

2018-2019  
ANNUAL REPORT

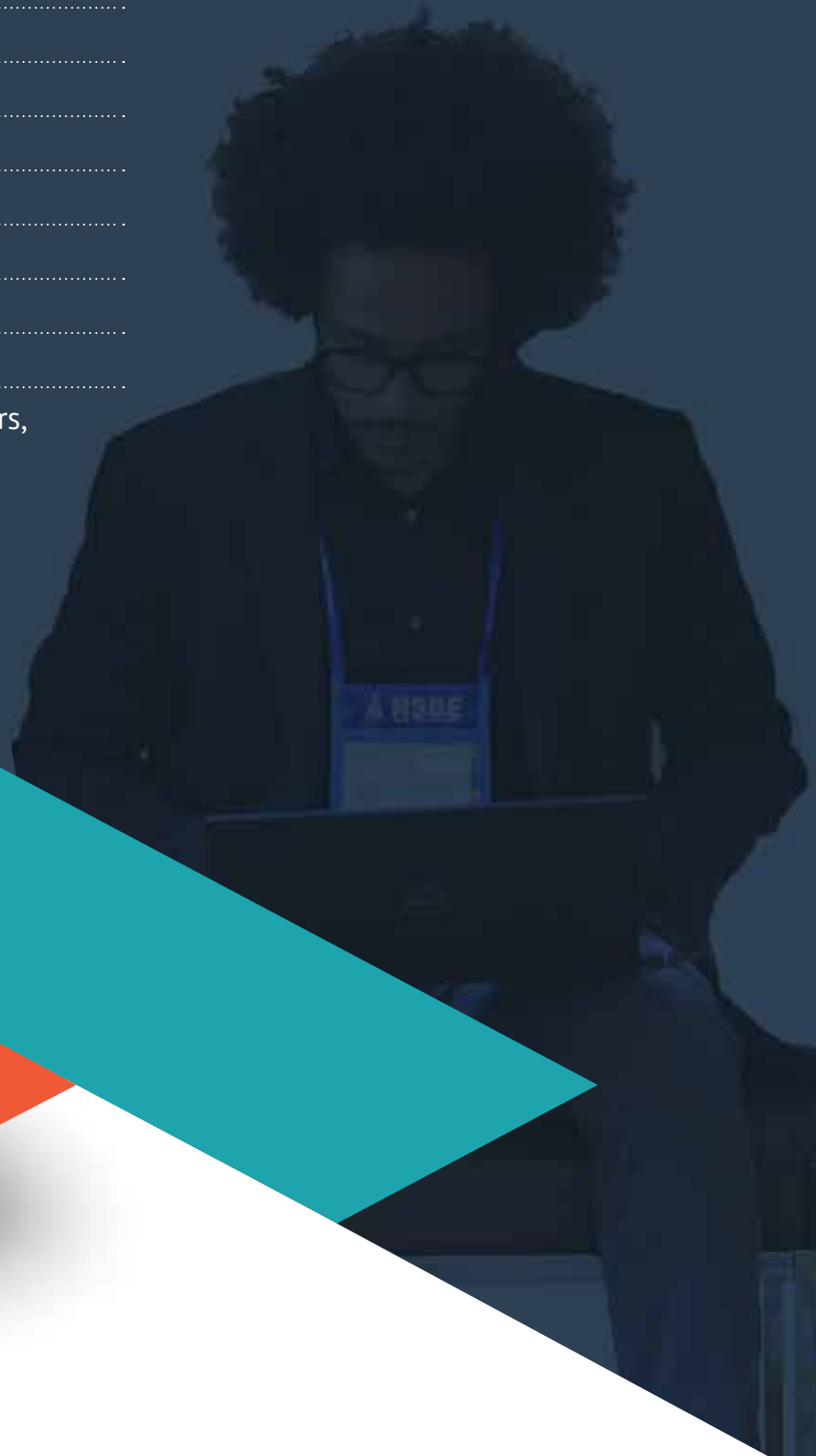
# PROVEN PROGRESS

National Society of Black Engineers



**NSBE**  
NATIONAL SOCIETY OF BLACK ENGINEERS

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### **NSBE's Mission**

To increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community

### **NSBE's Vision**

We envision a world in which engineering is a mainstream word in homes and communities of color, and all black students can envision themselves as engineers. In this world, blacks exceed parity in entering engineering fields, earning degrees and succeeding professionally.

Always at the forefront in deployment of proven strategies to increase the number of Black Engineers, the National Society of Black Engineers (NSBE) undoubtedly had its best year ever in 2019–20. The numbers speak for themselves:

- Record-setting revenue (approximately \$15.6 million)
- New high for NSBE Annual Convention attendance (14,778)
- Largest Professional Development Conference in NSBE history (455 attendees)
- Increased number of Affiliate Partnerships (29)
- Growth of the NSBE Jr. program (225 chapters active, up from 170 in 2018)



Just a few of many examples, these statistics indicate a paradigm shift in diversity and inclusion in the United States and abroad, not only within institutions and organizations but also in the broader cultural and societal space. It's being driven by a STEM revolution and a demand for a more racially diverse workforce, and this dual vortex is accelerating the progress of our Society's mission. The evidence extends as far as western Africa, where there are new NSBE chapters in Gambia and Rwanda and a resurgence of NSBE in Ghana. In fact, a large and growing percentage of NSBE members now resides overseas. Across our organization, NSBE is experiencing a precipitous growth in membership — a 26.6 percent increase since 2018 — and new collegiate and NSBE Jr. chapters are springing up around the nation.

As NSBE's sphere of influence grows, its leadership is witnessing a broader understanding of why diversity matters. Employers are realizing that diversity and inclusion are strategic imperatives that foster better output, smarter solutions and greater innovation. That is why NSBE is not only focused on minority talent acquisition and development but also on the institutional and cultural changes surrounding that sea change. Our 10-year strategic plan to partner with colleges and universities to increase the number of Black Engineers that U.S. institutions graduate annually by 2025 is yielding promising results. Three years into the plan, a record 4,544 black or African-American students earned degrees in engineering in the U.S., a 30 percent increase since 2014. We have convened a Strategic Planning Task Force with newly defined priorities to drive toward our vision of NSBE 2025. Also, the 60 colleges, universities, engineering associations and employers of the 50K Coalition — a group organized by NSBE at the lead with other diversity partners — are working collectively to unlock new diverse engineering talent to solve the world's most complex technical and social problems.

Of course, it takes a village to achieve NSBE's mission, and our village includes partners too numerous to mention here. From the top-level supporters of the Board of Corporate Affiliates to grassroots-level schools, churches, families and volunteers, our collaborators prove that NSBE's core values enable everyone to contribute to our cause.

Was it our best year ever? Yes, but to use an old cliché, the best is yet to come. We will not be satisfied until dramatically increasing the number of Black Engineers becomes not only our clarion call but a fait accompli. We'll say it again: diversity does matter.

Onward to 10K!

**Niasia T. Williams**

*NSBE 2018–19 National Chair  
and NSBE 2019–20 National Chair Emeritus*

**Karl W. Reid, Ed.D.**

*NSBE Executive Director*

# MEMBERSHIP AND REGISTRATION

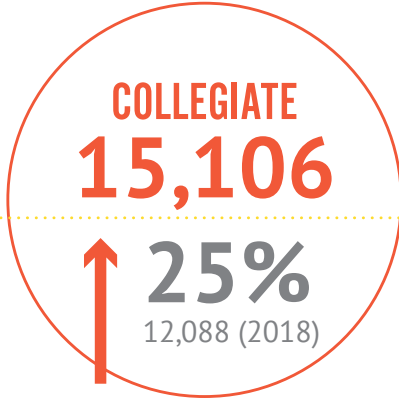


**Strong teamwork, thoughtful strategic planning and effective implementation of process changes** by the collegiate and professional leaders of the Membership Zone, as well as NSBE’s Membership and Registration staff, have brought another year of stellar growth for the National Society of Black Engineers. With its total membership up by nearly 5,200 since July 31, 2018, NSBE has seen a 42 percent increase over the last two fiscal years. The total of 24,698 at fiscal year-end 2019 reflects a 25 percent increase in the NSBE Jr. member roster, a 27 percent boost in the collegiate member ranks and a 33 percent jump in the NSBE Professionals membership since the Society’s last annual report. In addition, the list of NSBE’s longest-serving soldiers, the lifetime members, grew by 19 percent this reporting year, from 370 to 439.

NSBE Marketing and Communications initiatives, international growth efforts, positive community partnerships and improved conference registration processes all have played significant parts in producing the impressive statistics mentioned above and have helped place the Society well within reach of its goal of 30,000 members by the end of fiscal year 2020. Enhanced membership support functions – such as updated chapter onboarding processes, quarterly “how to” webinars for members, and additional training of officers on NSBE’s association management system, NSBECONNECT – have likewise contributed to the success.



Membership // **24,698**



# PROGRAMS AND INITIATIVES

## NSBE'S '10K Goal'

NSBE's transformative work is bringing the nation ever closer to our "10K Goal": to join with our academic partners to graduate 10,000 black engineering bachelor's degree recipients in the United States annually by 2025. Our initiatives include landmark programs that target key metrics in the pipeline from K-12 education to engineering careers. These initiatives include, among others, early exposure to STEM – science, technology, engineering and mathematics – through our Summer Engineering Experience for Kids (SEEK) and Pre-College Initiative (PCI) Program, to maximize middle school and high school pre-engineering preparation; our academic and Summer Bridge Scholarships, to ease students' transition into college; and, of course, our NSBE collegiate and NSBE Professionals chapters, which enhance engineering success in higher education and beyond. This year, we established a Strategic Planning Task Force (SPTF), composed of a diverse cross section of NSBE's leadership, to define and prioritize goals and objectives to drive us toward our 2025 vision.

Graduate **10,000**  
Black engineering  
bachelor's degree  
recipients in the  
United States  
annually by 2025



## Cummins-NSBE Integrated Pipeline Program

NSBE's Integrated Pipeline Programs (IPPs) are designed to expand the pool of diverse engineering talent entering the U.S. workforce through initiatives tailored to assist the academic and professional development of college students and meet the needs of specific employers and academic institutions. Launched this year, the Cummins-NSBE IPP is funded by a \$1.48-million, five-year grant from global power leader Cummins, Inc. The IPP is part of Cummins' US Diversity Initiative, which is well aligned with NSBE's 2025 vision and 10K Goal.

The Cummins-NSBE IPP includes scholarship grants and academic and professional development support for select NSBE collegiate members beginning in their sophomore year. This year, NSBE's Programs staff has successfully onboarded one cohort of Cummins-NSBE IPP scholars, developed a specialized webinar curriculum for the program and awarded funds to NSBE chapters and minority engineering programs (MEP) offices of the Society's partner institutions – Howard University, Purdue University and a third institution to be determined – to bolster retention of engineering students.

## Northrop Grumman Foundation-NSBE Integrated Pipeline Program

NSBE's strong partnership with Northrop Grumman Foundation spawned the Northrop Grumman Foundation (NGF)-NSBE Integrated Pipeline Program (IPP), which was launched in 2016. The \$2-million program has provided students with scholarships ranging from \$8,000 to \$12,000; facilitated internships with Northrop Grumman Corporation and other employers; and provided students with year-round academic and professional development support. The NGF-NSBE IPP hosted a career development webinar series on topics such as graduate school options, engineering ethics, self-care, and work and school life balance. Through the program, NSBE awards three Historically Black Colleges and Universities – Florida A&M University, Howard University and North Carolina A&T State University – with grants, technical assistance and a package of programs researched and managed by NSBE, to increase their already high capacity to recruit, retain and graduate engineers. HBCUs as a whole produce about 17 percent of Black Engineers in the U.S. Each university received nearly \$450,000 over three years. Professional development opportunities also included mentorship by Northrop Grumman employees, and resume and internship preparation.



## 2019 SEEK CITIES

Atlanta (all-girls)	June 10–28
Birmingham	June 3–21
Chicago	July 15–Aug. 2
Detroit	July 15–Aug. 2
Houston (Site 1)	June 10–June 28
Houston (Site 2)	July 8–26
Los Angeles	July 15–Aug. 2
Minneapolis	June 17–July 5
New Orleans	June 10–28
Oakland	June 10–28
Pittsburgh	July 15–Aug. 2
Sacramento	July 15–Aug. 2
Washington, D.C. (all-girls)	June 24–July 12
Washington, D.C. (coed)	July 22–Aug. 9

## SEEK

NSBE's Summer Engineering Experience for Kids (SEEK), a key component in NSBE's Strategic Plan, is one of the Society's most effective tools to show youth that engineering is an attainable way of life. SEEK exposes elementary school students to high-quality learning experiences in STEM. The free three-week program provides hands-on, team-based engineering design activities for the students, who are guided by mentor-instructors, most of whom are undergraduate members of NSBE. STEM skills developed during weekly competitions are a foundation young participants can build upon throughout middle school, high school and college during their development into engineers. The program requires the commitment of the students' families, whose participation contributes to SEEK's success.

This is the 13th year of SEEK, which hosted programs at 14 sites in 12 U.S. cities this year, serving 1,677 students and employing 171 mentors. Since its launch in Washington, D.C., in 2007, SEEK has served nearly 23,000 3rd–5th graders in 30 cities across the country. SEEK students have demonstrated increased proficiency in math, science and engineering knowledge. Tests given just before and after the program in 2017 and 2018 showed statistically significant increases in SEEK students' knowledge of engineering and their ability to see themselves as future engineers. This year, Purdue University developed classroom materials, and Virginia Tech provided updated student assessments as well as parent and staff surveys. All-girl SEEK camps in Atlanta, Georgia, and Washington, D.C., this year were designed to encourage participation of more females in engineering, as less than a quarter of U.S. scientists and engineers are women.

Substantial corporate, government, nonprofit and academic partners have reinforced SEEK's goals and nurtured the program since its establishment with a \$1-million grant from Battelle in 2007. Major SEEK sponsors have included Bechtel, Chevron Corporation, The Dow Chemical Company, Ford Motor Company, GM, Nissan, Northrop Grumman and Shell, among many others. School districts and community organizations across the country host the SEEK programs by providing facilities, meals and medical staff. The National Science Foundation (NSF) funds research of SEEK, which is in the final year of the NSF's three-year Innovative Technology Experiences for Students and Teachers (ITEST) grant. Through the ITEST grant program, NSBE is measuring the effectiveness of SEEK in improving its students' STEM-related skills, attitudes and knowledge.





## NSBE Jr.

NSBE Jr., which provides year-round pre-collegiate engineering programming for students in grades 3–12, is the flagship program of the Society's Pre-College Initiative (PCI) Program. It serves as the membership category for pre-college students and for institutions that are officially chartered with NSBE, and it is the recruitment, teaching and preparation channel for NSBE collegiate chapters.

NSBE Jr. is the next step for kids who have aged out of SEEK, providing activities and resources to encourage students in grades 3-12 to attend college and pursue engineering degrees and professions. NSBE Jr. is expanding, as its chapters around the nation and abroad enhance elementary school students', middle schoolers' and high schoolers' academic, technical and leadership skills to maximize their preparation for continued engineering education. This year, a NSBE Jr. Night was hosted in every SEEK city to provide SEEK parents with year-round STEM learning options, as NSBE fosters a new generation of aspiring engineers and aims at its 10K Goal.

NSBE Jr. provides fun and engaging STEM activities to help students discover firsthand how technology relates to the world around them. NSBE Jr. competitions take place at NSBE's Fall Regional Conferences and Annual Convention. A record number of students participated in six of the 11 PCI competitions this year, reflecting the program's increasing success. These competitions showcase participants' technical skills by having them research and design innovative projects. Students compete in fields such as robotics, renewable energy and mathematics through programs including:

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- ▶ **FIRST LEGO League Jr.**, which challenges students to create a simple machine using LEGO ramps, levers, pulleys, gears, wheels and axles, screws or wedges, and incorporate this into their model
  - ▶ **The Future City Competition**, which offers a stimulating engineering challenge in which students present their vision of a sustainable city of the future
  - ▶ **The KidWind Challenge**, a wind energy learning experience for students who design, build and test a functional wind turbine
  - ▶ **The MATHCOUNTS Competition**, a fun and challenging math program that builds math skills, promotes logical thinking and sharpens students' analytical abilities
  - ▶ **NSBE Jr. Explorer Technical Innovations Competition** (formerly known as the NSBE Science Fair), which enables pre-college students to compete and be judged in various scientific categories of research
  - ▶ **The Ten80 National STEM League**, which has its competitors engage in activities that mirror those of business and marketing executives, engineers, technicians, green transportation designers and professional motorsports teams
  - ▶ **Try-Math-A-Lon (TMAL)**, which fosters good study habits for minority students, helps prepare them for standardized tests and promotes healthy competition and good sportsmanship
  - ▶ **The VEX Robotics Competition**, in which students build innovative robots and compete in a variety of matches

Since 2015, the number of NSBE Jr. chapters has increased from 80 to more than 200, thanks in large part to our renewed partnership with The Links, Incorporated. Nearly 5,000 members participated in the PCI Program this year, and attendance at chapter activities increased by 72 percent. NSBE Jr. members are a key component of NSBE's "Be 1 of 10K" Campaign, which is encouraging these students to pledge to achieve academic excellence in STEM and graduate with bachelor's degrees in engineering by 2025.

# PROGRAMS AND INITIATIVES

## Scholarships

Ranging from \$200 to \$15,000, NSBE scholarships provide crucial financial support to college students pursuing engineering and applied science degrees. NSBE distributed \$815,925 in scholarships in 2018–19, during the fall and spring scholarship cycles. The Fall 2018 scholarship cycle was the largest in history, in terms of applications. Implementing a new scholarship management system in 2018, and finding innovative ways to market NSBE scholarship opportunities, have contributed to the increase in application numbers. During the 2018–2019 fiscal year, NSBE was extremely excited to establish a partnership with Uber Technologies Inc. and welcome the company into the Corporate Scholarship Program.

Scholarship Name	Amount	Number of Awards	Total Amount
Charlotte Clarke Hill Scholarship of Perseverance 2019	\$2,500	1	\$2,500
Chevron Corporate Scholarship 2019	\$5,000	20	\$100,000
Cummins Integrated Pipeline Program Scholarship 2019	\$15,000	10	\$150,000
ExxonMobil Corporate Scholarship 2018–19	\$4,000	6	\$24,000
Ford Motor Company Fund Scholarship 2018	10,000	5	\$50,000
Graduate Student Scholarship 2018–19	\$2,000	3	\$6,000
GRE Registration Reimbursement Scholarship 2019	\$205	10	\$2,050
John Deere Corporate Scholarship 2018–19	\$1,000	6	\$6,000
Leroy Callendar NSBE Jr. Scholarship 2018–19	\$500	2	\$1,000
Northrop Grumman Foundation-NSBE Integrated Pipeline Program Scholarship 2018–19	\$8,000–\$16,000	24	\$192,000
NSBE Academic Improvement Scholarship 2018–19	\$1,500	15	\$22,500
NSBE BCA/Major/Fellows Scholarship 2018–19 (BCA)	\$2,000	65	\$130,000
NSBE BCA/Major/Fellows Scholarship 2018–19 (Fellows)	\$1,500	15	\$22,500
NSBE BCA/Major/Fellows Scholarship 2018–19 (Major)	\$2,500	21	\$52,500
NSBE Fulfilling The Legacy 2018–19	\$1,500	10	\$15,000
NSBE Graduate Student Travel Grant 2018–19	\$750	2	\$1,500
NSBE Jr. Golden Torch Scholarship 2018–19	\$1,000	5	\$5,000
NSBE Jr. Graduating Senior Scholarship 2018–19	\$1,000	3	\$3,000
NSBE Study Abroad Scholarship 2018–19	\$500	3	\$1,500
Region II: (APEX) Scholarship 2018	\$625	1	\$625
Region II: Academic Lottery Scholarship 2018	\$250	1	\$250
Region II: T.O.R.C.H. Scholarship 2018	\$500	1	\$500
Uber Advanced Technologies Group Scholarship 2018–19	\$5,000	1	\$5,000
Uber Advanced Technologies Group Scholarship 2019	\$5,000	3	\$15,000
Virginia Department of Transportation 2018–19	\$2,500	3	\$7,500
		<b>236</b>	<b>\$815,925</b>



Fundraising achieved great gains in 2018–19, as NSBE attained record-setting revenue of \$15.6 million to support the Society’s mission. The Resource Development/Corporate Relations team at NSBE World Headquarters exceeded its goals in a number of categories:

- ▶ Combined revenue generated, \$11,057,119, was more than \$1.5 million, or 16 percent, over the team’s goal.
- ▶ Restricted revenue of \$2,765,710 exceeded the team’s goal by more than 92 percent.
- ▶ The \$8,291,409 in unrestricted revenue generated was more than 2 percent over goal.
- ▶ The number of organizations enrolled as NSBE Affiliate Partners increased by 38 percent over the last fiscal year.

In addition, revenue raised to support NSBE’s Summer Engineering Experience for Kids (SEEK) was 124 percent over goal, and monies raised to fund NSBE scholarships exceeded the organization’s goal by more than 650 percent!

The Society anticipates a continued upward course for revenue generation in the next fiscal year, as the current transition of new senior leadership of fund development, and an operational reorganization of the Resource Development and Corporate Relations Departments, are completed.

# EVENT HIGHLIGHTS

## 2018 NSBE Fall Regional Conferences

NSBE's six Fall Regional Conferences (FRCs) this year were the most successful ever, attracting hundreds of attendees, including pre-college and college students, professionals, and employer and academic institution representatives. The weekend event in each region encourages academic excellence and leadership development, as chapters come together for technical and cultural workshops and seminars as well as competitions and career fairs.

Each Fall Regional Conference includes a Career Fair that enables organizations to recruit some of the nation's best and brightest STEM talent. Students find job, internship and academic opportunities, and local employers and schools recruit top talent. The Fall Regional Conferences are located in easily accessible cities around the country.

**Region I:** Known as "Region FIRST," Region I was the first NSBE entity to host a Regional Leadership Conference and a Fall Regional Conference. NSBE's Region I FRC is the region's largest event, with more than 700 attendees from chapters throughout the northeastern United States. This year, FRC participants enhanced their leadership tools, academic excellence and engagement across all membership levels.

**Region II:** The 2018 FRC was Region II's largest event of the year. In "the Model Region," conference attendance reached a six-year high in 2017 with 1,031 participants. This year, attendance was still strong, at 872. The Region II FRC enabled constituents to connect with professionals and leaders at both the chapter and regional level. Workshops helped members promote their growth and development as engineers and offered career and internship opportunities.

**Region III** is known as the "Powerhouse Region." Over the last year, both membership numbers and cumulative grade point average have increased for Region III. At the Region III Fall Regional Conference, the accomplishments of members were highlighted during special events and receptions. The FRC also included outreach programs, engagement with local businesses and connection of members with the local community.

**Region IV,** "The Mother Region," where NSBE was founded, welcomed members to its best regional conference ever. The FRC is vital to NSBE pre-college students, collegiate members and NSBE Professionals. The event showcased the region's many gifts and talents.

**Region V,** the "Vanguard Region," continues to operate at the forefront and set the standards for others to follow, and its regional conference was no exception. At the Vanguard is the annual FRC, which this year continued to further strengthen the foundation and stoke the passion for engineering innovation. The conference embodied NSBE's mission, encouraged exploration, developed engineers and elevated members.

The 2018 Fall Regional Conference of **Region VI,** "the Sixty Region," focused on regional directives that served the membership by enhancing and sustaining academic excellence, incorporating technical success and fostering a supportive environment with the community.

### NSBE 2018 Fall Regional Conferences

Region	Date	Location	Attendance
I	Nov. 16–18	Danvers, Mass.	737
II	Nov. 16–18	North Bethesda, Md.	872
III	Nov. 15–18	Montgomery, Ala.	704
IV	Oct. 25–28	Cleveland, Ohio	752
V	Oct. 25–28	Dallas, Texas	1,063
VI	Nov. 8–11	Las Vegas, Nev.	680





## 2019 NSBE Annual Convention

Nearly a quarter-century – 24 years – since NSBE last brought its Annual Convention to Detroit, it came back as a record-breaker. This year’s 45th Annual Convention (#NSBE45), held at Cobo Center and nearby venues in the Motor City, had an all-time high attendance of 14,778 and a highest-ever number of exhibitors at the event’s Career Fair, nearly 350.

This year’s convention theme was “#NSBE 45: Explore. Engineer. Elevate,” and the conference, held March 27–31, engaged members and guests as well as the surrounding communities of Detroit. NSBE’s Annual Convention provided inspiration, education and connections to pre-college students, college students and professional attendees alike. Through motivational keynotes, informative discussions, educational workshops, hands-on STEM activities, competitions and more, students were inspired to continue in NSBE’s mission. The convention included three longstanding “mini-conferences”: the Pre-College Initiative (PCI) Conference, for K–12 students; the Graduate School Conference (GSC), for current and prospective graduate students; and the Technical Professionals Conference (TPC), organized by NSBE Professionals. The Academic and Research Leadership Symposium (ARLS) for early career faculty and postdoctoral students was formally adopted as a fourth Annual Convention mini-conference.

NSBE’s 2019 Convention Planning Committee led a yearlong community engagement initiative leading up to #NSBE45, to advance the mission of the National Society of Black Engineers in Detroit. NSBE worked with the nonprofit organization Sit on It Detroit to build bus stop benches that were placed in the Detroit community near libraries. NSBE members also donated items such as cases of water and pocket hand sanitizers to distribute to residents of Flint, Michigan. Other community outreach activities included A Walk for Education – in which NSBE members walked door to door through neighbors to promote college enrollment and engineering careers – and feeding homeless people, all to “positively impact the community.”

The convention agenda included academic development workshops, career guidance, information about STEM technology, leadership lessons, networking, “soft skills” seminars, cybersecurity sessions and more. NSBE Special Interest Group (SIG) events gathered technical professionals for topics such as process improvement, environmental engineering, public policy, energy and entrepreneurship. Executive Roundtable topics included “Diversity and Inclusion,” “Women in Technology,” “Career Advancement,” “Technology and Innovation” and “Global Impact and Community Impact.” The convention also recognized NSBE graduating seniors and NSBE Professionals chapter officers, and the contributions they had made to the Society over the past year.

PCI Conference competitions drew NSBE Jr. participants from around the country to compete in FIRST LEGO League, Future City, the KidWind design competition and MATHCOUNTS as well as the Ten80 Student Racing Challenge, Try-Math-A-Lon, VEX IQ Challenge and VEX Robotics. The PCI Conference also included a STEAMfest science fair and interactive laboratory, and a college prep day.

NSBE Career Fair exhibitors included companies from Accenture to Yello and ZF, with representatives from other leading companies, government agencies, nonprofit organizations and colleges and universities. Career Fair services included resume reviews, mock interviews, professional image consulting and career development speed networking aimed at connecting NSBE collegiate members and young professionals with practicing engineers who served as informal mentors.

NSBE's highest honors are the Golden Torch Awards, presented to individuals and organizations that exemplify the Society's ideals of academic excellence, professional success and commitment to the progress of the black community. The 2019 Golden Torch honorees were celebrated and uplifted as role models for youth during the Annual Convention and were recognized on stage at Cobo Center during the convention's culminating gala. Now in their 23rd year, the NSBE Golden Torch Awards, through their sponsors, have also provided millions of dollars in scholarships to talented high school seniors. Actor and producer Dustin Ross was the Golden Torch Awards host.



## 2019 NSBE National Leadership Conference

National and regional leaders of NSBE shared ideas, networked and received intensive leadership and technical skill building training at this year's National Leadership Conference (NLC), at the Georgia Institute of Technology. This year's iteration of the annual NLC featured improved programming and assessments. Participants received training in such areas as budgeting, expense management, public relations and funds solicitation as well as guidance to enhance their interpersonal skills in areas such as effective communication, teamwork and conflict resolution. The four-day conference included sessions for NSBE Professionals and collegiate members to discuss NSBE Zone priorities and strategic planning as well as positional roles and responsibilities. The NLC, part of NSBE's yearlong National Leadership Institute, is designed to inspire leadership and cultivate each member's potential, so these leaders, in turn, can directly influence growth within NSBE as a whole.



The last fiscal year was one of advancement and reflection for NSBE Professionals, the 4,400-member organization for engineering and other STEM practitioners within the National Society of Black Engineers. NSBE Professionals seeks to “inspire the next generation of technical professionals and serve as a catalyst for transforming the culture of engineering.” This goal is achieved by empowering the organization’s members to grow technically, academically and professionally, and continue to represent the success of NSBE’s mission.

In 2018, the group celebrated its 30th anniversary and enjoyed major gains in a number of areas, including membership, finances and scholarships.

## Membership

The membership increase in the Professionals stood out in a year of impressive growth for NSBE as a whole. The Professionals’ ranks grew by 32 percent, from 3,384 at fiscal year-end 2018 to 4,453 at the end of July 2019: the largest jump for the Society’s four membership categories. Chapter statistics were also impressive. At the end of the 2019 fiscal year, NSBE Professionals had 10 chapters with more than 100 members – seven in the U.S. and three in Ghana. Besides the quantitative success, the quality of chapters was bolstered by the Chapter Health Initiative for Professionals (CHIP) program, a comprehensive annual

chapter development effort. CHIP aims to collect and share chapter best practices on operations and program execution, provide a common framework for the excellence of Professionals chapters that is separate and apart from the framework used to define NSBE collegiate chapter excellence, and recognize chapters more fully and in alignment with the level of contribution they make to NSBE’s mission in their communities. Nine chapters achieved the top-ranked Gold status this year in the CHIP assessment, which measures the success and sustainability of their operations, infrastructure and programmatic reach/impact.





## Scholarships

The attendees at NSBE Professionals “Evening of Distinction” 30th Anniversary Gala, held in Greenbelt, Maryland, in November 2018, reveled in the history of the organization’s growth from its difficult founding as the NSBE Alumni Extension in 1988. They also helped fulfill a main goal of the group, as the proceeds from the event supported the Professionals’ Ed Barnette Community Impact Scholarship. More than \$25,000 was raised during the year to fund college scholarship awards to two NSBE Jr. high school seniors, two NSBE collegiate members and one NSBE Professionals member who was pursuing a Master of Electrical Engineering degree. Edward E. Barnette Jr., a Purdue University industrial engineering graduate, was instrumental in laying the foundation for NSBE in the early 1970s, before the Society was founded at Purdue in 1975.

## Finances

NSBE Professionals has had positive financial activity over the past two fiscal years. This is largely attributed to the increase in membership along with the organization’s partnerships with new and innovative employers that supported the Professionals’ vision during the 2018 and 2019 NSBE Professional Development Conferences (PDCs). The Professionals host the annual PDC to provide the organization’s members with knowledge and skills to advance their careers.

On the heels of the successful PDC in Houston in 2018, NSBE Professionals is now strategically planning and contracting locations that are attractive to all members of the organization. The objective was to identify and contract locations for three consecutive years of the event. San Diego is slated for late August 2019. Miami and Dallas, selected as the 2020 and 2021 locations, respectively, will also be scheduled for late summer – which allows for most young technical professionals, mid-career professionals and seasoned professionals to enjoy the PDC and its location with their families.



### NSBE Professionals Gold Chapters, 2018–19

Boston Professionals Chapter – Region I  
Baltimore Metropolitan Area Chapter – Region II  
Washington, D.C. Professionals Chapter – Region II  
Atlanta Professionals Chapter – Region III  
Chicago Professionals Chapter – Region IV  
Detroit Professionals Chapter – Region IV  
Dallas/Fort Worth Professionals Chapter – Region V  
Houston Professionals Chapter – Region V  
NSBE Professionals of Lockheed Martin Aeronautics Chapter – Region V

### Professionals Chapters With 100-Plus Members, 2018–19

Accra (Ghana) Alumni Extension Chapter 387  
Houston Professionals Chapter 169  
NSBE Tarkwa (Ghana) Alumni Extension Chapter 154  
Tema (Ghana) Alumni Extension Chapter 148  
Detroit Professionals Chapter 146  
Dallas/Fort Worth Professionals Chapter 145  
Washington, D.C. Professionals Chapter 143  
Atlanta Professionals Chapter 138  
NSBE Professionals of Lockheed Martin Aeronautics 110  
New York City “XL” Professionals Chapter 106

### 2018 Professional Development Conference Spotlighted Diversity and Inclusion in STEM

A few highlights of the PDC’s 50-plus events follow:

- ▶ Leadership Roundtable Breakfast: Leading Through Technical Excellence / Sponsored by GE
- ▶ Sustainability: Be the Change You Want to See / Sponsored by The Dow Chemical Company
- ▶ Inside the Executive Suite Breakfast / Sponsored by NASA Glenn Research Center
- ▶ Developing Leaders to Support NSBE and Future Engineering Opportunities / Sponsored by AECOM
- ▶ The Executive Women Forum Luncheon / Sponsored by Shell and Bechtel
- ▶ Community Impact Event: NSBE Houston Professionals FreshStart STEM Program
- ▶ Community Impact Event: “Help Houston Heal”
- ▶ Evening of Excellence Gala / Celestial TORCH Awards

Houston Mayor Sylvester Turner and Gregory Robinson, director of NASA’s James Webb Telescope Program, were among the featured speakers, and community service activities and a high-level panel discussion on women’s issues in Corporate America were among the featured events, at NSBE’s 2018 Professional Development Conference (PDC), in Houston, Texas. The three-day event was held on Sept. 20–23 at the DoubleTree by Hilton Houston – Greenway Plaza concurrently with two other NSBE events: the Aerospace Systems Conference and the Energy Summit. The theme of the PDC was “Change the Culture, Change the Narrative,” a phrase that referred to the event organizers’ efforts to change the common perceptions of NSBE, engineers, women, African Americans and other underrepresented minorities in the STEM fields.

# STRATEGIC PARTNERS

NSBE partners with other professional and diversity organizations to promote the engineering profession and proficiency in mathematics and science. Our partnerships help meet the needs of industry and government through resource sharing and program enhancement that supports skills development for a talented workforce. As a result of our partnership efforts, we reach the entire STEM career pipeline that supports the growth of the engineering community.

## NSBE Board of Corporate Affiliates

The Board of Corporate Affiliates (BCA) is a distinguished group of NSBE's top corporate and government partners, who work strategically with the Society's leadership to fulfill NSBE's mission. BCA partners help strengthen the engineering pipeline by supporting vital NSBE programs and initiatives. In return, they gain access to the best and brightest black engineering students and technical professional talent.

The BCA provides long-term support to NSBE by strategic consultation with the Society's leadership; funding of the Fellows Program, student scholarships and PCI programs; supporting regional events and the Annual Convention; and funding of other NSBE-wide operations.

Our current Board of Corporate Affiliates partners are listed below. NSBE extends a sincere thank you to these organizations for their partnership and generous support.

### 2018–19 BCA Partners

3M	Chevron Corporation	GE	Microsoft Corporation
Accenture	Cisco Systems, Inc.	General Dynamics Corporation	Morgan Stanley
Air Products and Chemicals, Inc.	Cummins, Inc.	General Motors Company	NCC/NAVSEA
Allstate	Dell	Goldman Sachs	Northrop Grumman Corporation
American Express	Deloitte	Google Inc.	Oracle Corporation
America's Navy	Delta Air Lines	Harley-Davidson Motor Company	P&G
Arconic	The Dow Chemical Company	Honeywell	PPG
Arrow Electronics, Inc.	DuPont	IBM	Qualcomm Incorporated
BAE Systems, Inc.	Eaton Corporation	Ingersoll Rand	Raytheon Company
BASF Corporation	Eli Lilly and Company	Intel Corporation	Rockwell Automation
Bechtel Corporation	ExxonMobil	John Deere	Southern Company
The Boeing Company	FedEx Companies	Johnson & Johnson	Texas Instruments
BP	Fiat Chrysler Automobiles	Lincoln Electric	Toyota Motor North America
Caterpillar Inc.	FM Global	Lockheed Martin Corporation	United Airlines
Central Intelligence Agency	Ford Motor Company	Merck & Co.	United Technologies Corporation
			U.S. Marine Corps

## NSBE Affiliate Partners

Affiliate partners, our second-highest level supporters, are an esteemed group of organizations that also work to help the Society achieve its mission and objectives. They support NSBE by funding the Fellows Program, student scholarships and the Annual Convention.

### 2018–19 Affiliate Partners

ABB, Inc.	DTE Energy	ON Semiconductor	Uber
ASML	Flowsolve Corporation	Pacific Gas and Electric Company	Unilever
Bloomberg LP	Fund II Foundation	Quicken Loans	USAA
Boston Scientific Corporation	Jopwell	Shell Oil Company	Visa, Inc.
Cerner Corporation	JP Morgan & Chase Co.	Skyworks Solutions	Wells Fargo Bank
Danaher Corporation	L3Harris Technologies	Squarespace, Inc.	Western Digital Corporation
DENSO International America, Inc.	Leidos	TE Connectivity	
	National Security Agency	Twitter, Inc.	



## Biomedical Engineering Society

NSBE and the Biomedical Engineering Society (BMES) are successfully working together to increase the representation of biomedical engineers within NSBE. BMES is the leading biomedical engineering society in the U.S. and is working with NSBE to collectively engage, educate and graduate Black Engineers toward the Society's 10K Goal. The two organizations collaborate through joint memberships and membership recruitment; engineering education and professional training activities and events; continuing education; research; networking and public outreach. NSBE and BMES also coordinate on engineering exposure outreach activities through avenues such as NSBE's Summer Engineering Experience for Kids (SEEK) as well as activities led by BMES.

## Academic and Research Leadership Network

A new partnership agreement with the Academic and Research Leadership Network was completed and implemented for NSBE's 45th Annual Convention, in Detroit. This year, the Academic and Research Leadership Symposium (ARLS) was held at #NSBE45. The symposium is now a permanent, fourth "mini-conference" at the convention, for early-career faculty and postdoctoral students.

The Academic and Research Network is building a network of minority engineering and science researchers with Ph.D.s. The organization's researcher development and networking thread is critical to the goal of a self-sustaining academic and research leadership ecosystem. Through funding from the National Science Foundation, NSBE funds up to 40 early-career faculty and post-doctoral scholars to attend ARLS. The mission of ARLS is to prepare minority engineers in academia, industry and government

laboratories whose careers involve a strong focus on research for leadership and success. ARLS serves as a meeting place for minority researchers to share and gain new ideas leading to new intellectual products and technologies that benefit society. The symposium provides opportunities for new collaborations and strategic career advancements.

## The Links, Incorporated

The Links, Incorporated has long been dedicated to student preparedness and success in college. Its partnership with NSBE ensures quality STEM education to prepare youth for STEM-related careers. This year, The Links, Incorporated and NSBE agreed to extend their partnership for three years, through 2021. The organizations together deliver STEM programs across the country for underrepresented minority students, through the establishment of LINKS-NSBE Jr. chapters. More than 70 LINKS-NSBE Jr. chapters are active across 24 states. LINKS-NSBE Jr. chapters now account for a third of all NSBE Jr. chapters nationwide. And at least eight additional LINKS-NSBE Jr. chapters are in the process of being established. LINKS-NSBE Jr. has set an ambitious goal to charter a total of 100 LINKS-NSBE Jr. chapters by March 2020.

At #NSBE45 in Detroit, new and prospective NSBE Jr. and The Links, Incorporated chapter advisors had the opportunity to attend a STEMulating Young Minds Institute (SYMI) Program, which offered training that focused on all aspects of successfully chartering and maintaining a NSBE Jr. chapter.

# STRATEGIC PARTNERS



The Links, Incorporated, with its membership of more than 15,000 professional women in the U.S. and abroad, is one of the nation's oldest and largest volunteer service organizations committed to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry.

## Kappa Alpha Psi Fraternity

Kappa Alpha Psi Fraternity, Inc. (KAPΨ) – a collegiate, Greek-letter fraternity with a predominantly African-American membership – and NSBE have officially teamed up to increase the number of African-American engineers. Kappa Alpha Psi is working with NSBE to reach the Society's 10-year strategic goal to increase the number of black candidates graduating with bachelor's degrees in engineering in the U.S.

Both organizations are focusing on their youth programs: NSBE Jr. and the Kappas' Guide Right Program. Kappa Alpha Psi and NSBE will create six joint Guide Right NSBE Jr. chapters – one in each NSBE region – with the goal of giving supplemental STEM curricula and exposure to jobs in STEM for young people in 3rd through 12th grade. This partnership allows Kappa Alpha Psi and NSBE to collaborate on funding opportunities that can expand the size and scale of this initiative and therefore positively impact more young men and communities of color. Greek fraternities such as Kappa Alpha Psi play a pivotal role in helping create a positive future for young men, and both NSBE and Kappa Alpha Psi positively impact the community.

## 50K Coalition

The 50K Coalition comprises more than 60 organizations focused on a bold national goal: to produce 50,000 diverse engineering graduates annually in the U.S. by 2025. Members of the 50K Coalition include 33 universities, 22 engineering societies and associations, and five multinational corporations. The 50K Coalition also includes the preeminent diversity engineering organizations, which collectively serve more than 85,000 pre-collegiate, collegiate and professional members: the American Indian Science and Engineering Society (AISES), the National Society of Black Engineers (NSBE), the Society of Hispanic Professional

Engineers (SHPE) and the Society of Women Engineers (SWE). The Coalition members are working together to identify and scale up successful strategies to dramatically increase the number of female, black, Hispanic and Native American engineers earning bachelor's degrees in engineering to 50,000 annually by 2025, from a baseline of 30,000 in 2015. Achieving this 67 percent increase in earned bachelor's degrees will move the nation's technical workforce toward parity and thereby unlock new talent to solve the world's most complex technical and social problems.

The 50K Coalition is governed by a Leadership Circle that includes NSBE Executive Director Karl Reid, who also serves as the principal investigator for a National Science Foundation planning grant for the Coalition. The Coalition has been featured at National Academy of Engineering convenings and has received recognition at the American Association of Engineering Societies (AAES) and the National Action Council for Minorities in Engineering (NACME) annual meetings. Most critically, at the chapter/section level, local diversity organizations such as AISES, SHPE and SWE, and NSBE collegiate chapters, are holding joint "50K Coalition" events.

Since its inception, the Coalition has raised approximately \$838,000 from the United Engineering Foundation (four grants over five years, totaling \$434,500); the National Science Foundation (\$294,495 over two years; \$58,799 one-year supplemental grant); and Shell Oil Company (\$50,000). NSBE has served as fiduciary for all grants received to date.

## More Strategic Partners

American Society of Civil Engineers  
National Association of Multicultural Engineering Program Advocates  
National Black MBA Association, Inc.  
The National GEM Consortium  
National Society of Professional Engineers  
Organization of Black Aerospace Professionals  
Society of Women Engineers  
USA Science and Engineering Festival

## Statement of Financial Position

As of July 31, 2019 and 2018

	2019	2018
<b>ASSETS</b>		
<b>CURRENT ASSETS:</b>		
Cash and Cash Equivalents	\$ 798,679	\$ 1,694,950
Accounts Receivable, Net	5,549,443	5,420,308
Prepaid Expenses and other assets	334,206	166,942
<b>Total Current Assets</b>	<b>6,682,328</b>	<b>7,282,200</b>
<b>NON-CURRENT ASSETS:</b>		
Investments	9,306,905	8,651,533
Buildings, furniture, fixtures and equipments, net	3,250,883	3,434,182
<b>Total Non-Current Assets</b>	<b>12,557,789</b>	<b>12,085,715</b>
<b>TOTAL ASSETS</b>	<b>\$ 19,240,117</b>	<b>\$ 19,367,915</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES:</b>		
Accounts Payable and accrued expenses	\$ 1,766,004	\$ 1,610,690
Deferred Revenue	3,768,441	4,133,018
LMA Payable - Merrill Lynch	3,711,734	3,883,301
<b>Total Current Liabilities</b>	<b>9,246,179</b>	<b>9,627,009</b>
<b>NET ASSETS:</b>		
Restricted	7,123,789	6,427,194
Unrestricted	2,870,149	3,313,712
<b>Total Net Assets</b>	<b>9,993,938</b>	<b>9,740,906</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 19,240,117</b>	<b>\$ 19,367,915</b>

## Statement of Activities

For the Years Ended July 31, 2019 and 2018

	2019			2018
	Unrestricted	Restricted	Total	Total
<b>REVENUE</b>				
Corporate Solicitations/Donations	\$ 3,040,627	\$ 1,705,500	\$ 4,746,127	\$ 4,880,361
BCA Contributions	2,446,000	–	2,446,000	2,448,500
Registration	2,659,140	–	2,659,140	2,340,651
Grants and Foundations	–	1,898,077	1,898,077	1,021,888
In-Kind Donations	–	–	–	137,994
Career Fair	2,416,250	–	2,416,250	1,821,600
Publications	61,724	–	61,724	130,760
Dues	382,216	–	382,216	329,130
Scholarships	109,937	206,500	316,437	360,346
Interest Income	199,397	–	199,397	217,008
Royalty Income	137,535	–	137,535	94,959
Net Unrealized Gain/(Loss) on Investments	764,913	–	764,913	899,811
Net Realized Gain/(Loss)	(391,232)	–	(391,232)	(460,080)
<b>Total Revenue</b>	<b>\$11,826,506</b>	<b>\$3,810,077</b>	<b>\$15,636,584</b>	<b>\$14,222,928</b>
<b>EXPENSES</b>				
<b>Program Expenses</b>				
Annual Convention	\$ 3,358,573	\$ –	\$ 3,358,573	\$ 3,110,793
Publications	364,042	–	364,042	575,603
Regional Activities	1,403,311	–	1,403,311	955,965
Scholarships	691,195	–	691,195	755,851
Pre-Collegiate Initiative (PCI)	174,733	–	174,733	163,346
Pre-Collegiate Initiative (SEEK)	1,651,345	–	1,651,345	2,299,552
National Executive Board (NEB)	386,978	–	386,978	265,898
Professionals	635,707	–	635,707	474,992
Other Programs	309,997	–	309,997	248,970
<b>Total Program Expenses</b>	<b>8,975,882</b>	<b>–</b>	<b>8,975,882</b>	<b>8,850,971</b>
<b>Administrative Expenses</b>				
Fundraising	945,533	–	945,533	991,925
World Headquarters	5,091,137	–	5,091,137	5,042,253
<b>Total Administrative Expenses</b>	<b>6,036,670</b>	<b>–</b>	<b>6,036,670</b>	<b>6,034,178</b>
<b>Total Expenses</b>	<b>15,012,552</b>	<b>–</b>	<b>15,012,552</b>	<b>14,885,149</b>
<b>Change in Net Assets</b>	<b>(3,186,045)</b>	<b>3,810,077</b>	<b>624,032</b>	<b>(662,221)</b>
<b>Net Assets – Beginning of year</b>	<b>6,427,194</b>	<b>3,313,712</b>	<b>9,740,906</b>	<b>10,403,127</b>
<b>Prior year adjustment</b>	<b>(371,000)</b>	<b>–</b>	<b>(371,000)</b>	<b>–</b>
<b>Net Assets – Ending of year</b>	<b>\$ 2,870,149</b>	<b>\$ 7,123,789</b>	<b>\$ 9,993,938</b>	<b>\$ 9,740,906</b>

## NSBE NATIONAL EXECUTIVE BOARD

### Administrative Zone

**National Chair:** Niasia T. Williams  
**National Vice Chair:** Jocelyn Jackson  
**National Secretary:** Julius Page  
**National Treasurer:** Alaisha Alexander  
**National Programs Chair:** Courtney Johnson  
**National Parliamentarian:** Shabir Bhegani  
**National Chair Emeritus:** Matthew Nelson  
**National NSBE Professionals Chair:**  
Anthony Murphy

### Communications Zone

**National Secretary:** Julius Page  
**National Public Relations Chair:**  
Oluwademilade Awolaja  
**National Communications Chair:**  
Sheriff Agboola

### Finance Zone

**National Treasurer:** Alaisha Alexander  
**National Finance Chair:** Wadood Daoud  
**National Assistant Treasurer Special Projects:** Jeremy Ikeogu  
**National Treasurer Emeritus:** Anwar Billy  
**National 2019 Convention Planning Committee Chair:** Alanna Tremble Winfrey

### Programs Zone

**National Programs Chair:** Courtney Johnson  
**National Pre-College Initiative Chair:**  
Emmanuel Edochie  
**National Leadership Institute Chair:**  
Anthony Dobson  
**National Engineering Diversity Chair:**  
Joshua Crittenden  
**National Academic Excellence Chair:**  
Malik Majette

### Membership Zone

**National Vice Chair:** Jocelyn Jackson  
**National Membership Chair:** Darius Carter  
**International Committee Chair:**  
Ugerah Abalu  
**Region I Chair:** Rukayah Balogun  
**Region II Chair:** Obum Egolum  
**Region III Chair:** Anthony Fisher  
**Region IV Chair:** Kevin B. Banks Jr.  
**Region V Chair:** Nosa Eke  
**Region VI Chair:** Naeem Turner-Bandele  
**National NSBE Professionals Chair:**  
Anthony Murphy

## NSBE NATIONAL ADVISORY BOARD

**Chair:** S. Gordon Moore Jr.  
**Vice Chair:** Donna O. Johnson Mackey, Ph.D.  
**Secretary:** André ("Dré") Willis  
**Board Member:** Cheryl L. Adams  
**Board Member:** Stephanie G. Adams, Ph.D.  
**Board Member:** Reginald K. Ewing  
**Board Member:** Njema J. Frazier, Ph.D.  
**Board Member:** Anthony Harris  
**Board Member:** Steven A. Jarrett  
**Board Member:** Shelly Morris  
**Board Member:** Matthew C. Nelson  
**Board Member:** Regenia R. Sanders  
**Board Member:** Virginia Booth Womack  
**Advisor Emeritus:** Marion W. Blalock  
**Advisor Emeritus:** Augustine O. Esogbue, Ph.D.  
**Advisor Emeritus:** Gary S. May, Ph.D.

## NSBE NATIONAL PROFESSIONALS EXECUTIVE BOARD

**National Professionals Chair:**  
Anthony B. Murphy  
**National Professionals Chair-Elect:**  
Julius Hudson  
**National Professionals Secretary:**  
Maurice Patterson  
**National Professionals Treasurer:**  
Michael Boswell  
**National Professionals Programs Chair:**  
Paula McCall  
**National Professionals Parliamentarian:**  
Reginald S. Archer, Ph.D.  
**National Professionals Chair Emeritus:**  
Maurice Patterson  
**National Professionals Publicist:**  
Allanté Collier  
**National Professionals Technology Officer:**  
Paula L. Bennett  
**National Professionals Finance Chair:**  
Angelena Edwards, Ph.D.  
**National 2019 Technical Professionals Conference Chair:** Frenae Smith

**National 2018 Professional Development Conference Chair:** Jessica K. Wright  
**National Professionals Pre-College Initiative Chair:** Dominick Sanders  
**National Professionals College Initiative Chair:** Christine D. Wingo  
**National Professionals Talent Development Chair:** Akissi C. Lewis  
**National Professionals Technical Excellence Chair:** Syreeta A. Thomas  
**National Professionals Membership Chair:**  
Eric Bryant  
**Region I Professionals Chair:** Ledum Nordee  
**Region II Professionals Chair:** Phyllis Pelzer  
**Region III Professionals Chair:**  
Lyle D. Gladney, C.F.M.  
**Region IV Professionals Chair:** Alex Isaac  
**Region V Professionals Chair:**  
Christopher Lewis  
**Region VI Professionals Chair:** Mikala Windham

## NSBE WORLD HEADQUARTERS STAFF

**Executive Director:** Karl W. Reid, Ed.D.  
**Executive Assistant to the Executive Director/Travel Manager:** Roena L. Cox  
**Senior Director, Operations:**  
Richard Clemmons  
**Senior Human Resource Specialist:**  
Melinda Ducksworth  
**Senior Project Manager:** Erika Maseko  
**Executive Assistant/50K Project Coordinator:** Ebony C. Jackson  
**Office Coordinator:** Eboni Bowman  
**Senior Director, Finance, Accounting and Process Management:** Stanton Hill  
**Controller:** Teanesha Washington  
**Senior Accountant:** Eden Assefa  
**Staff Accountant:** Felicia Carter  
**Accounts Payable Specialist:**  
Rica Muhammad  
**Senior Director, Fund Development and Marketing:** Charles Thompson III

**Interim Director, Corporate Relations:**  
Teiko Nana-Adjoa P. McCollough  
**Development Manager:** Portia A. Jones  
**Manager, Corporate Relations:**  
Felisha Britton  
**Manager, Corporate Relations:**  
Jessica Sussen  
**Corporate Relations Coordinator:**  
Franco Holmes  
**Corporate Relations Coordinator:**  
Eddie Scott  
**Resource Development Assistant:**  
Angela Jackson  
**Senior Manager, Marketing and Communications:** Yvette Watson  
**Acting Director, Membership and Registration:** Cecelia Pitt  
**Membership Coordinator:** Tamra Greer  
**Senior Director, Programs:** Christopher Carr  
**Manager, Strategic Pre-College Engagement:**  
Brittany Boyd  
**Manager, Pre-Collegiate Programs:**  
Mercadi Crawford  
**Manager, Collegiate Programs:**  
Ralanda Nelson  
**Programs Coordinator:**  
Shernari Lynn Council  
**Programs Coordinator:** Raynashia Goodine  
**Programs Coordinator:** Amanda Jones  
**Programs Coordinator:** Ruth Mayo McNeil  
**Programs Coordinator:** Ashley Uzamere  
**Programs Specialist:** David Varnado  
**Programs Assistant:** Rickelle Gordon  
**SEEK Implementation Coordinator:**  
Thomas Harris  
**SEEK Operations Coordinator:**  
Donyel Stewart



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