



NATIONAL SOCIETY OF BLACK ENGINEERS

2025 ELECTIONS HANDBOOK

**FEBRUARY
2025**





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Any questions concerning this handbook and any information it contains should be directed to the National Parliamentarian at nebparliamentarian@nsbe.org



Introduction from the National Parliamentarian



Dear NSBE Members & Chapter Senators,

As we approach NSBE's Annual Convention and 50th year anniversary, we stand at a pivotal moment for our National Society. The upcoming General Elections 2025 cycle will determine the next generation of leaders, and the NSBE Senate will deliberate on key amendment proposals that will shape NSBE's governance moving forward. Your engagement in this process is essential to ensuring the strength and future of our organization.

In this handbook, you will find information on voting, which will take place through eBallot, providing a secure and transparent process for electing our national leaders and deciding on proposed amendments. Additionally, the handbook will detail the required NSBE business events for Senators but are open to all as everyone is encouraged to attend. Lastly, the handbook provides an overview of the candidates seeking office that successfully passed the 2025 Certification Exam and their platforms.

Our candidates have stepped forward with a vision to lead, and I encourage you to review their platforms, participate in campaign events, and make an informed decision. Senators will also take part in deliberations during the NSBE Business Sessions at Annual Convention, where critical discussions and votes will take place.

Your voice and your vote are the foundation of NSBE's governance. Whether you are electing new leadership, engaging in Senate proceedings, or simply staying informed, your participation shapes the direction of our National Society. I invite you to be present, be engaged, and take an active role in this process. If you have any questions, please reach out at my email listed below. I look forward to seeing you at Annual Convention as we move NSBE forward together.

Obum Egolum

2023 – 2025 National Parliamentarian
2023 – 2025 Elections Committee, Chair
nebparliamentarian@nsbe.org



Elections Committee

Purpose

Pursuant to Article XI, Section 7 A1 and C1 of the National Bylaws, an Elections Committee has been appointed by the NEB to assist the National Parliamentarian in the running of the election.

Composition

Obum Egolum <i>Chair</i>	National Parliamentarian, National Executive Board
Obadele Akan <i>Vice Chair</i>	Member, Elections Committee
Avery Layne <i>Member</i>	Chair Emeritus, National Executive Board
Nicholas Rose <i>Member</i>	Region I Parliamentarian, Region I Executive Board
Brandon Clarke <i>Member</i>	Region II Parliamentarian, Region II Executive Board
Kaiya Waktins-Brent <i>Member</i>	Region III Parliamentarian, Region III Executive Board
Stephen Alexander <i>Member</i>	Region IV Parliamentarian, Region IV Executive Board
Carbrey Barnes <i>Member</i>	Region V Parliamentarian, Region V Executive Board
Ahmed Abdi <i>Member</i>	Region VI Parliamentarian, Region VI Executive Board
André 'Dré' Willis <i>Advisor</i>	Member, National Advisory Board
Steve Jarrett <i>Advisor</i>	Member, National Advisory Board



Annual Convention Senator Requirements

Senators serve as a **chartered** chapter's representative to the NSBE Senate. To serve in this position, Senators must meet the following requirements:

- Be a paid Member of NSBE of the chartered chapter represented
 - **Cannot** be an affiliate member
- Be knowledgeable of the National Constitution, National Bylaws, Regional Bylaws and parliamentary procedure (Robert's Rules of Order)
- Be aware of the wishes of the chapter and vote accordingly

Be registered as a Senator. Registration means that you are listed in our online NSBE system as a Senator for your chapter and meet the requirements. See your Chapter President if you are unsure if you are registered.

To be counted as present at Annual Convention and able to vote, you must check-in with a Parliamentarian at the following events and three (3) check points:

- National Forum: Beginning, Mid-Point, Check-Out
- Candidate Q&A: Beginning, Mid-Point, Check-Out

Mandatory Sessions for NSBE Senators

All Senators are required to attend all ballot related events. Updates regarding elections will be announced at the end of General Sessions or any of the mandatory sessions.

The following sessions are required for all NSBE Senators to attend. For times and locations, see the convention agenda.

- National Forum: Thursday, March 6th, 2025 @ 1300 CST
- National Candidates Q&A: Friday, March 7th, 2025 @ 1300 CST
- National Chairperson Candidate Town Hall: Friday, March 7th, 2025 @ 1700 CST
- National Voting – Voting will commence after the final event per NSBE business event and will conclude after 15 hours:
 - Amendment Proposals: Start: 2100 CST (3/6), End: 1200 CST (3/7)
 - General Elections: Start: 2300 CST (3/7), End: 1400 CST (3/8)

Voting System

This year, we will be using an electronic voting system entitled eBallot. eBallot is a secure, electronic voting system that allows everyone to vote with flexibility as long as they have internet access. It allows senators to vote via an online voting portal. For more information on the system, please visit www.eballot.com.



Voting Instructions for Senators

National Voting Instructions

Each senator will cast a vote for each of the constitutional amendments/ballot proposals and to elect members of the National Executive Board.

1. After the National Forum, discuss any new information regarding governing document amendments with your chapter and determine your Chapter's vote.
2. After the National Candidate Q&A and National Chairperson Candidate Town Hall, discuss the candidates with your chapter and determine your Chapter's vote.
3. Once National Voting opens for each event, you will receive an email to the address within your NSBE online profile. The email will contain your credentials for the eBallot system along with the link to access the system.
4. Go to the VoteNet site using the provided link and log in.
5. Choose the ballot that you will be voting on (Regional/National).
6. Carefully make your selections on your electronic ballot.
7. Review your electronic ballot to ensure you have marked it appropriately.
8. Cast your vote by hitting "Submit".
9. Save a copy of your ballot by clicking to download a receipt.
10. Continue to the link provided on the completion page.
11. Retain a copy of your receipt to provide in case it is requested.

Consequence of Not Voting

Chapters participate in Regional and National business by selecting 2 Senators to cast a vote on their behalf. When a Senator does not cast a vote, they have not fulfilled their duties and have done a disservice to their chapter and our national membership as their voice is not heard. In addition, Senators who do not cast a vote will automatically forfeit the conference discounted registration rate they received and will be billed the exact conference registration discount (Bylaws Article XVI F 3).



Amendment Proposals

Each Chapter Senator will be expected to review the following proposals with their chapter in order to represent their chapter's intent at Annual Convention. There are currently five (5) amendment proposals on the Annual Convention ballot.

Amendment Proposal 1: Deadline for Amendment Proposals Requiring a Senate Vote

Date of Submission	APF Number <i>(i.e. APF_16_03_NATBYLAWS_APC)</i>
October 15, 2024	APF_24_10_NATCONST_AMENDMENTDEADLINE
Title of Proposal	Primary Affected Governing Document <i>(List one)</i>
Deadline for Amendment Proposals Requiring a Senate Vote	National Constitution
Author(s) of Proposal <i>(Full Name and Position)</i>	Other Affected Governing Document(s)
Noel Christopher, National Documents Auditor Obum Egolum, National Parliamentarian	
Background <i>(What is the reason you are requesting change?)</i>	
To ensure that Senators have enough time to review any proposed amendments to the National Constitution, or National Bylaws in the event that they will vote on such amendment, as well as to ensure the DRC has enough time to review and make changes to any such proposal, we believe it is appropriate to introduce a deadline of two months prior to Annual Convention for any proposals regarding the National Constitution or proposals regarding the National Bylaws that will be brought to the senate for a vote.	
AMENDMENT PROPOSAL	
Section as it reads currently: <i>(Include section headings; If conducting a massive overhaul of a document, include the impacted sections and their headings below)</i>	
ARTICLE XV – BYLAWS	
The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.	
ARTICLE XVI – AMENDMENTS	
Section 1. Amendments to this Constitution may be proposed by: A. A two-thirds vote of the National Executive Board. B. One-third of the voting Members or Chapters, through national referendum. C. Two-thirds of the senators at a regional meeting.	
Section 2. Proposed Amendments must be submitted in written form to the National Executive Board to be reviewed. The proposal must be clearly stated and justified.	
Section 3. Ratification of any amendments to this constitution shall be subject to a three-fourths (3/4) affirmative vote of the senators present at the Annual Convention of the National Society.	
Section as it will read w/ proposed changes: <i>(Signify changes with red italicized font and deletions with strikethroughs)</i>	
ARTICLE XV – BYLAWS	
Section 1. The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.	
Section 2. <i>Any proposed amendment to the National Bylaws intended to be brought to the Senate for a vote must be submitted in written form to the National Executive Board at least 60 days prior to the start of Annual Convention. The proposal must be clearly stated and justified.</i>	



ARTICLE XVI – AMENDMENTS

Section 1.

Amendments to this Constitution may be proposed by:

- A. A two-thirds vote of the National Executive Board.
- B. One-third of the voting Members or Chapters, through national referendum.
- C. Two-thirds of the senators at a regional meeting.

Section 2.

Proposed amendments must be submitted in written form to the National Executive Board *at least 60 days prior to the start of Annual Convention* to be reviewed. The proposal must be clearly stated and justified.

In the event of ~~an emergency situation as determined by [insert authority here]~~ a significant immediate legal obligation, acute financial or reputational harm, or inevitable violation of the Constitution is imminent due to substantial change in circumstance, the above rule requiring at least 60 days may be suspended by three-fourths (3/4) affirmative vote of the National Executive Board.

Section 3.

Ratification of any amendments to this constitution shall be subject to a three-fourths (3/4) affirmative vote of the senators present at the Annual Convention of the National Society.



Amendment Proposal 2: National Executive Board Term Limits

Date of Submission	APF Number <i>(i.e. APF_16_03_NATBYLAWS_APC)</i>
October 14, 2024	APF_24_10_NATCONST_Term Limit
Title of Proposal	Primary Affected Governing Document <i>(List one)</i>
National Executive Board Term Limits	National Constitution
Author(s) of Proposal <i>(Full Name and Position)</i>	Other Affected Governing Document(s)
Mikias Tamrat, Northeastern University Senator & Region I Speaker of the Senate Avery Layne, National Chair Emeritus Obum Egolum, National Parliamentarian	
Background <i>(What is the reason you are requesting change?)</i>	
To keep any leadership structure refreshed, the leaders must be turned over regularly. While NSBE's student model does this well already, there exist opportunities for individuals to sit in certain positions for long periods of time relative to the typical student-leader timeline. To ensure that there's adequate turnover to ensure new ideas, maximize engagement in the leadership pipeline, and enshrine a practice that has typically been held, we should officially limit individuals to only serving two terms in any given position on the NEB.	
AMENDMENT PROPOSAL	
Section as it reads currently: <i>(Include section headings; If conducting a massive overhaul of a document, include the impacted sections and their headings below)</i>	
Article XII- Offices Section 5. A. The National Executive Board-Elect shall take office May 1 following the election and shall serve a one year term.	
Section as it will read w/ proposed changes: <i>(Signify changes with red italicized text)</i>	
Article XII – Offices Section 5. A. The National Executive Board-Elect shall take office May 1 following the election and shall serve a one year term. <i>B. No person shall be elected to a national office more than twice serve in the same nationally elected office for more than two (2) terms.</i> <i>C. No person shall serve in a nationally elected office for more than five (5) terms.</i>	



Amendment Proposal 3: National Bylaws Establishment and Hierarchy

Date of Submission	APF Number (i.e. APF_16_03_NATBYLAWS_APC)
August 5, 2024	APF_24_08_NATCONST_BYLAWSHIER
Title of Proposal	Primary Affected Governing Document (List one)
National Bylaws Establishment and Hierarchy	National Constitution
Author(s) of Proposal (Full Name and Position)	Other Affected Governing Document(s)
Eric Bryant, National Historian and Documentation Chairperson	National Bylaws
Background (What is the reason you are requesting change?)	
While NSBE has established a norm around the relationship between the National Bylaws and other governing documents, the relationship of the Bylaws as being supreme among the governing documents is not explicitly stated within the Constitution. Leveraging the Constitution’s inherent authority, this Amendment proposal, intends to make the governing document supremacy of the Bylaws explicit within the Constitution.	
AMENDMENT PROPOSAL	
Section as it reads currently: (Include section headings; If conducting a massive overhaul of a document, include the impacted sections and their headings below)	
<p>ARTICLE XV – BYLAWS</p> <p>The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.</p>	
Section as it will read w/ proposed changes: (Signify changes with red italicized font and deletions with strikethrough)	
<p>ARTICLE XV – <i>NATIONAL</i> BYLAWS</p>	
<p><i>Section 1.</i> <i>The National Society shall establish and maintain Bylaws that will serve as the working rules of the National Society in support of the requirements of the National Constitution.</i></p> <p><i>Beyond the superseding authority maintained by this Constitution, no other governing documents, working rules, or parliamentary authority that the Society may establish can supplant or oppose the established rules in the Bylaws of the National Society.</i></p>	
<p><i>Section 2.</i> The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.</p>	



Amendment Proposal 4: Immaterial and Clerical Changes to National Governing Documents

Date of Submission	APF Number (i.e. APF_16_03_NATBYLAWS_APC)
October 1, 2024	APF_24_10_NATCONST_CLERICALCHANGES
Title of Proposal	Primary Affected Governing Document (List one)
Immaterial and Clerical Changes to National Governing Documents	National Constitution
Author(s) of Proposal (Full Name and Position)	Other Affected Governing Document(s)
Noel Christopher, National Documents Auditor Obum Egolum, National Parliamentarian	National Bylaws
Background (What is the reason you are requesting change?)	
<p>The national governing documents as they currently stand contain a slew of immaterial/clerical errors and inconsistencies, and with a lot of them being miniscule in nature, it would be counterproductive and inefficient to have the Senate gather to vote on these changes.</p> <p>Immaterial changes are defined as modifications that do not alter the meaning, intent, or application of the content. They are made to improve readability, consistency, or accuracy without impacting the governance structure or substantive rules of the organization.</p> <p>Clerical changes are defined as obvious errors or omissions that result from administrative mistakes or unintended oversights. These changes do not alter the intent or meaning of the document but are necessary to ensure clarity and accuracy.</p> <p>Immaterial and clerical changes do not require formal approval from the voting body because they do not affect the rights, responsibilities, or procedures outlined in the document. However, to keep the NEB abreast of said changes, they will be made at the discretion of the National Parliamentarian with consent of the NEB.</p>	
AMENDMENT PROPOSAL	
Section as it reads currently: (Include section headings; If conducting a massive overhaul of a document, include the impacted sections and their headings below)	
ARTICLE XV – BYLAWS	
<p>The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.</p>	
ARTICLE XVI – AMENDMENTS	
<p>Section 1. Amendments to this Constitution may be proposed by: A. A two-thirds vote of the National Executive Board. B. One-third of the voting Members or Chapters, through national referendum. C. Two-thirds of the senators at a regional meeting.</p>	
<p>Section 2. Proposed Amendments must be submitted in written form to the National Executive Board to be reviewed. The proposal must be clearly stated and justified.</p>	
<p>Section 3. Ratification of any amendments to this constitution shall be subject to a three-fourths (3/4)</p>	



affirmative vote of the senators present at the Annual Convention of the National Society

Section as it will read w/ proposed changes: (*Signify changes with red italicized font and deletions with strikethroughs*)

ARTICLE XV – BYLAWS

Section 1.

The Bylaws of the National Society shall be amended by a two-thirds vote of the senators attending the Annual Convention, or by a two-thirds vote of the National Executive Board.

Section 2.

- A. Immaterial amendments shall be defined as a change in the wording or structure of a clause, section, article, etc. that does not change the meaning, intent, or application of said content.*
- B. Clerical amendments shall be defined as a change made due to previous administrative errors or oversights made when editing or amending a document that does not change the meaning, intent, or application of said content.*
- C. Amendments deemed as immaterial or clerical in nature may be made to the Bylaws of the National Society at the discretion of the National Parliamentarian ~~with the consent of~~ via a process approved by the National Executive Board.*

ARTICLE XVI – AMENDMENTS

Section 1.

Amendments to this Constitution may be proposed by:

- A. A two-thirds vote of the National Executive Board.
- B. One-third of the voting Members or Chapters, through national referendum.
- C. Two-thirds of the senators at a regional meeting.

Section 2.

Amendments deemed as immaterial or clerical in nature may be made to the Constitution of the National Society at the discretion of the National Parliamentarian with the unanimous consent of the National Executive Board.

Section 23.

Proposed Amendments must be submitted in written form to the National Executive Board to be reviewed. The proposal must be clearly stated and justified.

Section 34.

Ratification of any amendments to this constitution shall be subject to a three-fourths (3/4) affirmative vote of the senators present at the Annual Convention of the National Society



Amendment Proposal 5: Changing ‘National Convention’ to ‘Annual Convention’

Date of Submission	APF Number <i>(i.e. APF_16_03_NATBYLAWS_APC)</i>
October 15, 2024	APF_24_10_NATCONST_NATIONALTOANNUALCONVENTION
Title of Proposal	Primary Affected Governing Document <i>(List one)</i>
Change ‘National Convention’ to ‘Annual Convention’	National Constitution
Author(s) of Proposal <i>(Full Name and Position)</i>	Other Affected Governing Document(s)
Noel Christopher, National Document Auditor Obum Egolum, National Parliamentarian	National Bylaws, Regional Bylaws
Background <i>(What is the reason you are requesting change?)</i>	
Seeing as it is currently as well as more accurately referred to as Annual Convention as opposed to National Convention, it is apt to reflect this in the governing documents, seeing as there are multiple where both ‘National Convention’ and ‘Annual Convention’ appear.	
AMENDMENT PROPOSAL	
Section as it reads currently: <i>(Include section headings; If conducting a massive overhaul of a document, include the impacted sections and their headings below)</i>	
ARTICLE VI – DUES	
Section 1. Annual membership fees shall be reviewed annually by the National Executive Board (NEB) and can be changed only by a two-thirds vote of the senators attending the National Convention upon recommendation of the NEB. ...	
ARTICLE VII – ADMINISTRATION	
Section 2. The National Executive Board shall: A. Determine all questions of policy and shall administer the affairs of the National Society under the Constitution and Bylaws, and the general provisions of the law under which it is incorporated. B. Be subject to the orders of the membership and none of its acts shall conflict with decisions made by the vote of the general body, or the goals and objectives of the organization. C. Not receive any salary for service. D. Make recommendations to the National Society. E. Set the hour, agenda and place of the National Convention. F. Coordinate activities at all levels of the National Society. ...	
ARTICLE XII – OFFICES	
Section 1. All elected offices will be held by Members in good standing. All appointed offices with the exception of the National Convention Planning Chairperson will be held by either Members or Professional members in good standing. ...	
ARTICLE XIII – DUTIES OF ELECTED OFFICES	
Section 1. The duties of the elected offices are: E. National Programs Chair 1. Shall be responsible for the implementation of national projects and programs.	



2. Shall design and implement methods by which chapters may learn how to create and maintain programs.
3. Shall work with the Regional Programs Chairpersons in order to develop uniform programs in keeping with the goals of the Society.

Shall assist the Convention Planning Committee in developing the agenda for the National Convention.

Section as it will read w/ proposed changes: (*Signify changes with red italicized font and deletions with strikethroughs*)

ARTICLE VI – DUES

Section 1.

Annual membership fees shall be reviewed annually by the National Executive Board (NEB) and can be changed only by a two-thirds vote of the senators attending the *National Annual* Convention upon recommendation of the NEB.

...

ARTICLE VII – ADMINISTRATION

Section 2.

The National Executive Board shall:

- A. Determine all questions of policy and shall administer the affairs of the National Society under the Constitution and Bylaws, and the general provisions of the law under which it is incorporated.
- B. Be subject to the orders of the membership and none of its acts shall conflict with decisions made by the vote of the general body, or the goals and objectives of the organization.
- C. Not receive any salary for service.
- D. Make recommendations to the National Society.
- E. Set the hour, agenda and place of the *National Annual* Convention.
- F. Coordinate activities at all levels of the National Society.

...

ARTICLE XII – OFFICES

Section 1.

All elected offices will be held by Members in good standing. All appointed offices with the exception of the *National* Convention Planning *Committee* Chairperson will be held by either Members or Professional members in good standing.

...

ARTICLE XIII – DUTIES OF ELECTED OFFICES

Section 1.

The duties of the elected offices are:

- E. National Programs Chair
 1. Shall be responsible for the implementation of national projects and programs.
 2. Shall design and implement methods by which chapters may learn how to create and maintain programs.
 3. Shall work with the Regional Programs Chairpersons in order to develop uniform programs in keeping with the goals of the Society.

Shall assist the Convention Planning Committee in developing the agenda for the *National Annual* Convention.



Election of the National Executive Board

Each senator is required to cast their vote for election to the National Executive Board. The National Candidates have provided statements that describe how they will help NSBE work towards our strategic goals. These statements are provided in this handbook.

To be considered a National Candidate for the National Executive Board, each person had to complete a Declaration of Intent and provide official documentation of their eligibility to serve on the National Executive Board.

Each candidate also had to complete a certification exam and receive a score of **at least 85%** (included next to their profiles) to be placed in this handbook and participate in NSBE sponsored campaign events.

The exam was designed to assess a candidate's understanding of NSBE operations and ability to utilize NSBE's governing documents. Candidates that did not successfully pass the exam are **not** precluded from the Annual Convention ballot; ergo, there may be candidates that are not in this handbook that will be on the ballot. Senators must do their due diligence to learn about *all* candidates prior to informing their chapters and casting their vote.

Additionally, candidates also had to submit a NSBE/Leadership resume, recommendation letter, and answer short and zone specific* essay questions detailed in this handbook. Chair candidates had an additional requirement of submitting an action plan showcasing their intention if elected.

There are 14 elected positions on the National Executive Board. All open positions will be filled by the NEB-Elect after convention along with the appointed positions mentioned in the Candidate Handbook.

NATIONAL EXECUTIVE OFFICERS

Chairperson

Vice Chairperson

Secretary

Treasurer

Programs Chairperson

NATIONAL STANDING COMMITTEE CHAIRS

Membership Chairperson

International Committee Chairperson

Publications Chairperson

Public Relations Chairperson

Communications Chairperson

Finance Chairperson

Academic Excellence Chairperson

TORCH Chairperson

Pre-College Initiative Chairperson

*NAZ = National Administrative Zone, NMZ = National Membership Zone, NCZ = National Communications Zone, NFZ = National Finance Zone, NPZ = National Programs Zone



National Executive Board Candidate Overview*

NATIONAL CHAIRPERSON

Chika Okwor

NATIONAL VICE CHAIRPERSON

William Corey, Jr.

Christian Eldridge

NATIONAL PROGRAMS CHAIRPERSON

Philip Lawal

NATIONAL FINANCE CHAIRPERSON

Cassie Megwa

Alanah Penn

INTERNATIONAL COMMITTEE CHAIRPERSON

Nina Kanonye

*Ordered by time of application submission.



National Chairperson Candidate

Chika Okwor

Prairie View A&M University/Boeing

Mechanical Engineering, M.S.

Graduate Student

Certification Exam: 97%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

As a candidate for National Chair, I believe NSBE must focus on three strategic priorities to ensure its relevance and sustainability for the next 50 years: empowering members, expanding our impact, and building organizational resilience.

To empower members, we must invest in professional development, mentorship, and opportunities in emerging fields like AI and renewable energy. I would work with the NLI chair on expanding leadership training, leveraging alumni networks and SIGs for mentorship pipelines, and aiming to double technical workshop offerings within three years.

To expand our impact, NSBE must amplify its influence in the corporate and political spheres. This includes forging at least 25 new corporate partnerships to secure internships and scholarships and advocating for diversity in STEM policies by creating a task force to work with policymakers. We should also broaden K–12 outreach to inspire 5,000 underrepresented students annually throughout the 6 NSBE Regions.

To build resilience, I would prioritize digital transformation by implementing a platform for real-time member feedback, monitored by communications and regional leaders. This would help us respond to members' evolving needs and improve engagement by 30%. Additionally, I'd focus on working with the finance zone for financial sustainability by increasing sponsorship income by 20% and strengthening succession planning to prepare the next generation of leaders.

These priorities focused on measurable, actionable outcomes will help lay the groundwork for NSBE to thrive not just for the next five years but for decades to come. Together, we can help build a growth, impact, and empowerment legacy



Short Essay: Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

I believe NSBE's most critical value to its members is its ability to provide a community that empowers, connects, and elevates Black engineers at every stage of their journey. Whether it's a student finding their footing in STEM, a professional advancing their career, or an alumni member giving back, NSBE fosters a unique sense of belonging while opening doors to opportunities. Its also the ability to provide access to a supportive network, professional development opportunities, and pathways to leadership and impact. For many, NSBE is the bridge that connects them to their goals and a broader community of engineers who share their experiences and aspirations.

To enhance and sustain this value, the focus would be on strengthening membership engagement across all demographics. This starts with understanding the unique needs of our members, students, professionals, and alumni and tailoring our programs to meet those needs.

I'd also work to expand access to NSBE's resources, particularly for members in underserved regions. By increasing virtual programming and creating digital hubs for knowledge-sharing, we can ensure that no member is left behind, regardless of location.

Lastly, we must celebrate the diversity within NSBE itself students, professionals, and alumni. By amplifying the stories of our members and their successes, we not only inspire others but reinforce the strength of our collective community.

At its core, NSBE's value lies in its members, and my goal as National Chair would be to nurture that value, ensuring every member feels supported, connected, and empowered to achieve their dreams.

NAZ Short Essay: Describe a time you successfully led or coordinated a cross-functional team or initiative. How did you foster collaboration and maintain alignment with organizational goals?

As Region V Chair, my vision, "Region V Longevity: Creating an Impact," guided my leadership of a cross-functional team comprising five zones: Administration, Membership, Finance, Communications, and Programs. Each zone had distinct responsibilities, but our collective mission was to elevate member engagement and create sustainable, impactful programming.

To foster collaboration, I focused on uniting the team around our shared vision. I established weekly leadership meetings to provide a space for open communication, where zone leaders could discuss progress, share challenges, and identify synergies across their areas. This created an atmosphere of trust and collaboration, ensuring that no one felt siloed in their work.



For example, while planning our large-scale regional event (FRC), I facilitated coordination between zones: Finance secured funding, Membership boosted attendance, Communications promoted the event, and Programs curated impactful workshops. By aligning their efforts, we exceeded attendance goals and delivered a conference that received overwhelmingly positive feedback.

To maintain alignment with organizational goals, I facilitated quarterly strategy sessions to evaluate our progress against NSBE's mission and my vision for Region V. These sessions ensured that every initiative, from professional development programs to outreach events, contributed to increasing Black representation in STEM and strengthening the foundation of Region V for years to come.

This experience taught me that collaboration thrives when driven by a shared vision, clear communication, and mutual accountability. As National Chair, I would bring the same focus and intentionality to unite teams and achieve NSBE's long-term goals.

NAZ Short Essay: NSBE relies on clear communication between leadership and members. How would you ensure transparency and accountability across the organization?

Clear communication and accountability are the cornerstones of any successful organization, and as National Chair, I would prioritize building systems that keep leadership connected to our members.

First, I would implement a real-time communication platform that provides updates from leadership and allows members to give direct feedback. This platform, monitored by the Communications Zone and regional teams, would ensure that our members' voices are heard and that their concerns are addressed promptly. Transparency starts with listening, and I want every member to feel empowered to contribute to NSBE's direction.

Second, I would establish a structured reporting system where leadership, including the National Executive Board and zones, provides quarterly updates on progress toward strategic goals. These updates would be shared with the membership in an easy-to-digest format, such as newsletters, video summaries, or town halls. Members deserve to know how decisions are being made and the impact of their input on NSBE's initiatives.

Accountability is equally important. I would create mechanisms for leadership accountability, such as member surveys and feedback sessions following major events or initiatives. This feedback would be reviewed, and results shared publicly to demonstrate that we're taking action based on member needs.

By fostering open communication and consistent accountability, we can build trust and ensure that every member sees NSBE as an organization that values their input and is committed to transparency in achieving our shared goals.



Leadership Action Plan

2025 Campaign Platform: "Redefining our Strengths, Crafting a Legacy of Change"

Objective	Action	Success Measure	Target Date
To strengthen internal communication and collaboration within NSBE	Conduct weekly leadership strategy meetings with the Administrative Zone team to delegate tasks effectively and build accountability.	-High attendance rate (90%+), documented meeting minutes, and consistent follow-ups on action items. - Completion of delegated tasks with quarterly review reports showing at least 80% success rate in meeting deliverables.	Monthly, starting April 2025
	Develop a communication toolkit for zone leaders to streamline information sharing and collaboration.	Positive feedback from zone leaders via surveys; toolkit utilization metrics.	June 2025
To enhance professional development opportunities for members	Launch a series of virtual workshops on emerging technologies (e.g., AI, sustainability, and robotics).	High member participation (e.g., 500+ attendees per session); post-event surveys with satisfaction rates of 80%+.	Quarterly, starting May 2025
	Establish a mentorship program connecting members with NSBE alumni and industry leaders.	Number of mentor-mentee pairs established; success stories shared in NSBE newsletters.	August 2025
To advance NSBE's strategic impact in the engineering community	Partner with corporations and universities to offer scholarships and internships for NSBE members.	Number of partnerships formed; value of scholarships/internships awarded.	December 2025
	Advocate for STEM diversity policies through partnerships with industry leaders and policymakers.	Number of advocacy events attended; policies influenced or supported.	Ongoing
To improve operational efficiency and sustainability	Conduct an organizational audit to identify and address inefficiencies in program delivery.	Audit report completed; percentage of identified issues resolved.	September 2025
	Implement a digital platform for real-time updates and member feedback.	Platform launch metrics; number of members actively using the platform.	November 2025
To leave a lasting legacy of change	Establish a Legacy Initiative focused on creating K-12 STEM outreach programs in underserved communities.	Number of outreach programs launched; number of students impacted.	March 2026
	Produce a detailed transition report for the next National Chair.	Report completion and acceptance by the incoming Chair.	April 2026



Chika Okwor

Chika.Okwor98@gmail.com | 254.780.8939
 LinkedIn- <http://linkedin.com/in/chika-okwor-29685b195>



EDUCATION

Prairie View A&M University - Cumulative GPA: 3.0 Prairie View, Texas
 Bachelor of Science, Civil Engineering and Mathematics May, 2023
 Master of Science, Mechanical Engineering 2025-2027
Honors/Awards: Dean's List, Honor's List, Golden Key Honor Society, Pride @ Boeing Award
Scholarships: W.E.B DuBois Scholarship, Women's Track and Field Scholarship
Relevant Coursework: Math Capstone, Engineering Mechanics, Mechanics of Material, Transportation Design, Structural Analysis, Systems Engineering, Environmental Design, Thermodynamics, Civil Engineering Senior Design, Fundamentals of Engineering (FE)

PROFESSIONAL EXPERIENCE

The Boeing Company- Boeing Global Services (BGS) **Everett, Washington**
Product Support Engineer- Integrated Logistics Support (ILS) Team June '23 – Present

- Extensive experience in providing product support engineering within the integrated logistics support (ILS) team, specializing in government solutions
- Proven track record of successfully working in an international business setting, collaborating with teams from Japan and Israel
- Skilled in analyzing and resolving technical issues, ensuring optimal performance and customer satisfaction
- Proficient in implementing ILS strategies and methodologies to ensure efficient and effective support for complex products
- Strong ability to communicate and coordinate with cross-functional teams, including engineers, suppliers, and customers, to deliver high quality support solutions
- Demonstrated expertise in managing and prioritizing multiple projects simultaneously, while meeting strict deadlines and adhering to budgetary constraints

Ford Motor Company- North America **Detroit, Michigan**
Product Development Intern- Body Structures June '20 – Aug '20

- Conducted analysis for door to door & door to hinge for the company for later comparisons
- Initiated data comparisons between collected data and similar metrics from other companies
- Created technical documents that can be assessed by company for future development
- Simultaneously competed in Ford's Intern City of Tomorrow challenge in which my team and I placed 2nd

Toyota Motor North America **Plano, Texas**
Transportation Intern March '19 – Dec '19

- Identifying mobility gaps, root causes, and countermeasures proposed for the target populations of persons with disabilities, older adults, and disabled veterans residing within the study area
- Using Geospatial Information Systems (GIS) tools to locate problematic areas in transit services
- Participating in writing a technical memorandum containing a comprehensive summary of the extensive best practices reviewed

LEADERSHIP & AFFILIATIONS

National Society of Black Engineers (NSBE)- NEB **Region V, Texas**
National Vice Chair March '23 – May '24

- Lead and empower the 6 Regional Chairs, International Committee Chairperson, and Professionals Chair, ensuring alignment with NSBE's mission and fostering collaboration across the organization
- Serve as a strategic advisor to the National Executive Board, advocating for membership-focused decisions and ensuring the organization's actions reflect the impact on the broader membership
- Contribute to the organization's governance by actively participating in the Administrative and Personnel Committee and the Strategic Planning Task Force, driving initiatives for long-term growth and sustainability

Boeing Black Employee Association (BBEA)- Puget Sound Chapter **Prairie View, Texas**
BBEA Puget Sound Chair Dec '23 – Present

- Manage a team of 25 professionals to cultivate an environment that promotes awareness of the Black Community at Boeing



- Host and promote monthly talent meeting, cross group events, and development opportunities and successfully executed events
- Secured \$15,000 in executive champion support for the 2024 site budget. Grew the leadership board by 70% within a month

National Society of Black Engineers (NSBE)- Region 5

Region V, Texas

Region V Chair

March '23 – May '24

- Oversees Region V of NSBE which consists of over 2100 members across the 3 demographics, Collegiate, Professional & PCI
- Leads a board of 22 executive members to develop initiatives such as Regional Leadership and Fall Regional Conferences
- Collaborate with the FRC Chair & CPC to have a Regional Conference with over 600 attendees and generates \$100,000 in revenues

American Society of Civil Engineers- Prairie View A&M University

Prairie View, Texas

Chapter Treasurer

May '22 – May '23

- Oversee the flow of cash and all financial aspects of the organization and implemented fundraising strategies
- Answer members' questions, and provide information on monetary procedures or policies
- Reduced the overall cost to the budget by 10% due to sponsorship received from companies
- Assisted in development of annual financial plan and annual budget for the organization

Other Affiliations: Boeing Generation to Generation (BG2G)-Membership Co-Chair, Boeing REACH-Community Involvement focal, Lean Six Sigma-Yellow Belt, Boeing BCA ONE Project-Design Practice Research Co-Lead

SKILLS & INTERESTS

Computer: Microsoft Applications, C++, Java, GIS, AUTOCAD, STAAD PRO, MATLAB, Project Management



Letter of Recommendation

January 2025

To the National Senate,

It is my utmost privilege to recommend Chika L. Okwor as the 2025-26 National Chairperson for the National Society of Black Engineers (NSBE). Chika possess the qualities of leadership, poise, and unwavering commitment that make her an exceptional candidate for this position.

Chika's involvement in NSBE extends numerous years and positions. I first met Chika when she was Region V Parliamentarian and served on the 49th Annual Convention CPC. Chika reengaged the senators in her region through committed Saturday calls and ensured that #NSBE49 would be enjoyed by the NSBE Jr. demographic. Chika then served as Region V Chairperson, advocating for her region amidst the changing climate on campuses and in industry as well as supporting members throughout the Society as a member of the National Membership Zone. Now as National Vice Chair, Chika leads the Zone, empowering the 6 Regional Chairs, International Committee Chairperson, and Professionals Chair, and reminds the National Executive Board of our decisions' impact on membership. Chika has also remained privy to the internal affairs of the organization, serving on the Administrative and Personnel Committee as well as the Strategic Planning Task Force.

Outside of her dedication to NSBE, Chika works full-time as an engineer at Boeing. Her firsthand experience as a simultaneous student and professional better allows her to serve all demographics of NSBE. Chika has always remained member-centric throughout her tenure in NSBE, and I have immense faith in her that her leadership will honor the trust that you, as our members, have in us, as leaders, to continue to work for the benefit of the organization and you.

Sincerely,

Taylor K. Scott
2024-25 NSBE National Chairperson
2023-24 NSBE National Membership Chairperson
2022-23 NSBE Region IV Membership Chairperson





National Vice Chairperson Candidate

William Corey, Jr.

North Carolina Agricultural and Technical State University, M.S.

Electrical Engineering

Graduate Student

Certification Exam: 95%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

To ensure NSBE remains impactful and relevant over the next 50 years, we must focus on five priorities: leadership development, financial sustainability, innovation, diversity in STEM, and mental health advocacy. These pillars address the evolving needs of our members while securing NSBE's long-term success.

Building a strong leadership pipeline is essential. Structured training and mentorship will prepare future leaders to confidently step into roles, bringing new ideas while upholding NSBE's legacy. Leadership development programs focusing on skill-building and succession planning will ensure smooth transitions and consistent growth.

Financial sustainability is critical. Expanding corporate partnerships, pursuing grants, and creating an endowment fund will provide resources to grow NSBE's initiatives. A strong financial foundation will fund more scholarships, impactful programs, and opportunities for members across all levels.

Innovation is key to staying relevant. Leveraging technology, like virtual platforms and AI tools, will make NSBE more accessible and engaging, enhancing collaboration and member connections.

Diversity in STEM remains central to NSBE's mission. Strengthening NSBE Jr. and collaborating with schools will inspire young minds to explore engineering, building a diverse and steady pipeline of future leaders.

Finally, mental health advocacy is crucial. Providing resources, safe spaces, and wellness-focused programming will help members balance life's demands while achieving personal and professional success.

As National Vice Chairperson, I'd work to align these priorities with actionable goals, focusing on leadership development, financial strategies, and outreach efforts to ensure NSBE's continued growth and impact for generations to come.



Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

NSBE's most critical value is its community, the network of support, mentorship, and opportunities it provides. This sense of belonging and empowerment connects members across all demographics, opening doors to success in STEM and beyond. I've personally benefited from this support system, and I know how much it contributes to NSBE's mission and long-term impact.

As National Vice Chairperson, I'd focus on strengthening this community by making connections more meaningful and accessible. Expanding mentorship programs to link collegiate, professional, and NSBE Jr. members would create a continuous cycle of support. It's important to make sure every member, especially those just starting out, has the guidance and resources they need to navigate their journeys.

To make sure this value reaches all demographics, I'd push for programs tailored to the unique needs of different groups whether it's students in underrepresented areas or professionals looking to advance their careers. Virtual events and hybrid engagement models would make sure that no matter where members are, they feel connected to the organization and its benefits.

I'd also advocate for mental health support within our community. Members need safe spaces and resources to manage life's challenges while pursuing their goals. When we take care of our members as whole people, they can achieve even more.

NSBE's community is its greatest strength, and my goal would be to enhance it, so every member feels valued and empowered to succeed. This is what makes NSBE so impactful, and it's a value I want to help sustain and grow.

NAZ Short Essay: Describe a time you successfully led or coordinated a cross-functional team or initiative. How did you foster collaboration and maintain alignment with organizational goals?

As Region II Chairperson for NSBE, one of my primary responsibilities was ensuring the region functioned as a cohesive and effective unit. Collaborating with leaders across functional zones (Communications, Programs, Membership, Finance, and Admin), I focused on strengthening teamwork, addressing operational gaps, and aligning our efforts with NSBE's mission.

To foster collaboration, I emphasized clear communication and shared accountability. Regular meetings with zone leaders allowed us to discuss updates, align on priorities, and address challenges collectively. I encouraged open dialogue, ensuring every leader felt heard and empowered to contribute their expertise. This approach built trust and created a stronger sense of unity and purpose.



Maintaining alignment with NSBE’s goals required us to streamline operations and focus on meaningful outcomes. For example, we improved how resources and information were shared with chapters by coordinating efforts across zones. This reduced delays, enhanced efficiency, and ensured chapters had the tools to thrive. Cross-zone collaboration on initiatives like regional conferences further elevated member experiences by combining diverse skills and perspectives.

Flexibility was critical when challenges arose. Whether managing tight deadlines or resource constraints, I worked closely with teams to adapt plans and find practical solutions that kept us moving forward. This adaptability allowed us to remain focused on results without compromising quality.

By prioritizing collaboration, efficiency, and flexibility, we strengthened Region II’s ability to serve its members and uphold NSBE’s mission. This experience reinforced my commitment to teamwork and strategic leadership, skills I’m eager to bring to the role of National Vice Chairperson.

NAZ Short Essay: NSBE relies on clear communication between leadership and members. How would you ensure transparency and accountability across the organization?

Clear communication is essential for effective leadership in NSBE, and as National Vice Chairperson, my role would focus on internal management and facilitating collaboration among leaders to ensure transparency and accountability.

To promote transparency, I would ensure the National Executive Board (NEB) sets clear expectations by coordinating updates on key decisions and progress. This includes working with the National Chairperson to maintain a consistent flow of information through newsletters, meeting summaries, and video updates tailored to collegiate, professional, and NSBE Jr. demographics. By ensuring these updates are clear and accessible, members can stay informed and engaged.

Accountability would be maintained by aligning leadership efforts with measurable goals tied to NSBE’s directives. As the leader of the Membership Zone, I would track metrics like member engagement and program effectiveness, ensuring zone leaders report progress consistently. These metrics would be shared with members to highlight achievements and areas for growth, fostering trust and transparency.

Two-way communication is critical in this role. I would coordinate with zone leaders to host open forums, such as virtual town halls, to provide members with a platform to ask questions and share feedback. Additionally, I’d advocate for feedback tools like surveys or suggestion forms, ensuring members feel their voices are valued and considered in decision-making.

As Vice Chairperson, I would model transparency by openly sharing my own goals and progress. By maintaining clear communication and encouraging collaboration, I would help ensure NSBE remains accountable to its members while driving progress aligned with our mission.



NMZ Short Essay: What strategies would you use to increase engagement, membership, and retention across all regions and demographics (NSBE Jr., Collegiate, and Professional)?

Increasing engagement, membership, and retention across NSBE Jr., Collegiate, and Professional demographics requires tailored strategies focused on connection, accessibility, and recognition. Drawing from my experiences as Region II Chairperson and Charter Membership Chairperson, I would focus on enhancing proven strategies while addressing the unique needs of each group.

For NSBE Jr., early exposure to STEM is key. Expanding programs like hands-on workshops, STEM fairs, and mentorship connections with collegiate members builds curiosity and confidence. During my time in Region II, I saw how mentorship strengthens ties to NSBE's mission and inspires younger members to pursue STEM careers.

For collegiate members, pathways to leadership and career success are essential. Leadership development workshops, career prep programs, and networking opportunities with professionals enhance engagement and retention. From my own collegiate experience, I know how important accessible resources and mentorship are to supporting academic and career growth.

For professionals, programs that support career advancement and community impact are critical. Networking events, professional certifications, and mentoring younger members help professionals stay connected to NSBE. Providing spaces for them to share expertise and give back reinforces their commitment to the organization.

Simplifying membership processes is also important. User-friendly tools for joining and renewing make membership more accessible. Recognizing milestones and achievements, as I did in Region II, helps members feel valued and strengthens bonds within the community.

These strategies will ensure NSBE grows and retains members across all demographics while fostering a strong, inclusive community.



NMZ Short Essay: How would you use membership data to inform strategic decisions and develop targeted recruitment or retention campaigns?

Membership data is an essential tool for guiding NSBE's strategic decisions and driving targeted recruitment and retention efforts. Based on my experience as Region II Chairperson and Charter Membership Chairperson, I've seen how using data effectively can strengthen engagement and grow membership.

Analyzing demographic trends and participation patterns helps identify gaps in representation, such as under-engaged regions or demographics. For example, during my time in Region II, tracking member participation allowed us to tailor programs to chapter needs, which improved retention. On a national level, similar insights could inform campaigns to recruit underrepresented groups and align programming with members' interests.

Membership data also highlights patterns in event attendance and resource usage. If career workshops consistently draw high engagement but leadership events do not, we can adjust efforts to prioritize what members value most. For recruitment, analyzing past growth periods can reveal successful strategies that can be scaled for broader outreach.

Lastly, data enables personalized engagement. Segmenting members by factors like age, career stage, or location allows for targeted campaigns that resonate. For instance, NSBE Jr. efforts might emphasize STEM exploration, while professional outreach could focus on career advancement and networking opportunities.

As National Vice Chairperson, I would collaborate with teams to not only analyze data but use it as a foundation for actionable strategies. By making data-driven decisions, NSBE can better meet the needs of all members and ensure sustainable growth across all demographics.



William Corey Jr.

Lewiston Woodville, NC | (252)-661-3927 | whcorey@aggies.ncat.edu



EDUCATION

North Carolina A&T State University

Master of Science, Electrical Engineering

Greensboro, NC

December 2025

– *(Louis Stokes Alliances for Minority Participation (L.S.A.M.P.) Scholar)*

Bachelor of Science, Electrical Engineering and minor in Psychology, **GPA: 3.30**

May 2023

Bachelor of Science, Computer Engineering

LEADERSHIP

National Society of Black Engineers | 2019 – Present

2024 – 2025 Region II Chairperson

- Lead Region II Executive Board meetings and ensure alignment with NSBE's national objectives and directives.
- Serve as the primary liaison between Region II and National NSBE, fostering communication and collaboration.
- Oversee strategic planning, budget management, and the implementation of regional initiatives.
- Coordinate and facilitate regional conferences, including logistics, program development, and membership engagement.
- Ensure timely submission of required reports and manage regional operations, including regional directives and chapter resources.
- Mentor and provide leadership development opportunities for regional leadership and members.

2023 – 2024 Region II Charter Membership Chairperson

- Managed the chartering process for new NSBE chapters.
- Maintained membership databases and statistics.
- Coordinated recruitment efforts to increase chapter and member participation.

2023 – 2025 President Emeritus

- Provided guidance and support to the NC A&T Chapter's executive board.
- Assisted in strategic direction and mentorship for future leadership.

2022 – 2023 President

- Led chapter initiatives to increase membership and enhance student engagement.
- Oversaw all operational aspects of the chapter, including programs, meetings, and financials.
- Coordinated chapter involvement in national and regional events.

2021 – 2022 Vice President

- Supported the chapter president in executing programs and events.
- Managed internal operations and communication between executive board members.
- Organized leadership training and development for chapter members.

2020 – 2021 Secretary

- Maintained chapter records, minutes, and official communications.
- Ensured timely dissemination of information to members and leadership.
- Supported the planning and coordination of chapter events and activities.

Graduate Student Association | 2023 – Present

College of Engineering Representative, 2023 – 2024

Department of College of Engineering at NC A&T State University

College of Engineering Ambassador, 2022 – Present

NC A&T State University Office of Admissions

AGGIE Ambassador, 2022 – 2023

Institute of Electrical and Electronics Engineers | 2019 - Present

2021 – 2022 Chief of Staff, 2020 – 2021 Membership Chair

Theta Nu Chapter of IEEE – Eta Kappa Nu Honor Society | 2022 - Present

May 5, 2022 – Member

National Association for the Advancement of Colored People | 2018 – Present

2020 Treasurer



Letter of Recommendation



National Society of Black Engineers®

205 Daingerfield Rd.
Alexandria, VA 22314
United States of America
(703) 549.2207
FAX (703) 683.5312

Dear Elections Committee,

It is with conviction and pride that I recommend William Corey Jr. for the role of National Vice Chairperson for the 2025-2026 term. As Chairperson of the Region II Advisory Board, I have worked closely with William in his current capacity as Region II Chairperson, where he has consistently demonstrated the leadership, vision, and dedication required to excel in this position.

William's contributions to NSBE are deeply rooted in his passion for advancing the organization's mission. As Region II Chairperson, he effectively led over 4,200 members, implementing impactful initiatives that strengthened chapter engagement and elevated the region as a benchmark for success. His strategic planning and hands-on approach ensured the seamless execution of programs that fostered academic excellence, professional growth, and community service.

In addition to his regional leadership, William's tenure as Charter Membership Chairperson highlights his ability to cultivate growth and inclusivity within NSBE. His efforts to charter and support chapters demonstrated his unwavering commitment to empowering members at every level.

William leads with integrity, humility, and a results-driven mindset. He fosters collaboration, mentors emerging leaders, and ensures that every decision aligns with NSBE's long-term vision. His professional experience in engineering and his understanding of the challenges and opportunities within NSBE uniquely qualify him for this national role.

I am confident that William Corey Jr. will bring the same determination, innovation, and effectiveness to the role of National Vice Chairperson as he has to every role he's held. He is not only prepared for this position but also driven to make a lasting impact.

Thank you for considering his application. Should you require further insights into William's qualifications, I am happy to provide them.

Sincerely,

Joe Williams
Chairperson, Region II Advisory Board
National Society of Black Engineers



National Vice Chairperson Candidate

Christian Eldridge
Prairie View A&M University
Mechanical Engineering, B.S.
Senior
Certification Exam: 93%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

Improving internal systems, being innovative with our brand/marketability, expanding our programming to benefit overall STEM needs, effectively involving member input on discussions involving the future

Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

I believe that is empathy. The idea is that we understand our members and their needs to be able to meet them as we progress

NAZ Short Essay: Describe a time you successfully led or coordinated a cross-functional team or initiative. How did you foster collaboration and maintain alignment with organizational goals?

As the Regional Vice Chair I was intentional with setting up individual calls to understand the goals of my team. A great example would be coordinating presentation timelines for the REB that would be conducive to the REB, Secretary, Regional Chair and FRC chair.

NAZ Short Essay: NSBE relies on clear communication between leadership and members. How would you ensure transparency and accountability across the organization?

I would establish individual rapport with my team and continue to foster those as we continue to grow. The key for me has been to follow up and be consistent



NMZ Short Essay: What strategies would you use to increase engagement, membership, and retention across all regions and demographics (NSBE Jr., Collegiate, and Professional)?

I would look to work with the regional chairs on timely membership drives that will inform potential members of their "Why NSBE". This would look like coordinating timelines and ultimately putting together competitions that will allow us to showcase members from national platforms.

NMZ Short Essay: How would you use membership data to inform strategic decisions and develop targeted recruitment or retention campaigns?

Using membership data has been tricky for NSBE and the important factor for me has always been to understand not only the actual but the potential. Conferences can reflect the engagement when comparing it to actual paid members.



Christian Eldridge

eldridgechris16@gmail.com • (832) 257 - 2979 • www.linkedin.com/in/christian-eldridge

Education:

Bachelor of Science in Mechanical Engineering

Prairie View A&M University

August 2022 - Present

Associates of Science (Received)

Houston Community College

August 2015- May 2017

Work Experience:

ConocoPhillips Facilities Engineer

May 2024 – August 2024

- Designed solutions to eliminate 100% of methane venting of 282 super emitters known as condensate tanks across the Permian Basin
- Utilized Pipesim application to simulate a flow analysis of 600ft poly-pipe of condensate from gas lift compressor to the central tank battery
- Analyzed environmental initiatives such as the OOOO program of the New Source Performance standards

ConocoPhillips Global Productions

May 2023 - August 2023

- Research opportunities to decrease methane emissions from our reciprocating compressors through compressor vendors
- Develop a financial analysis of the options found to display the investments, the returns, and the break-even timeline of solutions found
- Collaborated with Voith, a global technology company, to create a memo for COP informing the company of the benefits to a mechanical alternative to our variable speed drive

Nabors Industries Floorhand

June 2022 - August 2022

- Tripped up to 200 drill pipes in and out of drill to prepare for drilling up to 10,000ft
- Roll up to 200 casing into drilled hole to cement integrity of hole post-drilling
- Organize all tools and equipment on rig floor 3 times a day to prepare for all procedures

Georgia Power Distribution Engineer

May 2019 - August 2020

- Design and discussed plans of over 50 projects to distribute power to residential and commercial customers based on needs
- Resolve critical damage during situations such as natural disasters and product failure to return power to customers across the Austell, GA area
- Managed the OSMOSE Project to enhance maintenance of over 5,000 units of equipment throughout the city of Macon, GA

Projects:

Dow Chemical and UH NSBE Day of Service

March 2022

- Worked with Dow Chemical and Blodgett Urban Gardens to grant the community garden a \$10,000 grant to help with mission to provide resources to surrounding community
- Lead the fence posting team to create a gate to protect the plant life from intruders

Organizations/Activities:

National Society of Black Engineers (NSBE)

September 2017 - Present

- Serving as Region V Chairperson
- Served as Region V Vice Chair
- Served as Region V Membership Chair
- Served as President of University of Houston Chapter
- Served as Vice President of University of Houston Chapter
- Served as Pre-College Initiative Chair for the University of Houston NSBE Chapter



Letter of Recommendation

To Whom It May Concern,

I am pleased to write this recommendation letter for Christian Eldridge, a talented and motivated individual who has demonstrated exceptional leadership skills throughout their time with the National Society of Black Engineers (NSBE). Christian has proven to be an invaluable member of the NSBE community, and I believe that they would be an excellent fit for any student leadership position within the organization. Mr. Eldridge is incredibly intelligent and is an amazing leader. He goes far and beyond the call of duty when given a task. I admire his philosophy that learning irreversibly expands the mind and I believe that his aptitude and skills will take him to great heights within NSBE.

Christian has demonstrated the ability to lead teams, manage projects, and communicate effectively with stakeholders. He is a skilled problem-solver who can make critical decisions under pressure, and they are always willing to go above and beyond to achieve their goals. I am confident that Christian would be an exceptional leader within NSBE, and I highly recommend him for any student leadership position. Their commitment to excellence, strong work ethic, and outstanding leadership skills makes him an ideal candidate for the Vice Chair position.

Best Regards,

Krystal Folkes

Region V Professional Chair 22-23



National Programs Chairperson Candidate
Philip Lawal
The Ohio State University
Electrical and Computer Engineering, B.S.
Senior
Certification Exam: 88%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

I would work closely with the National and Regional Professional and Collegiate Program Zones to enhance professional development. Collaborating with these teams can create tailored programs providing members with real-world career experiences, mentorship, and skill-building opportunities. This approach will ensure that our members are academically prepared and ready to succeed in the workforce.

A key priority is also strengthening our NSBE Jr. to professionals pipeline. We must provide consistent support as members transition from high school to college and eventually into their careers. Investing in this can ensure our future leaders are equipped to thrive.

A deeper relationship with corporate sponsors is essential for NSBE's long-term sustainability. These partnerships can give our members more resources, opportunities, and visibility. I would prioritize open, transparent communication with our sponsors, ensuring that NSBE and our partners have aligned goals. Providing them with feedback that we are hearing from our members when it comes to programming and ways we can benefit them to succeed academically and professionally.

Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

NSBE's most critical value to its members is its sense of community. NSBE is more than just an organization. It's a family that uplifts, supports, and empowers its members. Without our strong sense of community, NSBE wouldn't be what it is today.

To enhance and sustain this value across all demographics, we must focus on fostering inclusivity and connection. One way to achieve this is by creating programs tailored to the diverse needs of our members. For example, initiatives designed for first-generation college students, international students, and other LGBTQ+ member groups within NSBE would ensure that every member feels valued and supported, regardless of their background or identity.



Additionally, I want to build on the NSBE4Life campaign to keep members connected to NSBE's mission and resources throughout their journey from NSBE jr to professional life. This could include mentoring programs, networking opportunities, and resources that help members stay engaged no matter where life takes them.

NAZ Short Essay: Describe a time you successfully led or coordinated a cross-functional team or initiative. How did you foster collaboration and maintain alignment with organizational goals?

During my second term as Regional Chair, I successfully led an initiative that I'm proud of reviving Black Excellence For Life, a program initially started by (Alia Cummings, Julia Dixon, and Taylor Scott). This initiative was designed to highlight and celebrate the above and beyond work done by our members and chapters across Region 4.

Our members and chapters are constantly doing incredible things that often don't get the recognition they deserve. Whether it's engaging in community service, rebuilding or launching collegiate chapters, starting NSBE Jr. chapters, or collaborating with other chapters across the region, even from miles away, our members embody the mission and goals of NSBE every day.

Black Excellence For Life gave us a platform to spotlight their hard work and dedication. It was more than just an initiative; it was a celebration of the resilience, innovation, and leadership that make Region 4 so extraordinary. I'm honored to have played a part in bringing this initiative back and amplifying the voices of those who truly live out the spirit of NSBE.

NAZ Short Essay: NSBE relies on clear communication between leadership and members. How would you ensure transparency and accountability across the organization?

One thing I believe we, as an organization, can improve on is how we communicate important, especially time-sensitive, information to our members. Too often, valuable updates and event details aren't reaching members in time, which can lead to missed opportunities and frustration.

To address this, I propose creating and distributing a NSBE Programming Calendar that includes all upcoming events across the region. This centralized calendar would help members plan ahead, stay informed, and actively engage with what's happening in NSBE. It would also encourage our leaders to be more intentional and proactive in their planning, ensuring that members aren't finding out about events just a week or even two days beforehand.

By prioritizing clear and timely communication, we can create a better experience for our members, foster stronger engagement, and ensure everyone has the opportunity to make the most of what NSBE has to offer.



NPZ Short Essay: As NSBE celebrates its 50th anniversary, what strategies do you have to design and develop new programs that inspire youth, retain college members, and draw in professionals in STEM fields?

As NSBE celebrates its 50th anniversary, it's the perfect time to think about how we can design and develop new programs that inspire youth, retain college members, and engage professionals in STEM fields. One strategy I would implement is hosting roundtable discussions with each of our key demographics—youth, collegiate members, and professionals.

Starting my term, I would prioritize conversations with youth members and their advisors to better understand what programming excites them and what they feel is missing. This would give us insight into how we can tailor engaging and impactful programs. It's also crucial to learn what hasn't resonated with them so we can refine our approach moving forward.

For collegiate members, I would focus on understanding how we can better retain them throughout their college years. By directly connecting with members, we can gather feedback on how NSBE can better support them in their academic, personal, and professional growth. The goal is to ensure that members feel connected and empowered throughout their journey.

Our largest demographic, professionals, are essential to NSBE's success. I would work on fostering deeper connections with them through networking events and mentorship opportunities. By utilizing our strong relationships within our professional community, we can create more pathways for career advancement, leadership opportunities, and support for our college members.

NPZ Short Essay: How would you assess the effectiveness of programs and use feedback to drive continuous improvement?

I would assess the effectiveness of programs and use feedback to drive improvement in our organization by:

Gathering all the data and metrics from all the programs we have done, seeing which ones succeeded and which didn't.

Collecting feedback from our members and leaders to see what events they want to keep or see in the future.

Review the feedback information and do a pro/con analysis.

Reporting and implementing plans while continuing to gather feedback from each member to determine if the program needs any improvements.



Philip Lawal

(314) 276-7780 | Philiplawal621254@gmail.com | <https://www.linkedin.com/in/philip-lawal-108538184/>

EDUCATION

The Ohio State University Columbus, OH
Bachelor of Science in Electrical and Computer Engineering (Computer Engineering Track) Expected May 2025
 Awards: Morrill Scholarship Prominence Award, JP Morgan Chase Scholar
 Relevant Coursework: Software Development and Design, Low-Level Programming and Computer Organization, Probability and Statistics for Engineers, Ethics for Engineers, Microcontroller-Based Systems Programming, Advanced C, Operating Systems, Cybersecurity

TECHNICAL SKILLS

Programming Languages: Proficient in C and C++. Familiar - VHDL(FGPA), Python, Assembly Coding, MATLAB, Java, Microsoft 365

WORK EXPERIENCE

Boeing St. Louis, MO
 Software Engineering Intern June 2022 – Present

- Performed Regression testing through virtual simulation, analyzed Code programs, and debugged any code if there were any errors.
- Technologies: Python, C++, Virtual Simulation, Linux, Gitlab, Jira

RIEF AI Project Team Columbus, OH
 Undergraduate Student Researcher August 2022 – Present

- Analyze how undergraduate engineering students at a large, public engineering school navigate a career landscape that AI is reshaping.

LSAMP Sure Program Columbus, OH
 Undergraduate Student Researcher June 2022 – August 2022

- Coming up with a solution on how to get more diversity in the STEM Field

PROJECTS

Recursive Descent Parser (Java)

- Designed and implemented a Recursive Descent Parser to ensure error-free code in Bugs Life language

Water Filtration System (Research and Development Team Role)

- Designed a water filtration system as part of a humanitarian project for the class to help solve the water crisis in Flint, MI

Binary Multiplier Circuit (VHDL)

- I designed a 4-bit Sequential multiplier with VHDL using the system controller approach.

LEADERSHIP AND PROFESSIONAL DEVELOPMENT

National Society of Black Engineers (NSBE) - Region 4 Executive Board Columbus, OH
 Region 4 Chairperson May 2023 – Present

- Presided over all official meetings of Region IV
- Served as representative of the Region on the National Executive Board
- Oversee the development of Regional goals and objectives

Region 4 Academic Excellence Chairperson May 2022 – May 2023

- Responsible for producing and distributing information on Academic Excellence Programs.
- In charge of maintaining and addressing the Academic Excellence concerns of the regional membership
- Represent Region IV on the National Academic Excellence Committee

Louis Stokes Alliances for Minority Participation Program (LSAMP) Columbus, OH
 Treasurer May 2023 – May 2024

- Keep accounts and deposit of organization funds
- Prepare operating budgets and obtain modifications as necessary.



Letter of Recommendation



January 15, 2025

To Whom It May Concern,

I am pleased to write this letter of recommendation for Mr. Philip Lawal for the position of National Programs Chair for the National Society of Black Engineers (NSBE).

I first became familiar with Mr. Lawal's impeccable leadership skills during the 2022-2023 NSBE year as he served as the Region IV Academic Excellence Chairperson. In this position, Mr. Lawal went beyond the call of leadership to ensure scholarship, help others build great study skills, and successful execution of traditional academic excellence programs offered by the Society. In his first role at the Regional level, he was able to create a sense of comradery with his fellow programs zone members and showed great partnership in an effort to provide resources and academic opportunity for the regional membership.

Using the skills he obtained in his role at Academic Excellence Chair, Mr. Lawal was able to become a significant assest to the progression of Region IV with his election as Region IV Chairperson, for which he has served two terms. During his tenure as Chairperson, Mr. Lawal has secured contracts for the Regional Leadership Conferences, Fall Regional Conferences, and transition meetings to elevate future planning for conference experiences; he has developed a great sense of teamwork between the difference operational zones within the society for immaculate cross-functional operations; and above all he has maintained a listening ear for the needs of his membership, his fellow leaders on the regional level, and his counterparts on the national level.

As a former National Programs Chair who understood the need for support in efforts for retention and membership engagement, I believe that Mr. Lawal fully understands the needs for member-driven efforts and programs that will continue to help shape the NSBE experience for existing members, future members, and those that exist within the black engineering pipeline. Mr. Lawal has demonstrated his ability to understand existing initiatives while also honing in on opportunities that provide additional growth and expansion so that in following years, NSBE can help chapters and members in a greater depth through open ended questions and responses that can be tailored to fit the society's needs.

As a dedicated member of NSBE, I believe Mr. Philip T. Lawal has an exceptional background and will use his past experience to serve as one of the most highly effective National Programs Chairs for the National Society of Black Engineers. I fully endorse his candidacy as National Programs Chair for the 2025-2026 NSBE leadership year and look forward to the initiatives and innovations Mr. Lawal will bring to this role.

Sincerely,

Jarrell Dwayne Johnson
National Professionals Executive Board Chair-Elect, 2024-2025
Region IV Advisory Board Chair, 2020-2028
Former National Programs Chair (2009-2011)

The NSBE Professionals inspire the next generation of technical professionals, and serve as a catalyst for transforming the culture of engineering.



National Finance Chairperson Candidate
Cassie Megwa
Purdue University
Industrial and Systems Engineering B.S.
Senior
Certification Exam: 90%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

With the new corporate trend of getting rid of DEI programs, now is the time to strengthen our bonds with the membership and to remind them that we are here to serve them and meet their needs. We need to prioritize supporting our regions and chapters in all levels through both financial means and communication. Now is the time for NSBE to look into its inventory full of resources and create a procedure that'll allow for us to distribute to our regions and chapters in need.

I also believe that we need a good headcount of all current allies in both the public and private sector, those who are unwavering in their support of black engineers despite the current backlash. Finally, NSBE needs to continue its effort of tightening and cleaning up. What systems are inefficient? What's wasting money? What loose ends need to be tied up due to poor communication? We need to focus on how we can continuously improve and deliver results in a timely manner at every level. We need to be thinking about how we can continue to improve and deliver in a timely manner on all levels.

Doing this will keep trust and goodwill on our side amongst our regions and chapters from NSBE Jr to NSBE Professionals, as well as letting our financial partners know that their investment in NSBE is doing the work that they want it to do.



Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

Community; NSBE offers a home to its members. As of 2021, only 18% of Jobs in STEM are held by Black people and Black Engineers only make about 5% of the engineering workforce. Given the current political and social climate, that number is unlikely to improve. Community is needed now more than ever, and NSBE is in a very privileged position to lead the charge in that. As someone who wants to work in the Finance Zone, I understand that we are the backbone of NSBE's operations. I know that we need the necessary funds to continue developing our members, and I am committed to securing those funds. But I also want to go a step further. I want to be more forward-facing and accessible to our members, to show them that I am approachable and willing to engage in conversation. By putting a face and personality to the behind-the-scenes work that many people don't see, I believe we can create a stronger bond with our members.

NFZ Short Essay: Describe how you would develop and manage a budget that balances the organization's strategic priorities with financial constraints.

I would begin by reviewing the previous year's budget to assess whether it's possible to reproduce, considering available funds and the overall economic situation. From there I would determine if any changes are needed, such as cuts, reallocations, or use of surplus funds. Next, I would investigate the scheduled programs and events, looking to answer two questions. "Does it make sense to be spending our money this way? Why and why not?". I would then engage with the program leaders to understand where they're coming from and collaborate with them to make informed decisions.

NFZ Short Essay: What creative strategies would you implement to enhance NSBE's fundraising capabilities and increase revenue streams?

I would take an industry forward approach, what are the unique problems industry is facing and how does connecting them to NSBE members help them achieve those goals. Another strategy I would implement is unifying the fundraising team, connecting the fund development team, and regional finance chairs on one page. Moving as a unit will encourage more confidence in partners and demonstrate growth and improvement in the near future.



Letter of Recommendation

Karen Hubbard

(317) 379-7894

1/14/2025

To Whom It May Concern,

It is my honor to strongly recommend Cassie Megwa for the position of National Finance Chair. Having witnessed her impressive accomplishments in her current role and worked alongside her in leadership capacities within the National Society of Black Engineers (NSBE), I am confident that her fundraising expertise, leadership experience, and dedication to excellence make her exceptionally qualified for this role.

Cassie's extensive background in NSBE organizational leadership is evident in her roles as Region IV Finance Chair and Purdue Chapter Secretary for NSBE. During her tenure, she not only raised more than \$175,000 exceeding regional budgetary goals but also successfully organized and executed initiatives that directly contributed to the financial sustainability of her chapter and region. Her ability to collaborate effectively with sponsors, mentors, and stakeholders underscores her strategic thinking and professionalism.

Her leadership extends beyond financial management. As Co-Founder and Co-President of the Women in Industrial and Systems Engineering organization at Purdue, Cassie showcased her organizational and interpersonal skills by creating a structured framework for the group, engaging members in impactful initiatives, and driving fundraising efforts. These experiences reflect her ability to manage complex, multi-dimensional projects with attention to both detail and broader organizational goals.

Cassie's technical acumen further enhances her qualifications for the National Finance Chair role. With a strong foundation in data analysis, financial systems, and project management—evident in her coursework and work with ERP systems—she brings a unique perspective to financial planning and analysis. Her ability to apply tools like Excel, SQL, and Python in innovative ways positions her to drive data-informed decision-making within NSBE's financial operations.

What sets Cassie apart is her commitment to relationship-building and mentorship. Whether collaborating with corporate sponsors to secure funding or engaging with students to promote NSBE initiatives, she demonstrates exceptional communication skills and a genuine passion for fostering connections. Her ability to inspire and uplift others while maintaining fiscal responsibility reflects the kind of visionary leadership required for this role.

I am confident that Cassie Megwa's combination of financial expertise, leadership ability, and dedication to NSBE's mission will make her an outstanding National Finance Chair. Her proven



CASSIE MEGWA

Frisco TX | 469-777-2600 | ecmegwa@gmail.com

EDUCATION

Purdue University, West Lafayette	Dec 2025
Bachelor of Science in Industrial Engineering	GPA: 2.66
Minor: Management	
Certificates: Applications in Data Science, Semiconductors and Microelectronics	
Study Abroad: Central Europe Automobile Supply Chain Experience	May 2023
Relevant Coursework: Supply Chain Engineering, Computing in Industrial Engineering	

WORK EXPERIENCE

Accenture, Dallas TX - Summer Analyst	June 2024 - Aug 2024
<ul style="list-style-type: none"> Surveyed manufacturing sites to understand current state IT architecture then used the information to build a reference model. Collaborated with IT and manufacturing managers from varying countries to remodel a manufacturing line from end to end, showcased results to client's satisfaction. 	
Black Cultural Center, West Lafayette IN - Newsletter Writer	Oct 2023 - Now
<ul style="list-style-type: none"> Contributed to Purdue's Black Cultural Center Written Newsletter by writing 3-4 articles per issue. Covered and attended events hosted and attended by Purdue's Black Community. Researched and interviewed staff, students, and campus guests for articles. 	

PROJECTS

ERP System, Purdue University	Jan 2024 - May 2024
<ul style="list-style-type: none"> Created and polished detailed ERD reports, addressing design challenges and ensuring comprehensive documentation for the ERP system's development and functionality. Designed and implemented SQL databases, optimized queries, and integrated them, resulting in an ERP system with graphical data and search capabilities. 	
Soy Innovation Competition, Purdue University: SoyShine	Sept 2023 - March 2024
<ul style="list-style-type: none"> Researched and developed a soy-based food covering (SoyShine) for produce. Conducted a market analysis and patent search to prove financial viability of SoyShine. Composed and finalized a business plan for SoyShine. Pitched product to Soy farmers and leaders of Indiana Soybean Alliance. 	
Portable Solar Panel Kit, Purdue University	Feb 2023 - April 2023
<ul style="list-style-type: none"> Investigated and researched into the challenges that solar energy faces. Designed, built, and tested a prototype made to demonstrate the efficiency of solar energy. Presented our findings in a professional setting. 	

LEADERSHIP AND INVOLVEMENT

Women in Industrial and Systems Engineering, Purdue University	Oct 2023 - Now
Co-Founder and Co-President	
<ul style="list-style-type: none"> Composed and implemented an organizational structure via a constitution and by-laws. Engaged and cooperated with peers to create and finalize an executive board. Raised \$4500 from Purdue School of IE to fund club events, and partnered with professors and counselors to promote WISE to students. 	
National Society of Black Engineers (NSBE)	Jan 2021 - Now
Purdue Chapter Secretary, May 2023 - May 2024 Corporate Relations Chair, Oct 2023 - May 2024	
<ul style="list-style-type: none"> Documented and reported meeting minutes after officer and executive board meetings. Mentored other chairs within zone and delegated tasks, while organizing and executed Events with Club Sponsors. Main liaison for Club sponsors and Purdue staff and raised \$20,000 for chapter events and initiatives. 	
Region IV Finance Chair- June 2024 - Now	
<ul style="list-style-type: none"> Organize Career fair and workshops for the annual Fall Regional Conference by engaging company sponsors and collaborating with the conference chair. Generate funds for the upcoming fiscal year by securing company sponsorships for the annual regional conference. 	
Society of Women Engineers (SWE), Purdue University	Aug 2020 - April 2024
Wellness chair, May 2023 - 2024	
<ul style="list-style-type: none"> Developed and launched a new wellness program that increased involvement amongst members and non-members. Collaborate with professionals, faculty, and other student organizations to give fun opportunities to students on campus. Collab with SWE leadership in organizing Club Sports 	

SKILLS

Coding Languages: C, Python, MATLAB, R, HTML, JavaScript, CSS, PHP, SQL

Other Technical Skills: Excel/Google Sheets, Powerpoint, Word, Publisher, Inventor, AutoCad, Inventor, Solidworks, Gurobi-Python, Microsoft Visio



National Finance Chairperson Candidate

Alanah Penn

University of Southern California

Biomedical Engineering M.S.

Graduate Student

Certification Exam: 95%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

To ensure NSBE's relevance and sustainability over the next 50 years, the organization should focus on four key areas: Programmatic Offerings, Financial Partnerships and Sustainability, Membership Growth, and Total Quality Management.

Programmatic Offerings should include workshops on emerging technologies like AI and renewable energy, along with personal and professional development tracks tailored to diverse member needs. Regular evaluations and member feedback will ensure relevance and engagement.

Financial Sustainability would rely on fostering corporate partnerships, increasing individual donations, enhancing the NSBE e-store, and exploring monetization opportunities like premium training programs. Establishing an endowment fund system will also strengthen long-term stability.

Membership Growth requires expanded K-12 outreach to grow PCI membership and initiatives to retain collegiate members by offering consistent value and mentorship. Increased focus on transitioning graduates into professional members and enhancing benefits for professionals will also be critical. Reducing attrition across all demographics will require data-driven approaches, such as tracking tools to better understand when and why members leave and tailoring strategies to address membership needs.

Total Quality Management involves improving internal processes through streamlined operations, technology upgrades, and continuous quality improvements to enhance efficiency and satisfaction.

To implement these priorities, I would adopt a phased approach, starting with stakeholder input to refine objectives and align resources. Quarterly progress reviews and key performance indicators will ensure accountability and allow for adjustments as needed.

By prioritizing innovation, inclusivity, and operational excellence, NSBE can secure its legacy for the next 50 years and beyond.



Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

NSBE's most critical value to its members lies in its conferences, such as the Fall Regional Conference and Annual Convention. These events have become synonymous with the NSBE name because they are pivotal to advancing our members. Our conferences consistently deliver opportunities for professional development, academic enrichment, networking, and personal growth—four essential pillars that our members rely on and expect. To enhance and sustain this value across all demographics, I would focus on the following areas:

Strategic and Inclusive Programming: Develop programming that prepares members for emerging trends and challenges while addressing diverse needs. For example, offering sessions on AI and its implications in various industries, alongside topics like entrepreneurship, financial literacy, and navigating career transitions, ensures relevance and inclusivity.

Continuous Engagement and Company Involvement: Regularly evaluate and update programming to maintain member engagement and foster partnerships with companies. By tailoring events to align with both member aspirations and corporate interests, we can promote sustained involvement and drive event sales.

Enhanced Quality Management and Logistics:

- Streamline the registration process for chapters, making group registrations more efficient and user-friendly.
- Improve the exhibitor registration experience by resolving technical issues.
- Incorporate technology for better participation tracking, enhanced career fair experience, and mobile app feedback collection for each event.



NFZ Short Essay: Describe how you would develop and manage a budget that balances the organization’s strategic priorities with financial constraints.

To develop the budget, I would begin by consulting with key stakeholders to identify the organization’s strategic priorities. Simultaneously, I would perform a thorough financial assessment to understand our current position, including any debts, obligations, or restricted funds. This foundational understanding ensures we allocate resources effectively and responsibly.

Based on these insights, I would allocate resources strategically, prioritizing high-impact initiatives while ensuring adequate funding for essential operations. A portion of the budget would be reserved for reinvestment and emergencies, promoting resilience against unforeseen challenges. I would also focus on diversifying revenue streams to reduce financial risks and increase stability. To create a realistic and sustainable

budget, I would refine revenue projections and expense estimates to achieve a net asset change close to 10%, balancing growth without compromising key priorities.

To manage the budget throughout the year, I would regularly review monthly financial reports to track our progress against revenue goals and expenses. If adjustments are necessary, I would proactively engage with stakeholders to share updates, explore mitigation strategies, and realign priorities as needed.

By combining strategic planning, proactive management, and continuous stakeholder engagement, I would develop and manage a budget that aligns with the organization’s priorities while adapting to financial constraints.



NFZ Short Essay: What creative strategies would you implement to enhance NSBE's fundraising capabilities and increase revenue streams?

To enhance NSBE's fundraising capabilities and increase revenue streams, I would prioritize creative, mutually beneficial partnerships with our corporate partners, as their contributions are a significant part of our revenue. Strengthening collaboration with the Programs Zone would ensure that we align our programmatic offerings with corporate interests, providing companies with clear returns on their investments and boosting event sales.

To diversify revenue streams, I propose the following initiatives:

- Launch two annual giving campaigns: These campaigns would focus on increasing individual donations and promoting our company matching platform to maximize contributions.
- Enhance the NSBE E-Store: By working cross-functionally, we can improve the quality and appeal of NSBE merchandise to drive higher sales.
- Monetize Select NSBE Resources: Introduce premium personal, professional, and technical training sessions accessible to members and non-members for a reasonable fee.

These strategies would aim to ensure sustainable revenue growth while maintaining NSBE's commitment to delivering value to its members and partners.



Letter of Recommendation



National Society of Black Engineers *

Subject: Letter of Recommendation for Alanah Penn as National Finance Chair for NSBE

I am writing this letter to enthusiastically endorse Alanah Penn for the position of National Finance Chair for the National Society of Black Engineers (NSBE). As the current National Finance Chair, Alanah has showcased exceptional financial management skills and a collaborative approach that has resulted in the success and growth of the Society's finances.

Alanah's role as the Region V Treasurer was nothing short of exemplary. She expertly navigated the financial responsibilities of the region, ensuring a balanced and collaborative approach in managing the finances. Her keen attention to detail, strategic planning, and commitment to transparency contributed to the region's financial stability.

As the leader of the Finance Zone, Alanah was a rock and foundation for her zone, setting an outstanding example for all future treasurers in Region V. Her exceptional leadership resulted in record-breaking numbers for corporate partnerships and revenue generation for the 2023 Fall Regional Conference. Alanah's dedication and tireless efforts have set the standard for future treasurers in the region, leaving a lasting impact on the financial operations of Region V.

I firmly believe that Alanah's expertise and experience will translate seamlessly into the role of National Finance Chair. Her ability to build strong and meaningful relationships with corporate partners has been instrumental in the success of the Finance Zone. I have no doubt that she will continue to excel in expanding and strengthening corporate partnerships with all NSBE Partner Companies at the national level.

Alanah's commitment to fiscal responsibility and financial transparency, combined with her strong leadership skills, make her the ideal candidate for the position of National Finance Chair. Her passion for NSBE's mission and her ability to effectively manage finances will undoubtedly contribute to the organization's continued growth and success.

I wholeheartedly endorse Alanah Penn for the role of National Finance Chair for NSBE. Her exceptional financial management skills, dedication, and proven track record in Region V make her the perfect candidate for this position. I am confident that she will bring immense value to the organization and play a pivotal role in its financial growth and stability.

Feel free to contact me if you require any additional information or have any questions.

Sincerely,

Paul Nguyen
Region V Advisory Board Chairperson



Alanah Penn

www.linkedin.com/in/alanah-penn

Education

University of Southern California	Los Angeles, CA
Master of Science in Biomedical Engineering	May 2026
• GPA: 3.15 / 4.0	
The University of Texas at San Antonio	San Antonio, TX
Bachelor of Science in Biomedical Engineering	May 2024
• GPA: 3.66 / 4.0	

Leadership Experience

National Society of Black Engineers (NSBE)	Los Angeles, CA
National Finance Chairperson	Jun 2024-May 2025
• Served as the Society's liaison for all National Corporate Partners to build and maintain mutually beneficial partnerships	
• Implemented 3 strategies for diverse revenue streams and established an endowment fund policy to enhance the organization's financial sustainability	
National Society of Black Engineers (NSBE)	San Antonio, TX
Region V Treasurer	May 2023-May 2024
• Led the Finance Zone for a region encompassing 10 states and over 3 countries	
• Created budgets, negotiated contracts, and managed a \$300,000 budget to plan a conference with over 1,000 registrants	
National Society of Black Engineers (NSBE)	San Antonio, TX
UTSA Chapter President, Interim Treasurer	May 2022-May 2023
• Organized the Chapter's first Startup Weekend Competition to teach students how to develop innovative ideas, technologies, and products into feasible business pitches	
• Raised over \$12,000 in three months to provide financial assistance to 30 members to attend NSBE National Convention by leveraging corporate partnerships, Alumni donations, and student organization scholarships	
National Society of Black Engineers (NSBE)	San Antonio, TX
UTSA Chapter Treasurer	May 2021-May 2022
• Initiated a financial literacy series and hosted 4 workshops that educated members about financial topics and prepared them for life after college	
National Society of Black Engineers (NSBE)	San Antonio, TX
UTSA Chapter Fundraising Chair	May 2020-May 2021
• Acquired over \$3,000 in sponsorships during a global pandemic to financially assist chapter members attending Region V's FRC and NSBE National Convention	

Skills and Achievements

Soft skills: Team leadership | Self-starter | Analytical/critical-thinking | Technical written/oral communication

Project management: Issue Tracking | Jira/Agile trained | Microsoft Projects

Product development: DFMEA generation | Solidworks | Data Interpretation | Failure Analysis | Minitab

Equipment Development: Supplier Management | Gage Repeatability & Reproducibility (R&R) | Process Characterization | Software Validation

Achievements: GEM Fellow (2024-2026), Margie and Bill Klesse Scholar (2022-2024), The Student Leadership Challenge (Oct 2022), Received first place at the Geekdom Techstars Startup Weekend Competition (Jan 2022)



International Committee Chairperson Candidate

Nina Kanonye
University of Louisiana
Mechanical Engineering, B.S.
Math Minor
Senior
Certification Exam: 85%

Short Essay: What strategic priorities do you believe NSBE should focus on in the next five years to ensure its relevance and sustainability over the next 50 years, and how would you implement them?

To ensure its relevance and sustainability over the next 50 years, NSBE should prioritize international growth by establishing chapters worldwide and fostering partnerships with global organizations. This expansion would diversify membership, create new opportunities for Black engineers, and increase NSBE's global impact. By integrating international strategy into its core operations—such as finance, membership, and programs—NSBE can build a sustainable, inclusive framework that reflects its mission on a global scale.

Short Essay: What do you believe is NSBE's most critical value to its members, and how would you work to enhance and sustain that value across all demographics?

NSBE's most critical value to its members is its ability to foster a strong sense of community and support for Black engineers through networking, professional development, and advocacy. This value creates pathways for success in fields where members are often underrepresented. To enhance and sustain this value, NSBE must prioritize inclusivity, ensuring that programming, resources, and opportunities address the unique needs of all demographics. By leveraging technology, expanding global initiatives, and strengthening partnerships, NSBE can ensure that its impact remains equitable and far-reaching across its diverse membership.



NMZ Short Essay: What strategies would you use to increase engagement, membership, and retention across all regions and demographics (NSBE Jr., Collegiate, and Professional)?

To increase engagement, membership, and retention across all NSBE demographics, I would implement tailored strategies for each membership tier. For NSBE Jr., I would focus on partnerships with schools and STEM organizations to provide early exposure through hands-on workshops, mentorship, and scholarships. Collegiate engagement would benefit from enhanced professional development programs, career fairs, and opportunities for international exchange, fostering a sense of belonging and future growth. For Professional members, I would prioritize networking events, leadership training, and platforms to connect them with career advancement opportunities. Across all regions, leveraging digital tools like mobile apps and virtual events would make it easier for members to stay connected and access resources. Additionally, I would implement feedback loops to continuously refine offerings based on member needs, ensuring relevance and long-term retention.

NMZ Short Essay: How would you use membership data to inform strategic decisions and develop targeted recruitment or retention campaigns?

The international membership data I've collected and expanded offers invaluable insights for shaping NSBE's global strategy. By analyzing trends in regional engagement, program participation, and retention among international members, I've identified key areas for targeted growth and support. This data highlights opportunities to establish stronger chapter networks, tailor programming to regional needs, and foster partnerships with global organizations. Leveraging this information, I would develop recruitment and retention campaigns that address specific challenges faced by international members, ensuring NSBE's value is clear and accessible worldwide. This data-driven approach will not only strengthen our international presence but also enhance NSBE's overall impact and sustainability.



Letter of Recommendation

To Whom It May Concern,

I am honored to write the letter of recommendation for Nina Kanonye! I have had the pleasure of working with and getting to know Nina throughout the course of this calendar year, and it has been a rewarding experience. I currently serve as the Region 5 Chairperson of the National Society of Black Engineers and Nina serves with me as the International Chair. I also served with Nina a year ago on the Region 5 Executive Board as I was the Regional Vice Chair and she was the International Zone Chair. I will be using this opportunity to talk about my experience with Nina as my teammate as well as Nina the impactful person.

The first experience I would like to highlight is working with Nina as her Zone Lead a year ago. As the Vice Chair, I serve as the lead of our team's membership zone and Nina works on that team with a role of enhancing the collegiate experience for International NSBE Members. The passion and desire that Nina has for her role shows every single time she speaks. Whether we are talking about one of her projects or she is giving input on how we can create a better experience for this demographic overall, Nina's delivery always gives me a reminder of why I continue to be a NSBE leader and that is to impact change. As her Zone Lead, I can say with full confidence that she is one of the people I worry about least. I say this because she is very creative with ideas of what she wants to do, and more importantly she is very persistent about getting feedback and input from the team. Not only does Nina demonstrate great humility and authenticity, but the way she does so rubs off on the rest of our entire team.

The next experience I would like to highlight is Nina the innovator. One way I would describe Nina is a go-getter with a true purpose. When I first met her, I could tell that she was out of her comfort zone in terms of representing and serving a large demographic of people. However, I could also tell that what would push her to excel is that she would allow her purpose to lead the charge as her ability to execute followed right behind. Nina's willingness to receive feedback and drive to have impact has made her an absolute pleasure to know as a person. The first thing that she had accomplished was creating a committee of over 40 international students across the 10 states in our region just to hear the feedback from everyone's experiences on all levels of their American college experience. This committee was the first of its kind in our region, and it served as a platform to learn how she could impact their experiences positively. The second big accomplishment Nina had was getting and maintaining contact with our actual international chapters like the NSBE Chapter in South Africa. Typically, this is a hard feat to perform, because of the time difference, access to certain resources and overall difficulty of exchanging impactful information. Not only did not contact these chapters, but she also compiled all of the presentations and some videos from our two major conferences to send to them as resources to get some of the same information that American NSBE chapters get. The last big accomplishment that is currently on track to be a successful event is the first ever International Spring Zone Meeting. This event that she created will have panels and presentations that will allow domestic and non-domestic international students the opportunity to learn about ways they can pursue professional endeavors and bypass the barriers that they unfortunately face.

The last experience I would like to highlight about Nina is working with her as a fellow NEB member this past term. Nina has continued to show the same determination to provide guidance and support to international students across the world. As anyone who has served NSBE in higher leadership would know, there tends to be very little framework for leaders who take on these positions to work from. Nina's innovative and resilient spirit once again shined its light through her beginning to establish



NINA KANONYE

337-400-6860 | kanonyenina@yahoo.com | <https://www.linkedin.com/in/nira-kanonye>

EDUCATION

University of Louisiana | Lafayette, Louisiana

Graduating May 2026

Bachelor of Science in Mechanical Engineering, Minor in Math

GPA: 3.53

PROFESSIONAL EXPERIENCE

GE Appliances | Louisville, Kentucky

Aug 2023 - December

Advanced Development Sub-washer co-op (Product Design Engineer)

- Learned manufacturing techniques like injection molding, plastic part design, sheet metal fabrication in a production line
- Conducted failure and quality assurance analysis, including suspension test fixture assessments using dynamometers, as well as out of balance tests to evaluate washer load balance performance
- Designed 3D models like a sub-washer cradle and conducted Finite Element Analysis using **Creo Elements**

Occidental Petroleum | Houston, Tx

Net Zero Ops Facilities Engineering Intern and co-op - Delaware Basin

May 2024 - Present

- Directed vendor-led preventative maintenance and training on Flares and VRUs, ensuring compliance with QuadOA/OB/OC and EPA Regulations, thereby reducing CO₂e and CH₄ emissions and reaching 98% DRE in flares.
- Developed and proposed 2025 Safety Flare Reduction Roadmap for the Delaware Basin to reduce flaring and increase VRU reliability across 700+ facilities and aligning with OXY's Net Zero Goals.
- Conducted economic analysis on innovative alternatives to safety flaring such as tankless conversion and facility consolidation considering both technical feasibility and economic viability.

Gulf of Mexico Regulatory Intern (Data Analyst)

May 2023 - Aug 2023

- Created a surveillance tool that automatically shows average review times for various permits and identifies previous Oxy entity leases with outstanding decommissioning liabilities
- Automated data collecting process from BSEE by creating self-sustaining web crawlers that stored data in a **SQL** database
- Analyzed collected data, identified patterns and trends and enabled real-time visualization through **Power BI** and **Spotfire** dashboards thereby contributing to a 25% reduction in potential financial risks associated with decommissioning

University of Louisiana Lafayette Research Assistant | Lafayette, Louisiana

Intelligent Manufacturing and Systems Lab

Present

- Exploring novel 3-D printing technologies, in-situ X-ray/sensor characterization, robotics, automation systems, and artificial intelligence (AI) technologies to accelerate the design and manufacturing of advanced materials automatic control.

Musculoskeletal Mechanics and Multiscale Materials/Biomechanics (4M) Lab

Aug 2021 - Dec 2022

- Investigated the effect of aging and osteoporosis on bone qualities (Osteoporotic fracture risk) and properties by applying 3D softwares for bone modeling and assessment of hip fracture

PROJECTS

Battlebots Metal Mayhem - University of Louisiana Lafayette Ragebot.

March 2023

- Competed in Battlebots Competition with a 12lbs four wheel-drive invertible robot armed with an undercutting disc.

Portfolio Website (scan QR code for link)

Fall 2023

- Created a portfolio website and server using **Flask**, **CSS**, **HTML**, **Python**, and **JS** to showcase engineering designs

GEA Co-op Design Challenge | Oddly Shaped Articles Wash (Team of 5 - Patent phase)

Fall 2023

- Designed and patented a detachable inner basket constraint for washing shoes in GEA top load washers.

University of Louisiana | Automated Machine Learning Based System for 3D Slicing

Fall 2022

- Developed a machine learning-based system using **Roboflow** to automate the process of 3D slicing and segmentation of femur bones reducing time spent by 120%

Cleco Alternative Energy Center | Concentrated Solar-Thermal Power Industry

Summer 2022

- Coordinated and installed parabolic trough solar collectors and fiber reinforced rim stiffener to guarantee structural safety

PATENT AND LEADERSHIP

"Screw Attachment Mechanism for Top Load Washer Agitator" - pending patent

"Inner Basket Constraint for Shoe Washing Attachment" - pending patent

National International Committee Chair (NSBE)

Present

Region 5 International Zone Chair (NSBE)

May 2023 - May 2024

