



NATIONAL SOCIETY OF BLACK ENGINEERS: ANNUAL REPORT 2010-2011



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Dear NSBE Supporters,

The strategy of the National Society of Black Engineers for fiscal year 2010–2011 can be summed up in one word: *focus!* This past year, NSBE focused as never before on two issues that speak directly to its Mission: Academic Excellence and Pipeline Development.

In the face of abysmal retention statistics for black engineering students, and stagnant numbers of blacks entering the engineering fields, NSBE narrowed its focus and concentrated its efforts to help our members excel in their courses and to introduce as many young people as possible to the great opportunities available in our profession.

To ensure our members' academic success this year, NSBE focused on improving and expanding its NSBE Retention Program. Focusing on faculty engagement and the creation of collaborative learning environments for our members, we were able to increase participation in the Retention program from one chapter to 44 this year. NSBE also premiered the Mission Competition, which honored chapters that were outstanding in fulfilling the Mission and recognized them on the largest stage we could provide: the Annual Convention.

To further develop the pipeline to engineering careers and to introduce our youth to the wonders of the field, NSBE expanded the Summer Engineering Experience for Kids (SEEK) program to the West Coast, starting new academies in San Diego and Oakland, Calif. With these locations and our previously established academies in Washington, D.C., and Columbus, Ohio, we were able to reach more than 1,000 young students through SEEK!

Other highlights for 2010–2011 include:

- A \$588,000 three-year sponsorship of SEEK by the Office of Naval Research.
- A \$500,000 sponsorship of NSBE by the U.S. Coast Guard, for leadership training, diversity outreach and SEEK.
- The successful conclusion of Year 1 of NSBE's St. Lucia scholarship initiative, established with the Illinois Institute of Technology and *Goldman Sachs Gives*. The 28 students supported by the program turned in an outstanding performance, with all maintaining a 3.2 GPA or higher and with seven attaining 4.0.
- NSBE's participation in the working group for the President's Council of Advisors on Science and Technology (PCAST), developing STEM recommendations for the White House.



CALVIN PHELPS



CARL B. MACK

- The expansion of the scholarship grant listings on NSBE's website from \$600,000 to \$32 million through corporate and organization partnerships.
- Recognition of NSBE's redesigned website with an American Web Design Award.
- The launch of the Impact Awards, to recognize and provide financial support to universities that are outstanding in retaining underrepresented minority students in engineering. The awards were made possible by a generous donation from ExxonMobil.
- The development and launch of NSBE's Integrated Membership Package (IMPAK), a new online tool to improve data management and to better serve NSBE's members, sponsors, partners and friends.
- Participation of NSBE as Honorary Grand Marshals in the 81st Annual Bud Billiken Parade in Chicago, the largest and oldest African-American parade in the nation.
- The National Leadership Conference was hosted at the US Coast Guard Academy in New London, CT and featured an appearance by Admiral Robert J. Papp Jr., the Commandant of the Coast Guard.
- NSBE also received a clean audit from its auditor, Williams, Addley & Co. and took pride in the fact that it had no debt to write off in the fiscal year.

We thank all of our many members and partners for your support, dedication and commitment to helping us become a greater positive force for change in the world. As we enter 2012, we look forward to continuing these partnerships, working to build the STEM pipeline, and increasing the number of black engineers!

Sincerely,
Calvin Phelps
National Chair

Carl B. Mack
Executive Director

MEMBERSHIP



NSBE experienced its first decline in membership since 2003. This decline has been ultimately attributed to several factors, including the transition of NSBE's online management system from NSBE Online to NSBE IMPAK. NSBE continues to manage the transition of this technology, in its efforts to manage the growth of its database and resources. Other factors that have contributed to the decline include Microsoft piracy users that seemed to originate largely from China. These individuals were NSBE Jr. members in 2009–2010, but were soon discovered and subsequently not allowed to renew in 2010–2011. Finally, with the continued decline in the economy combined with the first full fiscal year of increased collegiate dues, overall renewal was down for the year.

In this same fiscal year, NSBE transitioned from its longtime online management system, NSBE Online (NOL), to NSBE IMPAK, developed by Integrated Software Solutions, Inc. (ISSI). IMPAK will ultimately allow NSBE to manage its growing database and complex operations in a succinct online system. NSBE's transition of IMPAK allows a few key new things:

- **Automatic Integration with NSBE Accounting System, Great Plains:** Automatic integration of IMPAK with Great Plains removes daily manual processes and allows NSBE to operate faster and more efficiently.
- **Online Sponsorship:** Planned for Implementation Year 2/3, organizations will be able to sign up to partner with NSBE online, ultimately eliminating the need for commitment

forms and streamlining the overall sponsorship process for both organizations and NSBE.

- **Automatic Renewal:** Members can now choose to automatically renew their memberships each year, without having to take time to pay each year. We call it: *Set it and Forget it!*

As with any software, IMPAK was not without its challenges in Year 1 of implementation. Typical bugs were discovered and rectified, as IMPAK designers worked to conform to NSBE business processes and standards. The most challenging issue, however, came at NSBE's 37th Annual Convention in St. Louis, Mo., during on-site registration. The system stalled and ultimately failed, and was unable to be used during the conference. A back-up method was used, but still resulted in slower than normal registration times for users. Post-Convention, a comprehensive root cause analysis was completed to identify the source of the IMPAK failure, which was ultimately due to the way IMPAK loaded registration data for exhibitors. Once this problem was identified, the registration module was redesigned and retested to ensure the load could be managed for NSBE's largest meeting.

Although it is expected that Year 2 with IMPAK will continue to have some implementation challenges as we continue to leverage all of the technology available within the system, NSBE remains vigilant in ensuring the bugs are resolved quickly and have minimal impact on the user. We are excited about where IMPAK will take NSBE as we re-strategize and restructure ourselves for sustainable growth in the future!

PROGRAMS AND INITIATIVES

Scholarships, Recognitions & Awards

- *Distinguished Chapter of the Year*
Georgia Tech Society of Black Engineers
- *National Alumni Chapter of the Year*
New York City Alumni 'XL' Chapter
- *PCI Chapter of the Year*
San Antonio Citywide NSBE Jr. Chapter
- *International Distinguished Chapter of the Year*
NSBE Aachen Chapter
- *International Positively Impacting the Community*
Trinidad and Tobago Professionals and Alumni
- *International Rookie Chapter of the Year*
El Club Ingeniero Roblegal Chapter, Dominican Republic

NSBE awarded more than **\$650,000** in scholarships to pre-college, collegiate and graduate students.

Ranging from \$500 to \$15,000, NSBE scholarships provide student members with financial support that can make the difference in their ability to fund their studies. A number of scholarship recipients received multiple awards, further evidence of NSBE's exceptional talent pool.

2010–2011 Scholarships included grants from the following:

- | | |
|---|--|
| • S. D. Bechtel, Jr. Foundation | • Oracle America |
| • Battelle | • Owens Illinois (O-I) |
| • Bechtel Foundation | • Atkins Foundation |
| • BP | • Rockwell Collins, Inc. |
| • Cummins | • Toyota Motor Engineering & Manufacturing North America |
| • CNA Corporation | • The Mike Shinn Distinguished Member of the Year |
| • Caterpillar, Inc. | • Verizon |
| • Chevron International | • Leroy Callendar |
| • ExxonMobil Corporation | • NSBE Academic Improvement |
| • GE Lloyd Trotter African-American Forum | • NSBE BCA, Major Sponsor and Fellows |
| • NSBE Golden Torch Awards Pre-College | • NSBE Fulfilling the Mission |
| • Hilton Worldwide | • NSBE Alumni Extension Corporation |
| • Life Technologies | |
| • Lockheed Martin | |
| • Northrop Grumman Corporation | |



PROGRAMS AND INITIATIVES

Academic Pyramid of Excellence (APEX), formerly NSBE TorchBearer and Junior TorchBearer was launched in 2008 to recognize pre-college and collegiate members who earned GPAs between 3.0 and 4.0. More than 2,070 students were recognized at NSBE's 37th Annual Convention as APEX honorees.

Grants and Donations

NSBE's Summer Engineering Experience for Kids (SEEK) program completed its fifth year with supports from key constituents, including but not limited to:

• United States Coast Guard.....	\$165,000.00	• Southern California Edison.....	\$25,000.00
• Office of Naval Research.....	\$100,000.00*	• NRG Energy.....	\$25,000.00
• S. D. Bechtel, Jr. Foundation.....	\$100,000.00	• MeadWestvaco.....	\$20,000.00
• Chevron Corporation.....	\$50,000.00	• FMC.....	\$16,000.00
• GE.....	\$50,000.00*	• CalPine.....	\$7,500.00
• San Diego Gas & Electric.....	\$50,000.00	• M & T Bank.....	\$7,500.00
• Intel Corporation.....	\$35,000.00	• CSESCO.....	\$5,000.00
• San Diego State University.....	\$30,000.00	• SAE Foundation (Curriculum).....	In-kind
• The Clorox Company.....	\$25,000.00	• Friendship Public Charter School.....	In-kind
• Cummins Incorporated.....	\$25,000.00*		

**Grant amount is multiyear*

NSBE launched its award-winning website in 2010.

The newly redesigned website allows the organization to provide up-to-date information easily and effectively to a wide-ranging audience. The website won the American Web Design Award in 2011. More information about the award follows:

From our developers:

“ATS recently won an American Web Design Award for the redesign of the NSBE (National Society of Black Engineers) website. The website can be viewed at <http://www.nsbe.org>.”

What is an American Web Design Award?

“The American Web Design Awards—a competition hosted by Graphic Design USA—celebrates the power of well-designed websites and other online communications to attract audiences, generate engagement and response, and promote products, services and ideas. Judged by a panel of industry experts, an excellence award is provided to winning entrants.”



Mission Competition

The objective of NSBE's Mission Competition is to create the largest stage possible to recognize the efforts of members, chapters and regions that best represent the mission of NSBE. The competitions include, but are not limited to:

- The Smartest Chapter in NSBE (Chapter with the highest average confirmed GPA)
- Most Active Chapter (Chapter with the most confirmed GPAs)
- Chapter with the Highest Percentage of APEX Members
- Chapter with the Most SEEK Mentors
- Chapter with the Highest Percentage of Submitted Resumes

ExxonMobil NSBE Impact Award

The National Society of Black Engineers in partnership with Exxon Mobil Corporation launched the ExxonMobil NSBE Impact Award in fiscal 2009–2010 to recognize university programs focused on retaining minority engineering students.

The ExxonMobil NSBE Impact Award, funded by a grant from the ExxonMobil Foundation, will acknowledge universities that have developed innovative and successful retention programs targeting African American, Hispanic American and American Indian students pursuing degrees in engineering. Winners of the inaugural award were:

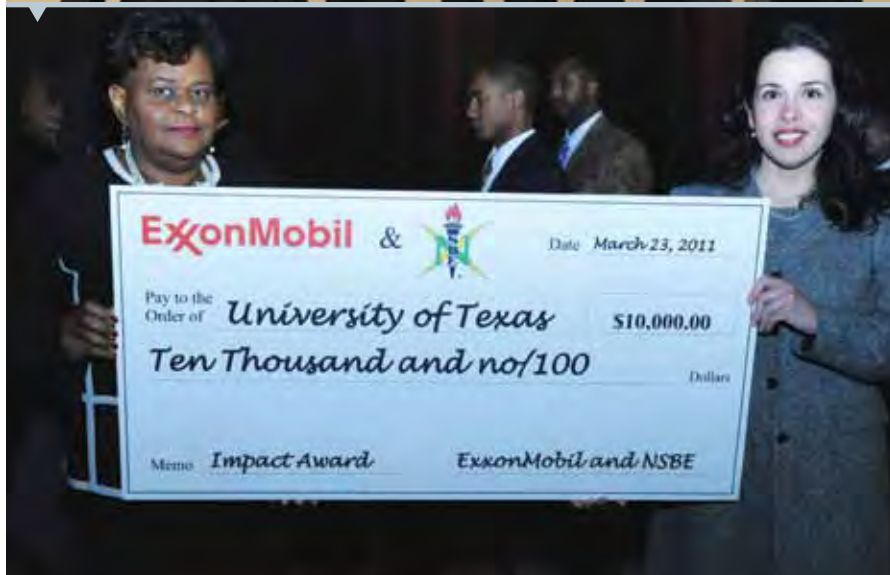
- The University of Texas–Austin
- Virginia Tech
- Purdue University

NSBE Retention Program

The goal of the NSBE Retention Program is to improve the graduation rates of Blacks in the fields of science, technology, engineering and mathematics (STEM). This will be the umbrella for three different programmatic pieces designed for freshmen, sophomores and juniors.

- **Freshmen:** Increase the number of first-year prospective engineering students who successfully matriculate into a science, technology, engineering or mathematics (STEM) major for their sophomore year.
- **Sophomores:** Increase interaction with faculty and staff, personal development, leadership opportunities and career path development.
- **Juniors:** Increase preparation for graduate school admissions and/or entry into the engineering industry, improve performance on the Graduate Record Examinations, and increase opportunities for volunteer, educational and paid experiences in engineering.

The goal of the NSBE Retention Program is to improve the graduation rates of Blacks in the fields of science, technology, engineering and mathematics (STEM).



SUMMER ENGINEERING EXPERIENCE FOR KIDS (SEEK)



The Summer Engineering Experience for Kids (SEEK) is the National Society of Black Engineers' (NSBE's) free, three-week summer academy that provides interactive engineering activities for more than 1,200 students in third through eighth grades, to spark an interest in a field that many participants had not previously considered.

The SEEK academy was facilitated by 200 NSBE collegiate members: Black engineering students dedicated to pursuing academic and professional excellence and community service, and who served as SEEK mentors.

In 2011, SEEK expanded to the West Coast to new program locations in San Diego and Oakland, Calif. Other sponsors included Friendship Public Charter School; General Electric; Office of Naval Research; S. D. Bechtel, Jr. Foundation; Chevron Corporation; GE; San Diego Gas & Electric; Intel Corporation; San Diego State University; Clorox; Cummins; Southern California Edison; NRG Energy; MeadWestvaco; CalPine; M & T Bank, CSECO and the United States Coast Guard were prominent partners in SEEK 2011. The academy's curriculum was provided by SAE International (the Society of Automotive Engineers).

In Washington, D.C., parents formed a group, the SEEK Parent Volunteer Organization, which helps support SEEK's mission. The group helped provide after-hours care, as well as snacks for SEEK attendees.



Grants and Donations

In 2011, the Summer Engineering Experience for Kids (SEEK) was able to expand as a result of critical support, including but not limited to the following:

SOURCE	AMOUNT
Office of Naval Research	\$588,000
Chevron Corporation	\$300,000
United States Coast Guard	\$180,000
S. D. Bechtel, Jr. Foundation	\$100,000
Cummins Incorporated	\$75,000
General Electric	\$50,000
San Diego Gas & Electric	\$50,000
Intel Corporation	\$35,000
San Diego State University	\$30,000
The Clorox Company	\$25,000
NRG Energy	\$25,000
Southern California Edison	\$25,000
MeadWestvaco	\$20,000
FMC	\$16,000
Hattie M. Strong Foundation	\$15,000
Calpine	\$7,500
M&T Charitable Foundations	\$7,500
Campbell Harris Securities Equipment Company	\$5,000
TOTAL	\$1,554,000

**Many amounts are multi-year donations*

SEEK also received in-kind support from key partners, including but not limited to the following:

- SAE International (the Society of Automotive Engineers)
- Friendship Public Charter School
- Oakland Unified School District
- The Clorox Company

The SEEK academy was facilitated by 200 NSBE collegiate members: Black engineering students dedicated to pursuing academic and professional excellence and community service, and who served as SEEK mentors.



Clinton Global Initiative and NSBE



The mission of the Clinton Global Initiative (CGI) is to inspire, connect and empower a community of global leaders to forge solutions to the world's most pressing challenges. To address the potential shortage of future engineers, NSBE and its partners will introduce at least 100,000 children from underrepresented groups to engineering in an academy-style setting that places children as early as third grade directly under the mentorship of minority college students who are currently pursuing engineering degrees. The free, three-week academies are in session for eight hours each day. The collegiate mentors will be trained on the curriculum by its developers, SAE International (the Society of Automotive Engineers). Each mentor will be paid a stipend of \$2,000, plus living expenses. Travel to the academies and food will be paid by NSBE.

Better known as Summer Engineering Experience for Kids or SEEK, the academies are installed directly into existing community or school facilities where these students live. A curriculum called *A World In Motion*, which celebrates engineering and was developed by SAE International, will be used as the primary curriculum for the SEEK camps. NSBE will work with local school officials and community leaders to promote SEEK. Each academy will host 300 children.

NSBE was invited by CGI staff to attend the CGI America event held in Chicago to provide insight and solutions regarding the participation of African American children in STEM. President Clinton read the NSBE commitment at the Closing Plenary of CGI America.

Established in 2005 by President Bill Clinton, the Clinton Global Initiative (CGI) convenes global leaders to create and implement innovative solutions to the world's most pressing challenges. To date, CGI members have made more than 2,100 commitments, which are already improving the lives of nearly 400 million people in more than 180 countries. When fully funded and implemented, these commitments will be valued at \$69.2 billion. To view President Clinton's comments about NSBE, visit www.nsbe.org.



Independent Auditors' Report

The Board of Directors
National Society of Black Engineers

We have audited the accompanying statements of financial position of the National Society of Black Engineers (NSBE) as of July 31, 2011 and 2010 and the related statements of activities and changes in net assets and cash flows for the years then ended. These financial statements are the responsibility of NSBE's management. Our responsibility is to express an opinion on these financial statements based on our audits. The statement of activities and changes in net assets for the year ended July 31, 2011 is presented with summarized comparative information which has been derived from NSBE's 2010 financial statements and in our report dated October 29, 2010 we expressed an unqualified opinion on those financial statements.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the National Society of Black Engineers as of July 31, 2011 and 2010, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was made for the purpose of forming an opinion on the basic financial statements of NSBE taken as a whole. The accompanying schedules of department revenue and expenses and the schedules of changes in net assets for the years ended July 31, 2011 and 2010 are presented for purposes of additional analysis on pages 10-11 and are not a required part of the basic financial statements. These schedules are the responsibility of the management of NSBE. The information in these schedules has been subjected to the auditing procedures applied in our audit of the basic financial statements and, in our opinion, is fairly stated in all material respects when considered in relation to the basic financial statements taken as a whole.

Williams, Adley & Company-DC, LLP

November 1, 2011
Washington, D.C.

WILLIAMS, ADLEY & COMPANY-DC, LLP

Certified Public Accountants / Management Consultants

1030 15th Street, NW, Suite 350 West • Washington, DC 20005 • (202) 371-1397 • Fax: (202) 371-9161
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FINANCIALS

Statement of Financial Position For the Twelve Months Ending July 31, 2011

	July 2011	July 2010
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	\$945,589	\$278,938
Contributions receivable, net	602,478	1,905,082
Prepaid expenses and other assets	66,281	100,234
Total current assets	1,614,348	2,284,254
Investments—Long Term	7,278,101	6,243,386
Building, furniture, fixtures and equipment, net	4,073,454	4,298,118
Deposits	1,000	15,078
Total assets	12,966,903	12,840,836
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$696,920	\$508,295
Deferred Revenue	764,683	2,392,267
Bond payable—current portion		
Total current liabilities	1,461,603	2,900,562
Total liabilities	1,461,603	2,900,562
NET ASSETS		
Unrestricted	11,141,689	9,334,466
Temporarily restricted	326,220	568,417
Permanently restricted	37,391	37,391
Total net assets	11,505,300	9,940,274
Total liabilities and net assets	\$12,966,903	\$12,840,836

FINANCIALS

Statements of Activities and Changes in Net Assets For the year ended July 31, 2011 with Summary Totals for Fiscal Year 2010

REVENUE	2011	2010
Corporate solicitations/sponsorships	\$3,777,491	\$4,264,508
BCA contributions	1,790,000	1,520,000
Conferences	1,007,796	844,139
Career Fair	1,632,369	1,052,006
Publications	749,568	763,304
Dues	246,673	212,640
Scholarships/Competitions	543,581	483,424
Interest Income	168,513	217,774
Royalty Income	8,592	8,275
Realized gain on investments	571,296	651,141
Net unrealized loss on investments		(217,518)
Net unrealized gain on investments	336,802	
Total Revenue	10,832,681	9,799,693
Net assets released from restrictions	(333,889)	-
EXPENSES		
Program Expenses:		
National Convention	1,674,385	1,705,878
NSBE Publications	840,485	806,548
Regional activities	724,789	702,059
NSBE Scholarship Competitions	1,015,236	740,607
Programs	1,053,448	2,329,061
Pre-College Initiative (PCI)	1,388,460	716,262
National Executive Board (NEB)	176,952	187,298
Alumni	223,176	377,091
Total Program Expenses	7,096,931	7,564,804
General & Administrative Expenses—National Office	2,170,724	2,098,899
Total Expenses	9,267,655	9,663,703
Change in net assets	1,565,026	135,990
Net assets—beginning of year	9,940,274	9,804,284
Net assets—end of year	\$11,505,300	\$9,940,274

NSBE financial statements were audited by Williams, Adley & Co, LLP

To read the full independent auditor's report, please visit www.nsbe.org.

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National Society of Black Engineers

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