ENGINEERING THE FUTURE WORKFORCE

ASU
ALABAMA STATE UNIVERSITY



BRIDGING EDUCATION, INDUSTRY AND INNOVATION

2026 ENGINEERING CONFERENCE

Thursday, November 12, 2026 | John Garrick Hardy Student Center



Welcome



Dear Valued Partners and Colleagues,

It is our great pleasure to welcome you to the Engineering Conference at Alabama State University! This year's theme, "Engineering the Future Workforce: Bridging Education, Industry and Innovation," captures our shared commitment to innovation, partnership and progress in the engineering community.

We are deeply grateful for your time, dedication and willingness to join us on campus for this special event. Your presence represents a vital bridge between academia, industry and research—a connection that continues to inspire our students, foster meaningful collaboration and strengthen the foundation of engineering at ASU. Your engagement and support make a lasting impact on our community, and we sincerely appreciate your partnership.

Since the inception of our engineering programs in 2016, we have achieved remarkable milestones together, including:

- ABET accreditation of our Biomedical Engineering program (August 2025)
- More than $4 million secured in research and instrumentation grants
- 44 engineering graduates who are now advancing their careers and education
- Formation of an External Advisory Board featuring leaders from Nalco Chemical, Procter & Gamble, Evonik, the Air Force Office of Scientific Research, UAB BME, Columbia UAB, the USDA Forest Products Lab and Honda
- Student internships and research partnerships with industry and academic institutions
- High school outreach programs fostering a future pipeline of engineers
- Industry-led workshops and mentoring sessions, including key contributions from Honda engineers
- Collaboration with Alpha Eta Mu Beta through Project Connect, placing eight Biomedical Engineering graduates into Ph.D. programs nationwide
- Establishment of a thriving Department of Engineering, now home to Biomedical and Mechanical Engineering
- Ongoing support from cornerstone partners such as Alabama Power, Hyundai, GE Aerospace, Medtronic and the Honda Foundation

As we gather for this year's conference, we celebrate not only our collective achievements but also the new opportunities ahead. Your participation is central to that mission, helping us continue to empower students, advance discovery and expand the impact of engineering across disciplines and industries.

Thank you for joining us and for your continued partnership in shaping the future of engineering excellence at Alabama State University. We look forward to meaningful discussions, new collaborations and shared inspiration throughout the conference.

With sincere appreciation,

Derrick Dean
Professor and Chair, ASU Engineering Dept.



Agenda

8-8:30 a.m.	**CHECK-IN & LIGHT BREAKFAST** John Garrick Hardy Student Center
9-9:10 a.m.	**WELCOME & OPENING REMARKS** Main Room/Auditorium
9:15-10 a.m.	**INDUSTRY PANEL: ADVANCING IN ENGINEERING** Main Room • Lockheed Martin, International Paper, GE Aerospace, Honda, P&G, Evonik, Alabama Rehabilitation Engineering, Nalco
10:05-10:50 a.m.	**COMPANY SPOTLIGHTS & SKILL BUILDING** Session A: Tidal IT Solutions Session B: Boeing Session C: Auburn University
10:50-11 a.m.	**BREAK**
11-11:45 a.m.	**BEYOND THE CLASSROOM: MY SUMMER INTERNSHIP EXPERIENCE** Main Room • Student Panel • ASU Students
11:45-11:50 AM	**BREAK & NETWORKING** Lobby/Hallway • Light refreshments and informal conversations
11:50 a.m. - 12:20 p.m.	**LUNCH** Dining Area/Event Hall
12:20-1:20 p.m.	**STUDENT DESIGN COMPETITION PRESENTATIONS**
1:30-2:30 p.m.	**MINI CAREER FAIR & RÉSUMÉ REVIEWS** Ballrooms A and B



Dr. Geraldine Goodings is an accomplished engineering education professional with more than 15 years of experience in project management, STEM education, community engagement and program leadership. She currently serves as Director of Engineering Education & Outreach at the American Society of Mechanical Engineers (ASME), where she focuses on advancing STEM education and expanding opportunities for future engineers.

Previously, she held leadership positions with the American Society for Engineering Education (ASEE) and served as Principal Researcher and Consultant with G3 Innovations, LLC. Her work includes international engineering education initiatives, youth mentorship and sustainable infrastructure development in West Africa.

Dr. Goodings earned a Doctor of Engineering in Engineering Management from George Washington University and a Master of City Planning from the University of Pennsylvania. She is passionate about inspiring future generations through innovative STEM education, outreach and community empowerment.



Marketta Seltzer is an accomplished finance and operations professional with more than 20 years of experience in budget management, cost analysis, supply chain operations and data analytics. She currently serves as a Regional Transportation Cost Manager, where she oversees financial performance, develops cost-saving strategies and utilizes data analytics to improve operational efficiency and decision-making.

Previously, Seltzer held several leadership and technical positions with Honda Manufacturing of Alabama, including Budget Controller, Supply Chain Cost Lead and Database Developer. Her professional background also includes experience in information systems, marketing and product development.

Seltzer earned a Bachelor of Science in Apparel and Textile Engineering from Southern Polytechnic State University. She is passionate about financial accountability, process improvement and using innovative technology to strengthen organizational performance.



Michael Benton currently serves as a Senior Operations Manager for GE Aerospace in Auburn, Alabama. In this role, Benton oversees all aspects of a product line, ensuring alignment with priorities in safety, quality, delivery and sost. His leadership is pivotal in driving the introduction of new products, strengthening customer relationships and delivering on operational and financial commitments.

Benton joined GE Aerospace in 2023 through the Military Officer Leadership Program, where his first job assignment was with the Edison Works division as a Design Engineer. Benton's second rotation was at the Additive Technology Center in Westchester, Ohio, where he served as an Additive Manufacturing Engineer. Benton joined the Auburn team in July 2024 as an Additive Manufacturing Engineer, where his primary responsibility was the manufacturing readiness of new hardware and manufacturing processes.

Benton continues to serve in the United States Army Reserve as an Engineer Officer. In his 11 years of service, Benton has held various leadership positions such as Company Commander, Company Executive Officer and Combat Engineer Platoon Leader.

Benton received a B.S. in Aerospace Engineering from Tuskegee University. He is a Detroit, Michigan native but considers Montgomery, Alabama, home. Outside of work, Michael enjoys trying new foods, playing sports and traveling.



Krystal R. Fontenot is a Senior R&D Scientist in Research Development & Innovation at Evonik Corporation's Birmingham Laboratories.

Since joining Evonik in 2018 as a Senior Scientist, Fontenot has advanced to her current role, supporting the technical-grade and GMP manufacturing of custom polymeric excipients for drug delivery and specialty additives for medical devices. Her expertise in polymer and organic chemistry, process unit operations, process chemistry and problem-solving at both laboratory and engineering scales enables her to successfully manage a diverse range of projects across multiple business lines.

Fontenot earned a Bachelor of Science in Chemistry from Southern University and A&M College and a Ph.D. from Louisiana State University.



Sophia Bonds is a seasoned Human Resources and Talent Acquisition leader with more than 15 years of experience, including 11 years in the manufacturing pulp/paper industry. Since joining International Paper in 2015, she has been instrumental in her role as the company's Diversity Talent Strategist and Programs leader within the Global Talent Acquisition and University Relations team. She's also a part of IP's Black Employee Network (ERG) Lead Team.

Bonds serves as a trusted talent strategist across various business units, advancing and championing initiatives that attract diverse talent while ensuring alignment with recruitment policies and organizational standards. Her recruitment experience spans all levels from HR, engineering, manufacturing excellence to executive and C-suite leadership.

Prior to her time at International Paper, Bonds held impactful HR positions in the finance, hospitality and government sectors.

She holds a bachelor's degree in Management & Organizational Development and an MBA from Bethel University. Deeply committed to professional development and community engagement, Bonds is active in organizations such as the Junior League of Memphis, NBMBAA, and SHRM. She also serves on the Career Services Advisory Board at Christian Brothers University in Memphis, Tennessee, and is passionate about mentoring the next generation of HR leaders.



Jamical Bonner is an experienced engineering professional with more than 15 years of experience in mechanical engineering, construction management, project management and industrial operations. He currently serves as Sourcing Manager at Evonik, where he previously held the position of Construction Manager for more than 11 years.

Throughout his career, Bonner has held engineering and technical positions with Sirius Technical Services, ThyssenKrupp Steel USA, and Gryphon Technologies, gaining valuable experience in manufacturing, quality assurance and project execution.

Bonner earned his Bachelor of Science in Mechanical Engineering from Auburn University, where he was involved in the National Society of Black Engineers (NSBE) and the American Society of Mechanical Engineers (ASME). His diverse professional background reflects his expertise in engineering, leadership and industrial management.



Dr. Salaam Zayid earned a Bachelor of Science in Chemical Engineering from Tuskegee University in Tuskegee, Alabama, and both her master's and doctoral degrees in Biomedical Engineering from the University of Alabama at Birmingham, where her research focused on the characterization and application of drug-delivery biopolymers. After joining Procter & Gamble (P&G), she further expanded her business expertise by earning an MBA from the University of Cincinnati.

Throughout her career, Dr. Zayid has led technology, product and process development initiatives, driving innovation that has resulted in five new product launches and 14 granted patents. In addition to her industry contributions, she has served as an adjunct professor and as a member of university external advisory boards, supporting academic-industry collaboration and the development of future STEM professionals.

She is currently responsible for Skin & Health and Sustainability Upstream Innovation. In addition, Dr. Zayid leads global Special Interest Teams and provides leadership across several global, internal scientific Communities of Practice. She is also actively engaged in mentoring, coaching, and recruiting scientists and engineers at all career stages, from bachelor's through Ph.D. levels.

Dr. Zayid is a passionate advocate for STEAM (Science, Technology, Engineering, Arts, and Mathematics) education and outreach. She actively volunteers with professional organizations, including NoBCChE, NSB, and ACS, as well as the University of Cincinnati, and supports numerous regional science fairs and science bowls. Driven by her commitment to early and sustained STEAM exposure and development, she founded Practical Science Academy, a nonprofit organization dedicated to creating engaging, hands-on, and practical STEAM learning experiences for underserved communities.



Calvin Cummings, Sr. is a Plant Manager at Nalco Water, An Ecolab Company.

He is an Experienced Production Supervisor with a demonstrated history of working in the chemicals industry. Skilled in Process Control, Root Cause Analysis, Production Planning, ISO Standards and Kaizen.

Cummings earned an Associate of Science (A.S.) degree in Industrial Electronics Technology from DeVry Institute of Technology in Columbus, Ohio.



Dr. Roderquita Moore is a native of Atlanta, Georgia. She earned her Bachelor of Science (B.S.) degree from Tuskegee University and her Ph.D. in Chemistry from Clark Atlanta University. During her time at Tuskegee University, Dr. Moore was passionate about mentoring, empowering and inspiring students in the local community and at various churches to explore and pursue careers in Science, Technology, Engineering and Mathematics (STEM).

Although Dr. Moore is deeply passionate about science, her gifts, talents and calling extend far beyond the scientific realm. She is also a minister, psalmist, songwriter, and choir director. In addition, she is the Founder, CEO and President of My P.R.O.C.E.S.S., Inc., an organization established in 2009. Through her diverse roles and passions, Dr. Moore seamlessly blends her love for science, faith, music, leadership and service to make a meaningful impact in the lives of others.



Terrance M. Griffin is a native of Mobile, Alabama, and a 2010 graduate of Alabama A&M University, where he earned a Bachelor of Science degree in Mathematics with a minor in Statistics.

From 2012 to 2022, Griffin held several engineering positions while working at United Launch Alliance. The positions included Manufacturing Engineer, Tool Design Engineer and Lead Tool Design Engineer, supporting the Centaur III Upper Stage, Atlas Booster and Delta Booster programs. In 2019, he earned a Master of Engineering degree in Systems Engineering from The Pennsylvania State University.

In 2022, Griffin joined The Boeing Company as a Senior Project Engineer supporting the Patriot Advanced Capability-3 (PAC-3) missile program. In this role, he serves as the Project Lead for the Gimbal Integrated Product Team (IPT), overseeing efforts in support of production and sustainment contracts. Beyond his professional responsibilities, Griffin serves as President of the North Alabama Professionals Chapter of the National Society of Black Engineers (NSBE), where he contributes to advancing the organization's mission and supporting the professional development of engineers.



Kevin R. Smith is a Ph.D. candidate in Biomedical Engineering at the University of Florida. He focuses on integrating medicine and engineering to develop innovative solutions that improve healthcare. His work aims to make medical technology and healthcare resources more accessible, particularly in low-income communities.

Before joining the University of Florida, Smith earned a bachelor's degree in Biomedical Engineering from Alabama State University. He served as a research assistant, tutored mathematics and physics, and worked as a student assistant.

Through his involvement with Phi Beta Sigma Fraternity, Inc., the National Society of Black Engineers and the track team, he further developed his leadership and collaboration skills.

Throughout his academic and professional journey, Smith remains committed to leveraging scientific innovation to advance public health, promote disease prevention and foster sustainable economic growth by expanding healthcare accessibility.



Chris Lindsey is a Technical Lead Manufacturing Engineer at Boeing, where he has served for the past five years. A native of Lineville, Alabama, Chris earned his bachelor's degree in Mechanical Engineering from Alabama A&M University in Spring 2015.

In addition to his professional work, he currently serves as President of Boeing's Black Employee Association, a role he has held for the past three years.

Chris is a proud member of Phi Beta Sigma Fraternity, Inc. (Spring 2012) and is passionate about mentorship, representation, and advancing diversity within engineering and manufacturing. Outside of work, he enjoys traveling, attending sporting events, and spending quality time with his family, friends, and his many nieces and nephews



Celene Rogers is an accomplished engineering professional with experience in biomedical engineering, biomechanics and laboratory operations.

She currently serves as a Rehabilitation Engineer with the Alabama Department of Rehabilitation Services. Her previous professional experience includes serving as a Histotechnologist at DermLab and Laboratory Operations Manager at NAAMAN Clinic, LLC.

Rogers earned a Master of Science in Mechanical Engineering with a focus in Biomechanics from Case Western Reserve University and a Bachelor of Science in Biomedical Engineering from the University of Alabama at Birmingham (UAB). Her diverse background combines engineering expertise with healthcare and laboratory management experience, reflecting her commitment to applying engineering principles to improve quality of life.



Bria Parker is an accomplished technology professional specializing in digital accessibility, systems implementation, data analytics and work-flow automation. She currently serves as a Technology Specialist with the Alabama Department of Rehabilitation Services, where she develops and implements accessible technology solutions, enhances system efficiency and provides assistive technology support.

Her previous professional experience includes positions with the Montgomery County Sheriff's Office and Prime Technical Services, where she gained expertise in database management, technical support and information systems.

Parker earned a master's degree in Management Information Systems from Auburn University at Montgomery and a master's degree in Applied Technology from Alabama State University. Her professional interests focus on advancing digital accessibility, improving technology systems and creating innovative solutions that enhance user experiences



Quentin Gipson is an accomplished engineering and manufacturing professional with nearly 20 years of experience in automotive manufacturing, project management and advanced manufacturing operations. He currently serves as Lead Project Engineer at Honda Development & Manufacturing of America, where he oversees major engineering initiatives and supports manufacturing innovation.

Throughout his career, Gipson has successfully managed multimillion-dollar capital projects, led new vehicle model launches, and supported large-scale production startups. His experience includes leading the installation of approximately $400 million in electric vehicle battery manufacturing equipment through the LG Energy Solution–Honda joint venture.

Gipson earned his bachelor's degree in Mechanical Engineering from Auburn University and is pursuing a Master of Science in Engineering Management at Embry-Riddle Aeronautical University. He is a certified Project Management Professional (PMP) with expertise in engineering leadership, operational efficiency and manufacturing innovation.



Dr. Elizabeth Lipke is an accomplished educator, researcher, and engineering professional with more than 18 years of experience in higher education and biomedical research. She currently serves as the Mary and John H. Sanders Professor at Auburn University, where she contributes to engineering education, research and the advancement of biomedical technologies.

Throughout her academic career, Dr. Lipke has held several faculty positions at Auburn University, including Associate Professor and Assistant Professor. Prior to joining Auburn, she completed a postdoctoral fellowship in the Cardiac Bioelectric Systems Laboratory at Johns Hopkins University. She has also demonstrated professional leadership through her service as Chair of the Women's Initiatives Committee for the American Institute of Chemical Engineers (AIChE).

Dr. Lipke earned her Ph.D. in Chemical Engineering from Rice University and her Bachelor of Science in Biomedical Engineering and German from Johns Hopkins University. Her career reflects a strong commitment to engineering research, academic excellence and advancing opportunities for future generations of engineers.



Christopher Shropshire is a mechanical engineering professional with experience in industrial maintenance, manufacturing operations and process engineering. He currently serves as General Maintenance Foreman at International Paper in Selma, Alabama, where he oversees maintenance operations for the No. 15 Paper Machine. Previously, he served as a Power Process Engineer in the Manufacturing Excellence Department, focusing on utility systems, such as air, water and waste management.

Shropshire began his engineering career as a Product Design Engineering Intern with ITT Engineered Valves. He earned a Bachelor of Science in Mechanical Engineering from Oklahoma State University and an Associate of Science in Mechanical Engineering from Oklahoma City Community College.

In addition to his professional accomplishments, Shropshire is a life member of Alpha Phi Alpha Fraternity, Inc., where he previously served as Chapter President. His background reflects a commitment to engineering excellence, leadership and community service.



Alani King is a talent acquisition and human resources professional with expertise in university relations and early career recruitment. With more than five years of experience at International Paper, King specializes in full-cycle recruitment, developing robust candidate pipelines and collaborating with business leaders to achieve workforce objectives. Committed to advancing inclusive hiring practices and supporting the development of future professionals, King focuses on establishing effective pathways for emerging talent.

King holds a Bachelor of Arts in History from Christian Brothers University and possesses a LinkedIn Recruiter certification, which demonstrates proficiency in utilizing digital platforms for strategic recruitment.



Charisse D. Stokes is the President of Tidal IT Solutions, LLC, an information technology consulting firm based in Montgomery, Alabama, a role she has held since 2017. In this capacity, she leads the firm in delivering technology, innovation and business development consulting services to clients across the government and commercial sectors.

Stokes currently leads The Alabama Collective, a nonprofit organization focused on elevating minority tech talent and entrepreneurs across the state of Alabama. She holds a Bachelor of Science degree in Ceramic Engineering from Clemson University and a Master of Business Administration in Finance from Auburn University Montgomery.

She previously held a variety of leadership positions in the United States Air Force and within small business information technology firms, where she oversaw and managed numerous large-scale IT projects across the globe.

She currently serves on the board of Alabama Power Company, in addition to holding leadership roles with the Business Council of Alabama, Alabama STEM Advisory Council, Computer Science Task Force and the Armed Forces Communication and Electronics Association (AFCEA) International, AUM College of Business, Trenholm State Community College Computer Information Systems and Saint James School Boards.

After serving as Director of the Education Foundation for the Montgomery AFCEA Chapter, where she helped advance STEM initiatives within the local community, Stokes founded EduWerz, a nonprofit organization dedicated to increasing access and exposure to STEM opportunities for minorities and young women. Stokes is also the proud mother of one son, Dylan, who attends the University of Alabama.

ENGINEERING FACULTY & STAFF



Dr. Derrick Dean
Department of Engineering Chair



Dr. Vineeth Viijayan
Assistant Professor
Biomedical Engineering



Dr. Sebastian Manoor
Associate Professor
Biomedical Engineering



Dr. Abbas Iftikhar
Assistant Professor
Mechanical Engineering



Dr. Radhika Panickar
Assisitant Professor
Mechanical Engineering



Dr. Sajath Soman
Assistant Professor
Mechanical Engineering



Rishikesh Harikrishnan
Lab Manager



Marilyn Thornton
Program Specialist



Silkee Williams
Secretary

ENGINEERING CLASS OF 2027

CELEBRATING ACHIEVEMENT, INNOVATION, AND THE JOURNEY AHEAD



Adrian Avery
Biomedical Engineering



Tianna Harris
Biomedical Engineering



Nylin Herefored
Biomedical Engineering



Stewart McCall, II
Biomedical Engineering



Kyra Ramirez
Biomedical Engineering



Alexzandria Stewart
Biomedical Engineering



Ghsilaia Stewart
Biomedical Engineering



Tuchondriana Smith
Mechanical Engineering



Jahzara Veasey
Biomedical Engineering



Nathan Biggs
Biomedical Engineering

Not pictured:
John Dixon, Biomedical Engineering
Darrio Melton, II, Biomedical Engineering
Jaden Stephens, Mechanical Engineering

WORDS FOR THE JOURNEY AHEAD

Your degree marks what you have achieved. Your courage and curiosity will shape what comes next. Keep building, keep discovering and use your knowledge to make a difference.

SUMMER 2026 STUDENT INTERNSHIPS

REAL EXPERIENCES
BRIGHTER OPPORTUNITIES
A STRONGER TOMORROW

BIOMEDICAL ENGINEERING

STUDENT NAME	INTERNSHIP / ORGANIZATION	MAJOR
Alexzandria Stewart	National Laboratory of the Rockies DOE SULI Internship	Biomedical Engineering
Kyra Ramirez	Memorial Sloan Kettering Cancer Center Engineering & Imaging Summer Program	Biomedical Engineering
Ghasilia Stewart	Medical College of Wisconsin SPUR – Ophthalmology Research	Biomedical Engineering
Tianna Harris	University of Wisconsin–Madison CMBE Summer Research Program	Biomedical Engineering
Alyeriah Haynes	University of Massachusetts Amherst ASCENDS – Polymer Science & Engineering	Biomedical Engineering
Harmony Morris	FAMU–FSU College of Engineering Summer REU	Biomedical Engineering
Thomas Lauria	University of Alabama at Birmingham Summer REU	Biomedical Engineering
Stewart McCall III	Medtronic Lung Health / Quality Engineering Intern	Biomedical Engineering
Favour Nwanekezi	University of Pennsylvania 2026 Penn Genetics Summer Internship (PGSIP)	Biomedical Engineering
Adrian Avery	Emory Healthcare Engineering Intern	Biomedical Engineering

MECHANICAL ENGINEERING

STUDENT NAME	INTERNSHIP / ORGANIZATION	MAJOR
Samuel Fambrough	Rheem Manufacturing Manufacturing Intern	Mechanical Engineering
Jaden Stephens	Rheem Manufacturing Manufacturing Intern	Mechanical Engineering
Thomas Williams III	Niagara Bottling, LLC Manufacturing Intern	Mechanical Engineering
Tuchondriana Smith	Caterpillar Inc. Design Engineering Intern	Mechanical Engineering
Kyle Caldwell	Altec Engineering Intern	Mechanical Engineering



ENGINEERING THE FUTURE WORKFORCE

BRIDGING EDUCATION,
INDUSTRY AND INNOVATION

EMPLOYERS & UNIVERSITIES



CONFERENCES & ORGANIZATIONS



BE PREPARED.
BE PROFESSIONAL.
CREATE OPPORTUNITIES.



WHAT YOU NEED...

1

RESUME

A one-page resume highlighting your education, skills, projects, and relevant experience.

2

RECOMMENDATION LETTER

A letter from a professor, advisor, or supervisor who can speak to your academic abilities, skills, and character.

3

INTEREST LETTER

A letter expressing your interest in the internship, why you are a good fit, and what you hope to gain from the experience.

SAMPLE INTEREST LETTER

Student Name
1234 Hornet Drive
Montgomery, AL 36104
(334) 555-1234
studentname@myasu.alasu.edu

October 6, 2025

Hiring Manager
Company Name
1234 Company Street
City, State Zip

Dear Hiring Manager,

I am writing to express my interest in the Summer 2026 Engineering Internship at [Company Name]. As a Mechanical Engineering student at Alabama State University, I am eager to apply my technical knowledge, gain hands-on experience, and contribute to your team.

Through my coursework in engineering design, thermodynamics, and materials science, I have developed a strong foundation in problem-solving, analytical thinking, and teamwork. I have also completed projects such as [briefly mention a relevant project or experience], which strengthened my ability to apply classroom concepts to real-world challenges.

I am particularly drawn to [Company Name] because of your commitment to innovation, sustainability, and developing the next generation of engineering talent. I am excited about the opportunity to learn from your team, contribute to meaningful projects, and further develop my skills in [specific area of interest].

Thank you for considering my application. I have attached my resume for your review and would welcome the opportunity to discuss how my skills and experiences align with your internship program.

Sincerely,

Student Name

Student Name

INTERVIEW READY

YOUR GUIDE TO SUMMER INTERNSHIP SUCCESS

Prepare Practice Present Succeed



The STAR Method

Use the STAR method to answer behavioral interview questions.

S → SITUATION

Explain the situation so that your interviewer understands the **context** of your example. They do not need to know every detail.

T → TASK

Next, talk about the **task, problem, or challenge** that you took responsibility for completing, or the goal of your efforts.

A → ACTION

Describe the actions that you **personally took to complete** the task or reach the goal. Highlight skills or character traits addressed in the question.

R → RESULT

Explain the **positive outcomes or results** of your actions or efforts. Here, it is important to highlight quantifiable results.

QUICK TIPS FOR INTERVIEW SUCCESS

- Research the company and the role.
- Review your resume and be ready to discuss your experiences.
- Practice common interview questions.
- Use the STAR method to structure your answers.
- Be honest and be yourself.
- Show enthusiasm and a willingness to learn.
- Ask thoughtful questions.
- Follow up with a thank-you email after the interview.

BEFORE THE INTERVIEW

- Learn about the company's mission, values, and recent news.
- Review the job description and identify key skills.
- Prepare and practice your answers using the STAR method.
- Plan your outfit (business casual or as directed).
- Test your technology (for virtual interviews) and find a quiet space.
- Prepare questions to ask the interviewer.

DURING THE INTERVIEW

- Make a good first impression with a smile and a firm handshake (if in person).
- Maintain good posture and make eye contact.
- Be on time (arrive a few minutes early).
- Listen carefully and take a moment to think before you answer.
- Use specific examples from your experience, projects, or leadership roles.
- Show confidence, enthusiasm, and a positive attitude.

COMMON INTERVIEW QUESTIONS

- Tell me about yourself.
- Why are you interested in this internship?
- What relevant skills or experiences do you have?
- Give an example of a challenge you faced and how you handled it.
- How do you work in a team?
- What are your strengths?
- What are your areas for growth?
- Where do you see yourself in the future?
- Do you have any questions for us?

AFTER THE INTERVIEW

- Send a thank-you email within 24 hours.
- Express your appreciation for the opportunity.
- Reiterate your interest in the position.
- Keep it brief and professional.

"Preparation creates opportunities."





THANK YOU

We extend our sincere appreciation to our sponsors, speakers, panelists, industry partners, faculty, staff, students and guestsfor making the Alabama State University Engineering Conference a success.

Your support, expertise and commitment to education, innovation and workforce development help shape brighter futures for our students and communities.

A SPECIAL THANK YOU TO OUR SPONSOR

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