



NATIONAL SOCIETY OF BLACK ENGINEERS

National Elections Handbook

February 2026



National Elections Handbook

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Introduction from the National Parliamentarian



To senators, members, and all within the NSBE family:

This coming Annual Convention brings forth the opportunity to affect lasting change within the organization, both with the proposals set to shape NSBE governance and directly impact members, as well as with the potential leaders set to make their mark on the Society in the upcoming term. These elections are the medium within which you have the opportunity to make those changes and determine the direction of the organization. It is of the utmost importance that you engage, ask questions, educate yourself, and think

critically about the proposals being brought forth as well as the candidates running to serve on the incoming National Executive Board. This Elections Handbook is meant to serve as a guide on all things elections, ensuring that you have all the information you need to have the necessary discussions with your chapter and ultimately make informed decisions.

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 ballot measures. Additionally, the handbook will detail the NSBE business events that senators will be required to attend, although I will emphasize that these events are open to all as everyone is encouraged to attend. Lastly, the handbook provides an overview of the 13 candidates seeking to serve on next term's National Executive Board.

To the senators, I cannot emphasize the importance of your voice and your vote enough. This organization exists to serve its membership, and by representing your chapter and participating in the elections process, you ensure that NSBE moves forward and operates in a manner that represents the will of its members and keeps to our mission. By reading this handbook, having discussions within your chapter, attending and engaging in business meetings, and ultimately casting your vote, you help shape the direction of the Society, and I thank you in advance for the work you will do in the coming weeks to serve to the highest of standards. If you have any questions, feel free to contact me via my email listed below. I look forward to seeing you at Annual Convention as we move NSBE forward together.

Noel Christopher

2025-26 National Parliamentarian
2025-26 Elections Committee Chairperson
nebparliamentarian@nsbe.org



Elections Committee

Purpose

In accordance with Article XII, Section 7 of the National Bylaws, an Elections Committee (EC) has been appointed by the National Executive Board to assist the National Parliamentarian in the running of the election.

Composition

Noel Christopher <i>EC Chairperson</i>	National Parliamentarian, National Executive Board
Nicholas Rose <i>EC Vice Chairperson</i>	Member, National Elections Committee
Taylor Scott <i>EC Member</i>	National Chairperson Emeritus, National Executive Board
Izedeen Musa <i>EC Member</i>	Region I Parliamentarian, Region I Executive Board
Ojochide Usman-Aguda <i>EC Member</i>	Region II Secretary, Region II Executive Board
Jada Henderson <i>EC Member</i>	Region III Parliamentarian, Region III Executive Board
Amaiya Torian <i>EC Member</i>	Region IV Parliamentarian, Region IV Executive Board
Rayne Johnson-Chiasson <i>EC Member</i>	Region V Parliamentarian, Region V Executive Board
Bryce Jackson <i>EC Member</i>	Region VI Parliamentarian, Region VI Executive Board
André Willis <i>EC Advisor</i>	Member, National Advisory Board
Steve Jarrett <i>EC Advisor</i>	Member, National Advisory Board



For Senators at Annual Convention

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 National Forum and National Candidates Q&A at three (3) different check points:

- Check-In, at the start of the event
- Mid-Point Check-In, after the lunch break
- Check-Out, at the end of the event

Senators are expected to attend the following events (all times listed are in Eastern Time; locations can be found in the Convention agenda):

- Senator Informational Meeting
 - Wednesday, March 18 at 8:30pm
- National Chairperson Candidate Debate
 - Thursday, March 19 at 10:00am (during NSBE Business Session)
- National Forum*
 - Thursday, March 19 at 1:00pm
- National Candidates Q&A*
 - Friday, March 20 at 1:00pm

**senator attendance required to receive ballot*



Voting

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 will take place at the conclusion of all NSBE business sessions. Senators will receive their ballots via email and will have from **9:00pm ET on Friday, March 20 to 12:00pm Saturday, March 21** to submit their votes. Results will be announced at the Golden Torch Awards on Saturday night.

Voting Instructions

Each senator will cast a vote for each of the ballot measures and to elect members of the 2026-27 National Executive Board.

1. After the National Forum, discuss the ballot measures with your chapter and determine your Chapter's vote.
2. After the National Chairperson Candidate Debate and National Candidate Q&A, discuss the candidates with your chapter and determine your Chapter's vote.
3. Once National Voting opens, 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 (National/Regional).
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 National and Regional business by selecting up to two 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 XV Section 2.A.3).



Ballot Measures

There are six ballot measures that senators will be voting on this elections cycle. Five of them are proposals to amend the National Constitution, while the remaining proposal is to amend annual membership dues. The constitutional amendment proposals were reviewed and approved by the Document Review Committee before ultimately being formally proposed by the National Executive Board in January. These measures will be discussed during National Forum. The measures are as follows:

Modernizing NSBE Membership Dues

Ronald Williford, National Assistant Treasurer of Special Projects

Striking Hard-Coded Lifetime Membership Dues

Eric Bryant, National Historian and Documentation Chairperson
William Corey, Jr., National Membership Chairperson
Ronald Williford, National Assistant Treasurer of Special Projects

National Executive Board Office Membership Qualifications

Eric Bryant, National Historian and Documentation Chairperson

Timing of Annual Convention

Eric Bryant, National Historian and Documentation Chairperson

Clarifying Constitutional Authority

Noel Christopher, National Parliamentarian
Eric Bryant, National Historian and Documentation Chairperson
André Willis, National Advisor

Updating Professionals' Voting Authority on the National Executive Board

Eric Bryant, National Historian and Documentation Chairperson



Modernizing NSBE Membership Dues

Author(s):

Ronald Williford, National Assistant Treasurer of Special Projects

The Context: Why This Review Matters

Modernizing NSBE National Membership Dues: A Data-Driven Case for Senate Consideration

- NSBE last updated its national membership dues in FY 2009-2010
- Since then, we’ve grown significantly; more members, larger conventions, and expanded global impact.
- Yet, dues have remained unchanged while inflation and operational costs have risen sharply
- Inflation since 2010: +52%¹
- Every \$1 from 2010 now buys only \$0.66 worth of goods and services
- To maintain value and sustain programs, NSBE must realign dues with today’s realities, not past conditions.

Goal: Restore NSBE’s membership value to its 2010 purchasing power while ensuring continued affordability and mission impact.

Where We Stand Today: NSBE v. Peer Organizations

NSBE’s Dues Remain one of the Lowest in the National Engineering Community

- Compared to peer societies, NSBE’s dues remain the most affordable, but also the least adjusted for time and growth.
- Other engineering organizations have modernized their dues to match inflation and expanding services.
- NSBE’s national dues haven’t changed since 2010, even as our operational scale and member support systems have nearly doubled.
- This places NSBE in an unsustainable position, delivering more value with less real revenue per member.

Organization	Student/Collegiate	Professional	Lifetime
NSBE	\$15	\$50	\$1200
SWE	\$20	\$100	\$2000
SHPE	\$10-\$15	\$65	\$1000
AISES	Free	\$65	\$1000
IISE	\$44	\$184	-
ASME	\$25	\$158	-
AIChE	\$50	\$199	-
ASCE	Free	\$261	-
IEEE	~\$30	~\$200	varies

Sources: Official membership pages (swe.org, shpe.org, aises.org, iise.org, aiche.org, asce.org, ieee.org); verified for 2024-25 membership year.

¹ U.S. Bureau of Labor Statistics Inflation Calculator – https://www.bls.gov/data/inflation_calculator.htm



The Impact of Inflation: Eroding Membership Value

What \$1 of NSBE Dues Bought in 2010 vs. 2025

- Over the past 15 years, inflation has reduced the purchasing power of NSBE’s dues by one-third.
- What once funded a full range of programs, operations, and leadership opportunities now stretches far thinner. In practical terms, every \$15 collegiate membership behaves like \$10 in today’s economy. NSBE has continued expanding programs despite the decline.
- However, that approach is no longer sustainable if we want to protect member value and organizational stability. NSBE must continue to make an investment in its infrastructure.

Tier	2010 Dues	Equivalent 2025 Value (CPI-Adjusted)	Current	Value Lost
NSBE Jr.	\$5	\$7.60	\$5	~34%
Collegiate	\$15	\$22.80	\$15	~34%
Professional	\$50	\$76.00	\$50	~34%
Lifetime	\$1200	\$1824	\$1200	~34%

Data: BLS CPI-U, Jan 2010 = 218.056; Jan 2025 ≈ 330.0; cumulative inflation ≈ +51.3%
Sources: BLS Inflation Calculator, FRED CPIAUCSL, U.S. Inflation Calculator

The Path Forward: A 2-Year, Phased Dues Adjustment

Restoring NSBE’s Value Through Gradual Realignment (FY 2027-2028)

- This proposal introduces a balanced, two-year adjustment beginning August 1, 2026.
- Members and chapters gain time to plan and adapt, while NSBE gradually restores lost value.
- By FY2028, dues will fully reflect 2010 purchasing power and align with national peers.
- This approach honors affordability while ensuring sustainability, a necessary evolution for NSBE’s long-term mission.

*Please note that for Lifetime Membership dues, \$1200 is coded into our Constitution and will require removal before an increase is considered.

Tier	Current	Year 1 (August 2026 – FY 2027)	Year 2 (August 2027 – FY 2028)	Final Target	% Increase
NSBE Jr.	\$5	\$7	\$8	\$8	+60%
Collegiate	\$15	\$20	\$25	\$25	+67%
Professional	\$50	\$70	\$85	\$85	+70%

Inflation adjustment based on BLS CPI-U 2010 →2025(+51%). Benchmarks from The Context: Why This Review Matters section. Effective dates: August 1, 2026 (FY 2027) and August 1, 2027 (FY 2028).



The Return on Investment: Strengthening NSBE’s Foundation

How the Dues Adjustment Strengthens NSBE and our Members

This phased model adds more than \$220,000 annually in national revenue once fully implemented, revenue that directly supports:

- Enhanced member services
- Technology modernization (Fonteva, digital tools, event systems)
- Expanded chapter support
- Greater financial resilience for long-term growth

Every dollar increase represents a reinvestment into the member experience, ensuring NSBE remains both accessible and sustainable for the next generation of engineers.

Year	Estimated Total Revenue	Change v. Current	Description
Current (FY 2025)	\$327,000	-	10,346 collegiate members; 3,142 professional members; 3,007 NSBE Jr. members
FY 2027 (Phase 1)	\$448,000	+\$121,000	Midpoint rates: \$20 for collegiates, \$70 for professionals, \$7 for NSBE Jr.
FY 2028 (Full)	\$550,000	+\$223,000	Full rates achieved; +68% recurring increase

Membership counts from NSBE Annual Report 2023-2024. Revenue projections assume full retention at those member totals.

Frequently Asked Questions

- 1. If membership dues continue to increase annually from August 2026-2028, specifically for professional members due to inflation, what additional value or benefits will be provided to justify these increases besides inflation?***

The proposed dues isn’t just about keeping up with inflation; it directly supports the membership infrastructure that every NSBE member relies on. Updating dues allows us to strengthen our internal systems, reduce issues with chapter chartering, support verification, and improve digital member services.



- 2. Would it be possible to strengthen other areas of NSBE financially, such as corporate partnerships, collaborations, or sponsorships to help maintain the same membership value without significantly increasing dues? For example, Arizona Tea has maintained its 99 cent price for over 30 years despite inflation through strategic business decisions.***

Corporate partnerships are important, but they can't replace a strong and sustainable membership dues structure. In fact, most sponsors expect to see NSBE investing in its own infrastructure before they increase their support. Our dues have been flat for 15 years while costs have risen significantly, and membership revenue currently makes up less than 5% of the overall budget. Sponsors fund programs and events, but they do not fund the core systems, like Fonteva, our CRM, and registration platforms, that NSBE must maintain internally.

Examples like Arizona Tea maintaining its price for decades don't translate to a nonprofit membership organization with rising technology, event, and service demands. Strengthening partnerships is absolutely a priority, but it has to happen alongside NSBE investing in itself. The phased dues adjustment is a modest, responsible step toward that sustainability.

- 3. Given that many NSBE members are being impacted by the current economic climate, including cases of furloughs or reduced employment, will there be a system in place to provide temporary discounts or membership fee waivers for those affected, especially if they can provide documentation to support their situation?***

At this time, I don't recommend implementing temporary discounts or membership waivers tied to employment status. This isn't due to a lack of empathy, many of us, myself included, have personally experienced unemployment or financial strain in the recent economic climate. Instead, it's about ensuring consistency, fairness, and long-term sustainability for the organization. Other engineering societies maintain their dues structure even during economic downturns, and members adjust their priorities accordingly.

This is also why we are proposing a two-year phased approach with modest increases, allowing members time to plan and reducing immediate impact. While there are challenges with any path we take, NSBE must begin making strategic investments in its membership infrastructure to support the systems and services our members rely on. The phased adjustment balances compassion for individual circumstances with the organizational responsibility to remain strong and sustainable.



4. *Many NSBE chapters have already increased their dues. What plan of action will be implemented to ensure that chapters maintain reasonable increases while not overcharging members compared to the value and benefits provided at the local level versus the national level?*

NSBE at the national level cannot regulate what chapters charge for their local dues, as chapters set their rates based on their own programming, travel needs, and operating costs. Those dues serve a different purpose than national dues. At the national level, membership dues primarily support infrastructure. The tools we currently use are essential to every member's experience, even if they're not always visible.

Because chapter dues vary widely, our focus is ensuring that the national systems all chapters rely on are stable, modern, and reliable. The proposed dues adjustment supports that foundation, regardless of what chapters choose to charge locally.



Striking Hard-Coded Lifetime Membership Dues

Author(s)

Eric Bryant, National Historian and Documentation Chairperson
William Corey, Jr., National Membership Chairperson
Ronald Williford, National Assistant Treasurer of Special Projects

Key Points

- Locking lifetime membership dues at \$1200 limits the organization's flexibility to address fiscal issues as a manner that responds to real-world economic issues.
- It therefore makes more sense to have lifetime dues changed the same way annual dues are, which is by having changes be proposed by the National Executive Board and approved by a 2/3 vote of the senate.
- As of now, the only way to change lifetime membership dues is the same process it takes to amend the Constitution – 2/3 vote of either the NEB or a regional senate to formally propose, followed by a 3/4 vote of the national senate to ratify
- This proposal is **NOT** changing the price of lifetime membership. There is no current proposal to change the price of lifetime membership on the floor at this time.

Original Language

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 Annual Convention upon recommendation of the NEB.

Section 2.

Lifetime membership dues shall be \$1200.

Proposed Language

ARTICLE VI – DUES Section 1.

Annual *and Lifetime* membership *dues* 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 Annual Convention upon recommendation of the NEB.



National Executive Board Office Membership Qualifications

Author(s)

Eric Bryant, National Historian and Documentation Chairperson

Key Points

- Current language is unclear regarding what membership type the Convention Planning Committee Chairperson must be in order to serve, as well as implicitly suggests that the National Professionals Chairperson must be a Member when they in actuality are required to be a Professional member.
- The proposal makes it so that it is clearer what membership type is required in order to serve in each office of the National Executive Board.
- Note: please reference Article III, Section 3 of the National Constitution for the definitions of a Member and a Professional member

Original Language

ARTICLE XII – OFFICES

Section 1.

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

Section 2.

The elected offices of the National Executive Board are:

- A. National Chair
- B. National Vice-Chair
- C. National Secretary
- D. National Treasurer
- E. National Programs Chair
- F. Regional Chairs
- G. Standing Committee Chairs
- H. Professionals Chair

Proposed Language

ARTICLE XII – OFFICES

Section 1.

The elected offices of the National Executive Board are:

- A. National Chair
- B. National Vice-Chair
- C. National Secretary
- D. National Treasurer
- E. National Programs Chair
- F. Regional Chairs
- G. Standing Committee Chairs
- H. Professionals Chair

Section 2.

- A. All elected offices on the National Executive Board except for Professionals Chair will be held by Members in good standing.*
- B. The elected office of Professionals Chair on the National Executive Board will be held by a Professional member in good standing and be subject to any additional qualifications defined in the operation guidelines of the Professionals.*
- C. The appointed office of Convention Planning Committee Chairperson will be held by a Member in good standing.*
- D. All other appointed offices on the National Executive Board will be held by either Members or Professional members in good standing.*



Timing of Annual Convention

Author(s)

Eric Bryant, National Historian and Documentation Chairperson

Key Points

- There is currently lack of clarity regarding what is meant by Annual Convention taking place “in the spring”
 - The spring season? We have held Conventions in the past, and will hold Conventions in the future, that have taken place and will take place before the Spring Equinox (March 21)
 - The spring semester? According to which institution?
- This proposal makes it so that the Constitution is aligned with how we currently select Annual Convention dates.
- The proposed change also gives NSBE the necessary flexibility to operate in its best interests under unforeseen or unusual circumstances (e.g. 2020 Annual Convention).
- This proposal has no impact on whether we can move Annual Convention to the fall. Moving Convention to the fall would require additional amendments to the Constitution.

Original Language

ARTICLE XIV – MEETINGS

Section 1.

The Annual Convention shall be held each year *during the spring*. This convention and meeting shall:

- A. Serve as a vehicle to incorporate business and professional growth
- B. Allow for national focus and networking.
- C. Review the past fiscal year of the National Society.

Proposed Language

ARTICLE XIV – MEETINGS

Section 1.

The Annual Convention shall be held each year. This convention and meeting shall:

- A. Serve as a vehicle to incorporate business and professional growth
- B. Allow for national focus and networking.
- C. Review the past fiscal year of the National Society.



Clarifying Constitutional Authority

Author(s)

Noel Christopher, National Parliamentarian
Eric Bryant, National Historian and Documentation Chairperson
André Willis, National Advisor

Key Points

- There is a current lack of clarity regarding how a governing document extends duties, powers, or any other authority given by the National Constitution
- This proposal seeks to strengthen such language and provide clarity on how lower documents extend upon the Constitution.
- Also further establishes that the Constitution is the direct authority in situations where lower documents are silent on a topic that the Constitution addresses in some manner.
- Important to note: this proposal does not affect chapters; it is only in reference to how National, Regional, and Professional governing documents and working rules interact with the Constitution

Original Language

CONSTITUTIONAL AUTHORITY

The National Society of Black Engineers National Constitution describes the manner in which the national organization shall be governed and structured. *This document shall supersede and* take authority in matters where working rules of NSBE sub bodies *do not exist* or are in conflict. As such, all working rules of the sub bodies of NSBE shall comply and be consistent with this Constitution.

Proposed Language

CONSTITUTIONAL AUTHORITY

The National Society of Black Engineers National Constitution describes the manner in which the national organization shall be governed and structured. *This Constitution shall supersede the authority of all other governing documents and working rules of NSBE and its incorporated sub bodies. It shall* take authority in matters where *other governing documents or* working rules of NSBE *incorporated* sub bodies *are silent* or are in conflict. As such, *all relevant sections of this Constitution shall apply to all incorporated sub bodies of the national organization and their working rules. Other governing documents may extend powers or duties provided they are not in conflict with this Constitution, and* all working rules of the *incorporated* sub bodies of NSBE shall comply and be consistent with this Constitution.



Updating Professionals Voting Authority on the National Executive Board

Author(s)

Eric Bryant, National Historian and Documentation Chairperson

Key Points

- Current Constitutional language permits the National Professionals Chairperson to vote on the National Executive Board to the exclusion of all other Professional members.
- Based on proper interpretation of the current language, If the Professionals Chair is absent or removed from the board, no other member of the Professionals is permitted to vote on behalf of the Professionals on the NEB.
- Proposed language change intended to address cases where a proxy is needed, but it also allows cases where the NEB impeaches the Professionals Chair and the PEB fails to do so.
- Aside: If the PEB impeaches the Professionals Chair from office, then their replacement officially becomes Professionals Chair and can vote.

Original Language

ARTICLE V – VOTING

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Section 3.

Professional members *shall* vote only in NSBE Professionals meetings and only on NSBE Professionals matters *with the exception of* the National Professionals Chairperson who *shall have* a vote on matters proposed to the National Executive Board.

Proposed Language

ARTICLE V – VOTING

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Section 3.

Professional members *may* vote only in NSBE Professionals meetings and only on NSBE Professionals matters *except for* the National Professionals Chairperson – *or a representative of the Professionals Executive Board with the consent of the National Executive Board in the National Professionals Chairperson’s absence or removal* – who *may* vote on matters proposed to the National Executive Board.



Election of the 2026-27 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 demonstrating their eligibility to serve on the National Executive Board.

Each candidate also had to complete a certification exam. The exam was designed to assess a candidate's understanding of NSBE history, governance, and operations, as well as their ability to utilize NSBE's governing documents. Those who passed the exam are marked with a "✓" next to their name. Not every candidate has an overview listed in this handbook; 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 essay questions detailed in this handbook. National Chairperson 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 comprised of five National Executive Officers and nine National Standing Committee Chairs. All open positions will be filled by the National Executive Board-Elect after Annual Convention along with the appointed positions mentioned in the Candidate Handbook.

Elected National Executive Board Positions

National Executive Officers

National Chairperson*
National Vice Chairperson*
National Secretary*
National Treasurer*
National Programs Chairperson*

National Standing Committee Chairs

National Membership Chairperson
International Committee Chairperson*
National Communications Chairperson*
National Public Relations Chairperson*
National Publications Chairperson
National Finance Chairperson
National Academic Excellence Chairperson
National Pre-College Initiative Chairperson
National Technical Outreach and
Community Help (TORCH) Chairperson*

**Position is being ran for at these elections*



National Executive Board Candidate Overview

NATIONAL CHAIRPERSON

Chika Okwor
Casey Williams II

NATIONAL VICE CHAIRPERSON

William Corey, Jr.

NATIONAL SECRETARY

Nicole Johns

NATIONAL TREASURER

Kalen Walker
Ronald Williford

NATIONAL PROGRAMS CHAIRPERSON

Philip Lawal

INTERNATIONAL COMMITTEE CHAIRPERSON

Uware Iyengumwena

NATIONAL COMMUNICATIONS CHAIRPERSON

Nicolas Pollard
LaMirah Ramirez

NATIONAL PUBLIC RELATIONS CHAIRPERSON

Tamyra Allen

NATIONAL TORCH CHAIRPERSON

Saniah Calvin

National Chairperson Candidates



Chika Okwor ✓

M.S., Astronautical Engineering
University of Southern California

Currently serves as National Chairperson

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Positively Impact the Community

Giving back to the community and shaping the next generation has always been at the core of my heart, and it is a mission I plan to continue throughout my life. For me, positively impacting the community means more than service in moments, it means building systems, access, and pathways that allow our members and those we serve to thrive long after an event ends.

As National Chair, my first term focused on stabilizing and aligning the Society so that our impact could be intentional and coordinated rather than fragmented. That work laid the foundation for community engagement that is consistent, values-driven, and scalable. A second term allows me to ensure that this impact is not only visible, but durable, member-felt, and sustainable.

Within this role, I plan to strengthen NSBE's community impact by embedding service and outreach into how we lead at every level of the organization. This includes supporting taskforces that create space for meaningful community engagement at our regional and national conferences, engagement that reflects the needs of local communities while reinforcing NSBE's mission and values. Conferences should not only serve our members, but leave a lasting, positive footprint in the cities and communities that host us.

I also plan to continue advancing leadership development and training so our members are equipped to be effective community leaders, mentors, and advocates. When we invest in leadership within NSBE, we multiply our impact beyond the Society and into classrooms, workplaces, and neighborhoods. Empowering our members to give back begins with giving them the tools, confidence, and support to lead with purpose.



Additionally, initiatives like NSBE Nation are designed to create a shared platform where stories, resources, and opportunities for community engagement can be amplified across regions and generations. By strengthening connection and visibility, we empower members to learn from one another and extend their impact further.

Positively impacting the community is central to why NSBE exists. As Chair, my responsibility is to ensure that our service is thoughtful, our outreach is meaningful, and our legacy is one that continues to inspire and uplift the next generation of engineers and leaders.

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 and Belonging

I believe NSBE's most critical value to its members is community the sense of belonging, support, and shared purpose that connects us across chapters, regions, and generations. For many members, NSBE is more than a professional organization; it is a space where they feel seen, supported, and empowered as Black engineers. That sense of community is what sustains engagement and trust over time.

As National Chair, I have worked to strengthen this value by focusing on stability, alignment, and transparency within the Society. Community cannot thrive without trust in leadership and confidence in our systems. My first term focused on creating clear structures, strengthening governance, and improving communication so members could feel grounded in the organization they belong to. A second term allows me to ensure that this sense of belonging is not only emotional, but structural and enduring.

To enhance and sustain community across all demographics, I believe we must be intentional about continuity and connection. Students, professionals, and alumni should not experience NSBE as separate spaces, but as a shared ecosystem. Initiatives such as leadership development, and improved membership systems, are designed to strengthen these connections and ensure members remain engaged at every stage of their journey.

Sustaining community also requires listening and accountability. By maintaining clear feedback loops and transparent decision-making, members can see how their voices shape the Society's direction. As Chair, my responsibility is protecting NSBE's culture of belonging, ensuring it continues to grow in a way that is inclusive, intentional, and sustainable.



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?

One of the most meaningful cross-functional initiatives I led as National Chair was the development of NSBE's Strategic Plan and the concurrent effort to strengthen staff-board alignment. This work required close collaboration across the National Executive Board, multiple functional zones, and NSBE staff leadership, each bringing different priorities, perspectives, and operating styles.

At the start, alignment was a challenge. Teams were operating in parallel, staff and board responsibilities were not always clearly defined, and there was a need to rebuild trust and clarity around decision-making. To address this, I focused first on listening, creating space for honest dialogue with zone leaders, the CEO, and the HR Director to understand concerns, expectations, and constraints. From there, we discussed to establish clear roles, shared language, and common goals rooted in NSBE's mission and National Directives.

To foster collaboration, we emphasize transparency and consistency. Regular touchpoints, and documented expectations, this is to help ensure that progress is visible and accountability is shared. Rather than operating in silos, zones and staff are encouraged to see how their work connected to the broader strategy and to one another.

Maintaining alignment requires steady communication and reinforcement of purpose. When decisions need to be made, they are consistently grounded in the National Directives and the long-term health of the Society, even when that meant slowing the pace to bring all voices along. The result is to have a more unified leadership team, clearer staff-board relationships, and a strategic foundation that now guides NSBE's work across regions and programs.

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

Transparency and accountability are built through consistency, clarity, and follow-through. As National Chair, I believe leaders earn trust not by saying more, but by communicating intentionally and making decisions visible and understandable to the membership.

During my first term, I prioritized strengthening transparency by being accessible for communication, working on communication channels, and ensuring that leadership decisions were grounded in clear strategy and shared goals. These practices allowed members and leaders alike to better understand where the Society stood, what progress was being made, and where work remained.



To sustain and enhance this across the organization, I would continue to focus on three key areas: communication, structure, and accountability. Communication must be timely, accessible, and consistent across regions and zones, so members receive clear and accurate information regardless of where they engage with NSBE. Structure matters because transparency cannot exist without defined roles, expectations, and decision-making pathways. When responsibilities are clear, accountability follows naturally.

Finally, accountability requires measurable outcomes. By aligning initiatives to the Strategic Plan and using data-informed tools such as scorecards, leaders can assess impact and course-correct when needed. Just as importantly, members should be able to see how their feedback informs decisions and shapes the direction of the Society.

As Chair, my responsibility is to ensure transparency is not reactive, but embedded into how NSBE operates, so trust is strengthened, leadership remains accountable, and members feel confident in the organization.



Leadership Action Plan

Leadership Action Plan – National Chairperson (2026-2027 Term)

Objective	Key Actions	Success Measures	Target Timeline
Embed Stability, Transparency, and Trust	<ul style="list-style-type: none"> -Continue structured engagement with the National Executive Board and zone leadership to reinforce alignment with the Strategic Plan and ensure timely communication of priorities, progress, and challenges -Strengthen standardized communication practices across zones and regions to ensure members receive clear, accurate, and consistent information. 	<ul style="list-style-type: none"> -Consistent leadership participation, documented follow-ups, and improved trust indicators through leadership and member feedback. -Reduced communication gaps, improved clarity in messaging, and positive feedback from regional and chapter leadership. 	<ul style="list-style-type: none"> -Ongoing, starting April 2026 -Summer 2026
Strengthen Member Experience Across the NSBE Journey	<ul style="list-style-type: none"> -Support leadership development initiatives that prepare students, professionals, and alumni to lead effectively within NSBE and beyond the organization. -Enhance cross-generational engagement by strengthening mentorship, knowledge sharing, and collaboration between students, professionals, and alumni. 	<ul style="list-style-type: none"> -Participation levels, leadership readiness assessments, and qualitative feedback on leadership growth. -Active mentorship connections, engagement metrics, and shared success stories across NSBE platforms. 	Summer–Fall 2026
Improve Operational Effectiveness and System Reliability	<ul style="list-style-type: none"> -Continue to Partner with the Finance and Membership Zones to evaluate and improve systems impacting membership access, dues processing, and engagement. -Use organizational scorecards and data-informed tools to track progress and support accountable decision-making. 	<ul style="list-style-type: none"> -Improved system performance, reduced member-reported issues, and increased confidence in NSBE operations. -Regular reporting, measurable progress toward strategic goals, and visible course corrections when needed. 	Fall 2026, ongoing
Expand Meaningful Community Impact and Outreach	<ul style="list-style-type: none"> -Support conference taskforces in embedding intentional, community-centered engagement into regional and national conferences. -Strengthen K–12 and NSBE Jr. engagement through scalable outreach initiatives and partnerships. 	<ul style="list-style-type: none"> -Sustained community partnerships, measurable local impact, and alignment with NSBE’s mission. -Number of students reached, continuity of programs, and increased awareness of STEM pathways. 	2026–2027
Ensure Leadership Continuity and Long-Term Organizational Health	<ul style="list-style-type: none"> -Document institutional knowledge, processes, and lessons learned to support leadership continuity beyond the 2026–2027 term 	<ul style="list-style-type: none"> -Comprehensive documentation and smooth transitions across leadership roles. 	Spring 2027



Leadership Resume

Chika Okwor

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



EDUCATION

Prairie View A&M University (ABET) - Cumulative GPA: 3.0 Prairie View, Texas
May, 2023
Bachelor of Science, Civil Engineering and Mathematics

Honors/Awards: 2024 Women of Color in STEM- Technology Rising Star Award Winner, 7 Pride @ Boeing Awards

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

Certifications: Lean Six Sigma-Yellow Belt, Active Secret Security Clearance, KC-46 COMSEC badge

The Boeing Company- Boeing Global Services (BGS)

Everett, Washington

KC-46 Fleet Engineering- Service Engineer

June '24 – Present

- Analyze aircraft non-conformances and recommend data-driven, safety-conscious solutions to in-service operators.
- Authored 4 service letters, dispositioned 1 Technical Request (TR), and evaluated 10 Suspect Discrepancy Reports (SDRs), enhancing documentation accuracy and compliance.
- Managed responsibilities for Structures and Interiors & General Commodity, while serving as a backup for CDRL 031 (Reports 1-5) deliverables and SDR assignments, ensuring timely and accurate project completion.
- Completed Export Control training, providing support to multiple customers and ensuring adherence to regulatory compliance across various projects.
- Conducted thorough reviews of incoming technical documentation, improving the quality and reliability of project deliverables by identifying and rectifying discrepancies.
- Lead critical skills assessments for over 70+ personnel, facilitating targeted training and development initiatives that enhance team performance and operational efficiency.
- Drove safety initiatives by completing COSP Reports, contributing to a culture of safety and risk management within the organization.
- Achieved high first-time quality rates by meticulously reviewing team members' work prior to submission, resulting in a 10% reduction in rework and project delays.
- Fostered inter-business unit collaboration with Boeing Defense, Space & Security (BDS) and Boeing Global Services (BGS), streamlining processes and enhancing project outcomes through effective communication and teamwork.

Product Support Engineer- Integrated Logistics Support (ILS) Engineer

June '23 – June '24

- 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

BCA ONE Project- Cabin Moisture Management

December '24 – Present

- Reverse-engineered legacy 777 aluminum and 787 composite cold rigs, establishing Environmental Control Chamber lab testing for new payload designs and system verification.
- Co-authored the creation of comprehensive design practice and established baseline test requirements for system verification and testing procedures

Ford Motor Company- North America

Detroit, Michigan

Product Development Intern- Body Structures

June '20 – Aug '20

- Conducted structural integrity analysis for vehicle door assemblies and hinge systems



Letter of Recommendation



National Society of Black Engineers Business Use

Subject: Letter of Recommendation for Chika L. Okwor as National Chairperson of NSBE

I am honored to recommend Chika L. Okwor for a second term as National Chairperson of the National Society of Black Engineers (NSBE). Having worked closely with Chika, I have witnessed her exceptional leadership, strategic discipline, and unwavering commitment to strengthening NSBE and advancing our mission.

Chika's first term has been defined by transformative accomplishments. She led the development of NSBE's comprehensive strategic plan, grounding the Society in clear goals and long-term alignment. She reimagined the State of the Society for conferences, making it more engaging, data-driven, and reflective of organizational impact. Chika also established a formal staff-board relationship procedure, improved transparency through consistent organizational scorecards, maintained a full and high-performing National Executive Board, and refreshed NSBE's branding to elevate visibility and modernize our identity.

Her leadership reflects deep dedication not only to operational excellence but to empowering members at every level. She has strengthened collaboration across zones, elevated member experience, and built systems and structures that position NSBE for sustained success.

Chika's vision for a second term demonstrates her continued focus on innovation and long-term growth. She plans to establish conference taskforces to enhance planning and execution; revitalize leadership training and development alongside the Programs Zone; overhaul membership and finance systems to improve reliability and accessibility; and launch NSBE Nation, a unifying platform designed to transform engagement across the Society.

Chika's proven record, strategic clarity, and commitment to NSBE's mission make her the ideal leader to guide our organization into its next chapter. I wholeheartedly endorse her candidacy for a second term as National Chairperson.

Please feel free to contact me for any additional information.

Sincerely,

Paul Nguyen
NSBE Lifetime Member 525
Region V Advisory Board Chairperson Emeritus



Casey Williams II ✓
B.S., Industrial Engineering
Purdue University

Currently serves as Region IV Chairperson

Choose one aspect of NSBE’s mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Positively impacting the community is essential to NSBE’s mission because it transforms technical excellence into lasting change. Community impact extends beyond service alone. It includes educating our members, investing in the next generation, and cultivating engineers who are engaged, informed, and responsible citizens. As National Chairperson, my approach would be to strengthen NSBE’s community impact by ensuring our outreach is intentional, scalable, and sustainable, while empowering members to lead change where they work, live, and play.

Through the ACE Platform, this work begins with Access. Many chapters are eager to engage their communities but lack clarity, resources, or visibility into effective approaches. I would work to expand access to structured engagement frameworks, educational toolkits, and community partnerships that allow chapters to execute meaningful outreach without starting from scratch. By elevating proven programs and aligning them with organizational priorities, members across all regions can participate in initiatives that educate, inspire, and create pathways into NSBE and STEM.

The second pillar, Connection, ensures community impact is shared and sustained. I would prioritize collaboration across chapters and regions so members can learn from one another and amplify their collective reach. Strengthening partnerships with schools, nonprofits, and community organizations allows NSBE to move beyond one-time events toward long-term relationships rooted in mentorship, STEM literacy, and leadership development. When community members consistently see NSBE as a trusted presence, outreach becomes both impact-driven and a gateway for future membership.



Finally, Excellence ensures accountability and growth. Community engagement should be measurable, mission-aligned, and reflective of NSBE's values. I would champion efforts to assess the effectiveness of educational and outreach initiatives while recognizing chapters that demonstrate innovation and consistency in service. This approach not only strengthens our service efforts but also develops members as thoughtful leaders who understand the broader responsibility of their technical expertise.

To empower members, my focus will be on capacity-building over direction-setting. National leadership should equip chapters with guidance, support, and recognition while trusting members to lead in ways that reflect their local communities and realities. When members are given the tools and autonomy to serve with purpose, community impact becomes both personal and powerful.

Through ACE, NSBE's efforts can evolve into a coordinated movement that uplifts communities while developing engineers who are prepared to lead with purpose, integrity, and vision.

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 support. This support extends beyond financial assistance. It is the community, guidance, and infrastructure that help us feel welcomed, prepared, and confident as we navigate academic, professional, and societal spaces where we are often underrepresented. NSBE does not simply open doors for its members, but walks alongside us as we learn how to thrive in those spaces.

At its core, NSBE provides community support. For NSBE Jr. members, this builds early confidence and introduces STEM as a space where they belong. For collegiate members, it offers belonging and stability during formative years. For professionals and lifetime members, it sustains connection and reinforces that NSBE remains relevant beyond graduation. This sense of community ensures we are never navigating our journeys alone.

Educational support is equally vital. Many members rely on NSBE for academic resources, peer accountability, and encouragement through challenging coursework. This support drives success in the classroom and helps members translate academic achievement into leadership and long-term impact.

NSBE also provides meaningful financial support through scholarships, grants, and chapter relief initiatives that reduce barriers to participation and growth. Continued emphasis on awareness and accessibility ensures more members can fully benefit from these resources.

Finally, professional support sustains NSBE long-term. Partnerships such as the collaboration between NSBE Professionals and the Project Management Institute create value beyond graduation and help address post-graduate retention. When support reflects the lived experiences of NSBE Jr., collegiate, and professional members, NSBE remains a community we grow with forever.



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 IV Chairperson, I led and coordinated a cross-functional team to deliver a successful Fall Regional Conference that welcomed over 700 members and more than 30 corporate partners. Planning and executing an event of this scale required sustained collaboration across all zones, as well as alignment with national and organizational policies and priorities.

To foster collaboration, I focused first on the clarity of purpose and roles. Each zone understood not only their responsibilities, but how their work contributed to the overall member experience and NSBE's mission. I established regular planning checkpoints, encouraged open communication between teams, and space for feedback to ensure challenges were addressed early and collectively.

Maintaining alignment with organizational goals was central to my leadership approach. Decisions around programming, partnerships, budgeting, and operations were guided by member needs, fiscal responsibility, and NSBE's broader strategic direction. By keeping the mission at the forefront, we remained focused even as priorities shifted during the planning process.

Equally important was empowerment and trust. I worked to remove barriers, provide guidance where needed, and empowered zone leads to execute within their areas of expertise. This balance allowed the team to operate efficiently while remaining adaptable.

The result was a well-executed conference that delivered meaningful professional development, strong corporate engagement, and a welcoming environment for members across the region. One lesson I took from this experience is that alignment is not achieved once, but continuously. Regular communication and shared accountability are essential to keeping a diverse team moving in the same direction.

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

Transparency comes from consistency and honesty, and together, transparency and accountability build trust. In an organization like NSBE, trust is essential. Members need to know their concerns are heard and acted upon, and that leadership decisions are made with the membership in mind.

To ensure transparency, leaders must communicate clearly and consistently, even when conversations are difficult. This includes sharing not only outcomes, but the reasoning behind decisions. When priorities shift, budgets change, or timelines adjust, members deserve context. Regular updates, clear documentation, and accessible feedback channels help members stay informed and engaged rather than disconnected.



Accountability reinforces transparency when leaders follow through on what they communicate. Clearly defined expectations, shared responsibility, and regular progress updates ensure commitments are meaningful. When leadership models accountability, it creates a culture where trust flows both ways and members feel empowered to engage and take ownership.

Through the ACE Platform, transparency becomes a tool for Access by making information and opportunities visible to all members. Connection is strengthened when open communication builds trust between leadership and membership. Excellence is sustained when decisions are evaluated honestly and adjusted based on feedback and results.

Ultimately, NSBE needs leaders who listen, communicate openly, and act with integrity. By prioritizing consistency, honesty, and accountability, leadership can foster trust and confidence across the organization.



Leadership Action Plan

A.C.E. Leadership Action Plan

Casey Williams II for 2026–2027 NSBE National Chairperson

For almost 51 years, our Society has existed to expand opportunity, community, and excellence for engineers. As we enter a new chapter faced with familiar challenges the Chicago Six encountered during our organization's first founding, we must ask—are we honoring that legacy?

If elected Chairperson, my focus will be to set direction, align leadership, and ensure the entire Society moves forward together. The ACE Platform is my commitment to a stronger and more sustainable NSBE.

—

A – ACCESS | *Ensuring every member and partner can fully engage with NSBE*

Access is foundational to equity and empowerment. NSBE must provide consistent systems and support so chapters, leaders, and members can focus on impact rather than navigation.

Initiatives:

- **Modernize NSBE's Digital Infrastructure** to streamline membership, communication, and leadership tools across all levels—from PCI all the way up to WHQ,
- **Establish Chapter Support Pods** that provide coordinated, proactive support to PCI, collegiate, and professional chapters, and
- **Reduce Financial, Informational, and Structural Barriers** to participation in NSBE programs and leadership.

C – CONNECTION | *Aligning NSBE to move together*

NSBE functions best when leadership, timelines, and priorities are clearly aligned. Connection strengthens trust, execution, and continuity across the Society.

Initiatives:

- **Implement National Alignment Calendars** to coordinate planning across the Society,
- **Convene Quarterly Leadership Summits** to align and engage national, regional, and chapter leaders around priorities & expectations, and
- **Expand Society Partnerships** that deliver value across multiple segments of NSBE.

E – ELEVATION | *Developing leaders, influence, and long-term sustainability*

Elevation ensures NSBE's mission endures beyond any single term. We must intentionally develop leaders, strengthen advocacy, and plan for the future—and start early.

Initiatives:

- **Strengthen our National Leadership Institute** and member development pathways,
- **Strengthen NSBE's Advocacy** for DEI and engineering equity at the national level, and
- **Advance Multi-Year Strategy Development** that ensures continuity, accountability, and long-term growth.

The ACE Platform builds on the momentum of Game Change 2025 to position NSBE to serve every member more effectively by expanding access to opportunity, aligning leadership at all levels, and elevating our people, systems, and international influence. The result is a stronger membership pipeline, empowered leaders, and a Society re-structured for long-term growth and relevance.

Together, we will ACE the future of NSBE.



Leadership Resume

Casey L. Williams II

will2644@purdue.edu | www.linkedin.com/in/caseywilliamsii

Summary

Servant-leader and Industrial Engineering student with experience leading cross-functional teams and applying systems-driven thinking to drive measurable results. Serves as Region IV Chairperson, advancing mission-aligned strategy, member engagement, and sustainable leadership through a faith- and integrity-centered, people-first approach.

Education

Purdue University *West Lafayette, IN*
Industrial Engineering, B.S., Cooperative Education Certificate *Anticipated December 2026*

Organizational Leadership & Service

The National Society of Black Engineers *Alexandria, VA*
Region IV Chairperson *May 2025 – Present*

- Sets regional vision and priorities aligned with NSBE’s mission, national directives, and evolving member needs, with a focus on sustainable growth and leadership development.
- Leads and coordinates the Regional Executive Board, fostering cross-zone collaboration, shared accountability, and effective execution across functional areas.
- Serves as a primary advocate and liaison between chapters, national leadership, and external stakeholders, championing a people-first leadership approach grounded in transparency, service, and organizational integrity.

Region IV Membership Chairperson *May 2024 – April 2025*

- Directed regional membership strategy focused on retention, chapter revitalization, and strengthening the overall member experience.
- Partnered with regional and chapter leaders to improve engagement, communication, and participation across programs and initiatives.

Purdue University Chapter Senator *August 2023 – May 2024*

- Represented chapter interests at the regional and national levels, ensuring alignment between chapter needs and organization governance.
- Strengthened communication and advocacy between chapter leadership and regional decision-makers.

Kappa Alpha Psi Fraternity, Incorporated – Nu Chapter *West Lafayette, IN*

Awards: 2025 Undergraduate Brother of the Summer

Immediate Past Keeper of Exchequer (Treasurer) *April 2025 – Present*

- Provides mentorship, and institutional knowledge to ensure smooth financial leadership continuity.
- Advises executive leadership on fiscal responsibility, planning, and accountability.

Keeper of Exchequer (Treasurer) *April 2024 – April 2025*

- Managed chapter finances with a focus on transparency, sustainability, and compliance.
- Supported budgeting and financial planning for programs, service initiatives, and operations.

Community Service & Guide Right Chairman *April 2023 – April 2024*

- Led community engagement and mentorship initiatives advancing youth development, access, and the chapter’s commitment to leadership and service.



Industry Experience

The Walt Disney Company

Lake Buena Vista, FL

Intern – Industrial Engineering, Disney Cruise Line

May 2025 – August 2025

- Developed an Excel-based optimization tool for stateroom assignments, incorporating operational constraints to reduce assignment time and labor while improving accuracy.
- Designed and implemented a Power BI dashboard integrating data from multiple sources, streamlining access to real-time sailed and on-sale voyage information and enabling faster decision-making.

Intern – Industrial Engineering, DHS Park Operations

August 2024 – January 2025

- Conducted analyses of attraction data to provide operational recommendations to park leadership, suggesting opportunities for a 10% increase in ridership per hour and improving guest flow efficiency.
- Designed and implemented a Power BI dashboard to automate life-safety reporting, enhancing visibility for area leadership and enabling strategies to reduce preventable alarms.
- Gathered and analyzed data for a *runDisney* event to optimize workforce allocation, improve labor staffing strategies, and establish best practices for future event planning and coverage.

Deere and Company

East Moline, IL

Intern – Industrial Engineering

May 2024 – August 2024

- Partnered with manufacturing engineers to develop and refine standards for operational improvements.
- Contributed to the evaluation and implementation of new manufacturing processes and technologies, achieving annual cost savings of \$25,000.
- Provided guidance to departmental engineers, ensuring process plan accuracy and effective line balancing by serving as the subject matter expert in relevant tools and software.

Intern – Supply Management

May 2023 – August 2023

- Managed supplier relationships, overseeing an annual expenditure of \$30,000,000 to enhance delivery performance and drive improvements in chronic performance issues.
- Addressed and resolved logistical challenges, including shipping, receiving, invoicing, and payment discrepancies, ensuring timely and accurate supplier payments.
- Collaborated with design engineers and suppliers to streamline inventory adjustments for production, resulting in \$300,000 in annual cost savings.

Technical Skills: Microsoft Office, Microsoft Power BI, Google Workspace, Python, C, SQL, ERP Systems



Letter of Recommendation

National Society of Black Engineers

To Whom It May Concern,

It is with great enthusiasm and confidence that I write this letter of recommendation for Casey L. Williams II as a candidate for National Chairperson of the National Society of Black Engineers (NSBE).

I have known Casey since 2022, when we first met during his participation in the Purdue Minority Engineering Program (MEP) Academic Boot Camp, where he distinguished himself by ranking in the top 10% of participants. Since then, Casey has consistently demonstrated the discipline, leadership, and commitment to excellence that define impactful leaders within NSBE and beyond.

Casey's academic and professional journey reflects both technical rigor and people-centered leadership. As an Industrial Engineering student at Purdue University, he has paired strong analytical skills with real-world application through internships at The Walt Disney Company and John Deere, contributing to measurable improvements in operational efficiency, data-driven decision-making, and cost savings. His excellence has also been recognized with honors, including being named one of Kappa Alpha Psi's Undergraduate Brothers of the Summer (2025), reflecting not only his achievements but also the respect he has earned from those he serves alongside.

His ability to translate complex data into an actionable strategy is a hallmark of his leadership style and an asset to any organization seeking sustainable growth and innovation. Within NSBE, Casey has proven himself to be a servant leader with vision and follow-through.

His service as Region IV Chairperson reflects an understanding of the organization's structure, membership needs, and long-term mission. Casey leads with intention—balancing strategy, advocacy, and collaboration—while remaining grounded in NSBE's core purpose of advancing Black excellence in engineering. He has demonstrated an ability to unify stakeholders across chapters, regions, and disciplines, creating alignment around shared goals and measurable impact. What distinguishes Casey most is his character. He is a God-fearing man who leads with integrity, humility, and accountability, guided by strong values and a genuine desire to serve others. He listens first, acts decisively, and remains committed to developing those around him while holding himself and others to a high standard. These qualities, combined with his technical acumen and organizational experience, make him exceptionally well-suited to serve as National Chairperson.

I am confident that Casey will lead NSBE with clarity, courage, and conviction. He embodies the values of this organization and has both the vision and executional strength required to guide NSBE into its next chapter. I endorse his candidacy.

Please feel free to contact me should you require any additional information.

Sincerely,

Virginia Booth Womack, National Advisor
National Society of Black Engineers



National Vice Chairperson Candidate



William Corey, Jr. ✓
Ph.D., Industrial and Systems Engineering
North Carolina A&T State University

Currently serves as National Membership
Chairperson

Choose one aspect of NSBE’s mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

To me, “succeed professionally” means more than helping members land jobs. It means equipping them with the confidence, skills, networks, and systems they need to grow into leaders in their fields and in their communities. As National Vice Chairperson, I would focus on building a professional development pipeline that is intentional, measurable, and accessible across every NSBE demographic.

At the national level, I would align the work of each zone around career readiness as a shared outcome. This means ensuring that programs, communications, and membership strategies are not operating in silos, but reinforcing one another. For example, professional success should be embedded into Annual Convention content, Regional Conference strategy, New Member Orientation, and year-round chapter resources. Every member should clearly understand how NSBE supports their journey from student to professional and beyond.

I would work closely with zone leaders and Regional Chairs to establish a consistent framework for professional development across the Society. This includes standardizing leadership training pathways, strengthening mentorship structures between NSBE Jr., collegiate, and professional members, and ensuring that chapters have turnkey resources to host career-focused programming that meets members where they are.

Equity in access is critical. Not every member can attend every conference or event, so I would prioritize scalable, hybrid models such as virtual workshops, recorded trainings, and national toolkits that chapters can deploy locally. Professional success should not be limited by geography or financial capacity.



Finally, I would use data to guide where we invest our energy. By tracking engagement, participation, and outcomes, we can identify gaps and tailor strategies for regions or demographics that need additional support. This allows us to move from good intentions to intentional impact.

As Vice Chairperson, my goal would be to ensure that every member, regardless of entry point, can clearly see how NSBE helps them succeed professionally and has the structure, support, and opportunity to do so.

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 community. NSBE is more than an organization, it is a space where members feel seen, supported, and empowered in environments where they are often underrepresented. That sense of belonging is what transforms NSBE from a résumé line into a lifelong network.

As National Vice Chairperson, I would focus on strengthening that community by making connection intentional at every level. This begins with creating clearer pathways between NSBE Jr., collegiate, and professional members so that no one enters or exits the organization in isolation. Mentorship should not feel informal or optional, it should be a visible and accessible part of the NSBE experience.

Sustaining this value across all demographics requires equity in access. A member in a small chapter or rural area should feel just as connected as someone in a large metropolitan region. I would advocate for hybrid engagement models, national forums, and shared resources that allow every member to participate, regardless of location or financial capacity.

Community also depends on trust. I would work with zone leaders and Regional Chairs to ensure communication is consistent, transparent, and responsive. Members should know what the Society is doing, why decisions are made, and how their voices can shape the organization.

When members feel connected, informed, and valued, they stay. My goal is to ensure that every member, at every stage, experiences NSBE as a community that grows with them and invests in their success.



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 National Membership Chairperson, I led a cross-functional effort to address systemic gaps in how members are onboarded and supported across NSBE. The work required coordination between the Membership Zone, Programs Zone, Communications, Technology, Regional Leadership, and World Headquarters. Each group approached the problem from a different perspective, but we shared a common organizational goal: creating a more consistent and accessible member experience.

I began by listening. I met with Regional Membership Chairs, zone leaders, and staff to understand where chapters and members were struggling. Instead of prescribing solutions, I framed the initiative around a shared question: What does a successful NSBE entry point look like for every demographic? This allowed each stakeholder to contribute from their area of expertise and created a sense of collective ownership.

To maintain alignment, I anchored every conversation in NSBE's mission and long-term sustainability. When priorities competed, we returned to impact: Will this make NSBE easier to navigate, more inclusive, and more effective for members? That lens helped move discussions from preference to purpose.

I established clear roles, documented decisions, and provided regular updates so that no one felt disconnected from the process. Even when timelines shifted, the structure we built allowed the work to continue beyond a single term.

While the full rollout extended past this year, the collaboration created a foundation for a sustainable system. This experience reinforced that effective leadership is about aligning people, building systems, and leaving the organization stronger.

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

Transparency and accountability begin with consistency. Members lose trust when information feels delayed, fragmented, or unclear. As National Vice Chairperson, I would ensure that communication across the Society is structured, predictable, and accessible.

At the leadership level, I would establish clear expectations for how and when updates flow from the National Executive Board to Regional Chairs, and from regions to chapters. This includes standardized reporting rhythms, shared documentation, and concise summaries of key decisions. Members should not have to “hear through the grapevine” to understand what is happening.



I would work with zone leaders to ensure that major initiatives, policy changes, and strategic priorities are communicated in plain language across multiple platforms. Whether a member engages through email, social media, a chapter meeting, or a national event, they should receive the same message and understand both the “what” and the “why.”

Accountability is sustained through visibility. I would advocate for clear goal-setting at the national and zone levels, paired with regular progress updates. When leaders publicly state objectives and report on outcomes, it builds trust and reinforces ownership. Successes should be shared, and challenges acknowledged.

Equally important is two-way communication. I would support national forums, feedback channels, and open sessions that allow members to ask questions and raise concerns. Transparency is not just broadcasting information; it is creating space for dialogue.

My goal is to build a culture where members feel informed, heard, and confident that leadership is accessible and accountable.

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 requires meeting members where they are and showing them, at every stage, how NSBE grows with them. The strategy must be unified, but the execution must be tailored.

For NSBE Jr., the focus is exposure and continuity. Early engagement through hands-on STEM experiences, visible collegiate mentors, and clear pathways into collegiate chapters builds identity and belonging. NSBE Jr. members should see themselves in the next level of NSBE before they ever arrive.

For collegiate members, engagement comes from relevance. Chapters need accessible, turnkey resources for career preparation, leadership development, and academic support. I would ensure that national tools and programming are easy to deploy locally, so members consistently experience value beyond meetings. Clear pathways into leadership and professional networks keep students invested.

For professionals, retention is driven by purpose and impact. Professionals should see NSBE as a platform to lead, mentor, and advance. Creating structured avenues for mentorship, technical engagement, and community impact allows professionals to remain active while balancing careers.

Across all demographics, consistency matters. Members should encounter the same clarity of purpose regardless of region. I would prioritize hybrid and scalable engagement models so that access is not limited by geography or finances.



Finally, recognition sustains commitment. Highlighting milestones, service, and growth reinforces that members matter. When people feel seen and supported, they stay.

My goal is to ensure every member can answer one question clearly: Why does NSBE matter to me?

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

Membership data should be more than a report, it should be a roadmap. As National Vice Chairperson, I would treat data as a decision-making tool that helps the Society move from reactive to intentional.

By analyzing trends in membership growth, renewals, event participation, and chapter activity, we can identify where members are thriving and where support is breaking down. For example, drops in renewal rates at specific transition points, such as NSBE Jr. to collegiate or collegiate to professional, reveal where continuity is failing. Those moments should become the focus of targeted outreach, mentorship, and programming.

Data also allows us to tailor strategies by region and demographic. If one region shows strong engagement in professional development while another struggles, we can replicate what works and provide focused support where it is needed. Rather than applying one national solution, we can deploy informed, region-specific campaigns that reflect local realities.

For recruitment, historical growth patterns can highlight which programs, partnerships, or seasons are most effective. This allows us to time outreach intentionally and align it with moments when students are most receptive. For retention, tracking participation and engagement helps us identify members at risk of disengaging and intervene with relevant opportunities.

Most importantly, data must be accessible and actionable. I would work to ensure that Regional Chairs and zone leaders have clear dashboards and summaries they can use to guide decisions locally.

When we use data to listen to our members at scale, strategy becomes grounded in reality, and growth becomes sustainable.



Leadership Resume

William Corey Jr.

Lewiston Woodville, NC | whcorev@aggies.ncat.edu



EDUCATION

North Carolina A&T State University	Greensboro, NC
Doctor of Philosophy, Industrial and Systems Engineering, GPA: 4.00	May 2028
Master of Science, Electrical Engineering, GPA: 3.53	May 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

- 2025 – 2026 National Membership Chairperson
- 2025 – 2026 Region II Chairperson Emeritus
- 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 – 2026 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

Parliamentarian, 2025 – 2026

College of Engineering Representative, 2023 – 2024

Graduate College at NC A&T State University

Graduate Ambassador, 2023 – 2025

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

College of Engineering Ambassador, 2022 – 2024

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 confidence and pride that I recommend William Corey Jr. for the role of National Vice Chairperson. As Chairperson of the Region II Advisory Board, I worked closely with William during his term as Region II Chairperson and witnessed firsthand the discipline, clarity, and intentional leadership he brought to one of the Society's largest regions.

William led Region II with purpose. He balanced vision with execution, strengthened communication across zones, and built systems that outlived his term. Under his leadership, Region II became more structured, more aligned, and more forward-thinking. He did not simply manage people, he developed leaders and created continuity in an environment where turnover is constant.

Today, William serves as Region II Chairperson Emeritus, where he provides continuity and counsel to the region's current leadership, and as National Membership Chairperson, where I have observed his work and impact through national channels and conversations. Even from a distance, it is clear that he approaches national leadership the same way he led Region II: with intentionality, systems thinking, and accountability to the members.

What sets William apart is not just his experience, but his maturity. He listens before acting, builds alignment across functions, and never loses sight of NSBE's mission. He understands that leadership at the national level is not about visibility, but about structure, trust, and follow-through.

The National Vice Chairperson must be someone who understands how chapters, regions, and national leadership intersect. William has lived that progression. He is prepared not just to serve, but to guide.

I am confident that William Corey Jr. will bring stability, clarity, and strategic direction to the Administrative Zone and to the National Executive Board.

Sincerely,

A handwritten signature in black ink, which appears to read 'J. Williams', is placed below the word 'Sincerely,'.

Joe Williams
Chairperson, Region II Advisory Board
Lifetime Member 30270
National Society of Black Engineers

205 Daingerfield Road | Alexandria | VA | 22314 | P: 703.549.2207 | F: 703.549.5312 | www.NSBE.org



National Secretary Candidate



Nicole Johns ✓
Ph.D., Biomedical Engineering
Wayne State University

Currently serves as National Secretary

Choose one aspect of NSBE’s mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Positively impacting the community can take many forms, from volunteering and contributing to local initiatives, to tutoring and mentoring peers, or returning as an alumnus to encourage and inspire those following the pipeline. As National Secretary, I am committed to continuing to leverage our platforms to highlight the opportunities and accomplishments of members who give back to their communities. By amplifying this work, we can inspire others, share best practices, and encourage greater engagement across the organization.

During my current term, I have intentionally built connections with universities and local chapters to better understand their initiatives and to serve as an accessible example of how NSBE leadership can actively give back. These relationships have allowed me to support chapter efforts while reinforcing the value of service-driven leadership. If re-elected, I plan to expand this outreach by engaging more regularly with more local chapters, learning about their goals, and encouraging increased participation in leadership, especially among members who may not yet see themselves in those roles.

Positively impacting the community is a foundational pillar of NSBE’s mission and one of the qualities that truly sets our organization apart. It is not always something that can be taught in a classroom or learned on the job, but it is essential to how we grow, sustain ourselves, and uplift one another. By continuing to prioritize service and engagement, we strengthen NSBE’s legacy and ensure that our impact extends well beyond our individual chapters and terms.



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 commitment to developing successful leaders in the engineering and scientific fields. This value extends beyond technical excellence; it equips members with the leadership, communication, and organizational skills necessary to thrive both within NSBE and in their professional careers.

As National Secretary, I would continue to serve as a leader and mentor to my counterparts and zone members. Maintaining regular touchpoints with regional and national leaders allows me to proactively listen for new ideas, challenges, and concerns; address them in a timely manner; and facilitate productive dialogue that leads to balanced and effective solutions.

To sustain this value for future leaders, I believe it is essential to strengthen and expand our documentation and archival practices. Clear, accessible resources can significantly improve leadership transitions and training, enabling incoming leaders to quickly understand their roles and responsibilities and allows them to spend more of their limited term making strategic decisions and driving meaningful impact.

Developing successful leaders, however, should not be limited to those in formal leadership positions. I would also work to leverage NSBE's national platforms to provide leadership programming and training for members across all demographics, regardless of title or role. The skills developed through these initiatives, such as team management, communication, and strategic thinking, are highly transferable and directly applicable to internships, research opportunities, and full-time careers. By packaging this training into structured programs taught by professionals, we can ensure members carry these skills with them beyond their time in NSBE.

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?

One of the most impactful leadership roles I have held was serving as the Marketing and Communications (MarComm) Lead for the 2025 Annual Convention in Chicago. In this role, I coordinated cross-functionally with the Convention Planning Committee (CPC), the National and Regional Executive Boards, vendors, and external partners to ensure a cohesive and successful Convention experience.

To foster collaboration within the committee, I maintained regular touchpoints with the finance and programs teams to ensure all initiatives received appropriate publicity while remaining aligned with budgetary constraints and organizational priorities. These consistent check-ins allowed us to proactively address challenges, adjust messaging as needed, and ensure transparency across teams. I also worked closely with vendors and partners to ensure branding consistency and seamless execution across all Convention programming and materials.



Beyond the CPC, the MarComm Zone collaborated with other communications zones across the society to maximize our social media reach and ensure timely, accurate information was disseminated to regions, chapters, members, and external stakeholders. By aligning messaging across all platforms and stakeholders, we ensured that Convention communications supported NSBE's broader organizational goals while maintaining clarity and consistency.

Through structured communication, cross-team collaboration, and a shared focus on NSBE's mission, I was able to help drive alignment, build trust across teams, and contribute to the successful planning and execution of our largest event of the year, and one of the largest Conventions NSBE has executed.

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

As one of the largest student-led organizations in the country, NSBE's success depends on clear, consistent, and transparent communication with all stakeholders. Ensuring accountability requires not only sharing information but also creating accessible and reliable channels through which members, leaders, and partners can stay informed and engaged.

As a leader, I prioritize maintaining multiple communication channels to reach our membership and external and community partners effectively. Social media remains our most powerful tool for mass communication, complemented by email and other messaging platforms. This year, my zone focused on developing ideas of more modern and responsive communication methods to better connect with members and leaders. While mass emails are essential for providing official updates and event information, group messaging platforms allow for real-time communication, increased engagement, and quicker feedback.

Looking ahead, I would like to continue the work of developing a more official, member-focused communication platform would further enhance transparency and accountability. Such a platform would create opportunities for members to connect directly with one another and with leadership, fostering collaboration, trust, and organizational growth.

Within leadership, I emphasize regular touchpoints with my counterparts to encourage open dialogue, collaboration, and shared learning. These consistent check-ins ensure alignment on goals, provide space to address concerns, and reinforce accountability as we work together to serve NSBE's membership. By combining clear communication, accessible platforms, and intentional leadership engagement, we can strengthen transparency and build trust across the organization.



NSBE's brand is its strength. How would you ensure that content created for NSBE aligns with its mission, appeals to members, and reaches intended audiences effectively?

NSBE's brand is rooted in the strength and clarity of the three pillars of its mission: excelling academically, succeeding professionally, and positively impacting the community. Any content produced on NSBE's platforms should intentionally reflect and reinforce these pillars.

To ensure alignment and effectiveness, content must also be developed with a clear understanding of our audience. NSBE serves one of the most diverse demographics of any organization, ranging from pre-college students to lifelong members and retirees, as well as internal stakeholders and external partners. Because of this, content must be both intentional and adaptable, with a clear purpose and target audience identified before distribution.

In my role, I would collaborate closely with the Communications Zone to develop and maintain a strategic content calendar that ensures each stakeholder group is consistently represented across NSBE platforms. This approach would help prevent the oversaturation of any single demographic or platform while ensuring balanced visibility across programs, initiatives, and partnerships.

Additionally, I view NSBE's website as the central hub for official information, documentation, and organizational resources. Social media, email, and newsletters should function as coordinated channels that direct audiences back to this central source. Our platforms should be highlighting upcoming programs and events, sharing key updates, and providing streamlined access to registrations, forms, and resources. This integrated approach ensures consistency in messaging, strengthens brand trust, and maximizes reach and engagement across all intended audiences.

Describe your experience managing technology or creating digital strategies to improve organizational communication and engagement.

Throughout my time as a NSBE leader, I have served as a Marketing and Communications Lead on multiple boards, where I focused on understanding the needs of both our membership and external audiences and developing targeted strategies to effectively reach each group.

In my current term as National Secretary, I have guided my team to actively identify emerging digital and social media trends that NSBE could leverage to increase engagement. Through this work, I supported the curation and implementation of a refreshed brand presence that presents a more contemporary, cohesive, and unified look across NSBE platforms. This approach helps connect the diverse demographics within the organization while reinforcing consistency and clarity in our messaging.



From a technology management perspective, I have overseen the use of NSBE’s event applications across conferences to improve access to information and enhance the attendee experience. This included ensuring agendas were consistently updated, partners and corporate sponsors were highlighted, and members had easy access to event details, links, and local resources. These efforts kept members informed, engaged, and connected throughout conference programming.

Additionally, my role as National Secretary includes managing the National Technology Chair and the National Communications Chair, providing oversight for backend systems that support NSBE’s digital infrastructure, including leadership email accounts, documentation systems, and the NSBE website. While much of this work occurs behind the scenes, it is critical to ensuring that NSBE’s front-facing platforms remain accessible, reliable, and effective for all stakeholders.



Leadership Resume

Nicole A. Johns

Detroit, MI | najohns@umich.edu | <https://www.linkedin.com/in/nicoleajohns>

Education

Doctor of Philosophy | Wayne State University | Expected Graduation: Apr. 2027

Major: Biomedical Engineering, Impact Biomechanics

Master of Science | University of Michigan | Aug. 2019

Major: Kinesiology, Movement Science

Bachelor of Science in Engineering | University of Michigan | Apr. 2018

Major: Biomedical Engineering, Biomechanics

Leadership & Management

National Secretary | National Society of Black Engineers

May 2025 - Present

- Managed the National Communications Zone responsible for managing the public relations, technology, publications, and general communications within the organization and setting the marketing direction of the organization
- Successfully implemented a refreshed brand for the organization, leading to a more cohesive and united brand presence through the organization
- Standardized branding language to ensure the organization's messaging and decisions are consistent and aligned with governing practices and institutional priorities

Convention Planning Committee Executive Assistant | National Society of Black Engineers

May 2024 - Apr. 2025

May 2021 - Apr. 2022

May 2018 - Apr. 2019

- Managed the Marketing & Communication Team responsible for marketing to members and sponsors via digital marketing (e-mail, social media, and web), earned media, and on-site hospitality leading to some of the largest Convention attendances in convention history
- Developed the marketing plan, look and feel, and coordinated collaboration across national, regional, and chapter levels inside the organization and with vendors and consultants outside of the organization
- Maintained general administration and communication efforts within the committee, including organizing files, recording meeting minutes, creating and editing presentations, and voting on executive decisions

Region IV Secretary | National Society of Black Engineers

May 2017 - Apr. 2018

- Managed a team consisting of the Public relations/Publications Chairperson, managing social media and other publications for the region, as well as the Telecommunications Chairperson, responsible for content on the regional website
- Assisted in planning the 2017 Fall Regional Conference for Region IV, managing the conference's mobile app, controlling the look and feel and branding of the conference, and ensuring the membership received proper communication and information for the conference
- Effectively manage and communicate with chapter secretaries within Region IV to communicate regional programming and educate them on the importance of maintaining NSBE's branding

University of Michigan Chapter Secretary | National Society of Black Engineers

May 2016 - Apr. 2017

- Maintained detailed meeting minutes for the chapter
- Managed chapter's social medial accounts, website, and regular email communications
- Assisted in planning bi-weekly chapter meetings, social events, and collaborative leadership events around campus



Letter of Recommendation



National Society of Black Engineers

Candidate: Nicole Johns
Position: National Secretary

Greetings Senators and Leaders:

It is with great enthusiasm and full confidence that I recommend **Nicole A. Johns** for the position of **National Secretary of the National Society of Black Engineers** for the 2026-2027 term. Nicole is a deliberate, principled, and highly effective leader whose command of communication, governance, and organizational alignment makes her exceptionally qualified to serve in this critical national role.

Throughout her tenure in NSBE, Nicole has consistently demonstrated the core competencies outlined in the responsibilities of the National Secretary as defined in NSBE's Constitution and Bylaws—namely, ensuring organizational record integrity, maintaining consistency in official communications, supporting the work of the National Executive Board, and safeguarding the continuity and professionalism of the Society's operations.

Nicole's service to NSBE spans nearly a decade and includes impactful leadership positions, including **University of Michigan Chapter Secretary, Region IV Secretary**, and multiple years as Executive Assistant for the #NSBE45, #NSBE48, and the 2025 Annual Convention. These experiences have uniquely positioned her to understand both the operational and strategic demands of the National Secretary role. Her background in records management, agenda preparation, meeting documentation, and cross-functional coordination allows her to execute responsibilities with precision and foresight.

During the **2025–2026 term**, Nicole made a lasting impact on NSBE at the national level through her leadership in organizational branding and communications. She successfully implemented a **refreshed and unified brand across the entire Society**, resulting in a more cohesive, professional, and forward-facing presence. In alignment with evolving organizational policies, she also **updated and standardized brand language**, ensuring that NSBE's messaging accurately reflected governance decisions and institutional priorities.

Nicole's contributions were particularly evident during the **2025 Annual Convention in Chicago**, a milestone event for the organization. She played a key role in developing and supporting the **visual identity and look-and-feel of the Convention**, ensuring that the celebration honored NSBE's legacy while offering a modern, consistent brand experience. Additionally, Nicole led and managed a **national marketing team** whose strategic outreach and execution helped welcome **over 14,000 attendees**—one of the most significant gatherings in NSBE history.

Beyond her technical skills, Nicole's greatest strength lies in fostering clarity, trust, and alignment. She is deeply intentional about ensuring that board members and stakeholders understand not only *what* decisions are made, but *why* they are made. Her meeting minutes, official correspondence, and verbal communications are consistently thorough, accurate, and accessible, reinforcing transparency and accountability within the organization.

Nicole leads with both empathy and excellence. She creates environments where team members feel informed, empowered, and valued, while still holding herself and others to high performance standards. This balance makes her particularly effective in a role that is central to governance, documentation, and institutional memory.

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National Society of Black Engineers

I wholeheartedly endorse **Nicole A. Johns** for the position of **National Secretary**. Her dedication to NSBE, mastery of organizational communication, and proven record of national-level impact make her an exceptional candidate who will serve the Society with integrity and distinction.

Respectfully submitted,

Takiyah M. Jefferson

Recommender's NSBE Experience:

Takiyah M. Jefferson

Current Role: 2026 Annual Convention Planning Committee – Comm Zone Advisor

Past Experience:

Region2 Zone Coordinator and Public Relations Chair, National Convention Planning Committee – Facilities Manager, WHQ Meeting Planner, Region 2 Finance Zone Advisor, Convention Planning Committee – Comm Zone Advisor (#NSBE44, #NSBE45, #NSBE48, #NSBE49, #NSBE50, & 2025 Annual Convention)

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National Treasurer Candidates



Kalen Walker ✓

B.S., Mechanical Engineering
University of Wisconsin-Milwaukee

Currently serves as the University of Wisconsin-Milwaukee Chapter President

Choose one aspect of NSBE’s mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Of the aspects of the NSBE mission I think the one that resonates with me the most is Succeed Professionally. As the national treasurer I would ensure that the financial system that I put in place enables members to have more access to attend our conferences, and other initiatives including conferences. Making it to where our members can succeed professionally starts with access, and what I mean by that is giving our members the chance to experience all of the wonderful professional development opportunities that NSBE has to offer. One of the biggest hurdles to overcome with access is members and chapters financial struggles, which is why I plan on establishing a stronger pipeline of financial literacy workshops to help chapters and members be able to attend more of our conferences but also to help chapters continue to provide professional development events on their campuses as well. My goal is to uplift the leaders of NSBE and we have to start from the ground up, making sure that the same skills that we are learning on the national and regional level are getting passed down to the future leaders of NSBE.



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 think that NSBE most critical value to its members is definitely access. Time and time again I hear and see chapters struggle to try and get members to conferences on a college student budget and that is something that I want to work on while managing the national budget as well. I would work to fix and work on these issues by ensuring that all demographics from the professionals down to PCI have equitable budgeting practices, and data driven resource allocation so that all demographics can benefit from NSBE opportunities. A lot of the trainings and information that is being taught to the leaders on the national and regional board needs to be trickled down to all the demographics. We are building our next leaders so why not share more and be more transparent on our fundraising tactics to help and make sure all of our members are equipped with the skills to fundraise but also manage their budget effectively, as money and budget is the biggest gatekeeper to access to what NSBE has to provide.

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 4 treasurer I was able to work cross-functionally with the national finance zone, other regional leaders, and chapters to manage budget and conference funding. One example in particular was my constant work between myself, the programs chair and membership chair to ensure successful regional roadshows and other chapter initiatives. Fostering collaboration starts with good communication and that is one thing that I pride myself on is maintaining clear communication between all parties to ensure that everyone is on the same page and heading in the same direction. This looked like having weekly and or bi-weekly calls about specific events to make sure that everything is aligned and nothing else is needed for said event ensuring a successful execution.

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

As the national treasurer I would focus on maintaining open communication between leaders and members having a big focus on encouraging members and other leaders to sit in on and attend our meetings. A lot of members don't know that they can even attend national meetings or how to even sit in on the meetings, but that's something that I want to change and make better for the upcoming years. Members and leaders alike should have the opportunity to see what's going on in their society especially with the people that they voted into their positions.



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

I would develop the national budget by prioritizing mission aligned initiative through historical trends to make sure that we are using our budget and funds effectively. Through trends of successful events and initiatives I would be able to see exactly what our members want from the society and balance it with the cost of operation. Working with this information I would be able to provide our members with meaningful programming and initiatives and make sure that we stay financially stable throughout the society.

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

As national treasurer I would work to expand on diversified corporate partnerships, and alumni giving pipelines to help enhance and increase the revenue. My focus is on building sustainable income streams for not only the national board but also the regional and chapter levels as well.



Leadership Resume

Kalen Jarrelle Walker

Milwaukee, WI

Organizational Leader | Financial Stewardship | Student Governance

LEADERSHIP PROFILE

Experienced student leader with a record of building, leading, and sustaining organizations at the collegiate and regional levels. Proven ability to manage budgets, develop executive teams, maintain accountability, and align operations with organizational missions.

LEADERSHIP EXPERIENCE

National Society of Black Engineers (NSBE)

NSBE Collegiate Chapter

President | University of Wisconsin–Milwaukee Chapter (2023–2026)

- Presided over all chapter meetings and established agendas aligned with NSBE’s mission and strategic priorities.
- Represented the chapter to university administrators, regional leadership, and external stakeholders.
- Recruited, trained, and mentored executive board members, ensuring leadership continuity and operational accountability.
- Oversaw chapter operations, officer performance, and member engagement initiatives.

NSBE Region 4

Treasurer | Former

- Managed regional finances, including budgeting, expense tracking, and conference-related funding.
- Collaborated with national finance teams and regional leadership to ensure fiscal compliance and transparency.
- Provided financial guidance to collegiate chapters to support sustainable operations and equitable funding access.



Letter of Recommendation

January 19, 2026

To Whom It May Concern,

It is a privilege to write this letter for Kalen Walker as he runs for National Treasurer of the National Society of Black Engineers (NSBE). Having served in leadership roles myself, including as the Region 4 Advisory Board Chair, I've seen firsthand what it takes to handle our society's finances at a high level.

I first got to know Kalen's work while he was serving as a Regional Treasurer. In that role, he didn't just "manage" the money; he set a new standard. He successfully handled a regional budget that stood out above the rest, showing a level of financial discipline and strategy that you don't see every day. While Kalen may come across as reserved or soft-spoken, it would be a mistake to view that as a lack of resolve. His track record proves that he leads through action and results rather than noise, letting his performance and the health of the budget speak for his strength as a leader.

What really impresses me is how he didn't just stop at his own success. Kalen has stayed involved by advising the treasurers who followed him, leading to some of our most successful years for solicitation and overall budget management. Like I've seen with other great leaders, Kalen has that rare mix of technical "zone" skills and the ability to work across different teams to make sure every program has what it needs to win.

As a dedicated member of NSBE, I believe Kalen Walker has an exceptional background and will be an effective National Treasurer. At this level, financial literacy isn't just a "nice to have"—it is the backbone of our ability to impact the community. The National budget requires a leader who respects the weight of our fiscal responsibility and has the foresight to ensure every dollar is positioned to further our mission. Kalen doesn't just meet these expectations; he has consistently exceeded them, and I have full confidence that he will use his past experiences to help solve the demands of today's leadership.

Warmest Regards,

Jarrell D. Johnson
NSBE Lifetime Member
NSBE Region 4 Advisory Board Chair
NSBE National Professional Executive Board Chair



Ronald Williford ✓

M.S., Materials Science Engineering
University of Michigan-Dearborn

Currently serves as National Assistant Treasurer of
Special Projects

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Succeeding professionally means ensuring that NSBE's professional members receive value that is intentional, sustainable, and aligned with where they are in their careers. As a current member of the Strategic Planning Taskforce, I support the professional arm of the new strategic plan and focus on translating strategic goals into systems that meaningfully support professional success.

My approach begins with addressing foundational questions: who professional membership is designed for, what technology and data infrastructure are required, what workflows and operating practices must exist, and what governance structures are necessary to support engagement at scale. Professional members are not a monolith, and refining membership value requires intentionally differentiating offerings for early-career, mid-career, and senior professionals while creating clear pathways for leadership development, career advancement, and long-term engagement.

As National Treasurer, I would partner closely with NSBE Professionals to align these strategic priorities with executable operations and sustainable budgets. This includes clarifying resource needs, aligning financial investments with measurable outcomes, and ensuring funding decisions reinforce long-term impact rather than short-term activity. Effective financial stewardship is not solely about balancing a budget, but about resourcing the infrastructure that enables members to succeed.

This work builds directly on my experience as National Assistant Treasurer of Special Projects, where I collaborated with World Headquarters, National Advisors, and leaders to align strategy, operations, and financial planning. That experience reinforced the importance of pairing professional development goals with strong financial governance, accountability, and sustainability.



By strengthening the financial and operational foundation behind professional programming, I aim to empower NSBE's professional members with the clarity, infrastructure, and intentional design needed to succeed professionally. In doing so, NSBE can continue to serve as a lifelong professional home for its members while remaining fiscally responsible and positioned for long-term growth.

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 the collective impact of its Fall Regional Conferences, the Professional Development Conference, and the Annual Convention. These events provide a uniquely immersive experience where members, whether NSBE Jr., collegiate, or professional, consistently walk away with meaningful personal and professional development. Few engineering organizations offer the same combination of technical growth, leadership development, career access, and a high-energy, family-oriented environment that NSBE conferences deliver.

These events serve as the primary touchpoints where NSBE's mission comes to life. They connect members to industry, expose them to leadership pathways, and reinforce a sense of belonging that sustains engagement across career stages. This shared experience is a key reason members remain connected to NSBE long after graduation.

As National Treasurer, I would focus on enhancing and sustaining this value by strengthening the operational and financial foundation behind these events. This includes streamlining operational processes so conference planning teams can focus more on delivering impactful programming and less on navigating administrative or logistical challenges. Reducing operational friction improves both volunteer experience and program quality.

Additionally, I would prioritize a more coordinated approach to contracts that have society-wide impact. Many vendors support multiple NSBE events, and better organizing these contracts across budgets and planning teams would improve clarity, accountability, and cost efficiency. This approach ensures consistent execution, reduces redundancy, and supports sustainable growth across all demographics while preserving the experience that makes NSBE conferences truly transformative.



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?

One of the most impactful cross-functional initiatives I led was serving as Annual Convention Chairperson, where success required aligning volunteers, World Headquarters staff, vendors, around a shared vision for NSBE's largest event.

The Annual Convention demanded coordination across programming, finance, operations, logistics, and external partners. To foster collaboration, I emphasized clear roles, early alignment on objectives, and consistent communication. I worked closely with World Headquarters and our meeting planner to establish expectations, timelines, and decision-making processes so each team understood how their work supported NSBE's mission, member experience, and financial health.

This leadership was tested as we planned the Convention amid the rollout of national anti-DEI policies in the year leading up to our March execution. Alongside the National Chair and Chief Executive Officer, I helped navigate heightened uncertainty, external pressures, and shifting partner dynamics while remaining grounded in NSBE's mission and values. Despite these barriers, we maintained alignment, adapted where necessary, and kept stakeholders focused on execution.

Maintaining organizational alignment required balancing ambition with operational and financial realities. I ensured key decisions were informed by budget constraints, risk considerations, and long-term sustainability, while still delivering meaningful programming for students, professionals, and partners.

The result was a successful, fully executed Annual Convention that delivered strong attendance, stable operations, and positive financial performance, reinforcing member confidence and organizational resilience during a challenging external climate.

This experience reinforced that effective cross-functional leadership is built on transparency, trust, and resilience, principles that will guide my leadership as National Treasurer.



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

Transparency and accountability are essential to maintaining trust between NSBE’s leadership and its members. I believe this begins with consistent, structured communication across the Finance ecosystem, starting at the national level and extending through the regions and chapters.

As National Treasurer, I would prioritize regular “village” conversations with both the National Finance Zone and Regional Finance Zones to openly discuss the financial state of the organization, key priorities, and constraints. Transparency about NSBE’s financial reality should be encouraged, not avoided. As a nonprofit organization, NSBE operates with finite resources, and it is important that leaders at every level understand this context when making decisions.

Providing regional leaders with accurate and timely financial information empowers them to plan responsibly and better prepare chapter leaders. While financial realities may sometimes be challenging, honest communication allows regions and chapters to align expectations, improve financial training, and strengthen stewardship at the local level.

Accountability starts with the National Finance Zone setting the standard for clarity, consistency, and follow-through. From there, information should flow downward in a structured way that supports informed decision-making and reinforces shared responsibility. By fostering open dialogue and reinforcing financial education, NSBE can build a culture where transparency strengthens trust and accountability is embedded across the organization.

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

Developing and managing a budget that balances strategic priorities with financial constraints begins with grounding the budget in NSBE’s mission while acknowledging the realities of operating as a nonprofit organization with finite resources. A strong budget is not simply a financial document, but a strategic tool that reflects organizational values, priorities, and risk tolerance.

My approach starts with aligning budget allocations to NSBE’s strategic goals, ensuring that funding decisions directly support mission-critical initiatives rather than spreading resources too thin. This requires evaluating programs based on impact, sustainability, and long-term value, while also distinguishing between essential investments and discretionary spending. Strategic prioritization is especially important for large-scale initiatives such as conferences and national programs, where financial risk and opportunity are both significant.



Managing financial constraints requires proactive forecasting, scenario planning, and continuous monitoring throughout the fiscal year. I believe in building budgets that include realistic revenue assumptions, contingency planning, and clearly defined thresholds for variance. When adjustments are necessary, decisions should be data-driven and communicated transparently to leadership to maintain trust and accountability.

Equally important is engaging stakeholders across the organization. By collaborating with World Headquarters, National Advisors, and leaders, financial planning becomes a shared responsibility rather than a top-down exercise. This approach ensures buy-in, improves financial literacy, and helps leaders at all levels understand the trade-offs required to sustain the organization.

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

Enhancing NSBE's fundraising capabilities requires shifting from transactional sponsor asks to a sustainable, value-driven partnership model. Rather than relying on short-term funding solutions, NSBE must clearly articulate its own investments, structure, and long-term vision to attract partners aligned with the organization's mission and impact.

My approach focuses on leveraging NSBE's scale by bundling conferences, leadership pipelines, and professional development initiatives into integrated sponsorship portfolios. The Annual Convention, Professional Development Conference, and leadership programs should not be treated as isolated fundraising efforts, but as interconnected platforms that offer partners consistent, year-round engagement and measurable outcomes. This approach stabilizes revenue while strengthening sponsor relationships.

Equally important is revenue protection through operational discipline. Improving sourcing strategies, coordinating contracts across events, and reducing redundancy directly strengthen NSBE's financial position. Managing cost, risk, and execution consistency is just as impactful as generating new revenue and ensures fundraising efforts are built on a solid financial foundation.

Creativity in fundraising also means expanding beyond traditional sponsorship models through multi-year partnerships, enhanced professional membership value, and program-aligned funding strategies. Clear value propositions, data-driven storytelling, and consistent execution are essential to sustaining partner confidence.

As National Treasurer, I would work closely with World Headquarters, the National Finance Zone, and partner-facing teams to ensure revenue strategies are scalable, financially responsible, and aligned with NSBE's mission. This balanced approach supports long-term growth while preserving trust and organizational stability.



Leadership Resume

Ronald Williford Jr.

Detroit, MI
[REDACTED] williford1@gmail.com

EDUCATION

Bachelor of Science, Industrial & Systems Engineering
Wayne State University, Detroit, MI
May 2025- Graduated

Master of Science, Materials Science Engineering
University of Michigan- Dearborn, Dearborn, MI
Expected: December 2027

EXPERIENCE

National Society of Black Engineers (NSBE)- 2025 Annual Convention

2025 Annual Convention Chairperson | January 2024 – May 2025 | Chicago, IL

- Led the strategic planning and execution of NSBE's 2025 Annual Convention, managing a 24-person national team and a \$10M+ operating budget for a 3-day event attended by over 18,000 members and corporate partners.
- Raised \$11.5M in revenue through strategic partner engagement and sponsorship acquisition, surpassing organizational goals and supporting full-scale event delivery.
- Developed and implemented the annual theme, strategic goals, and impact areas, including career readiness, mental health, academic support, and community engagement, ensuring alignment across all planning tracks.
- Directed cross-functional operations spanning logistics, programming, marketing, registration, and external partnerships, while maintaining coordination with executive leadership and national stakeholders.
- Oversaw program scheduling, risk mitigation, and critical path execution to ensure timely delivery of 100+ sessions, workshops, activations, and signature events.

National Society of Black Engineers (NSBE)

2025-2026 National Assistant Treasurer of Special Projects | May 2025- April 2026 |

- Partnered with World Headquarters Operations and National Advisors to advance long-term event sourcing, extending NSBE's Annual Convention sourcing horizon from 2027 to 2035, closing a significant strategic and financial planning gap for the organization's largest event.
- Supported enterprise-level financial planning efforts to balance the national budget in alignment with targeted Change in Net Assets goals, reinforcing fiscal discipline and long-term sustainability.
- Provided financial oversight and strategic support for major portfolios under scope, including Annual Convention and National Programs (PCI, Academic Excellence, National Leadership Institute, T.O.R.C.H., and Engineering Diversity).
- Collaborated across the National Finance Zone to align budgeting, forecasting, and resource allocation with organizational priorities and operational realities.
- Helped translate strategic initiatives into executable financial plans, ensuring programs were appropriately resourced while managing risk and financial constraints.
- Supported efforts to improve financial transparency and accountability across national and regional leadership through consistent communication and data-informed decision-making.

National Society of Black Engineers (NSBE)- 2019 Annual Convention

2019 Facilities and Operations | Feb 2018- April 2019 |

- Partnered with the meeting planner vendor to plan, execute, and place conference programming and events throughout Cobo Hall, ensuring efficient space utilization and operational flow.
- Led facilities and operational planning for major convention components, including business meetings, hospitality suites, and the Career Fair, supporting standardization and consistent execution across event spaces.
- Served as manager of the Annual Convention master agenda, coordinating program timing, room assignments, and transitions across multiple days and venues.
- Collaborated with transportation, technology, and registration vendors to execute conference logistics, resolve operational challenges, and support attendee experience.
- Supported cross-functional coordination between volunteers, vendors, and World Headquarters to ensure alignment on schedules, layouts, and operational requirements.
- Contributed to improving operational processes that enhanced on-site execution, attendee navigation, and overall conference efficiency.



Letter of Recommendation



National Society of Black Engineers

Candidate: Ronald Williford
Position: National Treasurer

Greetings Delegates and Leaders:

I am pleased to submit this letter in strong support of **Ronald (Ron) Williford** for the office of **National Treasurer** of the National Society of Black Engineers (NSBE) for the 2026 -2027 term. Mr. Williford has consistently demonstrated the professional competencies, ethical judgment, and governance acumen expected of NSBE's chief elected financial officer, as contemplated by the organization's Constitution and Bylaws.

Qualifications and Readiness for Office.

Mr. Williford's recent record reflects sustained excellence in **strategic financial leadership, risk management, and operational oversight**. He exercises sound judgment, communicates with clarity, and upholds the highest standards of accountability and transparency—qualities essential to safeguarding NSBE's assets and ensuring long-term fiscal sustainability.

Financial Governance and Risk Mitigation.

As **National Assistant Treasurer – Special Projects**, Mr. Williford addressed a material organizational risk related to **long-term sourcing for NSBE's largest revenue-generating event, the Annual Convention**. In 2025, sourcing extended only through 2027, constraining predictability and negotiating leverage. Through coordinated efforts with World Headquarters (WHQ) Operations and the National Advisor, he helped extend sourcing **through 2035** (except 2033). This outcome materially strengthened NSBE's planning horizon, cost predictability, and continuity, and stands as a clear governance and risk-mitigation success.

Budget Stewardship and Accountability.

Within the **National Finance Zone**, Mr. Williford contributed to **balancing the national budget** in alignment with the targeted **Change in Net Assets** objectives. He provided direct financial oversight and strategic support for high-impact portfolios, including the Annual Convention and National Programs such as **Pre-College Initiative (PCI), Academic Excellence, National Leadership Institute, T.O.R.C.H., and Engineering Diversity**. Across these areas, he consistently managed complex, multi-program structures while maintaining fiscal discipline and mission alignment.

Operational Excellence and Strategic Planning.

As **Convention Planning Chair for the 2025 Annual Convention**, Mr. Williford demonstrated executive-level leadership, combining operational rigor with strategic foresight. He formally advanced to the National Executive Board the imperative to **modernize the Convention Rotation Model**, advocating for increased flexibility to reflect evolving market conditions, cost controls, accessibility, and organizational needs. He also led strategic discussions that strengthened NSBE's **city sourcing framework**, refining evaluation criteria across financial sustainability, hotel inventory and pricing, walkability, transportation costs, and long-term partnership value. The convention was executed successfully, marked by disciplined collaboration among volunteers, vendors, and WHQ.

Character and Commitment to Mission.

Mr. Williford leads with integrity, steadiness under pressure, and an unwavering commitment to NSBE's mission and strategic priorities. He is a trusted partner to stakeholders across the Society and understands that financial leadership is ultimately about enabling programs, empowering members, and protecting NSBE's future.

205 Daingerfield Road | Alexandria | VA | 22314 | P: 703.549.2207 | F: 703.549.5312 | www.NSBE.org



National Society of Black Engineers

Recommendation.

On the basis of his proven expertise in financial governance, budgeting, and risk management, his record of operational excellence, and his clear alignment with NSBE's standards for executive leadership, I **strongly and unequivocally recommend Ronald Williford for National Treasurer**. I am confident he will uphold the fiduciary responsibilities of the office and advance NSBE's long-term financial strength.

Respectfully submitted,

Takiyah M. Jefferson

Recommender's NSBE Experience:

Takiyah M. Jefferson

Current Role: 2026 Annual Convention Planning Committee – Comm Zone Advisor

Past Experience:

Region 2 Zone Coordinator and Public Relations Chair, National Convention Planning Committee – Facilities Manager, WHQ Meeting Planner, Region 2 Finance Zone Advisor, Convention Planning Committee – Comm Zone Advisor (#NSBE44, #NSBE45, #NSBE48, #NSBE49, #NSBE50, & 2025 Annual Convention)

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National Programs Chairperson Candidate



Philip Lawal ✓
M.S., Electrical Engineering
University of Cincinnati

Mini-Biography

Philip is a Software Engineer at Boeing, a graduate student at the University of Cincinnati, and the current National Programs Chair for NSBE, where he ensures that all programs are aligned with the organization's mission.

Currently serves as National Programs Chairperson

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Positively impacting the community is one of the main reasons I want to serve as National Programs Chair. I believe NSBE has a powerful opportunity to help communities by using the skills, knowledge, and leadership of its members. For me, community impact is not just about service hours. It is about creating programs that truly help people and leave a lasting difference.

As National Programs Chair, I want to make sure our national programs are clear, organized, and easy for chapters and regions to use. Many members want to give back but do not always know where to start. I plan to provide better tools, guides, and resources so members feel confident leading community programs. I also want to help move NSBE away from one-time events and toward programs that can grow and continue year after year.

A major focus for me is K–12 outreach and making STEM more accessible to students from underserved communities. I want our programs to help young students see engineers who look like them and come from similar backgrounds. When students can see themselves in our members, it builds confidence and opens doors. I believe NSBE members should see themselves as role models who can inspire the next generation.

On a personal level, I care about making community impact feel meaningful and achievable for our members. I understand that chapters have different levels of time, funding, and support. As National Programs Chair, I want to meet chapters where they are by offering flexible program options while still aligning with National Directives and the NSBE Strategic Plan, encouraging collaboration between chapters, regions, advisors, and partners so no one feels like they are working alone.



My goal as National Programs Chair is to empower members to lead with purpose and create real change in their communities. By strengthening national programs, supporting members, and focusing on long term impact, I hope NSBE's influence reaches far beyond our organization and leaves a positive mark on the communities we serve.

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 belonging with purpose the ability to be part of a community that not only supports who you are, but actively prepares you to lead, serve, and create impact beyond yourself. NSBE is more than an organization; it is a pipeline of confidence, opportunity, and collective progress.

To enhance and sustain this value across all demographics, I would focus on strengthening systems that connect members to each other, to opportunity, and to a shared vision. This means designing programs that intentionally span the full NSBE journey from pre-college to collegiate to professional so members experience continuity rather than fragmentation. When members see a clear path forward within NSBE, belonging becomes lasting and meaningful.

I would also work to ensure inclusivity is built into how programs are designed, rather than added as an afterthought. Sustaining NSBE's value requires intentional investment in leadership development and mentorship as engines of growth. By creating a culture where members are constantly learning from one another and lifting as they climb, NSBE remains a space where leadership is developed with purpose and passed forward with care.

Ultimately, my vision is for NSBE to be a lifelong home one that equips members not only to succeed individually, but to shape the future of engineering, technology, and their communities. By centering purpose, connection, and shared responsibility, we can ensure NSBE's value remains strong, relevant, and transformative for every member.

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?

One example of successfully leading a cross-functional initiative was the revitalization of the National Programs Fund (NPF), which is funding overseen by the National Programs Chair to support strategic and mission aligned programming across collegiate, NSBE Jr., and professional chapters. This effort required close collaboration across multiple stakeholder groups, including national leadership and regional leaders, to ensure the fund is positioned to effectively support chapter and NSBE society wide programming priorities.



To foster collaboration, I started by clearly defining the purpose of the fund and how it supported NSBE's mission and national priorities. I made sure everyone understood not only what we were changing, but why the revitalization mattered for members and chapters.

I actively sought input from stakeholders to understand existing challenges, such as access, clarity, and consistency, and used that feedback to shape the approach. Throughout the initiative, I consistently tied decisions back to organizational goals, National Directives, and our strategic plan.

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

I want to prioritize regular and clear communication. This includes sharing updates on program goals, timelines, decisions, and outcomes through structured channels such as national calls, written updates, and shared resources. Members should always understand what is happening, why decisions are being made, and how those decisions align with National Directives and the Strategic Plan.

I believe accountability starts with clarity. I work to set clear expectations for programs, including roles, responsibilities, and success metrics. When expectations are well-defined, leaders and members alike can hold themselves and each other accountable. I also ensure that feedback loops are built into programs so members can share concerns, ideas, and lessons learned in real time.

Transparency also means being open about challenges. When programs need adjustment, I believe in communicating honestly about what is not working and what steps are being taken to improve. This builds credibility and shows members that leadership is listening and responsive.

In order for this to happen I need to hold myself accountable by tracking progress, reporting outcomes, and following through on commitments. By documenting decisions, sharing results, and using feedback to drive improvement, I aim to create a culture where accountability is expected, supported, and shared across all levels of the organization.

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 the current Programs Chair, my approach to designing and developing new programs is rooted in continuity, member feedback, and intentional alignment across the NSBE pipeline. Over this past term, I have learned that the most effective programs are those that meet members where they are while still connecting them to a larger, shared vision.



To inspire youth, I focus on programs that prioritize early exposure, representation, and hands-on engagement. Our goal is not just to introduce STEM, but to help young students see themselves as future engineers and leaders. By partnering with chapters and professionals, we create consistent outreach experiences that emphasize mentorship, confidence building, and long-term interest in STEM fields.

To retain collegiate members, I center programming around relevance and ownership. College members stay engaged when programs help them grow academically, professionally, and personally. I design initiatives that provide leadership opportunities, skill development, and real responsibility, while also creating clear pathways for members to transition into professional involvement. Consistency and clarity in program structure have been key to keeping members connected beyond a single year.

To draw in professionals, I focus on purpose-driven engagement rather than one time participation. Professionals are more likely to stay involved when their expertise is valued and their time is respected. I would work to design programs that offer meaningful mentorship roles, leadership opportunities, and chances to directly impact students and communities. By clearly defining expectations and outcomes, professionals can see how their involvement fits into NSBE's broader mission.

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

As the current Programs Chair, my approach to designing and developing new programs is rooted in continuity, member feedback, and intentional alignment across the NSBE pipeline. Over this past term, I have learned that the most effective programs are those that meet members where they are while still connecting them to a larger, shared vision.

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Leadership Resume

Philip Lawal

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)
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 Berkley, MO
Product Security Engineer May 2025 – Present

- Design and deliver secure, resilient and safe aerospace products and services to our customers who rely on them
- Technologies: C

Boeing Berkley, MO
Software Engineering Intern June 2022 – August 2024

- 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) Columbus, OH
National Programs Chairperson May 2025 – Present

- Oversees all national NSBE programs
- Supports academic excellence, leadership development, and community impact
- Coordinates with regional program chairs and committees
- Leads STEM outreach and service projects
- Builds partnerships to strengthen NSBE programs
- Ensures programs support NSBE's overall mission

Region 4 Chairperson May 2023 – April 2025

- 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



December 19, 2025

To Whom It May Concern,

I'm excited to share my support for Philip Lawal as he continues his journey with the National Society of Black Engineers (NSBE). After watching his growth over the years—and especially seeing his success in his current role—I can say with total confidence that he is exactly who we need to lead our national programs.

Philip first caught my eye back when he was the Region IV Academic Excellence Chair. He didn't just check boxes; he really went for it, helping members build better study habits and making sure scholarships actually reached the people who needed them. He had this natural way of bringing his team together, making everyone feel like they were part of something bigger.

He took that momentum into two terms as the Region IV Chairperson. Philip was the guy getting the hard work done—locking down contracts for regional conferences and making sure the transition between leadership teams was seamless. He broke down the walls between different departments so everyone was finally talking to each other, and he always made sure he was listening to what the members actually wanted.

In this past term, Philip has taken things to a whole new level. He hasn't just kept the seat warm; he's been successful in truly expanding what our programs can do.

- **Inclusive Growth:** He's made sure our programs make sense for every demographic in NSBE. Whether you're a freshman or a seasoned professional, Philip ensures the resources are there for you.
- **Meticulous Planning:** He is incredibly detailed. He doesn't just want "good" programs—he's looking for real, measurable growth in the programs zone.
- **Results-Oriented:** He's been the driving force behind getting our current initiatives across the finish line.

As a former National Programs Chair, I know how tough this job is. It requires a mix of empathy for the members and a "get it done" attitude. Philip has both. He understands the black engineering pipeline and knows how to tweak our initiatives, so they actually work for our chapters. Philip T. Lawal is the most significant person for this role. He has the background, the drive, and the proven track record to lead us through the 2026-2027 year. I fully endorse his candidacy and can't wait to see how he keeps pushing us, the mission, and NSBE programming forward.

Sincerely,

Jarrell Dwayne Johnson
National Professionals Executive Board Chair, 2025-2028
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.

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International Committee Chairperson Candidate



Uware Iyengumwena
B.S., Computer Engineering
University of Alabama

Mini-Biography

Uware is a Junior Computer Engineering student at the University of Alabama. Originally from Nigeria, he brings a global and personal perspective to student life. He's served on both collegiate and regional level for NSBE.

Currently serves as Region III International
Chairperson

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

Aspect of NSBE's mission I'm focusing on: Succeed Professionally

In my desired role, I plan to build a consistent, low-stress pipeline of career support so members don't just "hope" opportunities happen—they're prepared for them and connected to them.

Actions I'll take to fulfill this aspect and empower members:

- Create a semester-long Professional Success Roadmap
 - A simple month-by-month plan (resume → LinkedIn → internship search → interviewing → offer negotiation).
 - So members always know what to work on next instead of feeling behind.
- Run Career Readiness Clinics that are quick and repeatable
 - Members leave each session with a finished deliverable, not just advice.
- Strengthen corporate and alumni connections into real outcomes
- Track opportunity sharing and accountability
- Bi-Weekly curated internship/scholarship drops + reminders (with deadlines).
- Encourage members to set goals (e.g., "5 applications/week") and celebrate progress publicly to keep momentum.
- Make professional development inclusive and beginner-friendly
- First-year/transfer-friendly workshops: "What even is an internship?", "How to email recruiters," and "How to attend a career fair."
- Impact



These actions help members gain confidence, build competitive materials, and consistently access opportunities so professional success becomes a culture not a once-in-a-while event.

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 community—a supportive space where Black engineers feel seen, motivated, and equipped to succeed. That sense of belonging is the foundation that keeps members engaged long enough to benefit from NSBE's academic, professional, and leadership opportunities.

To enhance and sustain that value across all demographics, I would make community intentional and accessible. First, I'd create clear entry points for freshmen, transfers, graduate students, commuters, and first-time members through a buddy/mentorship system and small-group connections. Second, I'd plan inclusive programming with varied formats (in-person and hybrid), times, and topics so members across majors and class years can participate consistently. Third, I'd build a culture where everyone feels valued by recognizing diverse wins—internships, grades, leadership growth, and personal milestones—so success isn't defined one way. Finally, I'd use quick surveys and listening sessions to track who feels disconnected and adjust outreach and events based on feedback. With consistent support, accountability, and inclusive leadership, NSBE's community stays strong for everyone.

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

I would increase engagement, memberships, and retention by creating a clear pipeline and ensuring NSBE's value message is consistent, visible, and personalized to all NSBE Jr., Collegiate, and Professional members.

1. Strong on-boarding and quick wins: "Start Here" instructions, welcome calls and texts, and a 30-day checklist (mentor match and opportunity links).
2. Predictable, flexible programming: monthly cycle (academic, professional, and service) with combinations and flexible hours to suit various areas and time zones.
3. Pathways, not random events: skill tracks (resume, internships, leadership, graduate school, entrepreneurship) with "next steps" following each event.
4. Community + ownership: buddy/mentor programs that include all types of demographics in low-barrier roles so everyone feels a part of the community.
5. Recognition and feedback: celebrate member milestones and leverage short surveys and/or attendance data to identify areas of dropout and adjust based on regions and demographic requirements.



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

I'd use membership data to move from "one-size-fits-all" outreach to evidence-based, targeted action.

Build a simple dashboard of key metrics: total members, renewal rate, event attendance, new-member conversion (joined → attended → involved), engagement by demographic (Jr./Collegiate/Pro), region/chapter, class year, major/industry interest, and corporate touchpoints.

Identify drop-off points and root causes: track where members disengage (after first meeting, mid-semester, post-conference) and pair it with quick pulse surveys to learn why (time, relevance, cost, communication).

Segment members into actionable groups: new members, active members, at-risk/inactive, and alumni/prospective—plus interest-based segments (grad school, internships, leadership, entrepreneurship).

Run targeted campaigns:

Recruitment: focus outreach on underrepresented segments in the data (e.g., first-years or certain majors) with tailored messaging and "starter" events.

Retention: re-engagement texts/emails for at-risk members, renewal reminders with personalized benefits, and mentor/committee invites based on interests.

Measure and iterate: A/B test messaging and channels, compare engagement before/after campaigns, and adjust monthly based on results.



Leadership Resume

Uware Iyengumwena

██████████ • Atlanta, GA • uiyengumwena@outlook.com • [LinkedIn](#)

EDUCATION

University Of Alabama Tuscaloosa, AL
Bachelor of Science in Computer Engineering, Minor in Computer Science, Mathematics GPA: **3.5/4.0**
Graduating *May 2027*

Relevant course work: Object-Oriented Programming, Data Structures & Algorithms, Digital Logic, Microcomputers, Circuits,

WORK EXPERIENCE

Heshka Oil LLC, Houston, TX
Electronics & Quality Engineering Intern May 2025-Aug 2025

- Integrated PLC + field hardware over Modbus TCP, mapping 12+ I/O (7 valves, 3 solenoids, SSR heater, soft-start) to coils/registers 200-210 with a 5s link-health diagnostic and fail-safe closures.
- Replaced the panel controller with a software PID Loop and high/low thermostat logic, enforcing 0.1-10 °F/hr. ramps and holding temperature to ±5 °C.
- Implemented safety stack-light states (RUN / ON-PRESSURE / CRYO) and overshoot alerts, plus Modbus addressable SSR soft-start to reduce thermal/electrical stress.
- Delivered an operator HMI for manual jog and metering-valve positioning with real-time trends (10 Hz, 7 telemetry channels) and durable run logging (CSV/JSON) with email/SMS alarms.

Shell Petroleum Dev. Comp Rivers, Nigeria
Information Technology Intern May 2024-Aug 2024

- Troubleshooted and repaired desktops/laptops; reduced average turnaround time by 30-50% and returned 25-40+ devices to service during the internship.
- Delivered Tier 1-2 IT help desk support for 150 employees; resolved 200+ tickets with 90% first-contact resolution.
- Improved security posture by implementing password rotation and patching; decreased outstanding critical vulnerabilities by 40% within 8 weeks.
- Tested database software installs, patches, and upgrades for oil data collection and geophysics reporting; validated 10 releases and 12 defects pre-production.

PROJECTS

Digital Logic & FPGA Design - VHDL, Quartus Prime, Cyclone V May 2025

- Designed 4 sequential circuits: edge-triggered D flip-flop, BCD up-counter, Moore sequence detector, and 7-segment (IC4026) driver on the DE1 Cyclone V board.
- Authored VHDL and block-diagram (.bdf) implementations; verified functional waveforms in Quartus and met timing at 25-50 MHz.

ADC/DAC Data Acquisition - Microcomputers April 2025

- Built an ADC to DAC pipeline on dsPIC33 with MAX548A over SPI; calibrated 0-3.3 V input to 8-bit output and validated within ±[0.02-0.10] V using DMM/oscilloscope.
- Implemented a 20 Hz timer ISR for non-blocking sampling; converted 10/12-bit ADC values to 8-bit and delivered responsive LCD updates

Reddit-bot Automation (Python, Flask, OpenAI, AWS) February 2024

- Built and deployed a GPT-4 powered Reddit bot, achieving 90% response coverage across 15 subreddits with near real-time (10-min) monitoring.
- Created a Flask dashboard for dynamic keyword/subreddit management, reducing manual setup time by 75%.
- Deployed on AWS EC2/Railway with CI/CD (GitHub Actions), ensuring 99.9% uptime and cutting deployment time by 80%.

SKILLS

-
- **Core skills:** Digital Logic, Computer Architecture, Microprocessor design, VLSI design, Splunk
 - **Programming languages:** Python, C++, VHDL, Verilog, MATLAB, LEGv8, SPL

LEADERSHIP & AWARDS

National Society Of Black Engineers - Region 3 | International Chair, Color Stack- Member, First Year Liason Mentor, National Merit Scholar, Presidential Scholarship Recipient



Letter of Recommendation

19th January 2026

NSBE National Elections Committee

Recommendation for Uware Iyengumwena— Candidate for National International Chairperson

To Whom It May Concern,

It is my pleasure to recommend Uware Iyengumwena for the role of National International Chairperson for the National Society of Black Engineers (NSBE). I have had the opportunity to work with Uware through Chapter, and I can confidently say he possesses the leadership, cultural awareness, and strategic mindset needed to strengthen NSBE's global presence and ensure international members feel fully supported and connected.

Uware consistently leads with intentionality and execution. Whether coordinating chapter initiatives, supporting member development, or partnering with external organizations, He demonstrates an ability to bring people together across different backgrounds and turn ideas into measurable outcomes. He is organized, dependable, and proactive qualities that are essential for a national position serving a diverse global audience.

What sets Uware apart is his ability to combine big-picture vision with practical systems. As International Chairperson, I believe he will:

Expand and sustain relationships with international chapters, alumni, and partners through consistent communication and structured touchpoints.

Improve engagement and retention by using membership data to identify needs across regions and demographics and develop targeted initiatives.

Create inclusive programming and resources that support members at every stage—NSBE Jr., Collegiate, and Professional—with clear pathways for involvement.

Represent NSBE with professionalism and cultural competence, ensuring international members feel valued, heard, and empowered.

Equally important, Uware leads with genuine care for people. Uware is the kind of leader who ensures every member—whether new, international, or traditionally underrepresented in leadership spaces—has a clear entry point, a support system, and opportunities to grow. This aligns directly with NSBE's mission and the purpose of the International Chair role.

I fully support Uware Iyengumwena's candidacy and strongly believe he will serve with excellence, integrity, and impact. If you need any additional information, please feel free to contact me.

Sincerely,

Ike Raymond

BAMANSBE SENATOR

REGION 3 – The University of Alabama chapter

██████████



National Communications Chairperson Candidate



Nicolas Pollard

B.S., Mechanical Engineering Technology and
Information Logistics Technology
Virginia State University

Mini-Biography

Nicolas is a former President of the Virginia State University chapter of NSBE, known for advancing community impact and regional engagement, and a recipient of the Edward E. Barnett Jr. Community Impact Award.

Currently serves as National Communications
Chairperson

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

I would like to choose succeed professionally. Actions that I plan to take within the National Communications Zone are to continue to build on the work that I have set forth this past term with the team in building strong professional relationships with regional telecomms chairs, company partnerships that have helped establish Circle, and curating the membership experience for leaders around the world. This will serve as the proof of concept of strong communication within Comms Zone to do more than is expected, that previously thought of.

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?

Our value proposition.

I believe this to be our most critical value, and through the comms zone, we can reinforce that through our new platforms across all regions in a centralized platform for NSBE.

NSBE's brand is its strength. How would you ensure that content created for NSBE aligns with its mission, appeals to members, and reaches intended audiences effectively?

Aligning with content rebranding policy and protocol, collaborating with NSBE WHQ for the most up-to-date content marketing strategies, and ensuring constant communication with membership.



Describe your experience managing technology or creating digital strategies to improve organizational communication and engagement.

Canva creator award for content creation

Chapter President (2-term) in organizational management and communication

Former chapter social media manager(IG, Website, LinkedIn) for digital engagement



Leadership Resume

Nicolas Pollard

Email Contact | npol7549@students.vsu.edu | Mr.NicolasPollard@gmail.com

LinkedIn | www.linkedin.com/in/nicolas-pollard

EDUCATION

VIRGINIA STATE UNIVERSITY	Petersburg, VA
Bachelor of Science Mechanical Engineering Technology	3.1/4.0 gpa
Bachelor of Science Information Logistics Technology	3.4/4.0 gpa

TECHNICAL EXPERIENCE

Software Proficiencies: Python | Matlab computation | Fusion 360 | Excel | Cursor | Siemens NX Academy |
Management Tools Proficiencies: Microsoft Azure DevOps | Microsoft Project/Planner | Basecamp | Sharepoint | Jira | Six Sigma
Hardware Proficiencies: Industrial machining lab | CNC Machining | Resin 3D Printing | Cleanroom Safety & operations training |

LEADERSHIP EXPERIENCE

Spring 2022-Present AI-Powered Robotics Community-Initiatives(ARC) Richmond, VA

Founder; Community Development Student Researcher

- Innovated 1000+ AI, Automation & Robotics seminars, events and workshops, expanding community development footprint into public housing, low income and high opportunity zones strategic operation models in digital learning, community-focused initiatives and software automation processes for contractors in STEM Education.

August 2022-Summer 2025 Residence Assistant(Residence Life & Housing) Petersburg, VA

STEM Residence Assistant

- Empowering communities to create, innovate and automate technology solutions & ideations by providing practical knowledge and development tools through community-focused programs and collaborations significantly engaging students within College campuses & surrounding communities

Spring 2023- Present Department of Engineering, Technology, & Computer Science(VSU) Petersburg, VA

Founding Leader; Engineering Student Leadership Council Board Member

- Initiated 12 new Professional Student Organizations, Clubs and teams in a unified student leadership council, contributing to an advocacy effort of over \$25,000 in student conference support of regional/national conference attendance.
- Distributes surveys within the student body to gather effective data points, resulting in developing focused research areas to implement strategic initiatives to increase student engagement, academic support and root-cause analysis in university Provost Office & Institutional Advancement offices.
- Organizes an annual STEM Expo on campus by securing over \$10,000 in scholarship value to support youth & collegiate academic advancement workshops, professional development sessions and technical training opportunities.

August 2023-August 2025 National Society of Black Engineers(NSBE) Petersburg, VA

NSBE Chapter President

- Oversees the organization's strategic programs with over 15+ STEM Enrichment initiatives, engagement activities for over 1000+ youth & collegiate students on and off campus including our early leadership mentorship pipeline for over 50+ leaders in the chapter and leaders on campus leading to a successful programmatic proposal funding of over \$100,000 in chapter engagements.
- Spearheads the largest student engagement metrics in the College of Engineering & Technology by implementing NSBE programming in the College of Engineering & Technology from a 20% to 80% engagement increase.
- Engages proactively with local NSBE Chapters, regional membership virtual activities and national programming officials to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community.

September 2024-Present The U.S. Department of Education Washington, DC

White House Initiative on HBCUs; STEMNet Student Ambassador & HBCU Impact Team Lead

- Organizes equitable access & opportunity campus/community initiatives for Historically Blacks Colleges & Universities working alongside the U.S. Department of Education & Department of Housing Urban Development; resulting in a initiation of a \$10,000 jobs plus grant to support local community & a \$5000 endowment fund for local Professional Student Organization chapters.



Letter of Recommendation



advison@nsbertp.org

July 30th, 2025

National Society of Black Engineers
Scholarship Review Committee
205 Dangerfield Rd.
Alexandria, VA 22314

To Whom It May Concern:

My name is Dr. Antonia (Toni) Arnold-McFarland, a technical professional with over 25 years of industry experience in manufacturing and quality engineering primarily at John Deere. I am a STEM champion at work and in the community. I enjoy influencing STEM-interest and securing a promising future for the next generation. This is accomplished by collaborating and partnering with others who share my passion to impact and transform lives. It requires volunteers who are self-driven, organized, resilient, people-oriented and able to plan and execute change.

To protect our future in the current socially tense climate, we must find individuals with the right skillsets and character to safeguard NSBE. It is my honor and pleasure to highly recommend Nicolas Pollard for the NSBE National Communications Chair, as someone I see who is positioned for the urgency of now. This correspondence shares my perspective and justification for selecting him for this responsibility and leadership during these uncertain times.

I have known Nicolas for several years. We met via a mutual NSBE connection. He asked me to present on career readiness to his chapter at Virginia State University. We immediately recognized that we were kindred spirits on several common causes and interests. We have continued to stay in touch ever since on various activities and conversations. As a professional member, I enjoy seeing our next generation take their future seriously and act with intention.

First, I recommend Nicolas because he embodies the mission and is a good role model for others to follow. Reference his LinkedIn page for content and examples of how he demonstrates the NSBE Mission via activities and involvement. He is culturally responsible; Nicolas is an IBM Skills Build Camp Ambassador, a White House STEM Cluster Panelist (U.S. Department of House and Urban Development) and serves on campus tutoring students who need help in higher math, engineering courses and labs. Nicolas advocates for HBCUs and attended the 2024 White House HBCU Conference.

He excels academically, always striving to learn and do more in pursuit of knowledge. Nicolas is a rising senior and a double major Mechanical Engineering (3.0 GPA) and Logistics (3.4 GPA). He has received the NSBE Torch Bearer Award for having a 3.5 or high GPA and he recently was awarded the Edward E. Barnette Scholarship. His anticipated graduation is in 2026.



Public



advison@nsbertp.org

Nicolas loves to grow his skillsets, technical applications and practical teachings. In 2023, he obtained his Yellow Belt Certification from NSBE Process Improvement SIG, which I co facilitated. He was attentive and inquisitive during the training. He encouraged other VSU students to take it as well.

Nicolas gives back by helping others with their academic success. He is a Supplemental Instruction Pass Leader and has the highest percentage of peers who passed a course. For the machine lab this was 100%. By interning, participating in robotics, gaining technical certifications and doing research, he is off to a good start to succeed professionally over his entire career. This includes interning with BAE Systems and being a Soft Robotics Research at Virginia Tech.

Nicolas has impacted the community by enabling engagement in NSBE and related technical conferences. For the 2023-2024 term, this included college students (45) and NSBE Jr students (7) to TPC National, Ozone Summit (25), BEYA (43) and RLC (6). For the 2024-2025 term, this was 20 to FRC, 50 to the O-zone summit and 51 to NSBE Gold (TPC). In his approximately two years as President of VSU NSBE, he has advocated for the most students from Virginia State University to attend a NSBE Conference at Virginia State University for the first time in over 5 years. Additionally, Nicolas has contributed to the highest increase in student engagement the college of engineering & technology has seen since before COVID and possibly beyond.

Under his new leadership terms, they have achieved the organization's third Most Prestigious Academic Organization of the Year Award from VSU and the Department of Student success at Virginia State University, VSU NSBE was recognized by the president of the University and the Vice President of Academic Affairs & Provost of the University. This recognition increased interest in the chapter, yielding new opportunities for engagement on campus and with corporations.

His volunteerism and service to others, leadership in NSBE and thirst to advocate for HBCUs, are a few other ways he positively impacts the community. As a positive role model, he's impacting those who follow his lead and admire him for his accomplishments.

Secondly, I recommend Nicolas because he demonstrates the ability to lead others with a heart to serve. Nicolas is a pleasure to work because he researches options, seeks advice and follows through based on what is best for the mission and not best for self. He leads with humility and not humiliation, with passion and not oppression, with respect, leaving no regrets. He has the character to lead in a way that promotes an embracing environment, bringing the best out of others. He genuinely wants to see others succeed; he shares the spotlight and empowers his team to grow.



Third, he demonstrates hands-on skills and competency for solving complex problems. Nicolas will be able to leverage his problem-solving acumen gained from Six Sigma Yellow Belt training

Public



advisor@nsbertp.org

that teaches process improvement. He will be able to follow the DMAIC methodology that uses tools such as data collection and analysis, root cause analysis, process mapping and other applicable approaches. He will also have access to the technical mentors in the Process Improvement Special Interest Group. Through our interactions, I appreciate his organizational skills, his ability to plan, execute, delegate and learn from his mistakes. He's coachable, listens, and follows expert advice.

Overall, the impact and achievements of the VSU chapter speaks volumes on his leadership abilities. His strengths in leadership include his innovative thinking, transformational leadership style, emotional intelligence, and strategic communication skills. He is not afraid of challenges, and I have no doubt he will succeed if he is given the opportunity as he now serves in a larger capacity in NSBE as a National Chairperson for communications across the largest society of Black STEM talent in the world with over 24,000 members strong and counting.

The only improvement I foresee for Nicolas is to get more experience leading, so he can make more impact on society. It will come with time. This position as chairperson will be an excellent opportunity for an individual like Nicolas who already has a promising future. They will make the most of the experience, as it will broaden their perspectives and provide development. We have discussed his interest in the role and what he foresees as priorities. As one of his mentors, I have challenged him to be ready for the unplanned and to think deeply about the anticipated constraints. Nicolas is already doing his homework on the possibilities.

For all the reasons mentioned, I highly recommend Nicolas Pollard for this position. If you have further questions, I can be contacted at 919-632-0927 (personal cell) or advisor@nsbertp.org as needed. Thank you for the opportunity to correspond on her behalf.

Yours in service,

Dr. Antonia Arnold-McFarland, BSME, MBA, Doctor of Ministry
ASQ Six Sigma Black Belt | Business Operating System Lead | Quality Manager, North America – Deere & Co (John Deere)
Advisory Board Member | NC State University Mech & Aerospace Engr | NCAT University Mechanical Engr

Research Triangle Professionals Chapter of the National Society of Black Engineers | President Emeritus | Fundraising Chair
Lifetime Member | Deputy Director, Process Improvement SIG | NSBE F.A.C.T. (Founding Archives Collection Team)

National TORCH Chairperson Candidate



Saniah Calvin ✓
B.S., Mechanical Engineering
University of Illinois-Chicago

Mini-Biography

Saniah Calvin is a fourth-year Mechanical Engineering student at the University of Illinois Chicago with a minor in Business Administration. She's running for re-election as NSBE's National TORCH Chair.

Currently serves as National TORCH Chairperson

Choose one aspect of NSBE's mission (excel academically, succeed professionally, positively impact the community). What actions do you plan on taking within your desired role to fulfill that aspect and empower members to do so as well?

The aspect of NSBE's mission I'll be focusing on is positively impacting the community. Through the lens of TORCH, I view the role of TORCH Chair as a way to help members apply their technical skills, knowledge, and leadership to serve their communities in meaningful and sustainable ways.

Serving in this position over the past year has given me a clearer understanding of TORCH's purpose and potential. I have learned which strategies are effective, where gaps exist, and where chapters most often need guidance. As I reflect while writing this, I feel confident in using these lessons to strengthen TORCH and better support our members moving forward.

My primary approach to empowering members to positively impact their communities is by supporting my regional counterparts as they help chapters plan and execute TORCH programming with confidence. A key step in this process will be providing an updated TORCH toolkit that outlines potential program options along with suggested timelines and logistical guidance. This resource will help chapters move from ideas to action more efficiently. Throughout the year, I will remain accessible through email, Teams, and office hours to offer advice, address challenges, and support chapters as they develop and carry out their events.

In addition to providing behind-the-scenes support, I plan to highlight TORCH events on a national level across regions. Sharing these efforts helps recognize chapter work, encourages consistency, and inspires other members to engage in community-focused service.



Alongside this work, I will continue growing the Engineering Toolkit Series that I launched this year, which brings in professionals to teach members practical skills. With a stronger understanding of program planning and execution, as well as an expanded professional network, I plan to improve this series by offering sessions more frequently. I will also gather member input on topics and skills they want to learn, ensuring the series remains relevant and useful.

I also plan to revive RISE programming, which stands for Research and Development, Innovative Thinking, Social Emergence, and Excel before the pressure. RISE was created to help members apply their technical skills to real societal challenges. I plan to bring it back in a virtual format similar to the Engineering Toolkit Series, with each session focused on at least one RISE pillar. These sessions will feature guests who can speak on civic awareness, social responsibility, and how engineers can drive positive change, further empowering members to positively impact their communities.

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 is community. NSBE is more than a professional organization. It is a space where Black engineers can find belonging, support, and connection in a field where they are often underrepresented.

If reelected as TORCH Chair, I would work to strengthen and sustain this value by expanding opportunities for shared community engagement across all demographics. One approach is encouraging cross-chapter collaboration through service. Joint service days, such as chapters working together to host technology workshops for seniors or community engineering fairs, allow members from different schools to collaborate toward a common goal. Many chapters operate within close proximity, and supporting these partnerships through planning guidance and logistical support can help turn ideas into sustainable programs.

I would also highlight these collaborations at a national level to show chapters what is possible and to encourage broader participation. Visibility helps normalize collaboration and inspires other chapters to take part in similar efforts.

In addition, I would establish a TORCH community space, such as a GroupMe or similar platform, where members can share event updates, exchange ideas, and connect informally. This space would support peer learning and help chapters feel more connected beyond their campuses.

What strategies do you have to design and develop new programs that inspire youth, retain college members, and draw in professionals in STEM fields?

From the perspective of TORCH, my approach to program development focuses on making technical knowledge practical, accessible, and connected to real community needs. Two programs that reflect this approach are the Engineering Toolkit Series and RISE programming.



I launched the Engineering Toolkit Series this year to connect professionals with members through skill-based learning. If reelected, I plan to continue and expand this series because it brings multiple groups together. Professionals share skills they use in the workplace, collegiate members gain tools they can apply during school and build on after graduation, and youth are introduced to skills and pathways that support their academic growth. Chapters can also adapt these topics into workshops and outreach activities, extending the program's impact.

I also plan to revive RISE, which stands for Research and Development, Innovative Thinking, Social Emergence, and Excel Before the Pressure. RISE was created to help members apply technical skills to real societal challenges. I plan to bring it back in a virtual format similar to the Engineering Toolkit Series, with each session focused on at least one RISE pillar. These sessions will feature guests who speak on civic awareness, social responsibility, and how engineers can drive positive change. RISE builds awareness for youth, supports leadership development for collegiate members, and creates space for professionals to mentor and guide. Together, these efforts empower members at every level to positively impact their communities.

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

To assess program effectiveness, I would continue building on the evaluation practices I have used while serving as TORCH Chair. Over the past year, I have focused on learning the role, understanding member needs, and gaining experience running programs and events. This foundation allows me to assess programs more intentionally moving forward.

I would rely on short post-event surveys to gather feedback from members the programs are designed to serve. Since email alone does not always lead to strong response rates, I would share surveys across multiple platforms, including regional channels and NSBE social media. This approach helps ensure feedback reflects a broader range of voices.

Surveys would remain brief and focused, using a mix of rating-scale questions and one or two open-ended prompts. This structure provides clear data while allowing members to share specific insights. I would review responses to identify patterns, strengths, and areas for improvement.

In addition to surveys, I would continue regular check-ins with regional leaders to gather context and address challenges in real time. Program assessment would remain an ongoing process. By applying what I have learned this year and using feedback to guide adjustments, I would continue improving TORCH programs to better serve members if reelected.



Leadership Resume

Saniah Calvin

[linkedin.com/in/scalvin3](https://www.linkedin.com/in/scalvin3)

EDUCATION

University of Illinois Chicago (UIC) Expected: May 2027
Bachelor of Science in Mechanical Engineering GPA: 3.48
College of Engineering Dean's List Fall 2022, Spring 2023, Spring 2024, Fall 2024 & Spring 2025
President's Award Program (PAP) Sukuma Scholar August 2022 - Present

SKILLS

Technical: Arduino/Microprocessor Coding, SolidWorks, MATLAB, C++, Microsoft Office Suite, Google Workspace

Management & Leadership Skills: Strategic Planning, Cross-Functional Collaboration, Decision-Making, Communication (Written & Verbal), Problem-Solving, Stakeholder Management, Time Management

EXPERIENCE

Student Lead | STEAM & Dream | Chicago, IL. August 2025 - Present

- Lead weekly STEAM classes for pre-collegiate students in underserved Chicago communities, delivering hands-on lessons in mathematics, technology, engineering, and more.
- Mentor students on academic pathways and problem-solving confidence, fostering greater engagement and interest in STEAM careers.
- Build supportive relationships that promote teamwork, curiosity, and consistent participation.

Controls System Engineering Intern | Xcimer | Denver, CO. May 2025 - August 2025

- Developed a stage driver with serial communication, enabling reliable bilateral data exchange and system control.
- Tested and validated instruments, including oscilloscopes and DS Sync 64 units, and created documentation and an Excel tracking system for them to streamline performance monitoring.
- Designed and built an LED testing circuit and evaluated phototransistors and resistors to determine optimal component performance.

Automation Engineering Intern | Pfizer | Kalamazoo, MI. May 2024 - August 2024

- Supported the automation team in large-scale equipment updates, gaining hands-on exposure to mechanical and automated processes across multiple sites.
- Participated in site tours to understand and analyze equipment in key departments such as filling, packaging, and labeling.
- Assisted with updating equipment obsolescence lists, helping prioritize equipment for decommissioning or redeployment based on operational needs.
- Collaborated with cross-functional engineering teams to streamline project documentation and reporting, ensuring timely and accurate updates.

AFFILIATIONS

Technical Outreach Community Help Chair | The National Society of Black Engineers (NSBE) May 2025 - Present

- Lead the planning, coordination, and execution of TORCH initiatives, driving engagement and impact across communities nationwide.
- Support national convention programming by planning TORCH workshops and competitions, coordinating logistics, timelines, and volunteer support.
- Represent student members at the national level by participating in discussions and voting on organizational initiatives, policies, and strategic decisions.

Treasurer | Society of Women Engineers (SWE) | UIC May 2024 - May 2025

- Manage chapter finances, including budgeting and resource allocation for events and initiatives.
- Collaborate with team members to ensure smooth execution of chapter activities.

Corporate Liaison | The National Society of Black Engineers (NSBE) | UIC May 2023 - May 2025

- Establish relationships with companies to create career and internship opportunities for members.
- Organize events that connect students with professionals, supporting career development and networking.
- Collaborate with leadership to drive corporate engagement and expand sponsorship opportunities.



Letter of Recommendation

To Whom It May Concern,

I am writing to offer my strong support for Saniah Calvin as she seeks reelection as TORCH Chair on the NSBE National Executive Board. As an active NSBE member who has worked closely with Saniah, I can speak directly to her character, work ethic, accomplishments, and potential as a national leader.

Saniah leads with intention, accountability, and a clear commitment to service. During her current term as TORCH Chair, she took the time to learn the full scope of the role and understand how national leadership can best support chapters. She listens to feedback, reflects on areas for growth, and focuses on building programs that can be sustained. This approach is essential for a role centered on technical outreach and community help.

One of Saniah's most meaningful contributions during her term was the development of the Engineering Toolkit Series, a national initiative focused on skill-sharing and professional engagement. Through this program, Saniah created space for professionals to actively contribute their experience while supporting the technical growth of NSBE members. The series has provided collegiate members with applicable skills that support both their academic and career development. This effort demonstrates Saniah's ability to translate the goals of TORCH into practical, well-structured initiatives that serve members at multiple levels.

Despite serving in a demanding national role, Saniah remained actively involved at the chapter level. She attended events, supported outreach initiatives, and stayed connected to members. Her ability to balance national responsibilities while remaining engaged locally reflects strong time management and genuine care for the member experience.

Before her national appointment, Saniah served as Corporate Liaison, building industry partnerships and expanding opportunities for members. She has also held leadership roles within SWE, served as a peer mentor, supported outreach with Argonne National Laboratory, and helped lead major initiatives such as hosting the NSBE Founders at UIC. Outside of NSBE, she continues her service through STEAM & Dream, supporting STEM education in underserved Chicago communities.

Alongside her leadership, Saniah has maintained strong academic performance in a rigorous mechanical engineering program. She holds a 3.48 GPA and has earned placement on the College of Engineering Dean's List across multiple semesters, demonstrating discipline and consistency.

Saniah reflects NSBE's mission *to increase the number of culturally responsible Black engineers who excel academically, succeed professionally, and positively impact the community*. I fully support her reelection as TORCH Chair and am confident in her continued impact.

Sincerely,
Sokhna Mbathio Ndiaye
UIC NSBE Secretary '24–25
UIC NSBE President '25–26