 1994 AISES has shaped and framed a man who epitomizes the mission of AISES “increasing the representation” and the impact continues. His service at every level of this organization shows his continued commitment to the mission. He is well spoken, respectful and a speaker of his native language. He speaks from the heart. He will represent this organization in a way, only a student who has experienced AISES at every level can represent the organization in maturing the mission with outreach to young students and to our sponsors. At each point of his career, he is thankful and the reflective on the lessons learned and he will consider the same values in how he approaches situations our Board will face. I am honored to nominate a colleague, friend and a man I feel can lead from any chair he is given in a room.

Endorsement #2

*Full Name (Last, First)
Kie, Sonya

*Endorsement Date
6/10/2017

*Endorsement Method, explain (in person, by phone, by email, by postal mail, other)
By Email

Statement of Endorsement (Optional) (this will most likely be copied email text from the person making the endorsement to the person submitting this nomination form) **(150 words or less)**

For over 9 years, Shaun's leadership contributions as local and cross-site chair set the overarching foundation for the Intel Native American Network (INAN). He developed recruitment, retention and progression strategies and initiatives in partnership with Intel's Corp Global Diversity & Inclusions programs. His work increased the representation and retention of Native American employees at Intel and led to attracting and hiring AISES engineers and scientists. His robust organizational skills, ability to manage multiple priorities, and ability to communicate with senior leadership resulted in INAN to align with Intel's 5 year \$300M initiative to close the parity gap across all levels of the company. He has been featured in the Winds of Change Magazine along with Intel being recognized for the last 4 years as a "Top 50 Workplaces for Native Americans in STEM". This demonstrates his capabilities which would certainly transfer to his role on the AISES BoD.

Additional Endorsements (Optional)

Endorsement #3

| | | |
|---|---|--------|
| *Full Name (Last, First) Baker-Demary, Twyla | *Phone | *Email |
| *Endorsement Date | *Endorsement Method, explain (in person, by phone, by email, by postal mail, other) By Email | |

Statement of Endorsement (Optional) (this will most likely be copied email text from the person making the endorsement to the person submitting this nomination form) **(150 words or less)**

It is my pleasure and honor to offer my recommendation for Shaun Tsabetsaye's nomination to the AISES Board of Directors. We have known each other for several years, having met when we both served as student representatives for AISES. Shaun is a talented, intelligent advocate for AISES, and I am very familiar with his level of commitment to the organization, as well as his experience and understanding of AISES by-laws and functioning. I believe Shaun would make an excellent Board member and I fully support his candidacy. Please do contact me with any questions.

Endorsement #4

| | | |
|--------------------------|---|--------|
| *Full Name (Last, First) | *Phone | *Email |
| *Endorsement Date | *Endorsement Method, explain (in person, by phone, by email, by postal mail, other) | |

Statement of Endorsement (Optional) (this will most likely be copied email text from the person making the endorsement to the person submitting this nomination form) **(150 words or less)**