2024 AICHE Management Division Survey Results and Strategic Themes

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Management Division – Next Steps, Common Themes, Future Programming

- Connect with Individuals who expressed interest in working on committees – Board of Directors

- Share findings with Programs Committee on Topics of interest by members and potential members

- Share findings with Communication & Collaboration Committees to drive more member engagement

- Charter a team to revisit our Mission, seek opportunities to revitalize the organization and engage early career and mid-career leaders

Demographics Overview

Total Respondents: 108

Total respondents – Key Message: 42% not aware, but would like to learn more, 33% aware and participating, with only <3.5% no longer participating

Member vs. non-member

- 73% of respondents are current AIChE members, 27% Non-members

- 45% are currently in a management role, 20% of respondents- retired, 35% non-management roles

Members:

❑ Of respondents who are a part of the management division, they became a member because: Networking and Collaboration, Professional Development and Training, Contribution and Engagement

Non-Members:

❑ Of respondents who are NOT a part of the management division, found most valuable: Exposure to New Techniques and Tools, Making new professional contacts/networking, Downloadable information and resources

Demographics Overview

Total Respondents: 108

Top 3 management challenges- indicated by respondents who are currently in a management role: – Creating a collaborative team, Communicating Effectively, Managing staff based in different locations, and possibly different time zones

Top 3 areas – respondents more likely to be engaged in Mgmt Division: Special Project, Task Force; Developing/Leading – training, webinars, panel discussions; Collaboration with other divisions

Demographics Overview – 2017 vs 2024 Survey

2017 Survey Results	2024 Survey Results
Total Respondents= 411	Total Respondents= 108
59% AIChEMembers, 41 % Non-members	73%, AIChE Members, 27% Non-members
55% Management Roles, 45% Non-management roles	45% Management Roles, 55% Non-management roles
Top 3 Challenges: 1. Managing staff based in different locations, and possibly different time zones 2. Communicating effectively 3. Creating a collaborative team	**Top 3 Challenges:** 1. Creating a collaborative team 2. Communicating Effectively 3. Managing staff based in different locations, and possibly different time zones

DEMOGRAPHICS

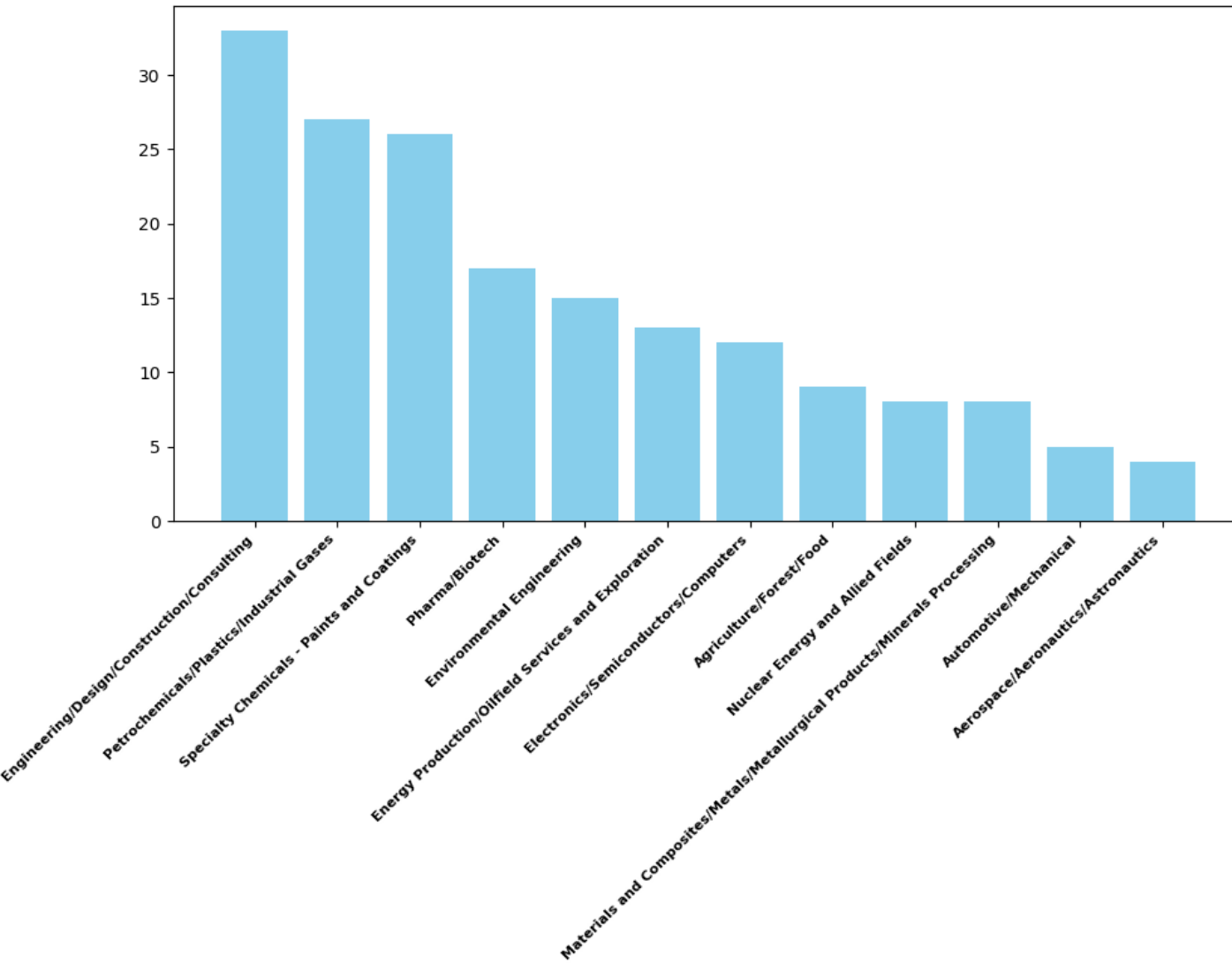# AICHE Membership –Respondents

Q1:Are You Currently an AIChE Member?
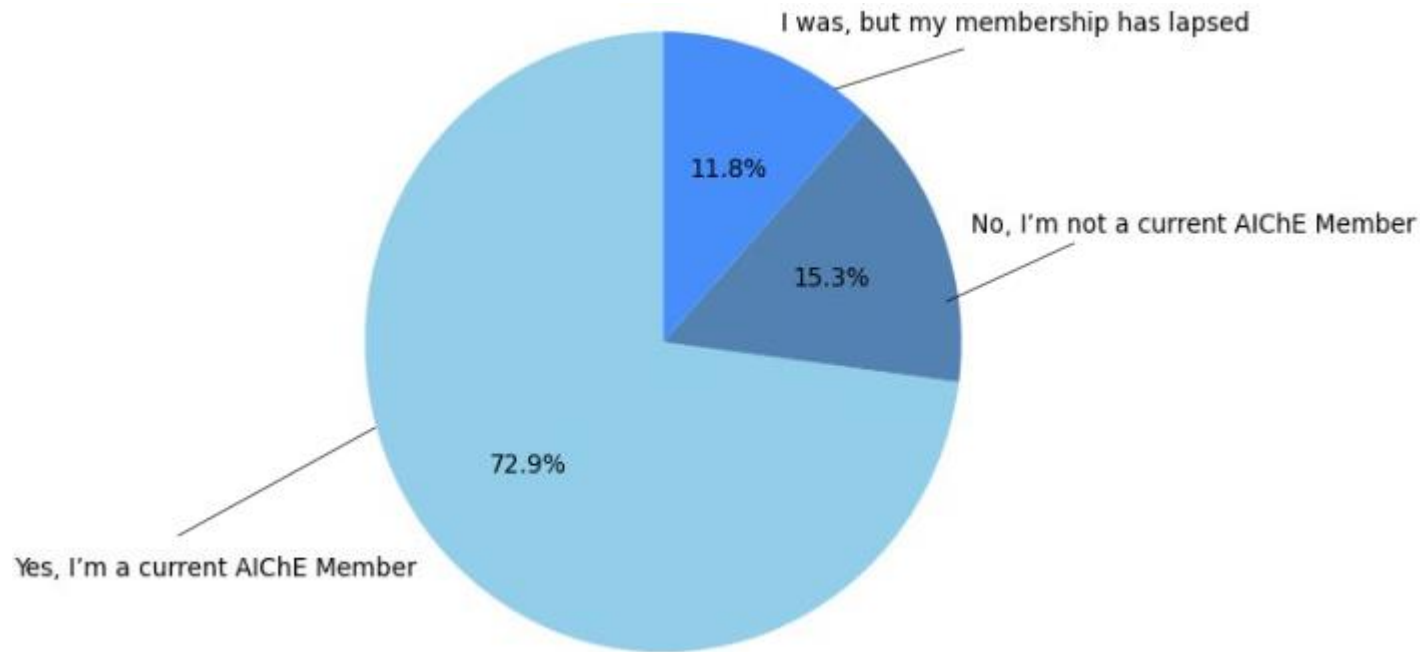
Summary:
Survey Respondents (Total= 108)
- 73% AIChE Member
- 27% Non-Member

Industry Sectors

LEGEND

- Engineering/Design/Construction/Consulting : 33
- Petrochemicals/Plastics/Industrial Gases : 27
- Specialty Chemicals - Paints and Coatings : 26
- Pharma/Biotech : 17
- Environmental Engineering : 15
- Energy Production/Oilfield Services and Exploration : 13
- Electronics/Semiconductors/Computers : 12
- Agriculture/Forest/Food : 9
- Nuclear Energy and Allied Fields : 8
- Materials and Composites/Metals/Metallurgical
- Products/Minerals Processing : 8
- Automotive/Mechanical : 5
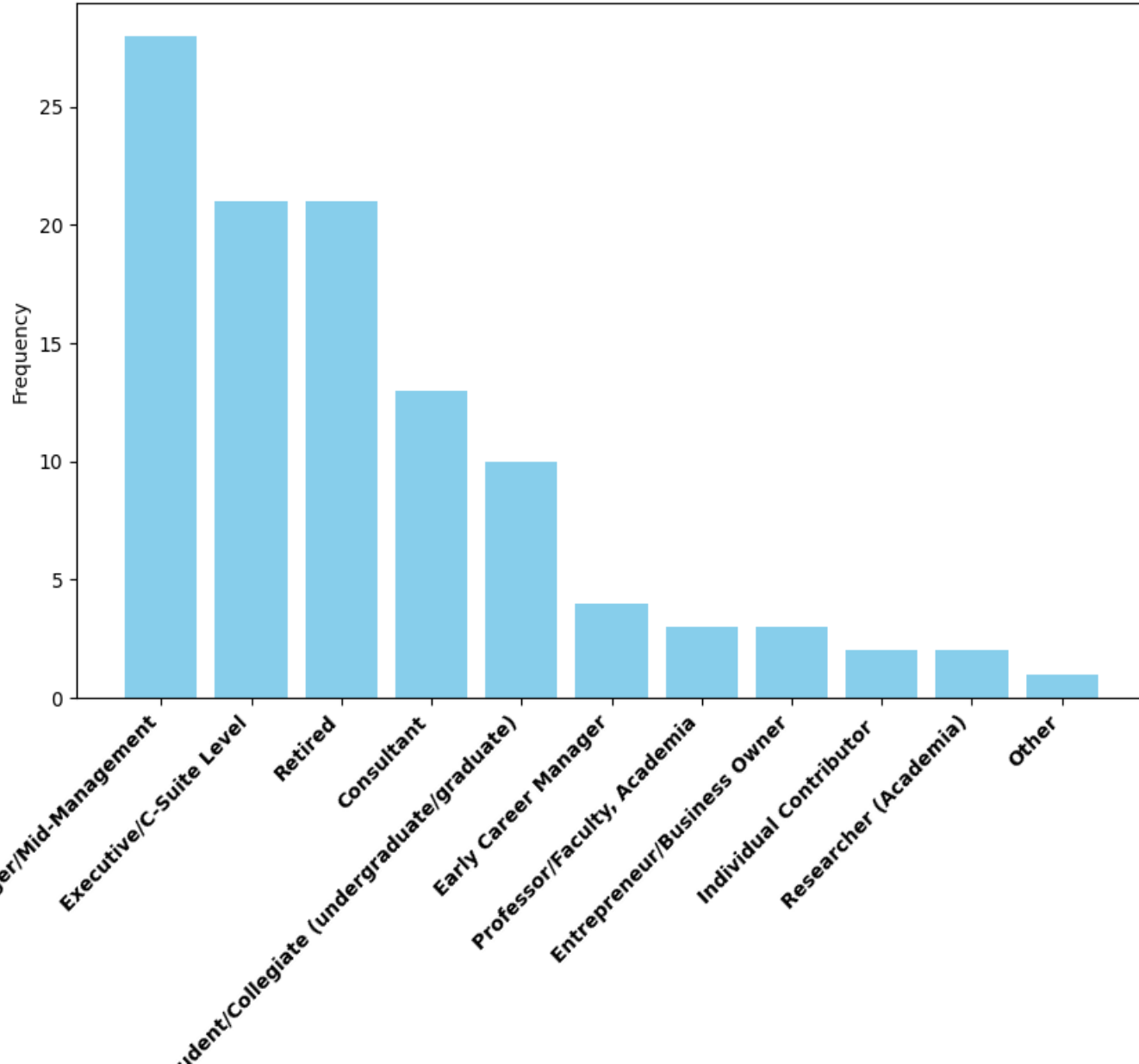- Aerospace/Aeronautics/Astronautics : 4

Summary: Top 3

1. Engineering/Design/Construction/Consulting : 33
2. Petrochemicals/Plastics/Industrial Gases : 27
3. Specialty Chemicals - Paints and Coatings : 26

Demographics – Management Role

What best describes your current position?

LEGEND
- Sr. Manager/Mid-Management : 28
- Executive/C-Suite Level : 21
- Retired : 21
- Consultant : 13
- Student/Collegiate (undergraduate/graduate) : 10
- Early Career Manager : 4
- Professor/Faculty, Academia : 3
- Entrepreneur/Business Owner : 3
- Individual Contributor : 2
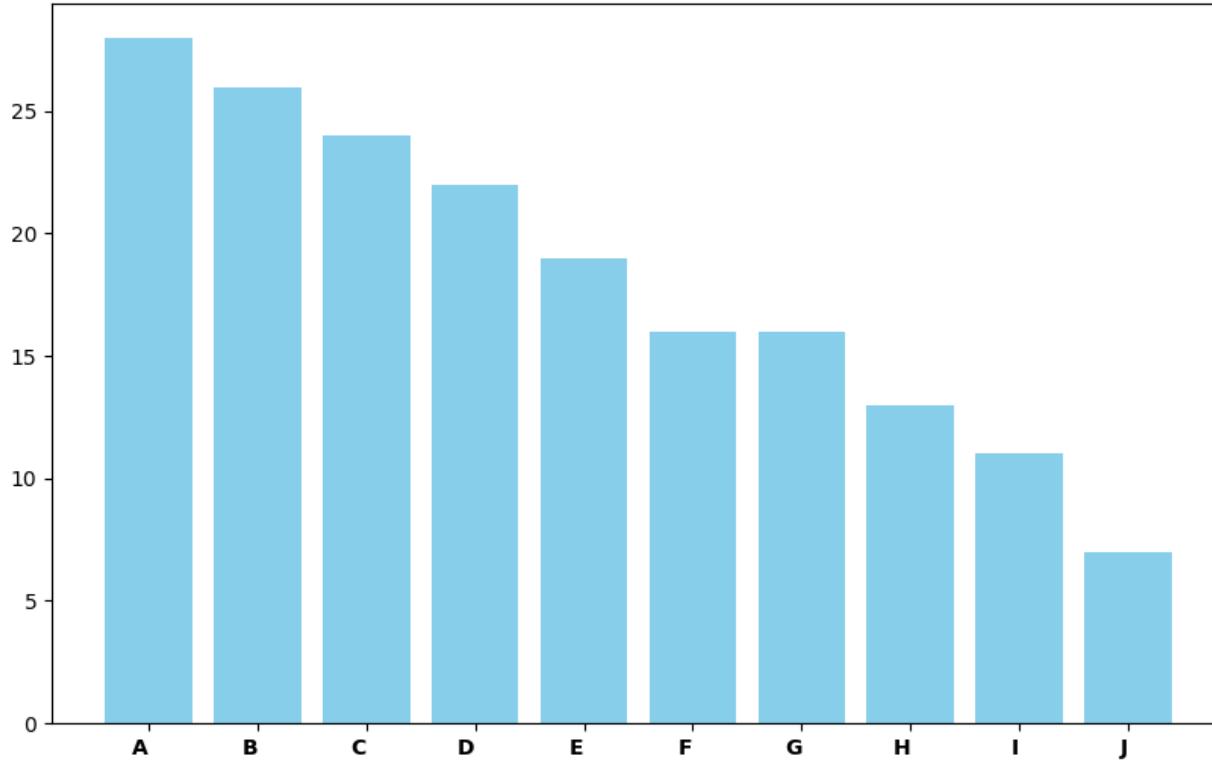- Researcher (Academia) : 2
- Other : 1

Summary: Total= 108 (45% Management, 55% Non-management roles)
1. Sr Manager/Mid-Management(28)
2. Executive/C-Suite Level (21)
3. Retired (21)

MANAGEMENT ROLES- CHALLENGES

Current Management Role - Challenges

LEGEND
A. Creating a collaborative team : 28
B. Communicating effectively : 26
C. Managing staff based in different locations, and possibly different time zones : 24
D. Keeping the business's evolution in mind: 22
E. Not providing employees with adequate professional development opportunities : 19
F. Not spending enough time with each employee : 16
G. Delegating tasks to subordinates : 16
H. Dealing with internal conflicts : 13
I.   Other : 11
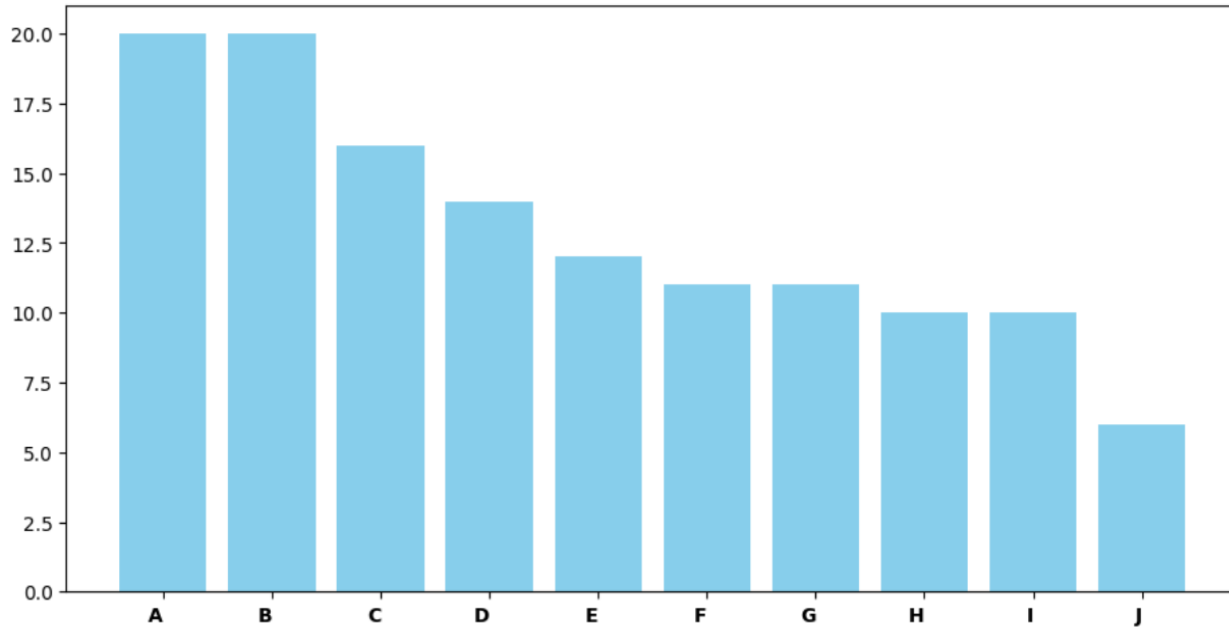J. Enforcing policies and administering polices fairly and consistently : 7

Summary:
1. Creating a Collaborative Team (28)
2. Communicating effectively (26)
3. Keeping the business's evolution in mind (22)

Current Management Role - Challenges – AIChE members

Respondents currently in a management role: What Are Some of Your Management Challenges?
Yes, I'm a current AIChE Member(62)

LEGEND

A. Creating a collaborative team : 20
B. Communicating effectively : 20
C. Managing staff based in different locations, and possibly different time zones : 16
D. Keeping the business's evolution in mind : 14
E. Not spending enough time with each employee : 12
F. Not providing employees with adequate professional development opportunities : 11
G. Delegating tasks to subordinates : 11
H. Dealing with internal conflicts : 10
I. Other : 10
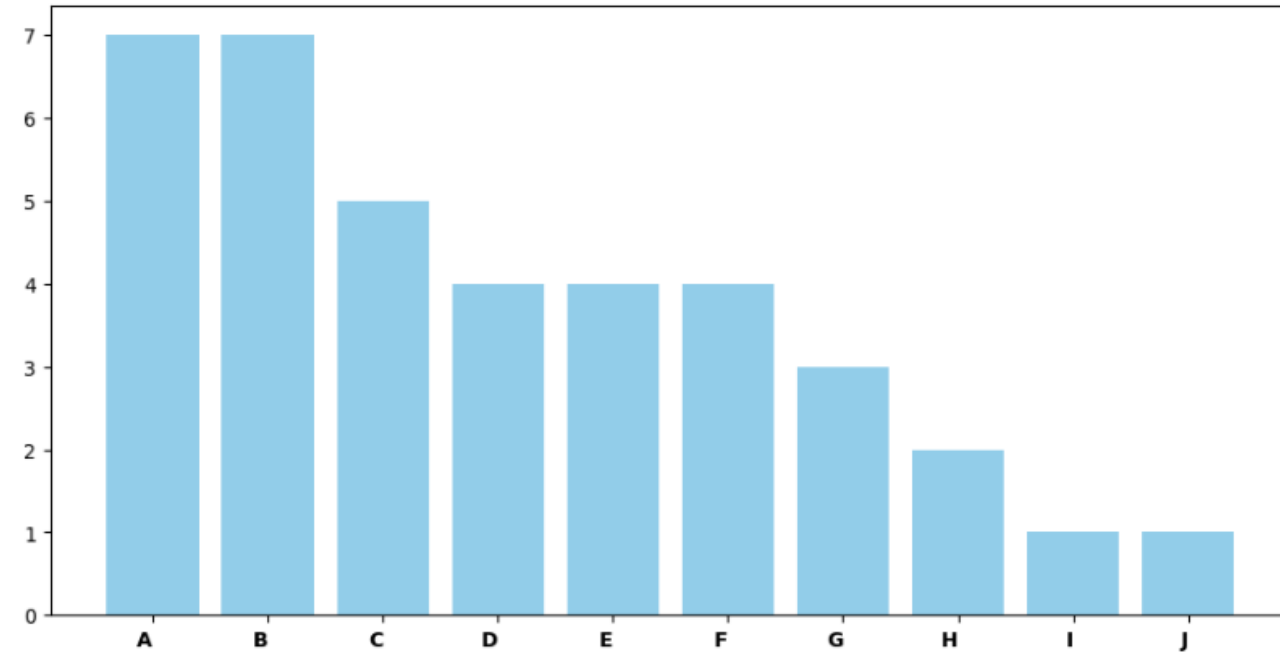J. Enforcing policies and administering polices fairly and consistently : 6

Summary:

1. Creating a Collaborative Team (20)
2. Communicating effectively (20)
3. Managing staff based in different locations, and possibly different time zones (16)

Current Management Role - Challenges – Non-Members

Respondents currently in a management role: What Are Some of Your Management Challenges?
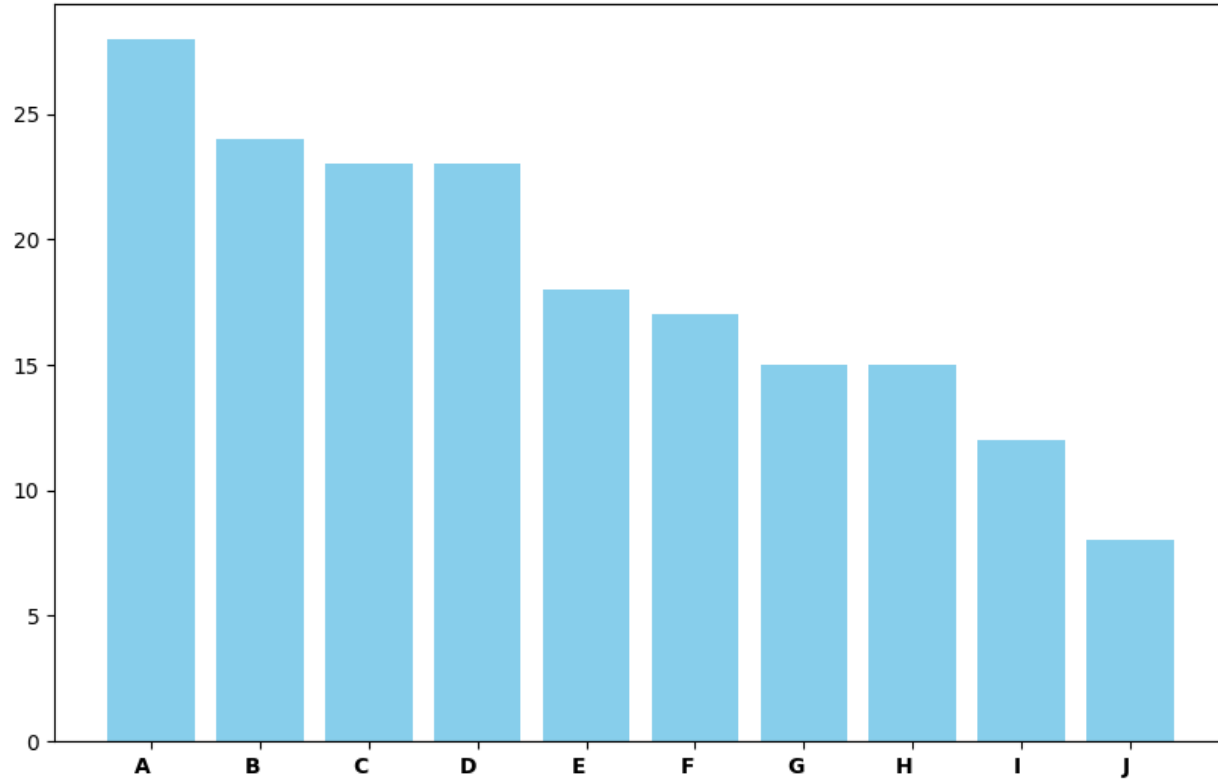No, I'm not a current AIChE Member(13)

LEGEND
A. Not providing employees with adequate professional development opportunities : 7
B. Creating a collaborative team : 7
C. Keeping the business's evolution in mind: 5
D. Managing staff based in different locations, and possibly different time zones : 4
E. Not spending enough time with each employee : 4
F. Delegating tasks to subordinates : 4
G. Communicating effectively : 3
H. Dealing with internal conflicts : 2
I. Enforcing policies and administering polices fairly and consistently : 1
J. Other : 1

Summary:

A. Not providing employees with adequate professional development opportunities : 7

B. Creating a collaborative team : 7

C. Keeping the business's evolution in mind: 5

Future Leaders/Leadership Role - Challenges

LEGEND
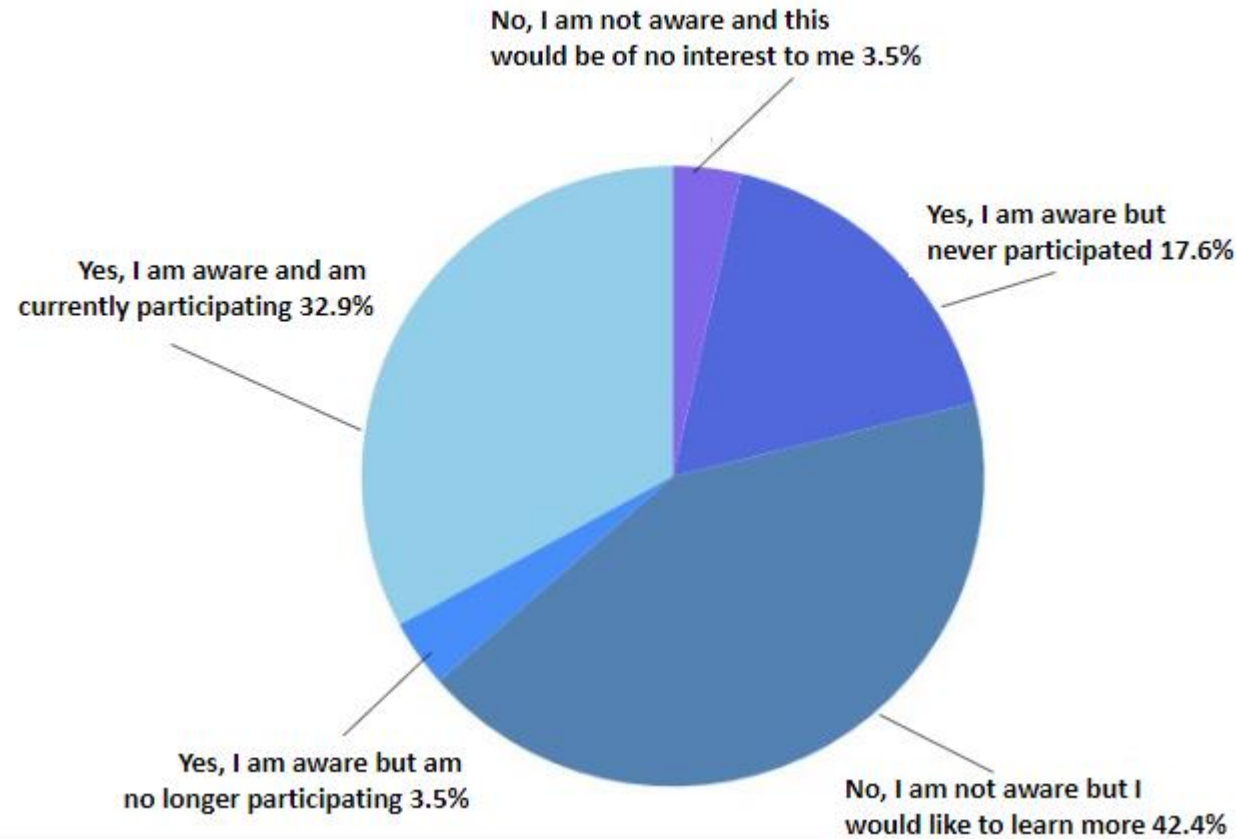
A Other : 28
B. Creating a collaborative team : 24
C. Managing staff based in different locations, and possibly different time zones : 23
D. Communicating Effectively : 23
E. Dealing with internal conflicts : 18
F. Keeping the business's evolution in mind : 17
G. Not spending enough time with each employee : 15
H. Not providing employees with adequate professional development opportunities : 15
I.   Delegating tasks to subordinates : 12
J. Enforcing policies and administering policies fairly and consistently : 8

Summary:

1. Other (28): Already in Leadership roles, Retired
2. Creating a collaborative team : 24
3. Communicating Effectively : 23
4. Managing staff based in different locations, and possibly different time zones : 23

AICHE MGMT DIVISION – AWARENESS

# Are You Familiar With the AIChE's Management Division? (Total=108)

No, I am not aware and this would be of no interest to me 3.5%

Yes, I am aware but never participated 17.6%

Yes, I am aware and am currently participating 32.9%

Yes, I am aware but am no longer participating 3.5%

No, I am not aware but I would like to learn more 42.4%

Summary:

- 33% Yes Aware and participating

- 42% Not aware- But would like to learn

- 3.5% Aware but no longer participating

What attracted you to Become a member of the AIChE's Management Division? (Total=108)
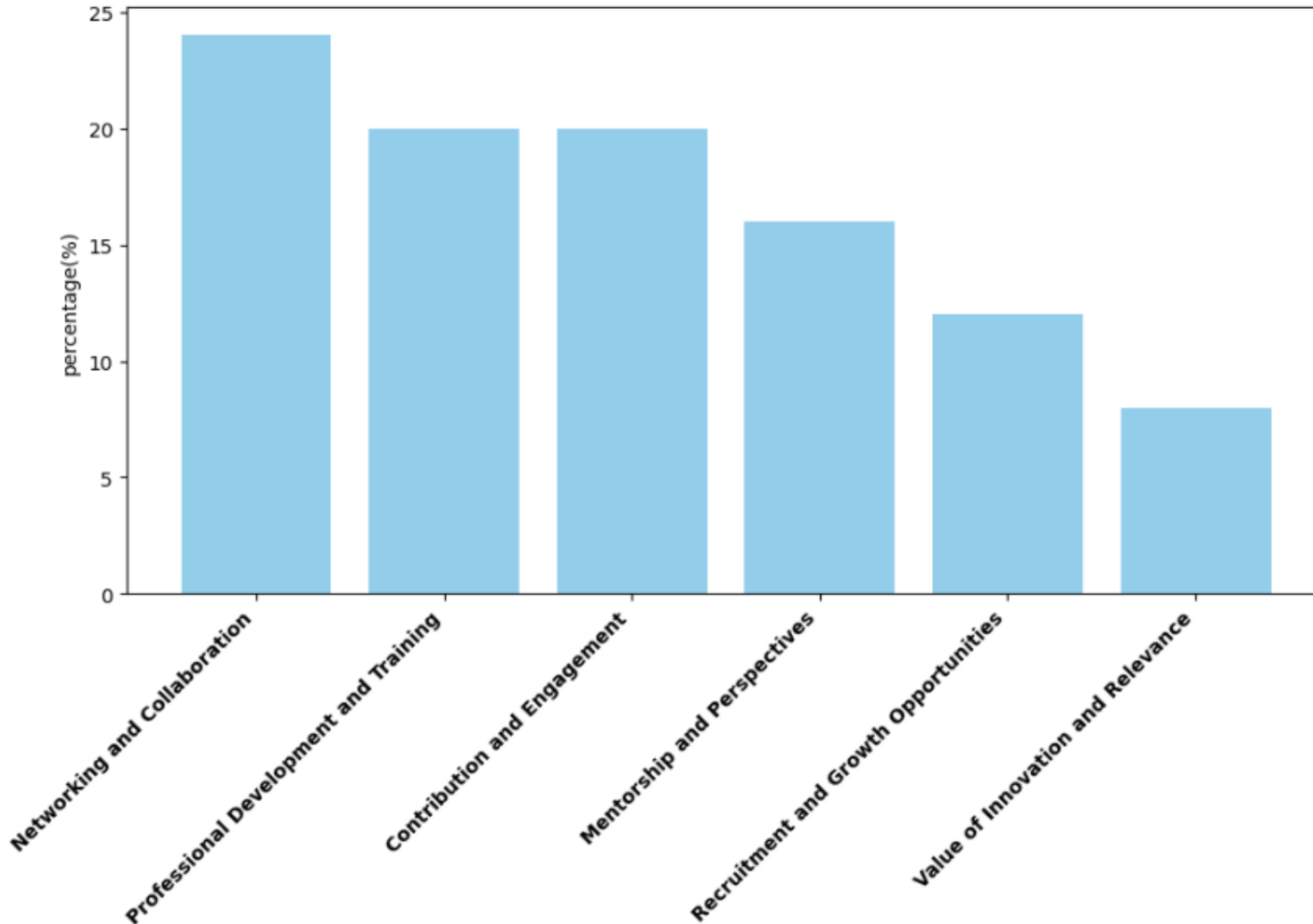
- Networking and Collaboration : 24%
- Professional Development and Training: 20%
- Contribution and Engagement : 20%
- Mentorship and Perspectives : 16%
- Value of Innovation and Relevance : 8%
- Recruitment and Growth Opportunities : 12%

Summary:
1. Networking and Collaboration
2. Professional Development and Training
3. Contribution and Engagement

Most Valuable – Joining Professional Community or Forum

<mark>Overall (Member, Nonmember)</mark>

Summary:
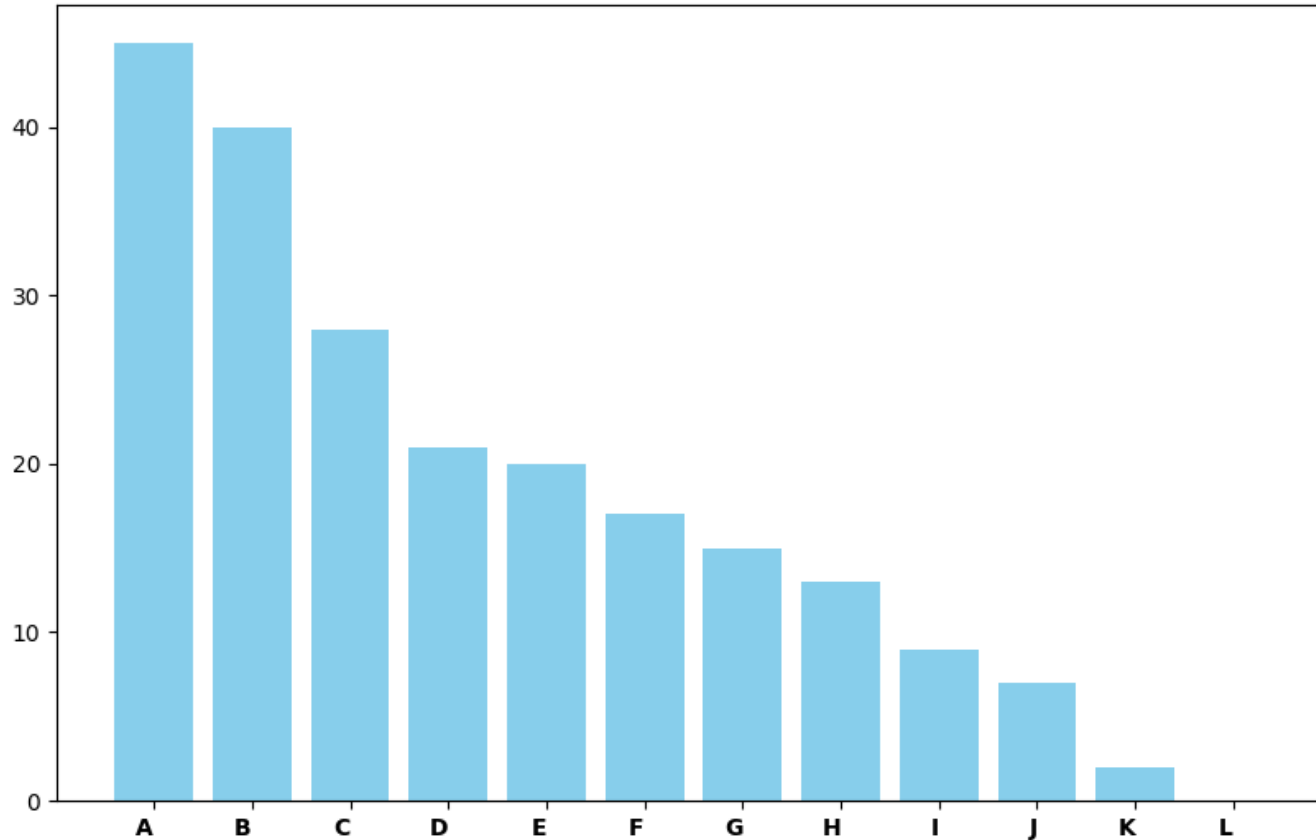
1. Exposure to New Techniques and Tools (45)
2. Making new professional contacts/networking (40)
3. Downloadable information and resources (28)

Most Valuable – Joining Professional Community or Forum

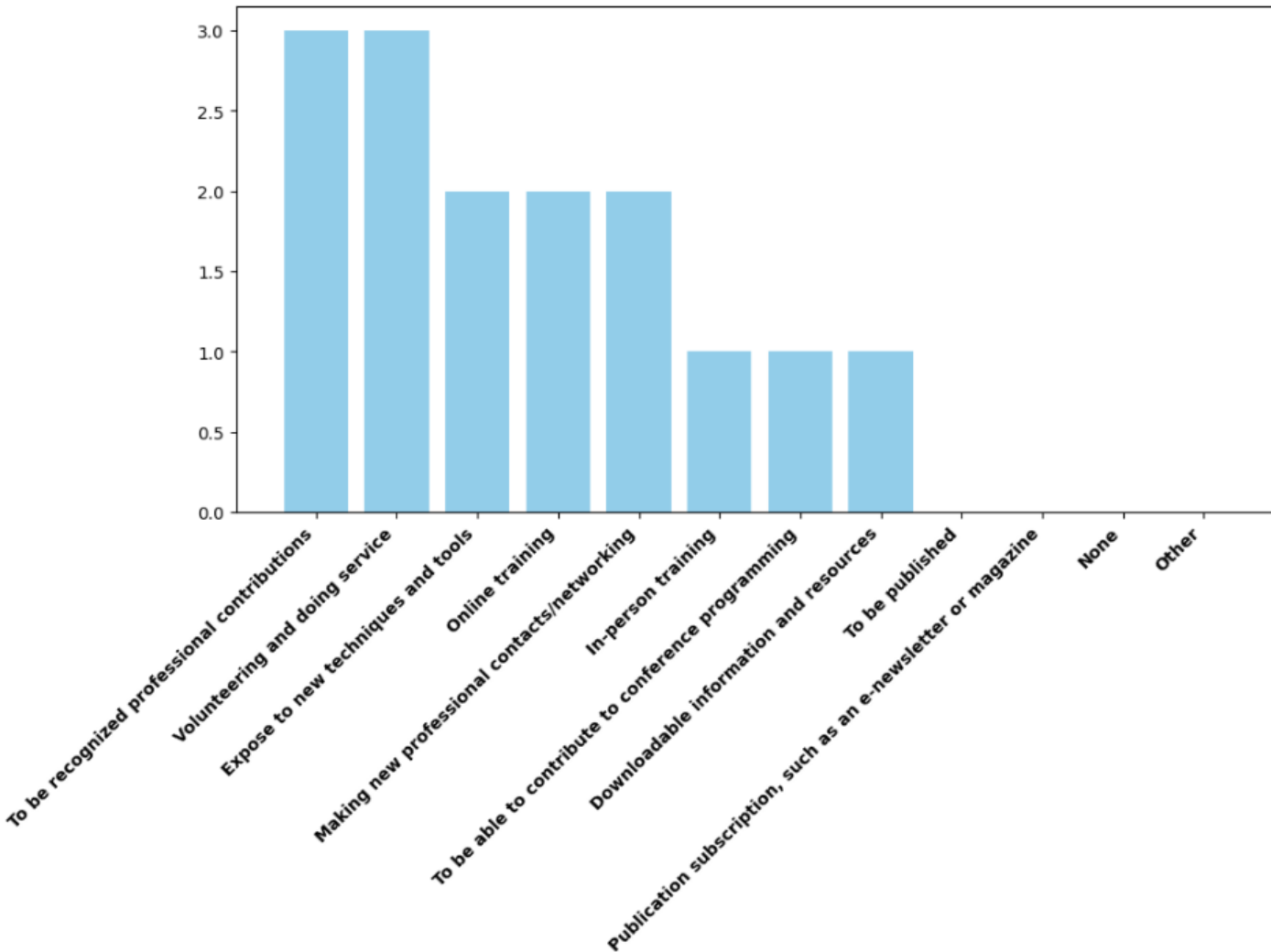Yes, I am aware but never participated(15)
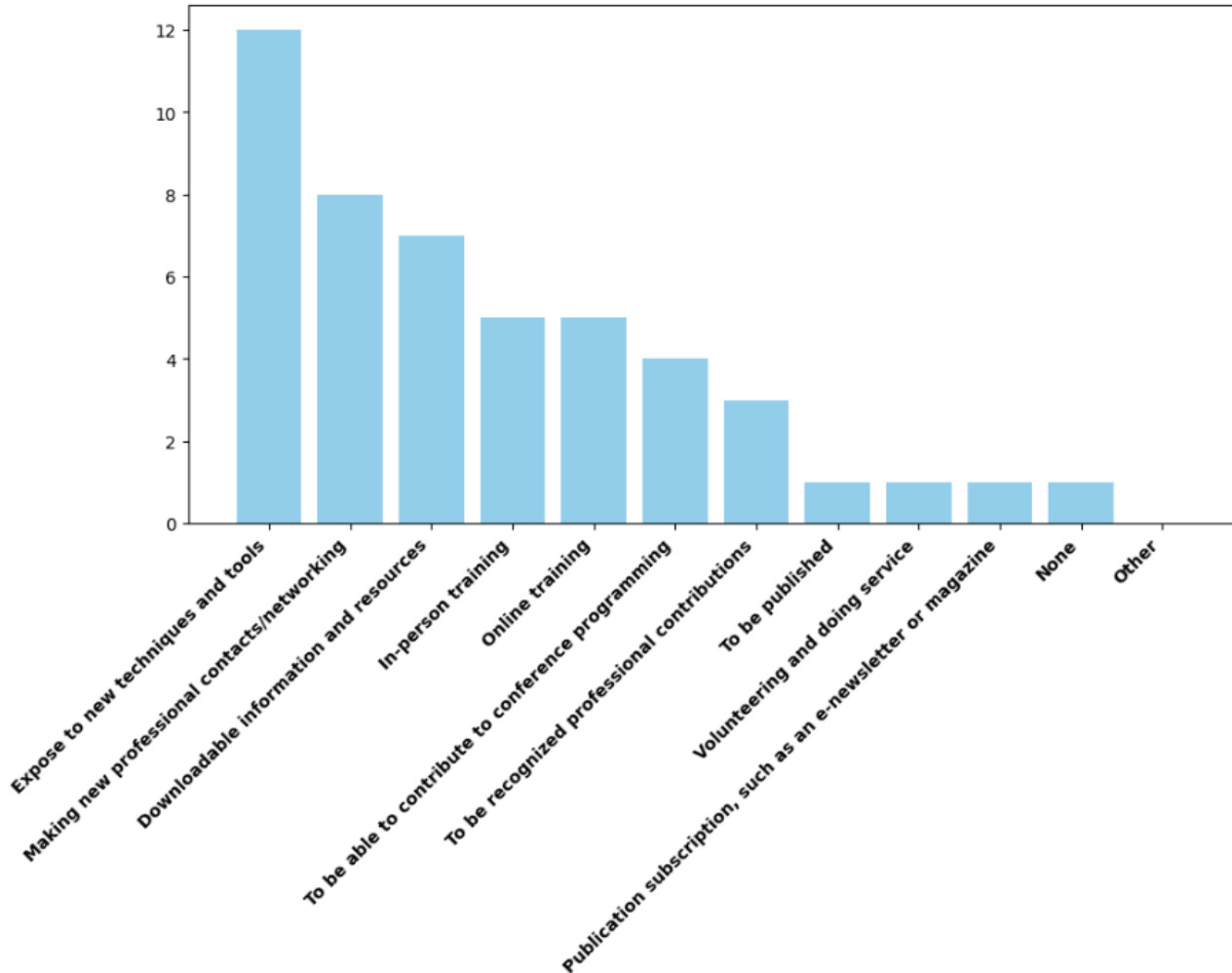
LEGEND

- Expose to new techniques and tools : 12
- Making new professional contacts/networking : 8
- Downloadable information and resources : 7
- In-person training : 5
- Online training : 5
- To be able to contribute to conference programming : 4
- To be recognized professional contributions : 3
- To be published : 1
- Volunteering and doing service : 1
- Publication subscription, such as an e-newsletter or magazine : 1
- None : 1
- Other : 0

Summary:
1. Exposure to New Techniques and Tools (12)
2. Making new professional contacts/networking (8)
3. Downloadable information and resources (7)

Most Valuable – Joining Professional Community or Forum

Yes, I am aware but am no longer participating(3)

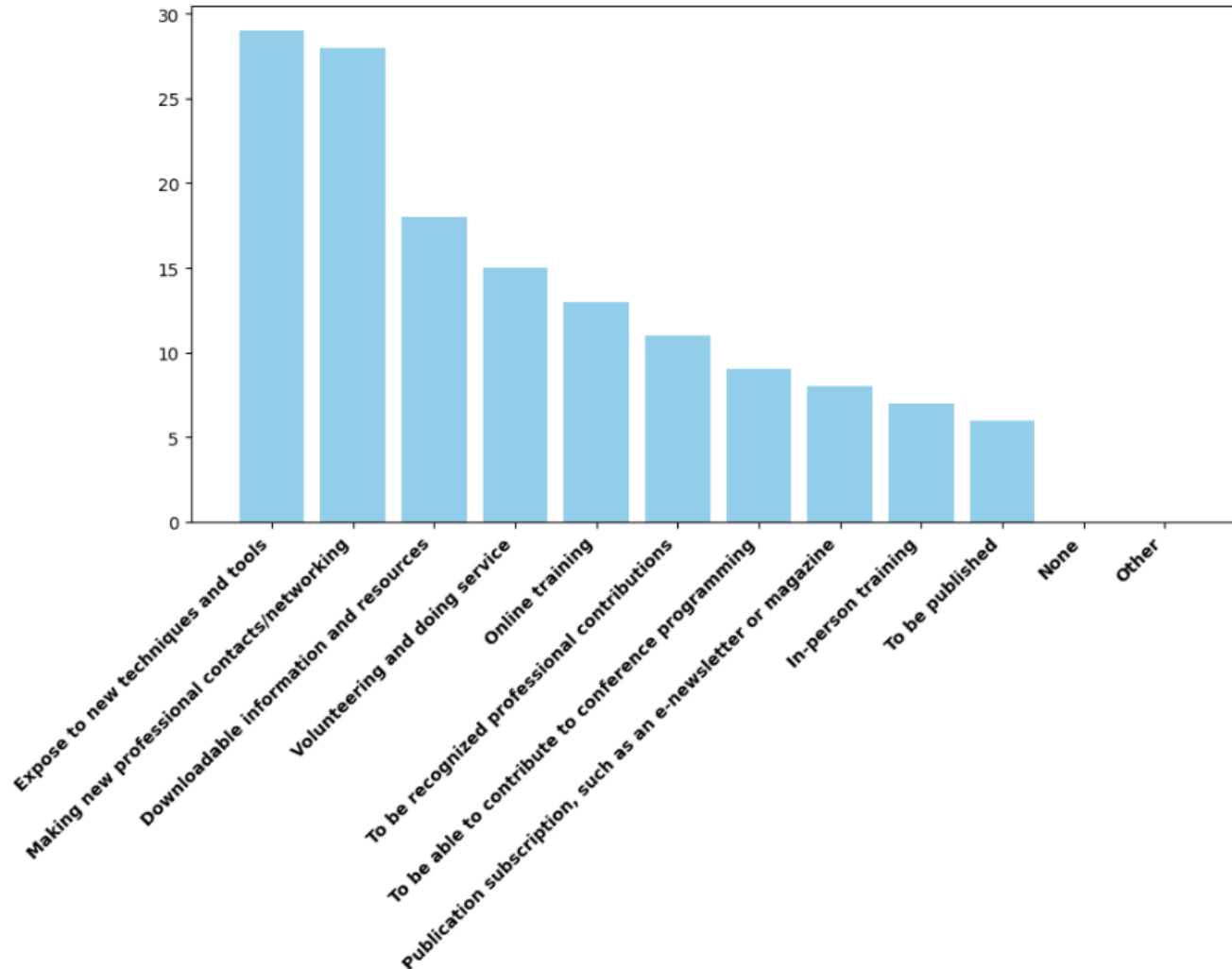**Summary:**
- To be recognized professional contributions (3)
- Volunteering and doing service (3)
- Expose to new techniques and tools (2)

Most Valuable – Joining Professional Community or Forum

No, I am not aware but I would like to learn more(36)

LEGEND

- Expose to new techniques and tools : 29
- Making new professional contacts/networking : 28
- Downloadable information and resources : 18
- Volunteering and doing service : 15
- Online training : 13
- To be recognized professional contributions : 11
- To be able to contribute to conference programming : 9
- Publication subscription, such as an e-newsletter or magazine : 8
- In-person training : 7
- To be published : 6
- None : 0
- Other : 0

Summary:
- Expose to new techniques and tools (29)
- Making new professional contacts/networking(28)
- Downloadable information and resources (18)

AICHE MANAGEMENT DIVISION- ENGAGEMENT & PROGRAMMING

What would you like to see a community like AIChE's Management Division offer you that you can't get anywhere else?
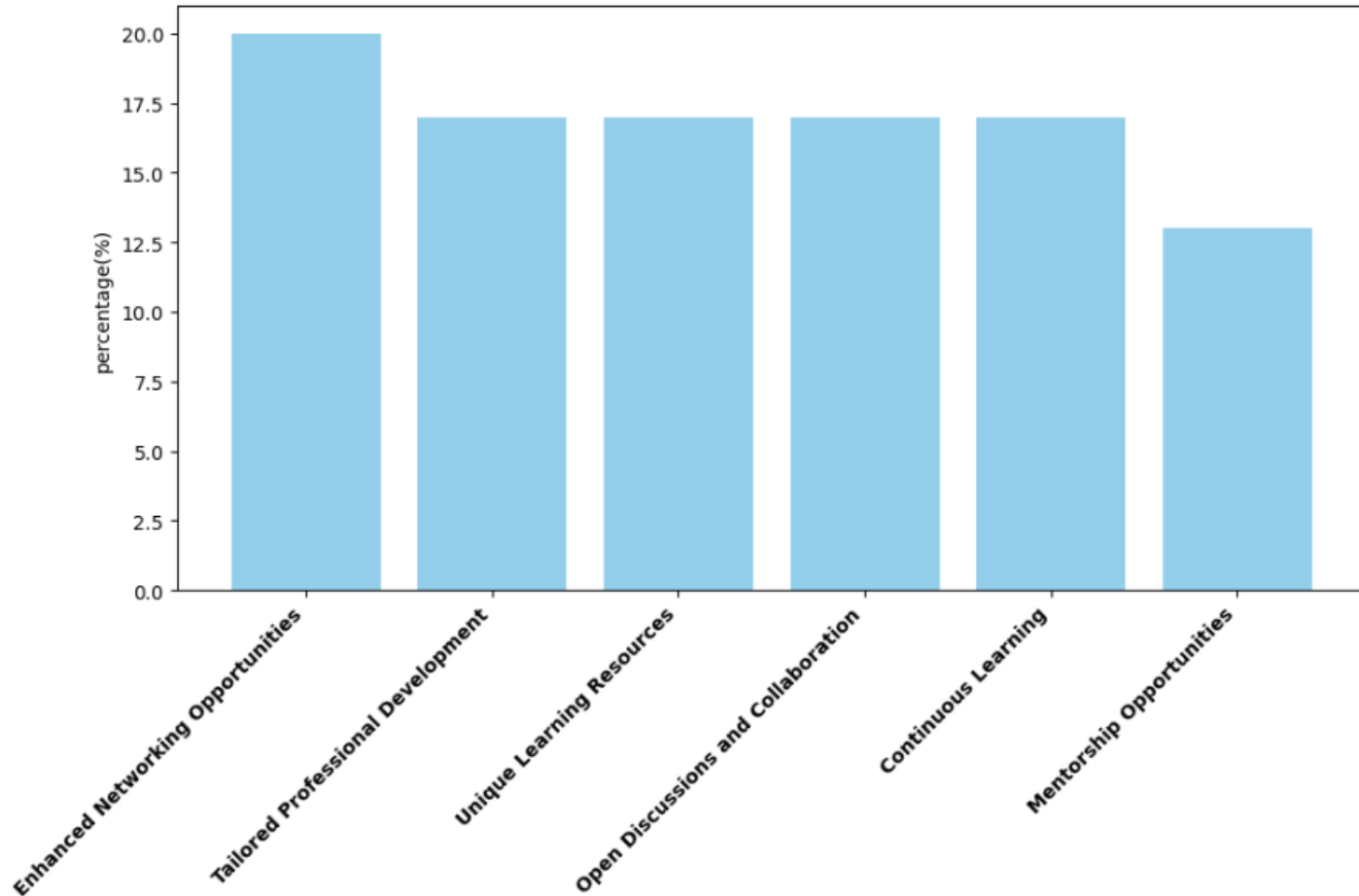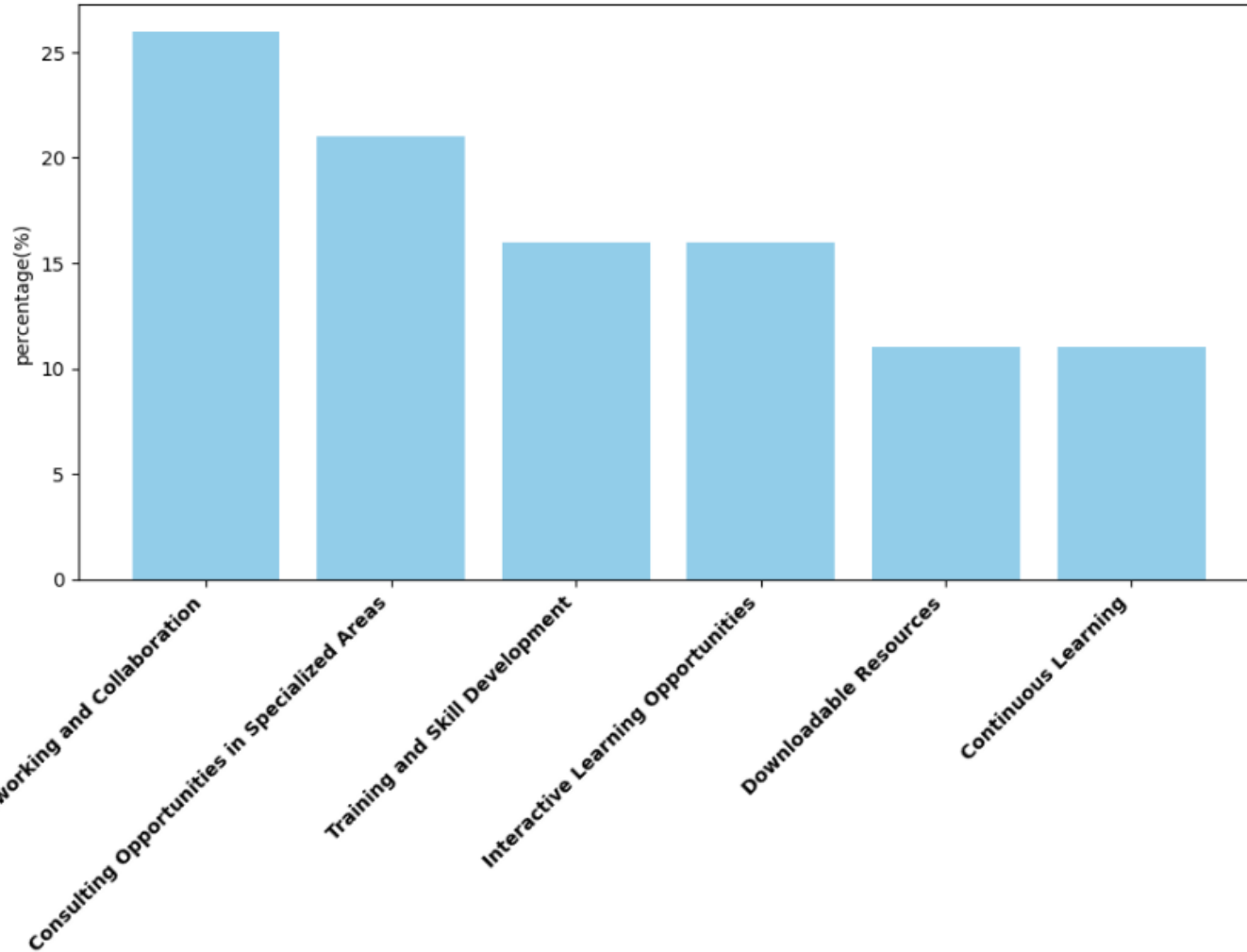

Yes, I'm a current AIChE Member

- Enhanced Networking Opportunities : 20%
- Tailored Professional Development : 17%
- Unique Learning Resources : 17%
- Open Discussions and Collaboration : 17%
- Continuous Learning : 17%
- Mentorship Opportunities : 13%

Summary:
1. Enhanced Networking Opportunities
2. Tailored Professional Development
3. Unique Learning Resources

What would you like to see a community like AIChE's Management Division offer you that you can't get anywhere else?


"No, I'm not a current AIChE Member"

- Networking and Collaboration : 26%
- Consulting Opportunities in Specialized Areas : 21%
- Training and Skill Development : 16%
- Interactive Learning Opportunities : 16%
- Downloadable Resources : 11%
- Continuous Learning : 11%

Summary:
1. Networking and Collaboration
2. Consulting Opportunities in Specialized Areas
3. Training and Skill Development
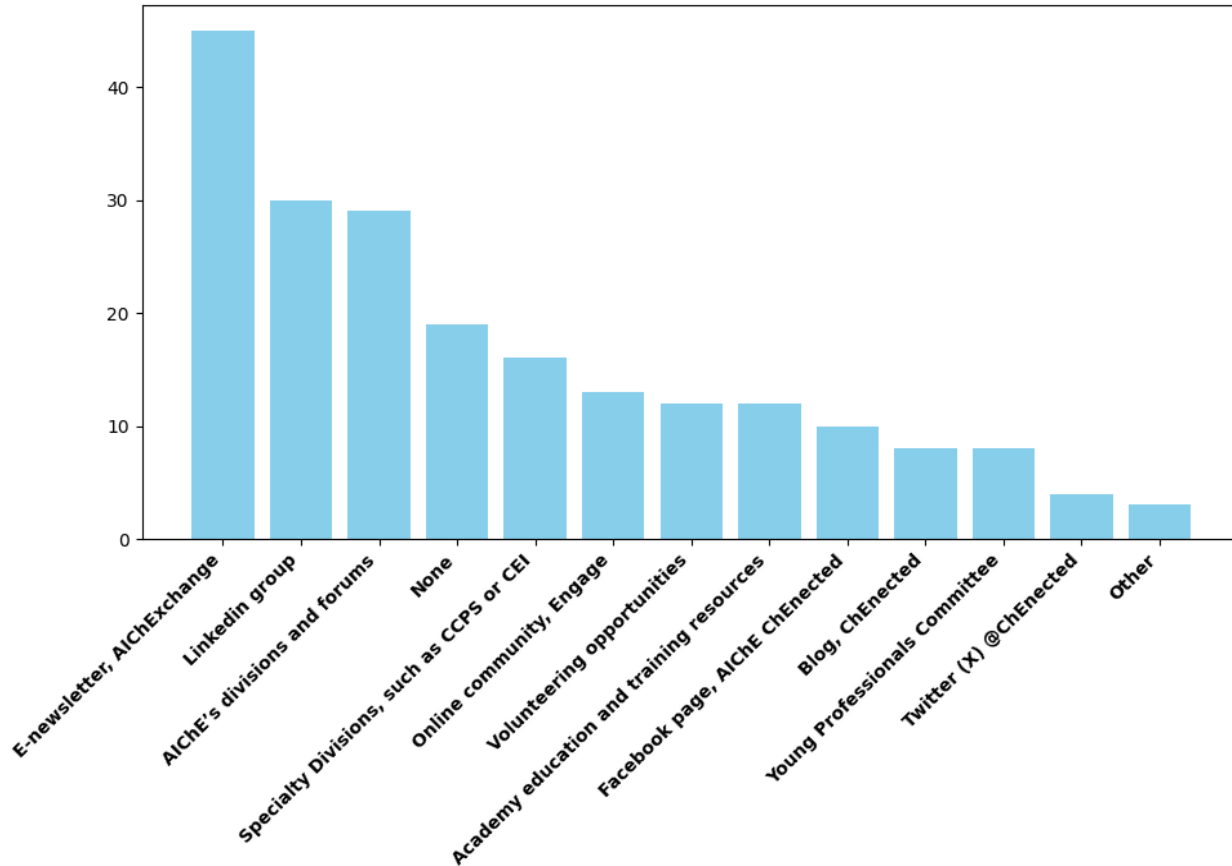
AIChE Meetings - Attendance
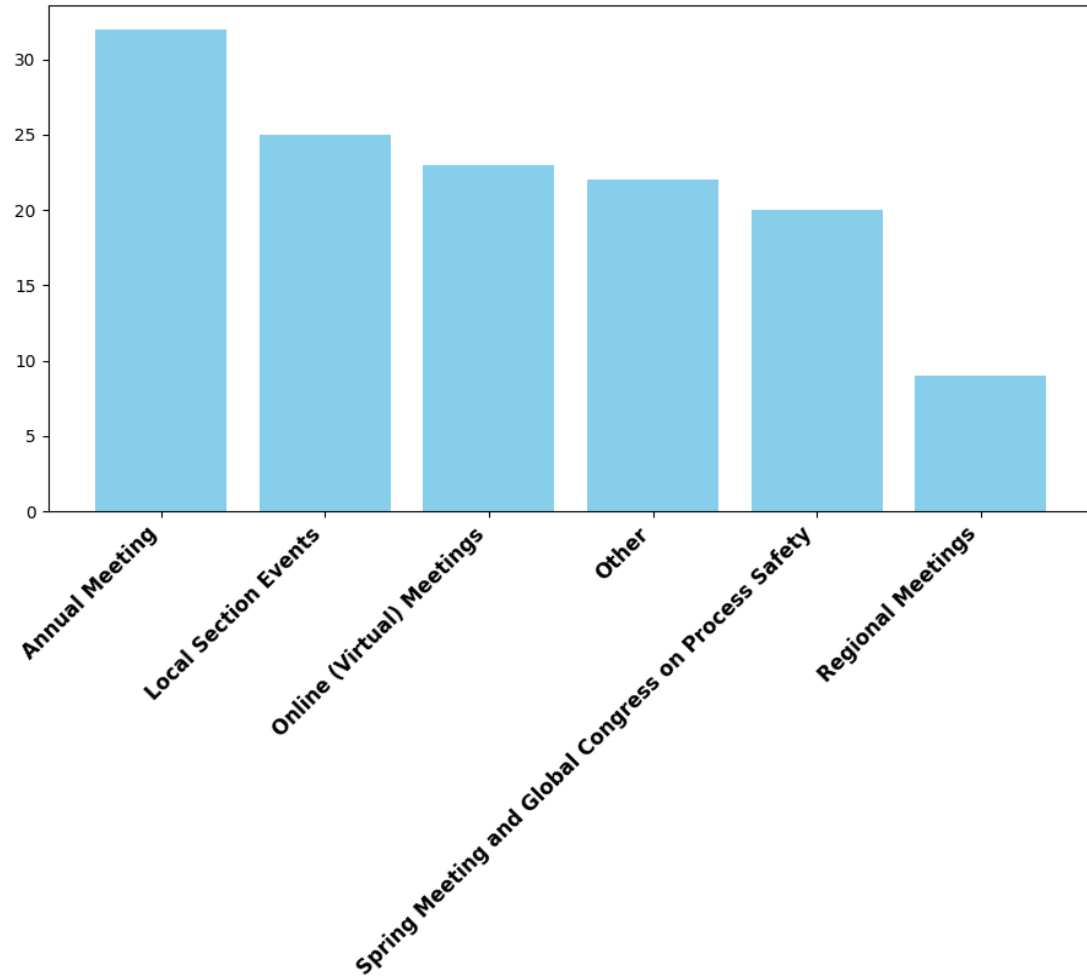
Summary:
1. Annual Meeting (32)
2. Local Section Events (25)
3. Online (Virtual) Meetings (23)

AIChE – Outlets, Platforms (Top 3)
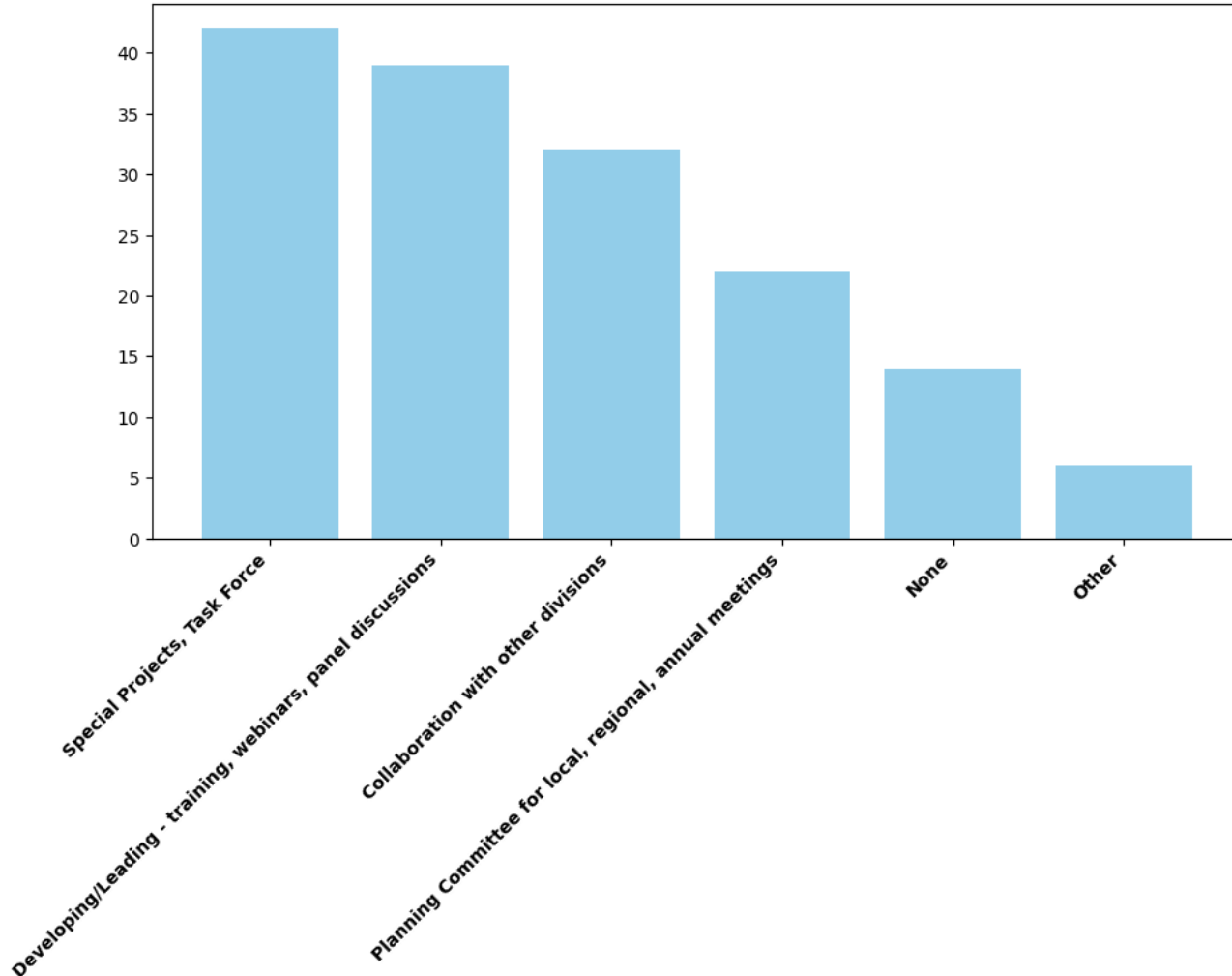

LEGEND
- AIChE's e-newsletter, AIChExchange : 45
- AIChE's Linkedin group : 30
- AIChE's divisions and forums : 29
- None : 19
- Specialty Divisions, such as Center for Chemical Process Safety (CCPS) or Center for Energy Initiatives (CEI) : 16
- AIChE's online community, Engage : 13
- AIChE's volunteering opportunities : 12
- AIChE's Academy education and training resources : 12
- AIChE's Facebook page, AIChE ChEnected : 10
- AIChE's blog, ChEnected : 8
- AIChE's Young Professionals Committee : 8
- AIChE's Twitter (X) @ChEnected : 4
- Other : 3

Summary:
1. AIChE's e-newsletter, AIChExchange (45)
2. AIChE's LinkedIn Group (30)
3. AIChE's divisions and forums (29)

AIChE – Areas more likely to participate – Mgmt Division

Which of the following areas would you more likely participate in the management division?


LEGEND
- Special Projects, Task Force : 42
- Developing/Leading - training, webinars, panel discussions : 39
- Collaboration with other divisions : 32
- Planning Committee for local, regional, annual meetings : 22
- None : 14
- Other : 6

Summary:
1. Special Projects, Task Force (42)
2. Developing/Leading – training, webinars, panel discussions (39)
3. Planning Committee for local, regional, annual meetings (22)

Q22.How likely are you to participate in the following topics presented by the management division
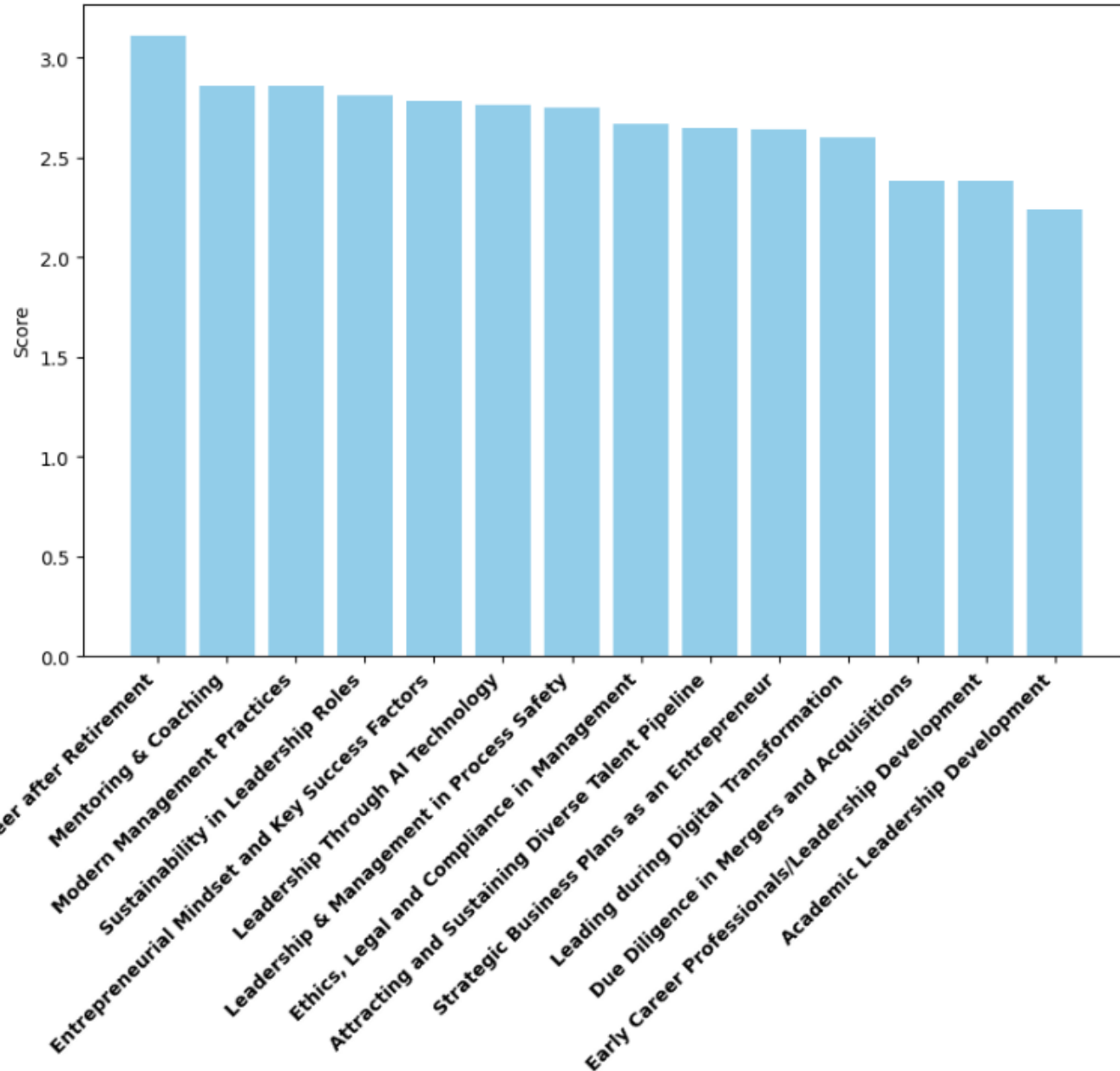
Score(out of 4)
- **Consulting as a Career after Retirement : 3.11**
- **Mentoring & Coaching : 2.86**
- **Modern Management Practices : 2.86**
- **Sustainability in Leadership Roles : 2.81**
- Entrepreneurial Mindset and Key Success Factors : 2.78
- Leadership Through AI Technology : 2.76
- Leadership & Management in Process Safety : 2.75
- Ethics, Legal and Compliance in Management : 2.67
- Attracting and Sustaining Diverse Talent Pipeline : 2.65
- Strategic Business Plans as an Entrepreneur : 2.64
- Leading during Digital Transformation : 2.6
- Due Diligence in Mergers and Acquisitions : 2.38
- Early Career Professionals/Leadership Development : 2.38
- Academic Leadership Development : 2.24

1 - not at all
2- no preference
3- likely
4- very likely