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Norma J. Curby

Vice President
Strategic Planning



Norma J. Curby was named vice president, Strategic Planning, in January 2008. She is responsible for the company's strategic planning, corporate economics and venture investments. She also serves as chair of the company's Sustainability Council.

Ms. Curby joined Air Products in 2001 as vice president of global customer engagement, where she implemented a one-company e-commerce enabled customer service organization, as well as managed the company's interface with its customers and captured their loyalty by creating a voice of the customer work process.

Prior to joining Air Products, Ms. Curby was employed by Monsanto from 1973 to 1996, where she was hired as a structural engineer. During her employment with Monsanto, Ms. Curby held several market and product management positions before she was named director, equal opportunity affairs. She subsequently held the positions of architectural commercial & market development director, worldwide business director for Monsanto's polymer modifiers and process chemicals businesses, and vice president & general manager of phosphorous and derivatives. In 1997 Ms. Curby was part of the leadership team that established Solutia, Inc., the chemical company spin off from Monsanto. At Solutia, she served as vice president and general manager of phosphorous and derivatives, as well as vice president, joint ventures.

Ms. Curby received a B.S. in civil engineering and an M.S. in engineering management, both from the University of Missouri at Rolla.

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