

**Service Learning Spotlight****Session Sponsorship and Speaker Background Notes** *(submitted by Steve Beyerlein)*

The American Chemical Society Virginia Section is pleased to sponsor this luncheon. ACS faculty are at the front lines of molding the next generation of community contributors. Getting students involved early in service is an excellent means to improve their opportunity for self-growth and provide a mechanism for the transition from undergraduate student to professional leader. The national organization for the professional development of black chemists and chemical engineers, NOBCChE has very similar goals as the ACS (we can let Tali expand upon the organization) and just like the HBCU at which the conference is being held today, provides these opportunities with a focus on reaching those who may not otherwise have the chance to participate. ACS and NOBCChE are working together to transform the education of young chemical professions by providing mentorship and opportunities for self-growth. We are proud to introduce the current Vice Chair and rising Chair of the NOBCChE organization. She is poised to make a true impact on the front lines of transformational change. Talitha Hampton is currently a project manager at AstraZeneca Pharmaceuticals where she manages critical planning, business communications, project execution and strategy coordination in support of the AstraZeneca Network Strategy and Operations group. Prior to working at AstraZeneca, she spent 7 years at Merck & Co., Inc in various roles ranging from process engineering to business development and operations strategy. Talitha Hampton became executive Vice-President of NOBCChE in 2013, where she is responsible for development and execution of business and operational strategy that enables NOBCChE to fulfill its mission of creating an eminent cadre of people of color in STEM. She assumes the Presidency on July 1. She also served as leader of the corporate responsibility and reputation task force for the Merck African Ancestry Business Insights Roundtable (AA BIR) and the Steering Committee for the Partnership for Biotechnology Research (PBR). Talitha earned a bachelor's degree in Chemistry from Oakwood University and a master's degree in Chemical Engineering from the University of Alabama in Huntsville.

**Recorder Notes** *(submitted by Paula Flynn)*

NoBCCHE - National Organization of Black Chemists and Chemical Engineers "Enabling Success Through Transformational Experience" Talitha shared three personal experiences that were transformation in her personal STEM journey (in her education, in her professional life, and in her service life). All three of these were profound, but rather accidental. Talitha then reflected that transformation should be purposeful and not left to chance. She then outlined four steps for realizing transformational growth (following the engineering problem solving methodology).

- STEP 1 = DIAGRAM THE SITUATION Picture what problems/opportunities lie at hand. Try to visualize all the personal, social, and technical details that will be important.
- STEP 2 = KNOW THE GOVERNING EQUATIONS Describe the interdependences that affect what is being studied/encountered. Capture important physical, sociological, and political aspects as well as their relationship.
- STEP 3 = ASSEMBLE RESOURCES AND SOLVE Secure needed financial/infrastructural resources as well as personal connections (networks, colleagues, and institutions). Act upon an expectations of success for ourselves, our students, and our stakeholders. Commit to

solving the problem/realizing the opportunity. Document actions taken so that others can understand and build upon what is accomplished.

STEP 4 = VALIDATE Do a lessons learned assessment, incorporating perspectives of those close to the problem as well as peers at a distance.

BE DISSATISFIED WITH THE STATUS QUO => Just working harder will not produce new results, just more of the same. Have the courage to take well-founded risks to grow personal performance and organizational capacity. This starts with nurturing STEM interests in K-12. Proactive outreach to the next generation of learners is the most important legacy that we can pursue. Celebrate transformation with a capital 'T' (those watershed events that set us moving in new/different directions). Equally celebrate transformation with a lowercase 't' (those daily actions that are important in following through on expanded personal visions). This awareness is what keeps the journey moving forward. Share your journey of transformation with others. Strive to recruit new collaborators and seek synergy that will allow fuller realization of the vision/goals behind the transformation.