



NATIONAL SOCIETY OF  
BLACK ENGINEERS



# ANNUAL REPORT

2015–2016



TOWARD 10K BLACK  
ENGINEERS ANNUALLY  
BY 2025



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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





**Neville GREEN**

*NSBE 2015–2016 National Chair*

## Message from the **National Chair** and **Executive Director**



*Dear NSBE Members and Valued Supporters:*

These are turbulent times. There is uncertainty about what economic and social headwinds will prevail in our interconnected world. But the storms we face only increase the importance of NSBE's transformative, 10-year Strategic Plan to nearly triple the number of Black Engineers the U.S. produces. In crafting our vision for 2025, we regarded expansion of STEM learning not only as a necessity for the U.S. to keep its competitive edge but also as a social justice movement, toward equality and greater economic success for African-American communities across the country.

Last year, we launched our "Be 1 of 10,000" ("10K") Campaign, to increase the annual number of African-American bachelor's degree recipients to 10,000 by the year 2025. Although this effort is fulfilling the promise made by our founders more than 40 years ago, the implications of NSBE 2025 reverberate far beyond the Society. Cultivating the STEM talent of more African Americans also increases the nation's talent pool of innovators and problem solvers, filling the growing gap between our technological needs and the number of workers who can meet them.

Is the 10K Campaign working? The answer is unequivocally, "Yes." Already, there has been an uptick of STEM achievement, with African Americans' earning 4 percent of the nation's engineering baccalaureates in 2015, compared with 3.5 percent in 2014. Research has shown that NSBE's work supports the development of traits such as professionalism, leadership proficiency and commitment to lifelong learning, traits that the National Academy of Engineering has called necessary for the success of 21st century engineers. And since the launch of the #Be1of10K Campaign, NSBE's visibility has skyrocketed, increasing awareness of our work. And these are only a few of the metrics of our success.

To achieve the 10K goal, the organizational structure of NSBE World Headquarters has been strengthened. The enthusiasm and

**Karl W. REID, Ed.D.**  
*NSBE Executive Director*



participation of our membership have never been higher, as demonstrated by the success of our 2016 Annual Convention, which gathered a record-breaking 11,592 attendees around the theme “Engineering a Cultural Change.” The convention featured programs and competitions for our NSBE Jr., collegiate and professional members, fostering achievement from third grade through the engineering workplace. Our partnerships with influential organizations, ranging from The Links, Incorporated to the groundbreaking 50K Coalition, signify our leadership in setting a unified focus. And NSBE’s increased presence on Capitol Hill has positioned us as a leader in policy making, helping to remove institutional and economic barriers for students of color.

It’s true that the future is not clear, causing some trepidation. But NSBE’s beacon of hope shines brighter as a result, facilitating positive cultural change, fulfilling the aspirations of students and enhancing the success of our members. We are laying a firm foundation, and with your support, we will continue to march toward a successful 2025. Is engineering an everyday word in all African-American homes and communities? Do all black students envision themselves as engineer? Not yet. But that day is coming, as we “increase the number.” Let’s work together and make it happen.

*Sincerely,*

Neville Green  
*NSBE 2015–2016 National Chair*

Karl W. Reid, Ed.D.  
*NSBE Executive Director*

## The '10K' Campaign

The National Society of Black Engineers (NSBE) launched the “Be 1 of 10,000” (“10K”) Campaign and its website, Graduate10K.NSBE.org, last year, to meet the ambitious main goal of the Society’s 10-year Strategic Plan. NSBE is seeking to lead the nation to nearly triple its annual number of African-American engineering graduates at the bachelor’s degree level, to 10,000 by 2025. The campaign’s objective is to have tens of thousands of elementary and secondary school students take the pledge to pursue the academic excellence needed for them to succeed in engineering degree programs and become engineers. “Be 1 of 10K” establishes a new vision and a national imperative: a world in which engineering is a mainstream word in homes and communities of color and all black students can envision themselves as engineers.



### Progress

- **Marketing**

Outreach efforts through social media, national email marketing, magazine advertisements and in-person appeals have increased support of “Be 1 of 10K” among our members and the general public. More than 100 stories mentioning the campaign have appeared in major media, including *The Atlantic*, *U.S. News & World Report*, *The Huffington Post*, *Black Enterprise*, *FastCompany.com*, *Yahoo.com* and numerous other publications, as well as local newspapers and magazines. A national TV advertisement has been created for distribution. Our members have been challenged to meet the campaign’s objective with a series of small steps: if each of NSBE’s 220 domestic collegiate chapters graduates only three additional members each year by 2025, the 10K goal will be met.

- **Resource**

A new toolkit of educational resources, customized for the Society’s NSBE Jr., collegiate and professional demographics, is boosting our chapters’ involvement in the campaign. The material invites new audiences into STEM and encourages consistent participation.

- **Partnerships**

Formal agreements to support the 10K Campaign have been formed with influential organizations, including the American Society for Civil Engineers, the American Institute of Chemical Engineers, the American Association of Blacks in Energy, Phi Beta Sigma Fraternity, Inc., the National Black MBA Association Inc. and others. Outreach efforts have also helped secure partnerships with a number of educational institutions.

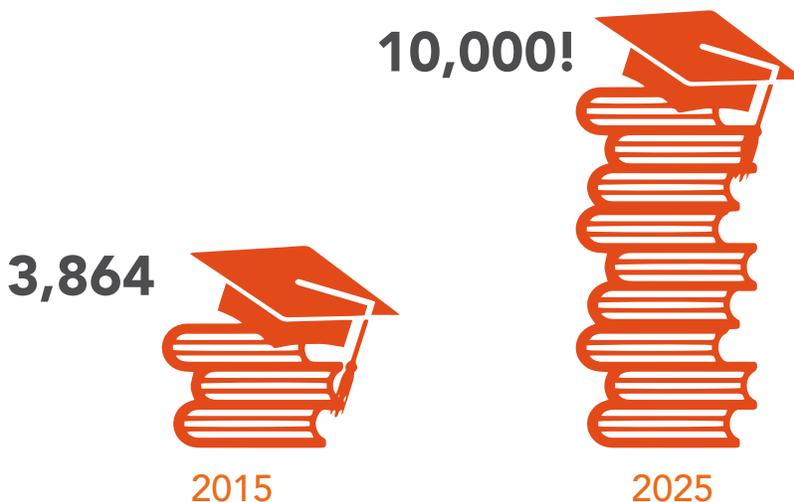
- **Policy Action**

Greater awareness of NSBE and our 10K Campaign has reached Capitol Hill, where our members and staff have worked to gain the support of national leaders.

## Strategies for Expansion

We at NSBE are calling on the nation to meet the 10K goal by changing federal and state education policies at the K–12 level, to remove barriers to high-quality learning for students from groups underrepresented in engineering. We are working with public-private partnerships to widen students’ access to STEM curricula and programs that foster math proficiency. In support of the 10K Campaign, a set of measurable goals have been aligned with a three-year marker.

### *African-American Engineering Bachelor’s Degree Recipients*





## Resource Development

NSBE's 2025 Strategic Plan stated our clear intention to diversify our fundraising. During its first full year, the entity created to carry out that directive, our Resource Development Department, had a number of significant successes. More than \$3.1 million in revenue from new sources was raised during 2015–16, a number that was 215 percent above our goal for the year.

A large portion of that amount came as a result of our initiative to broaden our relationships with our corporate partners by engaging with them in strategic and holistic discussions about mutual support. A \$2-million grant from the Northrop Grumman Foundation in March 2016 funded the new Northrop Grumman Corporation/NSBE Integrated Pipeline Program, which will provide 72 engineering students at three historically black colleges and universities (HBCUs) with scholarships, year-round academic and professional development support, mentoring, and access to internships. The three-year grant will also provide capacity-building funds to the colleges of engineering at the three HBCUs. Code Success @ NSBE, a creatively designed initiative to increase the number of black professionals in computer science, was launched with a \$300,000, one-year grant from Google.org, the philanthropic arm of Google.

Our new outreach to sources of funding in the federal government is also reaping rewards. The National Science Foundation (NSF) awarded \$397,000 to NSBE for our participation in a collaborative research partnership named ASSIST, which involves a number of engineering diversity organizations. The grant will be used to bring early career engineering faculty to the Technical Professionals Conference and research events at NSBE's Annual Convention, to encourage information exchange, professional interaction, networking and learning. At the close of the fiscal year, we have also been recommended for funding for another National Science Foundation grant of nearly \$2.1 million through the NSF's Innovative Technology Experiences for Students and Teachers (ITEST) program, and are awaiting final word. In addition, our application is pending for a National Science Foundation grant of \$294,000 from a program named NSF INCLUDES (Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science), to fund infrastructure for the 50K Coalition, of which NSBE is a founding member. The goal of the coalition is to increase the number of engineering bachelor's degrees awarded to women and underrepresented minorities in the U.S. from 30,000 to 50,000 annually by 2025.

Direct support from our corporate and government partners remained strong this year. A total of 57 organizations signed on with NSBE as members of the Board of Corporate Affiliates, our top-level sponsors, exceeding our goal of 55 members.

As we look forward, we anticipate success in an even wider range of activities to increase NSBE's ability to bring in vital resources, including development of major donors, annual giving, monthly giving, individual giving, planned giving, workplace giving, employee match and other initiatives under development. This year, NSBE's first-ever Giving Tuesday campaign and our year-end Annual Appeal raised more than \$27,000.



\*All grant revenue is not recognized in the current year.

## External and Government Affairs

Influencing public policy and fostering relationships with like-minded external partners is a critical component of the Society's work toward achieving the 10K goal. Our Department of External and Government Affairs (EGA) was established this year to increase alliances within the greater engineering community and the government, and position NSBE as an indispensable stakeholder in advancing STEM education policy and workforce practices for blacks in engineering. The department has a staff of one and is led by its director. The EGA director, in partnership with NSBE's Public Policy Special Interest Group (SIG), national officers and executive director, represented our Society at White House and government agency briefings, educational forums and partnership exploration meetings; engaged in numerous strategic partnership discussions and showcased our research, programs and resources at many national outreach events.

Under the consultancy and guidance of the director of EGA and aforementioned stakeholders, groundbreaking strategic partnerships were established with the following this fiscal year:

- The White House (My Brother's Keeper Initiative, Office of Science and Technology Policy, Initiative on Educational Excellence for African Americans, etc.)
- Government agencies (the U.S. Department of Energy, the National Science Foundation, the U.S. Department of State, etc.)
- Professional/fraternal societies, through MOUs (the American Association of Blacks in Energy, the American Institute of Chemical Engineers, the Information Technology Senior Management Forum, the Institute for African American Mentoring in Computer Sciences, Kappa Alpha Psi Fraternity, Inc., the National Black MBA Association, etc.)
- Coalitions (the STEM Ed Coalition, the American Association of Engineering Societies, the Diversity & Innovation Caucus, the Congressional Black Caucus Foundation, the 50K Coalition, etc.)

Keeping in line with their role of advancing our mission and strategic plan by collaborating with the Society's governing bodies, staff and strategic partners, the Society's Special Interest Groups (SIGs) made noteworthy strides in enhancing our programmatic, professional development and technical leadership. The partnerships they developed have resulted in a heightened awareness of and engagement around our

10K goal and have assisted in enhancing our programmatic efforts and our ability to meet the professional development needs of our membership.

NSBE is the lead society and one of the founding members of the 50K Coalition. Designed to serve as a unified voice in changing the perception and persistence of underrepresented groups in engineering education and careers, the group has established an unprecedented goal of graduating 50,000 diverse engineers annually by 2025 — a number that represents a 66 percent increase in the current annual number of women and underrepresented minorities receiving Bachelors of Science in engineering. The coalition is led by the executive directors or chief executive officers of NSBE, the American Indian Science and Engineering Society (AISES), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE).

To move the needle toward the 50K goal, NSBE received a grant from the United Engineering Foundation (UEF), on behalf of the Coalition, to coordinate the inaugural Convening of the 50K Coalition on April 20–21, 2016. As a result of this meeting, more than 40 universities, professional societies and corporations are a part of the Coalition, and a comprehensive strategy inclusive of agenda items, metrics and a plan forward have been completed.

### *Diverse Engineering Graduates, 50K Coalition Goal*

#### **BACHELOR'S DEGREE LEVEL**



## Event Highlights

- **National Leadership Conference**

About 175 newly elected national and regional student leaders and staff members from across the country gathered on the engineering campus of the University of Michigan – Ann Arbor (U-M) for our National Leadership Conference (NLC), in June 2015. The event, whose theme was “Synergistic Leadership: Strengthening Our Foundation Through Collaboration,” provided board members with training in areas such as fundraising, communication, teamwork, budgeting, expense management and program planning. This leadership summit provided national officers with the opportunity to align their yearly goals and objectives with NSBE’s mission, vision and 10K goal. The NLC is part of the National Leadership Institute, which is a yearlong development and training initiative for our members.

- **Fall Regional Conferences**

Attendance at our Fall Regional Conferences (FRCs), as well as sponsorships of the FRCs, continued to climb in 2015. The conferences brought together more than 4,000 pre-collegiate, collegiate and professional members, and corporate and government organization representatives, in NSBE’s six regions. WHQ teams were assigned to each conference to support the planning and development of the events. The FRCs, our largest regional gatherings, provide forums for discussion and information exchange. Within the two- or three-day weekend schedule, each region encourages academic excellence and professional development through workshops, competitions, networking events, speakers and Career and Graduate School Fairs, among other activities. Region II had the highest FRC registration numbers, with 762 attendees from more than 60 chapters throughout the Mid-Atlantic region.

### 2015 FRC Locations

<b>Region I</b>	<b>Rochester, N.Y.</b>
<b>Region II</b>	<b>Bethesda, Md.</b>
<b>Region III</b>	<b>Memphis, Tenn.</b>
<b>Region IV</b>	<b>Indianapolis, Ind.</b>
<b>Region V</b>	<b>Kansas City, Mo.</b>
<b>Region VI</b>	<b>Riverside, Calif.</b>

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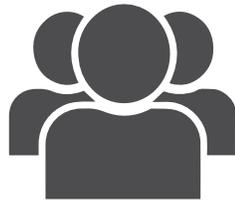
- **Annual Convention**

The 42nd NSBE Annual Convention was our highest-attended convention ever, with 11,592 attendees. Held in Boston, Mass., March 23–27, 2016, at the Boston Convention & Exhibition Center, NSBE’s largest annual event featured inspiring keynote speakers, informative technical talks, workshops, networking sessions and hands-on engineering and science activities. The agenda was developed around the theme of the event, which was “Engineering a Cultural Change,” and three convention “mini-conferences”: the Technical Professionals Conference, Graduate School Conference and Pre-College Initiative (PCI) Conference. Our members were joined by local leaders and celebrities alike, including Jack Dorsey, cofounder and CEO of Twitter; actor/producer Jay Ellis; Thomas W. Prete, vice president of Engineering for Pratt & Whitney; Maj. Gen. Stayce D. Harris, commander, 22nd Air Force, Air Force Reserve Command, and many others. More than 280 major employers and academic institutions exhibited at the convention’s Career Fair — among them, top-tier companies such as Google, Inc., Northrop Grumman Corporation and United Technologies Corporations — to recruit from the NSBE talent pool. Among the featured events were the TORCH Fest and Innovations Faire for PCI Conference participants; competitive activities such as the Boeing Flight Competition, Cybersecurity Case Competition, Technical Research Exhibition (TRE) and Hackathon, to challenge NSBE undergraduates; and the Executive Roundtables, in which executive leaders engaged with technical and business professionals. Featured workshops addressed topics such as “The Dilemma of the African American Ph.D.: Misses, Mister, Doctor or Does It Matter?” “Does a Low GPA Mean That You’re Doomed? We Don’t Believe That, and Neither Should You” and “Am I My Sister’s Keeper? An Open Discussion on Black Female Relationships in the Workplace and Beyond.”

The #NSBE42 Pageant, an event to empower our young, aspiring STEM professionals, crowned the first Mr. and Miss NSBE: Henderson Johnson, an aerospace engineering graduate from the Georgia Institute of Technology, and Miracle Rogers, a biomedical engineering and health exercise science major from Syracuse University. The convention’s culminating event, the NSBE Golden Torch Awards, our highest honors, recognized individuals and organizations that exemplify NSBE’s ideals of academic excellence, professional success and dedication to the advancement of the black community. A total of 18 individuals and organizations were honored.

# Event Attendance

NATIONAL LEADERSHIP  
CONFERENCE



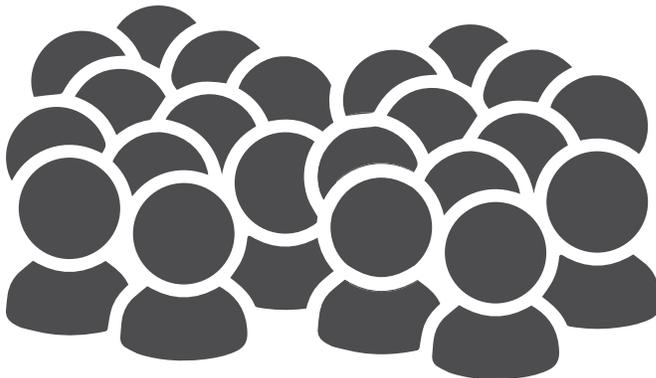
**175**

FALL REGIONAL  
CONFERENCES



**4,008**

ANNUAL CONVENTION



**11,592!**

## Programs

Engaging and informative NSBE programs for pre-college students, undergraduates, graduate students and professionals are key to our success in our mission and our achievement of the 10K goal.

- **Competitions**

**Try-Math-A-Lon (TMAL)** fosters good study habits for pre-college students from groups underrepresented in engineering, helps prepare them for standardized test exams such as the ACT and SAT, and promotes competition and good sportsmanship. The TMAL competition is held between teams of students. Algebra, geometry and basic trigonometry are all areas of focus. To test appropriate-level math skills, TMAL is split into two age divisions: a lower division for 9th–10th graders and an upper division for 11th and 12th graders. All teams take a qualifying written exam at the Annual Convention, and each team submits the results of PSAT, SAT and ACT testing for data tracking of TMAL’s effectiveness.

Other Pre-College Initiative (PCI) competitions for NSBE Jr. members include the following national programs:

- **MATHCOUNTS**, which seeks to boost middle school students’ math achievement through coaching and exams
- **FIRST LEGO League**, in which pre-college teams build, test and program an autonomous robot
- **Ten80 Student Racing Challenge**, which teaches STEM and other vital skills to middle school and high school students in a competition using radio-controlled model race cars
- **NSBE Jr. Explorer Technical Innovative Competition**, in which students conduct research and complete applied science projects
- **VEX Robotics**, a competition involving teamwork and problem solving using robotics

This year, the NSBE Jr. competition format was revised to increase NSBE’s yearlong engagement with its members. NSBE Jr. chapter advisors worked with students in TMAL and MATHCOUNTS throughout the academic year, and since no teams were eliminated during the Fall Regional Conferences, every team had a chance to compete at the

Annual Convention. This gave students adequate time to build their math skills and prepare for the competitions. A portion of a \$225,000 Community Impact Award to NSBE from the Executive Leadership Foundation in 2014 was used to increase members' yearlong participation in NSBE Jr. programming. Funds from the grant were used to provide students with online resources and to purchase materials, supplies and improved software for use during regional and national competitions.

- **Partnership with The Links, Incorporated**

The Links, Incorporated 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. We began a partnership with The Links this year to promote and facilitate STEM education and career readiness for underrepresented minority students in kindergarten through college, by leveraging the two organizations' common efforts, resources and expertise. The partnership includes the creation of The Links/NSBE Jr. chapters. The Links chapters have established relationships in local communities and school districts with large populations of African-American students across the country. For NSBE, the formation of the joint chapters increases the flow of underrepresented minority youth headed to STEM careers, promotes the engineering profession and proficiency in mathematics and science in African-American communities and moves the Society toward its 10K goal. In return, The Links will gain more capacity to provide STEM education to its target communities using NSBE's programs and curricula. The Links will benefit from mentoring relationships with our college students and professionals who can provide expertise, guidance and best practice applications to youth. Under the direction of The Links' chapter leadership, The Links/NSBE Jr. chapters will compete in various STEM competitions at the local and national level. A total of five Links/NSBE Jr. chapters were chartered this year. At least 12 additional joint chapters are slated to be chartered by 2017.



- **STEMulating Young Minds Institute**

New and prospective NSBE Jr. advisors often need help with building a strong chapter, especially those in communities with school districts that lack resources. The STEMulating Young Minds Institute (SYMI), a five-day training program held before and during the 2016 Annual Convention, provided STEM pedagogy to new NSBE Jr. advisors interested in learning how to supplement the education of underrepresented minority students with hands-on engineering workshops. The participants learned how to successfully initiate a NSBE Pre-College Initiative (PCI) before- or after-school program to help students improve their academic success — while exposing them to STEM competitions, scholarships and other resources —and ultimately guide them to a path to a STEM career. The SYMI program introduced its participants to competitions such as VEX Robotics, KidWind, theTen80 Student Racing Challenge and MATHCOUNTS. By equipping chapter advisors with the knowledge and tools necessary to teach STEM to students, SYMI will benefit thousands of young people.

- **Code Success @ NSBE**

NSBE partnered with Google.org this year to launch the Code Success @ NSBE program, an initiative committed to increasing the number of black professionals in the field of computer science. The year-round engagement provides NSBE collegiate members interested in computer science, technology, software engineering and web design with opportunities to further their interest in computer science (CS), by enhancing their knowledge and skills. Elements of the Code Success @ NSBE program include: Coding Bootcamps led by expert instructors in the field, with emphasis on JavaScript, JAVA, Python and Ruby coding languages; CSWorkshops at NSBE's 2017 Annual Convention; and award competitions encouraging students to utilize the skills they have learned to develop innovative technology.

In addition to developing their technical skills, participants in the program will receive one-on-one mentoring from members of the Institute for African-American Mentoring in Computing Sciences (iAAMCS). Career services support from subject matter experts and professionals from a wide range of tech industries will be available through a bimonthly webinar series exploring topics such as academic preparation, technical resume development, interview preparation and internship opportunities, among others. Also, 18 Code Success Scholarships will be awarded: recipients will receive monthly review sessions and training focused on front-end, back-end and full-stack web development languages, in addition to the other benefits of the Code Success @ NSBE program.

- **GPA Verification Process**

We implemented a new grade point average (GPA) verification process for collegiate members and created an Education Institution Portal for university officials to verify student GPAs this year. This process has enabled more accurate reporting. Our members self-report their GPAs on their NSBE profiles. School officials are able to log into their NSBE accounts to confirm the entry made by the student. The mean grade point average of members with a confirmed GPA in 2015–16 was 3.2 out of 4.0.

- **NSBE Scholarships**

Ranging from \$500 to \$15,000, NSBE scholarships provide crucial financial support to students in pursuit of engineering and applied science degrees. NSBE distributed 243 scholarships totaling \$536,900 in 2015–16. This listing does not include regional scholarships.

Scholarship Name	# of Awards	Amount of Each Award
2015-16 Mike Shinn Member of the Year	2	\$7,500
BCA	57	\$2,500
Chevron International Scholarship	5	\$3,000
Chevron/NSBE Corporate Scholarship	20	\$5,000
ExxonMobil Corporate Scholarship	12	\$2,000
Ford Motor Company Scholarship	4	\$5,000
GE/AAF Lloyd Trotter Scholarship	36	\$1,750
General Mills Corporate Scholarship 2015	1	\$5,000
Grad Student Professional Conference Travel Grant	5	\$150-\$1,000
Grad Student Scholarship	3	\$1,000
Kellogg Corporate Scholarship 2015	2	\$4,500
Kimley-Horn Corporate Scholarship	1	\$3,000
Leroy Callendar NSBE Jr. Scholarship	2	\$500
Lockheed Martin Corporate Scholarship	14	\$2,500
NSBE Major Sponsor	14	\$1,500
Northrop Grumman Corporate Scholarship 2015	5	\$5,000

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Scholarship Name	# of Awards	Amount of Each Award
NSBE Fellows	10	\$1,000
NSBE Fulfilling The Legacy Scholarship	11	\$1,500
NSBE Jr. Golden Torch Scholarship	10	\$1,000
NSBE Jr. Graduating Senior Scholarship	10	\$1,000
NSBE National Academic Improvement Scholarship	5	\$500
NSBE Study Abroad Scholarship	1	\$500

- **Summer Bridge Scholarship Program**

Students who complete summer bridge programs — transitional enrichment experiences to prepare rising college freshmen for the rigors of engineering — are more likely to graduate with a technical degree. In its fourth year, funding for the Summer Bridge NSBE Jr. Scholarship Program included \$80,000 in grants to pay for 107 rising freshmen engineering students to participate in summer academic enrichment programs at colleges and universities in the U.S.

### NSBE Summer Bridge Funding from NSBE

University	Total Amount	# of Students
Morgan State University	\$5,600	7
North Carolina State University	\$18,400	21
Penn State University	\$37,600	47
Purdue University	\$11,200	14
Tuskegee University	\$1,600	2
University of California Irvine	\$1,000	4
University of Illinois at Urbana-Champaign	\$800	1
Virginia Tech University	\$1,600	2
Worcester Polytechnic Institute	\$800	1
Florida A&M University/Florida State University	\$1,400	8
<b>10 Universities</b>	<b>\$80,000</b>	<b>107</b>

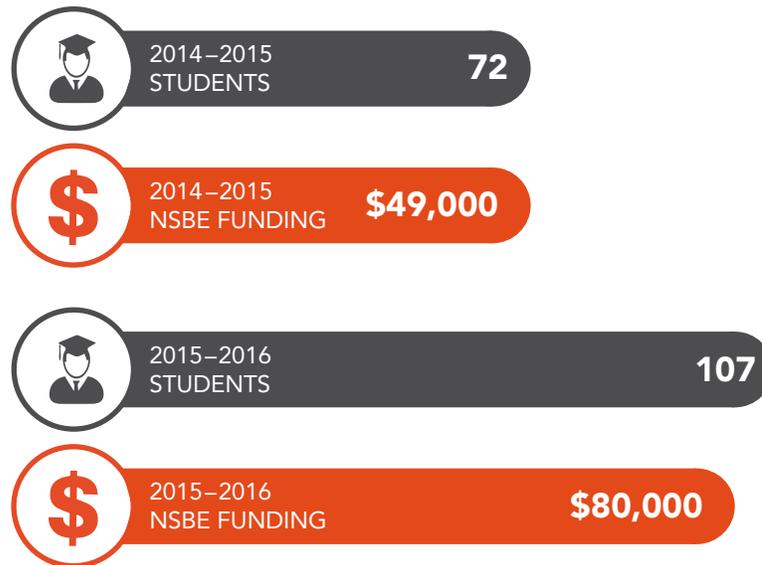
### Summer Bridge Funding from Government and Corporate Supporters

Visit Pittsburgh – \$20,000 to support Carnegie Mellon University, Penn State University, Penn State Behrend and the University of Pittsburgh

Chevron – \$20,000 to support Penn State University, Louisiana State University, Prairie View A&M University, Texas A&M University and the University of Texas Austin

Executive Leadership Council – \$20,000 to support the University of Connecticut and Florida A&M University/Florida State University

### Summer Bridge Scholarship Program Growth



- **Summer Engineering Experience for Kids SEEK**

NSBE’s Summer Engineering Experience for Kids (SEEK) provides early exposure to STEM for students in grades 3–6, addressing student achievement and engineering concepts at a crucial point. SEEK helps young people envision the limitless possibilities of a career in engineering and moves us closer to our 10K goal. In its ninth year, SEEK is the largest free engineering summer camp for underrepresented minority students in the U.S. SEEK has served more than 18,000 students and more than 20,000 parents, and more than 2,500 mentors/instructors — most of them collegiate members of NSBE — have guided students through the program’s curricula and served as role models since SEEK’s launch in Washington, D.C. in 2007. This year, 3,824 students participated in SEEK programs at 14 sites in 12 cities across the U.S., including Atlanta (all-girls program); Birmingham, Ala.; Chicago; Denver; Detroit; the District

of Columbia (two programs, one all-girls); Houston; Jackson, Miss. (all-girls); Lancaster, Texas; Los Angeles; New Orleans and Philadelphia. The three-week program, which is free and has no eligibility requirements, offers group-based learning projects designed to maximize creative and ingenuity. A new SEEK city selection process was developed this year, the program's budget was revised to better recruit and train mentors, and program administration and procedures were updated. Participants advance to NSBE Jr. chapters for further exposure to engineering. SEEK sponsors include private and public entities as well as higher education foundations and institutions.

### SEEK Engagement Since 2007

**18,000**  
STUDENTS



**20,000**  
PARENTS



**2,500**  
MENTORS



## Membership and Registration

Progress and challenges characterized the two main functions of our Membership and Registration Department in 2015–16. Initiation of the cross-functional Conference Services team within NSBE World Headquarters (WHQ) and the use of a better registration system led to greater ease of registration for event attendees, improved customer service for conference participants in general and the largest pre-registration ever for NSBE’s Annual Convention. More than 10,000 individuals registered for the convention weeks before the start date: an increase of 21 percent, and an unprecedented number.

On the other hand, a procedural change in the renewal of international memberships at the beginning of the fiscal year caused a precipitous drop in the number of NSBE’s active international members. International members are now required to opt-in for continued membership during the online renewal process. We also experienced a slight decrease in our number of domestic members.

However, the long-term prospects for NSBE’s membership growth are good. We are meeting the challenge of contacting currently inactive international members to advise them of the new renewal process, and a Membership Growth Committee has been created to assess the decline in our numbers holistically and develop a plan to rebuild our membership. The committee, formed in February 2016, is a Society-wide team, comprising members of the National Executive Board, Professionals Executive Board and National Advisory Board as well as international members, chapter officers, regional officers and WHQ staff.

In addition, WHQ service to NSBE Professionals was greatly improved by the hiring of our membership coordinator for professional relations and recruitment in December 2015. This important addition gives us, for the first time, a Membership and Registration staff member dedicated to management and enhancement of our relationship with the Professionals.



**CUSTOMER  
SERVICE**



**EVENT  
REGISTRATION**



**CONFERENCE  
SERVICES TEAM**

## NSBE Professionals

NSBE Professionals promotes career success and service among black workers in the engineering community and provides a way for NSBE graduating seniors to continue their involvement with the Society. NSBE not only provides professional development activities, coursework and tools to advance careers but also opportunities to inspire the next generation of black technical professionals. This year, NSBE Professionals, which represents the success of NSBE's mission, ended the year with more than 2,100 members and nearly 50 chapters in the U.S. and abroad. Region II, in particular, sustained strong growth, with 15 chapters and 394 members in the Mid-Atlantic region. Efforts to recruit NSBE collegiate members for participation in the Professionals included receptions held for graduating seniors at the Fall Regional Conferences: 227 seniors were honored for their service to NSBE as they entered the workforce to continue making a positive impact.

- **Focus Areas**

The Professionals focused on four areas in 2015–2016: Chapter Empowerment, Professional Success, Organizational Excellence and a new focus, Membership Growth. A Chapter Data Collection Initiative (CDCI) quantified the progress of Professionals chapters, and \$8,500 was given to 36 chapters that participated in the reporting. Data collected from the chapters gave further proof of the organization's success and influence: 76 percent of members received new jobs or promotions; 41 percent received certifications or advanced degrees; 573 chapter events and programs were held; and at least \$56,500 in scholarship funds were disbursed. In addition, 12 national Professionals webinars were held. NSBE Professionals also took advantage of a mentoring program offered by the organization, partnering with more senior professionals: 83 percent of NSBE protégés reported being very satisfied with their mentoring relationship.

- **Featured Programs**

This year, NSBE Professionals developed a "NSBE After College" program, introducing collegiate members to the benefits of Professionals membership. "NSBE After College" includes an orientation guide to Professionals membership and a summary of the Professionals' value



proposition. For young technical professionals, membership is free for the first year and includes professional development sessions, certification training, an emerging leaders program and more.

Professionals also participate in the organization's Special Interest Groups (SIGs), signature programs chartered to link NSBE members with technology and policy and to promote technical excellence among NSBE graduate and technical professional members. SIGs provide a platform where members explore and discuss particular areas of focus and interest. SIGs this year included Energy, Environmental Engineering, Information Technology Think Tank (ITTT), Space, Public Policy, Process Improvement, Women in Science and Engineering (WISE) and two new groups, Entrepreneurship and Transportation. SIG activities range from webinars and workshops to symposia to social mixers and more.

- **Professional Development Conference**

The Fourth Annual Professional Development Conference (PDC) was held Oct. 8–11, 2015 in Hartford, Conn., with 246 professionals in attendance. Among the many activities, centered on the theme "Transforming Your Path to Professional Success," were a keynote address from educator and author Steve Perry, Ed.D.; 16 workshops and panel discussions on leadership, career development and personal growth; networking sessions with other professionals, including corporate executives; and two training sessions, "ASCE Construction Manager-At-Risk" and "Lean Bronze Certification." The three-day conference also included the annual Evening of Excellence, which recognized six individuals for their excellence in career and community achievement. A NSBE Technical Outreach Community Help (TORCH) activity brought local middle school and high school students to participate in activities led by NSBE Professionals. The 2015 PDC combined the best practices of past regional Professional Development Conferences into one event for all NSBE Professionals. PDC partners this year included The Boeing Company, Cisco Systems, Inc., City of Seattle Department of Transportation, Eaton, GE Water & Process Technologies, Google Inc., John Deere, Johnson & Johnson, Pratt & Whitney, United Technologies Aerospace Systems, United Technologies Corporation and U.S. Navy.



MEMBERS

2,185



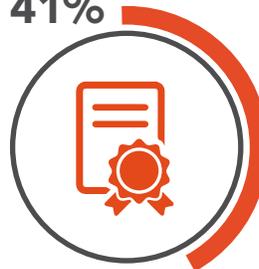
MEMBERS NEWLY HIRED OR PROMOTED

76%



MEMBERS RECEIVING CERTIFICATIONS OR ADVANCED DEGREES

41%



SCHOLARSHIP FUNDS DISBURSED

\$56,500

## World Headquarters Administration



NSBE World Headquarters (WHQ) in Alexandria, Va., continues to expand and upgrade, providing the continuous service needed to achieve the Society's mission. WHQ houses our membership database and publications, provides operational management and programming and fundraising support and is the central point of contact for our membership and the public.

- **New Software for Collaboration**

The *Smartsheet* Project Management software has been successfully deployed at headquarters and throughout the Society as an enterprise-wide project management tool. This cloud-based software was fully implemented this year and has been helping administer and automate our collaborative work. Using this tool, headquarters staff and national leaders are better able to mobilize resources and align tasks and schedules for rapid execution of projects. Transparency of process has increased, and communication has improved as a result. *Smartsheet* is being used to manage the annual National Executive Board operations plan, conference and convention planning as well as other projects and initiatives.

- **Customer Service Focus**

We have recommitted to improving service to our members and setting and attaining higher standards for domestic and international operations. A set of 14 key metrics was identified and applied to evaluate the responsiveness of headquarters staff and operations. Using existing surveys, WHQ customer service is being monitored and reported. This customer service approach is designed to ensure that all stakeholders get the most from their affiliation with NSBE. In addition, our online services are expanding, reaching more participants and improving communication between the leadership and members of the Society.

- **WHQ Staffing Increase**

A strengthened NSBE organizational structure best positions our Society to achieve its mission and meet the 10K goal. WHQ was evaluated and restructured this year to integrate programs and create a seamless flow between program areas. Clear roles and responsibilities for WHQ staff were established, and a staffing plan was approved and implemented.

The strategic plan approved by the NEB in 2015 called for additional staff to expand World Headquarters functions, including resource development (fundraising); external and government affairs; research and analysis; and upgrades in the Programs and Finance and Accounting departments. This investment is also increasing the number of chapters and programs NSBE can support.

- **Research**

Our research program produces reports, presentations and other documents to arm our leadership for its day-to-day work. This information is crucial to NSBE’s mission. The research is led by a senior research analyst and applications specialist who coordinates with an external network of researchers.

This team produced a white paper about our plan to achieve the primary goal of our 10-year strategic plan: to lead the U.S. to produce 10,000 African-American bachelor’s degree recipients in engineering annually by 2025. The paper concisely presented the rationale for the 10K goal and the persuasive argument behind the initiative. Other key research studies included:

- A study to determine the effect of our collegiate chapter activity on key outcomes, including GPA, retention and graduation rate. The study, which found that our chapter members who participate in skill development workshops and study groups have higher GPAs than chapter members who do not, was presented at the 2016 conference of the American Society for Engineering Education.
- An investigation of research- and practice-based components of undergraduate engineering programs that are essential to change the trajectory of student success in engineering, conducted by NSBE in partnership with ExxonMobil. NSBE identified a list of institutional engagement strategies proven to facilitate the success of students of color in engineering.
- A research study focusing on our chapter activities in the collegiate demographic, conducted by the Society in partnership with Evaluation and Action Research Associates. The outcomes of interest align with our 10K goal. The analysis painted a more comprehensive picture of who the chapters are and what they do.

## Board of Corporate Affiliates Partnerships

The Board of Corporate Affiliates (BCA) is our top national support level, where industry-leading corporate and government strategic partners work with the our leadership to make a true impact with recruiting, branding and outreach. Each BCA member has committed a minimum financial contribution of \$40,000 and more to support our programs, scholarships and chapters.

Partnerships with corporate and government leaders are a crucial source of support for our programs and activities and are conduits of employment and internship opportunities for our members. Our partners also benefit the Society in other ways, serving as channels to best practices in the workplace, as workshop facilitators, as inspiration for our student members and as providers of dynamic internship opportunities.





3M  
Accenture  
Air Force STEM  
Air Products and  
Chemicals, Inc.  
Akamai  
Alcoa Inc.  
Apple, Inc.  
Bechtel Corporation  
The Boeing Company  
BP  
Caterpillar Inc.  
Central Intelligence  
Agency  
CH2M  
Chevron Corporation  
Cisco Systems, Inc.  
Cummins, Inc.  
Dell, Inc.  
Delphi  
Delta Air Lines

The Dow Chemical Company  
Draper  
DuPont  
Eaton  
Eli Lilly and Company  
EMC Corporation  
ExxonMobil  
Fiat Chrysler Automobiles  
Ford Motor Company  
GE  
General Dynamics Corporation  
General Motors Company  
Georgia-Pacific LLC  
Google Inc.  
Harley-Davidson Motor  
Company  
Honeywell  
IBM Corporation  
Intel Corporation  
John Deere  
Johnson & Johnson

Johnson Controls, Inc.  
Lockheed Martin Corporation  
Navy Civilian Careers  
Nissan Americas  
Northrop Grumman Corporation  
PPG Industries, Inc.  
Raytheon Company  
Rockwell Collins, Inc.  
SanDisk Corporation  
Shell Oil Company  
Southern Company  
Texas Instruments  
Thermo Fisher Scientific  
Toyota Motor Manufacturing of  
North America  
United Technologies Corporation  
U.S. Coast Guard  
U.S. Marine Corps  
U.S. Navy

**National Society of Black Engineers**  
**STATEMENTS OF FINANCIAL POSITION**  
 As of July 31, 2016 with summary totals for fiscal year 2015

	2016	2015
<b>ASSETS</b>		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 1,140,836	\$ 316,139
Accounts receivable, net	5,093,381	1,225,749
Prepaid expenses and other assets	45,986	53,905
Total current assets	6,280,203	1,595,793
NON-CURRENT ASSETS:		
Investments – long term	7,775,539	9,127,052
Buildings, furniture, fixtures, and equipment, net	3,997,733	4,025,546
Total non-current assets	\$11,773,272	\$13,152,598
Total assets	\$18,053,475	\$14,748,391
<b>LIABILITIES AND NET ASSETS</b>		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 824,146	\$ 1,312,555
Deferred revenue	3,885,921	348,465
Total current liabilities	4,710,067	1,661,020
NON-CURRENT LIABILITIES:		
LMA Payable – Merrill Lynch	1,560,691	-
Total liabilities	\$ 6,270,758	\$ 1,661,020
<b>NET ASSETS</b>		
Unrestricted	\$11,216,872	\$12,540,768
Temporarily restricted	528,454	509,212
Permanently restricted	37,391	37,391
Total net assets	\$11,782,717	\$13,087,371
Total liabilities and net assets	\$18,053,475	\$14,748,391

**National Society of Black Engineers**

**STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS**

For the year ended July 31, 2016 with summary totals for fiscal year 2015

	2016			2015	
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	
<b>REVENUE</b>					
Corporate solicitations/sponsorships	\$ 4,553,519	\$ -	\$ -	\$ 4,553,519	\$ 4,228,913
BCA contributions	1,998,500	-	-	1,998,500	2,050,000
Conferences	1,525,539	-	-	1,525,539	1,365,275
Career fair	1,881,019	-	-	1,881,019	1,798,390
Publications	335,284	-	-	335,284	412,001
Dues	248,146	-	-	248,146	252,983
Scholarships	400,037	19,242	-	419,279	756,044
Interest income	173,191	-	-	173,191	206,184
Royalty income	60,980	-	-	60,980	9,769
Rental income	-	-	-	-	1,500
Net unrealized (loss) gain on investments	(167,863)	-	-	(167,863)	618,251
<b>Total revenue</b>	<b>\$11,008,351</b>	<b>\$19,242</b>	<b>\$ -</b>	<b>\$11,027,593</b>	<b>\$11,699,310</b>
Net assets released from restrictions	(19,242)				
<b>EXPENSES</b>					
Program Expenses:					
Annual convention	3,118,794	-	-	3,118,794	2,302,435
NSBE publications	664,976	-	-	664,976	739,519
Regional activities	832,922	-	-	832,922	914,748
NSBE scholarships	546,072	-	-	546,072	840,851
Programs	357,048	-	-	357,048	452,826
Pre-Collegiate Initiative (PCI)	220,133	-	-	220,133	264,654
Pre-Collegiate Initiative (SEEK)	2,041,832	-	-	2,041,832	2,417,604
National Executive Board (NEB)	312,529	-	-	312,529	362,803
Professionals	342,822	-	-	342,822	385,961
<b>Total program expenses</b>	<b>8,437,128</b>	<b>-</b>	<b>-</b>	<b>8,437,128</b>	<b>8,681,401</b>
General & Administrative Expenses:					
National office	3,895,119	-	-	3,895,119	2,918,728
<b>Total expenses</b>	<b>\$12,332,247</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$12,332,247</b>	<b>\$11,600,129</b>
Change in net assets	(1,323,895)	19,242	-	(1,304,654)	99,181
Net assets – beginning of year	12,540,768	509,212	37,391	13,087,371	12,988,190
Net assets – end of year	\$11,216,872	\$528,454	\$37,391	\$11,782,717	\$13,087,371



# NATIONAL SOCIETY OF BLACK ENGINEERS

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