FOR IMMEDIATE RELEASE
March 15, 2022

DR. JOSEPH SILVA JOINS SHPE IN THE NEWLY CREATED POSITION OF CHIEF ENGAGEMENT OFFICER

The SHPE Reorganization Includes the Promotions of Dr. Kimberly Douglas, Monique Herrera, and Rhonda McNeil to C-Level Positions

(City of Industry, CA) — On Monday SHPE welcomed Dr. Joseph “Jose” Silva as the inaugural Chief Engagement Officer for the organization. This newly created position comes as part of a larger reorganization for SHPE.

Four distinct offices have been created under the CEO Chris Wilkie. They include Administration, Research & Innovation, External Relations, and Engagement. The goal of this restructuring is to continue elevating excellent programming and enhancing corporate STEM partnerships, while placing new emphasis on member cultivation, influence, and investment.

DISTINCT OFFICES UNDER THE CEO

1. ADMINISTRATION OFFICE
   Chief Administration Officer
   • Finance
   • Direct line into CEO & NBOD Treasurer
   • Contracts & Sourcing
     » Direct line into CEO
   • Facilities
   • Information Technology (IT)
   • Human Resources (HR)
     » Direct line into CEO & NBOD Chair

2. RESEARCH & INNOVATION OFFICE
   Chief Research & Innovation Officer
   • Ongoing Cornerstone and New Programming
   • Special Interest Programming (i.e., Graduate, SHPETina)
   • Business Intelligence & Assessments
   • Academia & Research Partners
   • Academic Partnership Council (APC)
   • Grant Proposals (i.e., NSF)
   • Scholarships
   • Internships

3. EXTERNAL RELATIONS OFFICE
   Chief External Relations Officer
   • External Fund Development (i.e., Corporate Partners: Sponsors/Foundations)
   • Industry Partnership Council (IPC)
   • Government Relations
   • Direct line into CEO
   • Marketing & Communications
     » Direct line into CEO
   • Career Fair & Convention

4. ENGAGEMENT OFFICE
   Chief Engagement Officer
   • Signature Events
   • Memberships, Member Engagement, & Operations
   • Individual Philanthropy/Major Gifts (alumni model)
   • Chapter Operations/Governance
   • Local Community Engagement & Outreach
   • Career Services

Legal, Compliance, & Ethics (3rd party) and Board Operations (direct report into CEO)
Dr. Jose Silva is now responsible for the latter, and he is beyond qualified. A resident of Denver, Colorado, he has been an advocate for youth, education, and the community for over 28 years. He comes to SHPE from the Colorado Association for Infant Mental Health (CoAIMH) where, starting in 2019, he served as their first CEO. A specialty of Dr. Silva’s professional and personal approach to community engagement is his orientation of multiculturalism—the embracing and celebrating of individual differences. CEO Chris Wilkie said about Dr. Silva, “His extensive experience and his attitude toward diversity make him particularly well-suited to take on the Chief Engagement Officer role with its emphasis on member relations. SHPE is lucky to have his leadership and expertise on staff.”

The additional three offices find their leadership from internal promotions.

Dr. Kimberly Douglas has been with SHPE since 2019. Her promotion to Chief Research & Innovation Officer places her in a position to utilize her full range of considerable skills and experience to support SHPE’s mission. Kimberly has over 25 years of experience as an engineering educator and administrator developing and funding programs for increasing the persistence and degree completion rates of STEM students, with particular focus on Hispanics. She has expertise in creating mutually beneficial partnerships and programs to support student success and faculty development. Kimberly is now responsible for a growing team who manage all of SHPE’s programming including ScholarSHPE, MentorSHPE, InternSHPE, SHPETinas, and Noche de Ciencias, along with the Academic Partnership Council (APC). She also secures key grant funding and leads the development of new, relevant services for SHPE members. Kimberly lives in Fort Collins, Colorado.

Monique Herrera has also had a storied career with SHPE. She began as a Development Associate and Membership Coordinator in 2014. During the next half-decade, she became a Manager, Director, and then Senior Director. Earlier this month, she was promoted to Chief External Relations Officer. She is a testament to the personal and professional development available at SHPE as well as the incredible quality of the staff. Today, with her team of two, she oversees the Industry Partnership Council, sponsorship for 9 signature events, and other partnership opportunities. In addition, she oversees organization-wide marketing and communications efforts, the evolving government relations outreach, and the all-important National Convention Career Fair. Monique lives in New York, New York.

Rhonda McNeil, previously SHPE’s financial Controller, is now the Chief Administrative Officer. She joined SHPE in March 2021, but before that she accumulated over 20 years of management, financial, and accounting experience in the nonprofit industry. Rhonda has both her Bachelor and Master of Business Administration degrees from Texas State University. Now, in addition to full financial oversight, she leads a team of six, overseeing all contracts, HR, IT and Facility matters. Rhonda lives in Sand Springs, Oklahoma.

Miguel Alemañy, SHPE’s current Board Chair, is optimistic about these additions and changes. “When the Board of Directors approved the 2022-2025 Strategic Plan earlier this year, we knew SHPE would need to think differently about how it deploys its resources, including our staff,” Alemañy
states. “This restructuring is exactly what is needed to make our goals achievable. It is exciting to see our dreams become a reality. SHPE is now a national force in the STEM industry.”

To schedule an interview with CEO Chris Wilkie or with Board Chair Miguel Alemañy, please contact Jen Linck at jenl@shpe.org or 703-732-6701.

About SHPE

SHPE (Society of Hispanic Professional Engineers) is a nonprofit organization serving and advancing Hispanics in STEM. With more than 13,000 student and professional members, SHPE's mission is to change lives by empowering the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support, and development. For more information please visit https://www.shpe.org.