On to Orlando!

The Florida Alpha (University of Florida) and Delta (University of Central Florida) Chapters are pleased to co-host the 99th annual Tau Beta Pi National Convention on October 7-9, 2004. Continuing a proud tradition, the members, led by Arrangements Chair Christopher Ekberg, FL A ’95, are dedicated to making this year’s Convention an enjoyable experience and an outstanding success.

Taubates will drive and fly from as far away as Alaska to sunny Orlando. Unlimited activities and interesting sites abound in this highly visited international tourist destination to entertain guests who will not take part in the general business meetings. After visiting theme parks and experiencing the nightlife, you and your guests will surely find your 2004 Convention experience memorable.

Those who fly will arrive at the Orlando International Airport where members of Florida Alpha and Delta will greet you and whisk you away to the downtown Radisson Plaza Hotel, where all conventioneers will stay. Business meetings, Engineering Futures and ICE sessions, and meals will occur at the hotel. Representatives from the Florida High Tech Corridor Council, Harris Corp., NCEES, Sandia Labs, Shell Oil Co., the U.S. Army PEO STRI, and graduate engineering programs at universities such as Lehigh, Iowa State, Michigan, Rensselaer Polytechnic Institute, and Virginia will be available at recruiting booths from 9 a.m. to 3 p.m. on Thursday, October 7. Be sure to bring copies of your résumé and the chapter’s résumé book!

On Saturday, Florida Delta will showcase the beauty and distinction of its campus. UCF is becoming a leader of innovation and technological change. It is home to three state centers of excellence and is ranked in the top eight percent for undergraduate enrollment. The model initiation will be held on campus, after which students will guide attendees through several engineering departments and other areas of interest at the university.

Expenses of one student delegate per chapter and the on-site expenses of chapter advisors will be paid by the Association. Non-voting delegates and alumni are welcome, encouraged, and invited to attend at their own expense.

Detailed information about the business of the Convention is on the following pages. Additional information is available on our website at www.tbp.org, and you may also register online at www.tbp.org/tbpcov. Or you may phone 865/546-4578, fax 865/546-4579, email convention@tbp.org, or write to Assistant Secretary Roger E. Hawks, Tau Beta Pi Convention, P.O. Box 2697, Knoxville, TN 37901-2697.

Tau Beta Pi’s 99th National Convention promises to be your convention opportunity of a lifetime. Florida Alpha and Delta members will be ready and eagerly awaiting your arrival! They hope you can visit and share their campus and city. We’ll see you in Orlando—bring your sunglasses and sunscreen!
Convention Business

The purpose of the annual meeting is to conduct Tau Beta Pi business. Delegates, who are often chapter presidents or officers, will begin their official duties Thursday afternoon. They will oversee the Association’s fiscal and governmental policies, choose the major chapter award winners, prepare for District conferences, learn more about the Tau Beta Pi election and initiation process, receive leadership training, and plan future Conventions. They are assisted in their duties by the Executive Council, chapter advisors, and national officers, who serve as committee advisors.

The delegates are the legislative, executive, and judicial body of this primarily student-run organization. Each delegate arrives ready to participate and has already been assigned to one of the Convention committees.

Each committee elects a student chair to conduct its internal affairs and represent the group on the Convention floor. Any Constitution or Bylaw changes brought forth from the committees are voted on by the Convention. They are assisted in their duties by the Executive Council, chapter advisors, and national officers, who serve as committee advisors.

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Each committee elects a student chair to conduct its internal affairs and represent the group on the Convention floor. Any Constitution or Bylaw changes brought forth from the committees are voted on by the Convention during the major business meetings.

This year seven standing committees will survey the Association, along with two ad hoc groups. The committees and their advisors are organized as follows.

Committees

Petitions
M.D. Malstrom, advisor
This group will consider and recommend action on a petition for a new chapter from the University of California, Riverside.

Constitution and Bylaws
L.A. Simonon, advisor
A subject that has been assigned for direct consideration is a proposal to restructure Constitution Article VIII, Sections 2 and 3, to simplify and revise the eligibility criteria for membership. Additional proposals may arise for consideration by this committee before and during the Convention.

Chapter & Association Financial Affairs
S. Jennings-King, advisor
Committee members will:
• Review the chapter accounts receivable to the national Headquarters,
• Determine allowable delegate’s expenses for the 2005 Convention (and review unusual allowable delegates’ expenses for the 2004 Convention), and
• Review the annual reports of the Association’s auditor and Treasurer for 2003-04.

Rituals
E.J. D’Avignon, advisor
Members of this group will:
• Prepare the Model Initiation at the Convention and
• Review a proposed alternative from the Director of Rituals for a new means of image display and make recommendations to Convention as necessary.

Convention Site
W.A. Hull, advisor
Delegates from this committee will recommend acting on invitations to host the 2007 Convention from California Alpha, Lambda, Upsilon, Phi, and Alpha Alpha and from Michigan Iota.

In accord with the Constitution, the Convention site may not be selected more than three years in advance.

The Executive Council approved the selection of Colorado Beta as host of the 2006 Convention in Denver. Utah Alpha, Beta, and Gamma are co-hosting the 2005 Convention in Salt Lake City.

Resolutions
M.J. Cunningham, advisor
Team members will prepare resolutions—statements of appreciation and mementos—for presentation to the Convention at the Saturday morning business meeting and the Saturday evening Initiation and Awards Banquet. The group will also consider a proposal to eliminate the $500 Chapter Performance Scholarships for three consecutive Secretary’s Commendations.

Awards
B.L. Frost, advisor
The principal assignment of this committee is to select the recipients of the R.C. Matthews Outstanding Chapter Award and the R.H. Nagel Most Improved Chapter Award for 2003-04.

The team will select a single winner in each category and as many honorable mentions as are deserved. Winners will be announced at the awards banquet on Saturday.

Chapter Advisors (ad hoc)
N.D. Bhakuni
Committee members will consider ways to improve the Advisor corps and the chapters, review progress of the training materials task force, develop a proposal, and make recommendations for development of Advisors.

Member Benefits (ad hoc)
J.C. Hill, advisor
Team members will prepare, brainstorm, and prioritize a list of desired member benefits.

Two Constitutional Amendments Ratified

The 2003 Convention approved three amendments to the Constitution and Bylaws of Tau Beta Pi and sent them to the chapters for ratification. In accord with the Association’s amending procedure, with 228 chapters eligible to vote, 171 or more affirmative chapter votes are required to ratify an amendment, and 55 or more negative votes would defeat the amendment.

The original voting deadline was April 1, but the polls were kept open until May 6, 2004. Headquarters received 170 valid ballots (plus 10 invalid for lack of a chapter quorum). The Council acted on the proposed amendments on June 18 and voted on behalf of those chapters submitting an invalid or no ballot.

Amendment
1. Add Scholarship Program duties to Director of Fellowships. (Const. Art. IV, Sec. 2 (f) (2))
2. Define Councillor and re-define Officers and Directors. (Const. Art. III, Sec. 4, and Const. Art. IV, Sec. 1, 2 (b), (c), & (f) (new), & 5)
3. Establish a standing Convention Committee on Chapter Advisors. (Const. Art. III, Sec. 2 (c) (new))

Outcome
1. Unresolved by chapter vote; 162 affirmative, 8 negative. Ratified by Council vote for invalid and missing chapters.
2. Unresolved by chapter vote; 160 affirmative, 10 negative. Ratified by Council vote for invalid and missing chapters.
3. Unresolved by chapter vote; 156 affirmative, 14 negative. Council did not vote for invalid and missing chapters—failed.
Why a National Bicycle Project?

Because Headquarters is situated on the campus of the University of Tennessee, the staff has opportunities to tune in to the spirit of student members via Tennessee Alphas who drop by and sometimes invite us to meetings. While chatting with an officer about plans for the semester, I asked about a plan for The Bicycle Project. He confessed that there was none, and added that he wasn’t even sure why Tau Beta Pi was doing this project. I summarized the past two years’ efforts in evaluating the need for a national project and soliciting hundreds of suggestions from District Directors and students, ending with why we decided to fix bicycles. I am not sure if my answer convinced him or if Tennessee Alpha will start a bicycle program this year, but I do feel that many of you may also need to know why Tau Beta Pi is launching a national bicycle project.

A large piece of the answer lies in our commitment to increase Tau Beta Pi’s visibility, not only on campuses, but in surrounding communities. This will happen as chapters advertise for bikes, work with local agencies, and draw corporate support into the mix. The project will also reinforce our identity as being “more than an honor society.” The activity of repairing bicycles for the needy was chosen because it combines simple engineering with community service, can be replicated in any size community, and appeals to local and corporate sponsors.

We have taken steps to make it painless for any chapter to start this project by publishing a “how to” manual with descriptions and samples of everything needed. The manual was distributed to interested students last year and is on the web (Chapter Resources). There are safety manuals to distribute to bike recipients, as well as logo stickers for the refurbished bikes. Best of all, we are available for any support that you may need (pat@tbp.org or ellen@tbp.org). Two chapters have already shown that it can be done effectively and enjoyed!

Now is the time to start this project. Quality time invested at the beginning will ensure a program that is much easier to implement in future semesters. You CAN make this happen!

—P.B.M.
2004 Chapter Survey—
How Does Your Chapter Perform?

Each year chapters are required to complete the Annual Chapter Survey. This questionnaire asks for basic information on chapter operations and some specific questions to help Headquarters. This past year, 196 of our 228 chapters submitted this online report. Let me summarize some of the questions, and you can see how your chapter compares.

What tasks were you required to fulfill before being initiated? The survey listed six commonly assigned duties, resulting in these responses:

- 56% • participate in projects,
- 42% • polish a Bent casting,
- 36% • polish the chapter’s Bent monument,
- 36% • obtain signatures from members,
- 26% • write an essay, and
- 19% • take an exam.

Some chapters (11%) chose none of the above. (Actually they chose none of the above rather than choosing “none of the above”—make sense?)

The other side of this question is How many of these tasks do chapters assign? The 2004 answer is:

- 31% • one task,
- 28% • two tasks,
- 19% • three tasks, and
- 16% • four tasks.

Believe it or not, nine chapters assigned five, and three chapters assigned all six tasks.

Lack of interest continues as the main reason given for an eligible candidate not accepting membership (55%). Students may look at the requirements and decide they don’t have the time. Chapters may want to rethink their requirements. Is all this work really required to judge a person’s character?

How many of you attend meetings once you get past the required meeting stage? Chapters hold an average of 11 meetings over the course of the year with an average attendance of 46%. Most chapters either fine (37%) or reprimand (34%) for non-attendance. <soapbox>

Chapter meeting attendance is important, especially when your chapter is electing new members or deciding how the chapter will operate. You need to support your chapter and be an active participant in its operation. </soapbox>

Does your chapter let others know its activities through publicity?

- 57% • sometimes,
- 23% • frequently,
- 10% • never, and
- 9% • always.

Publicity is a great thing when your chapter is improving the community, advancing our profession, or supporting your alma mater. New initiates should be a source of pride for a chapter. Fewer chapters publicize new members. The “do not publicize” number more than doubled from the previous year (22%), and the sometimes (19%) and frequently (45%) both decreased. The “always publicize” number rose slightly (11%). Publicity is a good way to improve your chapter’s image, and an improved image can provide benefits down the road.

How does your chapter stack up? Do you see things you like? Good. Then encourage your chapter to do more of them. Something you don’t like? Well, don’t just sit there and gripe—take some action. Whether your chapter improves is really up to you!

—Roger E. Hawks
Assistant Secretary-Treasurer

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2004 Laureate
Matthew C. Rodrigue

One 2004 Laureate has been selected in the 23rd year of Tau Beta Pi’s annual program to recognize gifted engineering students who have excelled in non-technical areas. Matthew C. Rodrigue, Maine Alpha ’04, is recognized for his diverse achievements, including service and athletics.

He joins 55 other outstanding Tau Bates who have been cited since the program began in 1982. Matt will be honored during ceremonies on October 9, 2004, at the 99th annual Convention in Orlando, FL, where he will receive a $2,500 check and a commemorative plaque.

The Laureate Program was inaugurated to further Tau Beta Pi’s second basic purpose as stated in the preamble to the Constitution: “to foster a spirit of liberal culture in engineering colleges.” A committee of District Directors considered 12 nominees from 11 chapters.
Increase in Initiation Fees

Effective August 1, 2004, the Tau Beta Pi initiation fee increased by $5, from the previous $27 to $32, and the Convention assessment increased from $3 to $5. Because initiates also pay the one-time Convention assessment, the total amount of national fees to be collected by chapters is now $37. The 2003 Convention approved the increase, the first in 10 years.

Bylaw Requirement

Because of the ratification of amendments passed by the 2002 Convention, all Tau Beta Pi chapters are required to list all eligible curricula for both undergraduate and graduate membership in their chapter bylaws.

The Convention established April 1, 2004, as the compliance date, and a total of 134 chapter bylaws with approved curricula have been received. Fines will be levied on non-complying chapters as required. If you need assistance, contact Roger Hawks at the national Headquarters in Knoxville, TN, roger@tbp.org.

2004 Distinguished Alumnus
Jill S. Tietjen, P.E.

For 25 years in her leadership roles, Jill S. Tietjen, P.E., Virginia Alpha ’76, has encouraged women to pursue careers in science, technology, engineering, and math. An engineering consultant, she, as the 2004 Distinguished Alumna, embodies the highest levels of integrity and service.

She was national president of SWE in 1991-92 and received its distinguished service award in 2002: “for her dedication to increasing the number of women in engineering and enhancing the recognition and visibility accorded the accomplishments of technical women as an engineer, speaker, and author.”

She directed the women in engineering program at the University of Colorado at Boulder (UCB) during 1997-2000. “The changes [under Jill] can truly be called revolutionary, [bringing] exciting new programs to young women in secondary and even primary schools,” noted Ross B. Corotis, Massachusetts Beta ’67, dean of engineering. Program activities include: scholarships, networking opportunities among students, departmental lunches, energy education workshops, and engineering career days for middle and high-school girls and women. She also instituted science, technology, engineering, and math-badge days for Girl Scouts and continues to help integrate “STEM” into scout programming.

Her co-authored introductory textbook, Keys to Engineering Success, was published in 2001, and she is contributing author to the 1995 book She Does Math! Two volumes of her Setting the Record Straight series (co-authored) have been published: An Introduction of the History and Evolution of Women’s Professional Achievement and The History and Evolution of Women’s Professional Achievement in Engineering.

Tietjen serves and has served on the boards of: AAES, ABET (engineering accreditation commission), IEEE (Spectrum editorial board), Girl Scouts Mile Hi Council (metropolitan Denver), Arapahoe Library District, Virginia Engineering Foundation, Rocky Mountain Electrical League, and the engineering advisory council at UCB. She is active in the International Women’s Forum and in NCEES as vice president of the western zone, is a senior member of IEEE, and is a reader for Recording for the Blind & Dyslexic.

She has served on the National Academy of Engineering’s steering committee for the celebration of women in engineering, mentors in the Goodwill school-to-work program, and is a graduate of Leadership Denver. A fellow of SWE and a senior member of the IEEE power engineering society, she was a gubernatorial appointee to the Colorado State Board of Registration for Professional Engineers and Land Surveyors, which she chaired. She is a member of the board of directors of the Georgia Transmission Corporation of Tucker, GA. She serves as an expert witness before public utility commissions and other governmental agencies and has co-authored several IEEE papers.

Tietjen graduated from the University of Virginia with a B.S. in applied mathematics and minor in electrical engineering and received her M.B.A. from the University of North Carolina at Charlotte. Prior to establishing her firm, Technically Speaking, LLC, she was assistant vice president with Stone & Webster Management Consultants, managing its Denver office. Previous employers include Mobil Oil Corporation, and Duke Power Company.

Get your posters!

Student opinions expressed at the 2002 Convention and 2003 District Conferences helped our market-research group to design these outstanding new posters that, as a group, present an eye-catching, professional, consistent look and message. The images include our beloved classic bent and photos of Tau Bates who are far more than excellent engineering leaders.

Please use these beauties and help others discover how great Tau Beta Pi really is. The trio can be ordered on the web at www.tbp.org; the oldies are no longer available.
May We Help You?

More scholarships! A job-posting/resume exchange website. Direct networking with alumni in industry and academe. Discounts on software. All of these were responses to a new question included in the 2004 chapter survey “What member benefits, if any, would you like to have as a TBPI member?” This question was added to help us shore up Tau Beta Pi’s status as a preferred honor society amid the growing competition among groups for new members. Of the 48 chapters who answered this question (from 196 surveys), the results revealed:

- 20% requested more resources to help land internships and jobs,
- 12% proposed an increase in the number of scholarships and fellowships,
- 10% wanted more opportunities to network among alumni and participation in mentorships, and
- 10% are happy with the benefits.

A member of Texas Mu recommended that we take better advantage of the benefits already available. If you consider that after nine months of operation and promotion to our sizeable membership, merely 480 resumes are posted to The Best People job connection, and that the four-year-old AlumNet mentoring program has registered only 300 students, this member is exactly right. We could assume that members are not familiar with these benefits.

What is available? For an effective job search, look to the website, The Bent, and the Convention career fair. On the web, Tau Beta Pi Careers features four tools to assist you, the newest being The Best People job board. Here you can post your resume anonymously and review nearly 200 engineering jobs hand-picked from a massive job pool. Companies looking to hire Tau Bates (e.g., Shell Oil) post directly to our site. The Recruiting Center provides links to websites of companies who run recruitment ads in The Bent. Women for Hire hosts bi-annual career fairs at 10 locations nationwide and offers a free networking membership to female Tau Bates. A link to MonsterTrak offers internships and many entry-level job postings.

The national Convention includes a mini-recruiting fair, featuring high-profile companies and graduate engineering programs that value the chance to meet young Tau Bates. All delegates are encouraged to attend and to provide each company with your chapter’s resume book. Make sure that your own resume is included! (See page 1 for a list of recruiters.)

AlumNet, an electronic mentoring service specific to members, has matched hundreds of students with knowledgeable and helpful alumni in corporate and academic settings. If you are seeking a mentor, it takes only minutes to register on the web. (“For Members” link.) Students cite this benefit as invaluable. Please take advantage of it.

Others surveyed wished for a TBPI email alias, access to study tutorials and engineering publications, and an internship newsletter. However, we need more than 48 suggestions. The Council has appointed 25 student delegates to the ad hoc Convention Committee on Member Benefits, charged with presenting a prioritized list of desired member benefits. In the meantime, we would like to have your ideas. Think about a benefit that is valuable to you and that could bring TBPI closer to its vision as the premier honor society. Please send your ideas to pat@tbp.org. We want to help.

— Patricia B. McDaniel
Director of Communications and Development

Fall Special: New Mug

Classic 12-oz. black ceramic mug with bright red logo and white lettering will show your pride in membership.

Order from the General Store at www.tbp.org, and enjoy a cup that looks good and feels good!

PRICE: $11

41 TBPI Scholarships!
The Tau Beta Pi Association Scholarship Program for senior-year study during the 2005-06 academic year will close March 1, 2005, when applications must be in the hands of Director of Fellowships D. Stephen Pierre Jr., P.E., Alabama Power Company, P.O. Box 2247, Mobile, AL 36652-2247.

A record total of up to 41 cash awards, each worth $2,000, could be given in our fantastic, expanding program. They will be made on the basis of high scholarship, strong recommendations, extracurricular activities, and financial need. Winners will be selected and notified in early April. Junior members of Tau Beta Pi are eligible to apply after November 1 online at www.tbp.org.

Educational Loan Fund

Since 1935, Tau Beta Pi has assisted student members with their financial needs while in school or with payment of their initiation fees through our Student Loan Fund. We are pleased to offer this service for student members in amounts up to $2,500 per member.

Repayment is required after three years, and a simple interest rate of 6% is charged from the day the loan is received.

Interested students can obtain promissory notes and loan applications from their chapter presidents, the website, or directly from Secretary-Treasurer Jim Froula at the national Headquarters in Knoxville, TN.

Student Assistance Fund

The Tau Beta Pi Student Assistance Fund was endowed in 1992 through the interest and generosity of C.C. Young, Illinois Alpha ’24. Its purpose is to make funds available to student members of his and other chapters who would otherwise be without sufficient financial resources to remain in college. Repayment is not required, no interest is charged, and grantees are requested to help others in needs should they become financially secure.

Interested students should write directly to Secretary-Treasurer Jim Froula at the national Headquarters in Knoxville, TN.
Supporting Your Reporting

As many of you are aware, Tau Beta Pi has installed an automated-notification system to inform chapter officers and national directors of impending and past reporting deadlines. This system is designed to assist chapters to complete their reporting requirements in a professional manner.

However, as many of you have informed me, there have been a few glitches in the system, and some notifications were issued that were, shall we say, not quite correct. As with any other new system, there were speed bumps, and I think that I have been dragged over most of them. In spite of my extended testing, events occurred that I did not allow for in my testing. The Spring reporting cycle of automatic notifications was particularly painful.

The problems arose from the multiple reporting periods and determination of the proper dates for each chapter. Not all chapters report on the same deadlines, nor do they report on the same cycles. Allowing for these variances has proven to be difficult.

To simplify the process, the reporting logic is being changed to handle only two reporting periods that will be tracked and for which notifications will be sent. These reporting periods will be for a semester system, but will simply be named Fall and Spring. Those few chapters that have a third reporting period can still process their reports. However, this third report period will not receive the email reminders or appear on your report status page.

This reduction of reporting-period notifications will simplify the code complexity by a significant amount and reduce the confusion on determining the reporting dates. Sometimes the best-made plans need to be adjusted.

One last thought. Since TBP is using email for these notifications, it is extremely important that changes in your email addresses be reported to us to prevent your missing important information.

If you have any questions, suggestions, or comments, contact ray@tbp.org.

—Raymond H. Thompson
Systems Administrator

2004 National Outstanding Advisor
Dr. Richard J. Smith

Dr. Richard J. Smith, Iowa Alpha '69, has served Tau Beta Pi's Iowa Alpha Chapter at Iowa State University with distinction for nearly 14 years, as Chapter Advisor since 1990 and as Chief Advisor during 1994-2000. He has had a tremendously positive impact upon Iowa Alpha, which received the R.C. Matthews Outstanding Chapter Award in 1992 and honorable mention in 1993, 1994, and 1997. Three Laureates from Iowa Alpha were named during Smith's tenure as advisor.

“I see Dr. Smith as the most dedicated and generous Advisor in our District,” notes his colleague, District 11 Director James C. Hill (1994 National Outstanding Advisor). He attends many of the national conventions at his own expense and attends all of the spring District conferences.

The chapter has been involved in Project ELEOS (clothing drives for orphans in former Soviet-block countries) for nearly 10 years, and he uses his own station wagon, at no expense to the chapter or District, to transport the piles of collected clothing to their drop-off point in Minnesota. He attends officer and chapter meetings, acts as chapter photographer at all events, hosts advisory board meetings—with meals often provided at his home, and donates the use of his tools, knowledge, and time to all projects.

Dr. Smith retired from his position as professor of agricultural and biosystems engineering in 1998. His devotion to Tau Beta Pi's principles are evident in the projects to which he has applied himself—those that benefit the community as well as the university.

He continued to organize annual progressive dinners to help recognize chapter accomplishments and ease the officer-transition process; a disabled Ames resident was the benefactor of a new wheelchair ramp; and he has acted as advisor to the Rite Kite project, a partnership with Sigma Gamma Tau (the aerospace engineering honor society), and the American Institute of Aeronautics and Astronauts to produce a one-half-scale model of one of the Wright brothers' gliders.

Other projects include assisting Dr. Donald Flugrad, a former Iowa Alpha Advisor, in the 1995-97 FIRST (For Inspiration and Recognition of Science and Technology) outreach project, in which students from Ames High School teamed with ISU students and engineers from John Deere to build radio-controlled robots for a national competition. Subsequently, eight members of the 1997 and 1998 high school teams entered the ISU college of engineering!

Dr. Smith obtained his B.S. in mechanical engineering from King's College, London, in 1962 and his M.S. and Ph.D. degrees from ISU in agricultural engineering. He joined his alma mater as an assistant professor in 1972 and has been there ever since. In addition to Tau Beta Pi, he is a member of Phi Kappa Phi and Sigma Xi and a fellow of the Institution of Agricultural Engineers, UK.

Undergraduate membership reporting is all-electronic, and all chapters must use the on-line system. The fully automated system helps chapters receive timely responses through email. For info on how to use the system, see: www.tbp.org/chapters, or call Headquarters. Other chapter reports not requiring signatures may also be submitted on-line.
Important Deadlines

- September 24
  GIG Project Proposal
- January 15
  Fellowship Application
- March 1
  Scholarship Application
- March 15
  Laureate Nomination
  Distinguished Alumnus nomination
- March 21
  Outstanding Advisor Nomination
- June 1
  Convention Bid for 2008

Benefits of Membership in Tau Beta Pi

These member services may be accessed through www.tbp.org/members:

- AlumNet—on-line mentoring service.
- AnswerFinancial—find the best rates for many types of insurance through this free quoting service.
- Engineering Futures—sessions on people skills for engineering students.
- Fellowships/Scholarships.
- MonsterTrak—student-oriented job service.
- Student Loans—for educational and initiation-fee assistance.
- The Best People Job Connection—employment service connecting top people with top companies.
- Women for Hire—job fairs and networking for women.