

**NATIONAL SOCIETY OF BLACK ENGINEERS**  
**2013 / 2014 ANNUAL REPORT**



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# Message from the National Chair

Dear Members, Partners and Supporters:

The 2013–14 fiscal year was a time of transformation for the National Society of Black Engineers (NSBE), as dynamic progress was made in our ongoing mission to improve the recruitment and retention of black engineering students and continue their development as STEM professionals. As NSBE works with leading industry and government partners to dramatically increase the number of culturally responsible black engineers, our new focus is on data to measure and improve the performance of NSBE programs and develop a more effective strategy for the organization. The success of this new approach is demonstrated by the growth of NSBE’s collegiate membership to an all-time high this year and by one of NSBE’s signature programs, the Summer Engineering Experience for Kids (SEEK). SEEK served 300 students in its first year, 2007, and has now increased its reach more than ninefold, to 2,800 elementary school and middle school students in 11 cities across the U.S.

NSBE is working toward realizing a greater return on investment for all of the Society’s initiatives, and resources are being reallocated accordingly. SEEK moved toward a yearlong engagement with its pre-college participants, as pilot programs were launched in Chicago, Washington, D.C., and Houston to enroll SEEK students in NSBE Jr. chapters. And gender-specific mentoring efforts — such as an all-girls SEEK camp in Atlanta and NSBE’s partnerships with the Steve Harvey Mentoring Program for Young Men, the Society of Women Engineers, the Women in Engineering ProActive Network and Black Girls Code — supported further efforts to promote the success of African-American students. We are also streamlining processes to enable more focused recruitment efforts, to be aided by a new association management system in 2014–15.

Our organization welcomed new leadership, as Executive Director Carl B. Mack concluded his eight-year tenure in November 2013. Virginia Booth-Womack, who was NSBE’s first female national chair from 1978–1980, served as interim executive director until June 2014, when Karl W. Reid, Ed.D., another former NSBE national chair, took the helm. Dr. Reid, formerly a senior vice president at the



Sossena Wood, NSBE National Chair

United Negro College Fund, is now leading the charge ordered by the National Executive Board to make NSBE more impactful domestically and globally and is continuing the board’s mandate to reimagine the future for blacks in engineering and technology.

Other highlights for 2013–2014 include:

- International efforts, such as a community service project in two rural villages in Kumasi, Ghana, as a NSBE delegation from the U.S. also celebrated the 15th anniversary of NSBE Ghana, the Society’s first chapter in Africa.
- The second-highest-attended conference in NSBE history, on March 26–30, 2014, as the 40th Annual Convention in Nashville, Tenn., drew more than 9,000 attendees. “NSBE40” focused on “Engineering and Leadership in Harmony,” with events and activities examining the past four decades to help the members decide how NSBE should move forward.
- SEEK made its Chicago debut, expanding students’ access to high-quality learning opportunities, complementing a city-wide STEM strategy. SEEK Chicago received support from the GE Foundation, BP and McDonald’s Corporation. The program resulted in a financial commitment from GE Foundation for the following year. An Atlanta SEEK location was also launched, sponsored by Nissan North America and B.L. Harbert International, LLC.
- NSBE Professionals’ success in its first year under a new name. The group’s career, development and community outreach programs continued to expand.

As NSBE transforms itself and builds on its success in creating a pipeline for black engineering talent, we continue to capitalize on our expansion and achievements. Our torch burns as bright and promising as the day NSBE was founded almost four decades ago. I hope you share our excitement about the future and the shared opportunity we have to “engineer” a better tomorrow.

Sincerely,

A handwritten signature in black ink that reads "Sossena Wood". The signature is fluid and cursive.

Sossena Wood  
NSBE 2013–2015 National Chair

# Programs and Initiatives



## Summer Bridge Scholarship Program

Funding for the Summer Bridge NSBE Jr. Scholarship program increased significantly in its second year. In the summer of 2014, NSBE offered more than \$125,000 in grants to pay for rising freshmen engineering students to participate in “summer bridge” academic enrichment programs at colleges and universities in the U.S. Research has shown these bridge programs to be highly effective in increasing retention of students in engineering degree programs. Summer Bridge scholarships were requested by the Minority Engineering Program directors of 23 schools and were awarded to 121 students, 119 of whom completed the bridge program and 118 of whom enrolled in an engineering degree program for the fall semester. Funding from NSBE, Chevron Corporation, the City of Pittsburgh and United Technologies Corporation (UTC) enabled the Summer Bridge scholarship program to reach new milestones this year.

## Summer Bridge Scholarships Funding

### Support from NSBE

University	# of Students	Amount/Student	Total
Morgan State University	11	\$1,000	\$11,000
North Carolina State University	11	\$835	\$9,185
Florida State University/ Florida A&M University	7	\$615	\$4,305
Louisiana State University	6	\$615	\$3,690
New Jersey Institute of Technology	5	\$1,500	\$7,500
The University of Tennessee–Knoxville	3	\$250	\$750
Bucknell University	1	\$250	\$250
North Carolina A&T State University	1	\$300	\$300
Northeastern University	1	\$250	\$250
Prairie View A&M University	1	\$250	\$250
University of Alabama	1	\$615	\$615
University of California, Berkeley	1	\$1,500	\$1,500
University of Virginia	1	\$1,000	\$1,000
Virginia Tech	1	\$1,500	\$1,500
<b>14 Schools</b>	<b>51</b>		<b>\$42,095</b>

### Corporate and Government Support

Chevron Corporation	\$43,000 to support Louisiana State University, Penn State University and Southern University
City of Pittsburgh	\$20,000 to support Carnegie Mellon University, Penn State Behrend, Penn State University and the University of Pittsburgh
United Technologies Corporation	\$20,000 to support Penn State University, Purdue University, Rensselaer Polytechnic Institute and the University of Connecticut



### **NSBE Retention Program**

The NSBE Retention Program aims to close the gap in college graduation rates between African-American science, technology, engineering and math (STEM) students and STEM students in the U.S. as a whole. According to a report from the National Action Council for Minorities in Engineering and the Commission on Professionals in Science and Technology, the graduation rate for minorities in engineering programs is less than 40 percent, compared with slightly more than 60 percent for non-minorities. In the Retention Program's fourth year, the number of chapters participating continues to increase.

The NSBE Retention Program has three main areas of focus that are designed to help students succeed. Each component of the program benefits all students, regardless of classification, and aims to truly develop each person who participates in the program. The three areas of the Retention Program are Skill Development Workshops, Study Halls and Mentorship. To achieve the program's ends, NSBE has included the following elements: institutional leadership support; programming tailored to each school; support of summer bridge program attendance; and promotion of collaborative learning environments. A total of 87 NSBE chapters participated in the retention program during the 2013–2014 program year.



# Programs and Initiatives

## 2014 SEEK Sponsors

Agile1	\$5,000
Alcoa, Inc.	\$50,000
AltairStrickland	\$5,000
Auraria Higher Education Center	\$5,000
B.L. Harbert International, LLC	\$100,000
Ball Aerospace & Technologies Corp.	\$25,000
Ball Foundation	\$25,000
BP	\$20,000
CH2M Hill and CH2M Hill Foundation	\$96,662
Chevron Corporation	\$325,000
Community College of Denver	\$5,000
Daniels Foundation	\$20,000
Dow	\$200,000
East Bay Municipal Utility District	\$2,940
FirstTech	\$1,500
GE	\$200,000
Hattie M. Strong Foundation	\$15,000
Intel Corporation	\$50,000
Jeff Webber	\$2,500
Johns Manville	\$5,000
McDonald's	\$25,000
Merck & Co., Inc.	\$50,000
Nissan	\$100,000
Nobel Energy	\$25,000
Northrop Grumman Corporation	\$100,000
Orica USA Inc.	\$2,500
Pepco	\$4,000
Rockwell Collins, Inc.	\$500
San Diego Gas & Electric	\$30,000
S. D. Bechtel, Jr. Foundation	\$75,000
Shell	\$130,000
Solar Turbines, A Caterpillar Company	\$35,000
Toyota	\$50,000
Turner Construction Company	\$4,000
United States Coast Guard	\$118,500
Wells Fargo	\$5,000

## Summer Engineering Experience for Kids

### SEEK

NSBE's Summer Engineering Experience for Kids (SEEK) is the country's largest summer engineering program for African-American students and other students from minority groups underrepresented in the field. SEEK's goal is to increase the number of underrepresented minority children pursuing careers in the STEM fields. This free, three-week program has grown almost 20 percent in the last two years and served 2,878 students in the 3rd through 9th grade in 2014. Since its inception in 2007 with a \$1-million grant from founding sponsor Battelle, NSBE has conducted 44 SEEK programs across the country. SEEK was launched in two new locations, Chicago and Atlanta, in 2014, and had two programs for girls only: in Jackson, Miss., sponsored by Northrop Grumman Corporation and Toyota, and in Atlanta, sponsored by Nissan America and B.L. Harbert International. SEEK programs were held in eight other cities: Denver, Colo.; Detroit, Mich.; Houston, Texas; New Orleans, La.; Oakland and San Diego, Calif.; Philadelphia, Pa.; and Washington, D.C. Since its founding, the program has reached more than 12,000 students and 18,000 parents and has employed more than 2,000 NSBE members as collegiate mentors of the students.

NSBE hired the public policy research firm IMPAQ International this year to conduct annual external evaluations for the SEEK program nationwide and for each site. Using data from pre- and post-participation student assessments, parent surveys and mentor surveys, the evaluation was designed to: assess the 2014 SEEK program as it was implemented in all sites; help stakeholders understand the experiences of the students, parents and



mentors; and provide insights into the effectiveness of the program and recommendations on how to improve it. The firm submitted a comprehensive SEEK Evaluation Report in October.

The positive impact of SEEK has attracted attention from high-level officials and major media outlets in every location where the program has been held. Mayor Rahm Emmanuel kicked off the inaugural SEEK Program in Chicago in 2014. SEEK events have also been attended by Gov. Phil Bryant of Mississippi, Mayor Michael Hancock of Denver and William Hite Jr., Ed.D., superintendent of the School District of Philadelphia.

### Curriculum

SEEK offers a diverse, hands-on engineering design curriculum provided by NSBE's partner, SAE International (Society of Automotive Engineers). The curriculum teaches science and engineering concepts while engaging students in team competitions. Select locations also have other curricula provided by SEEK sponsors, including the National Engineering Education Development Project (NEED), in Houston, and Fragrance by Firmenich in Washington, D.C., and Jackson, Miss.

### Programs for NSBE Jr. Members

NSBE's Pre-College Initiative introduced the VEX Robotics Competition to NSBE Jr. members in 2014, an engineering activity that challenges middle school and high school students to build robots. Teams of students, with guidance from their teachers and mentors, use the VEX Robotics Design System to build innovative robots, and they compete to score the most points possible in qualification matches, elimination matches and skills challenges. The program is a result of a new partnership between the Robotics Education & Competition (REC) Foundation and NSBE, which will establish 20 new VEX Robotics Competition teams to encourage interest in science, technology, engineering and mathematics as academic subjects and as future career paths. The REC Foundation reports that 95 percent of VEX Robotics Competition participants have an increased interest in STEM subject areas and pursuing STEM-related careers after participation in the program.

Other NSBE Jr. programs include:

- **FIRST LEGO League and Junior FIRST LEGO League:** Teams build, test and program an autonomous robot using LEGO MINDSTORMS to solve a set of missions in the Robot Game.
- **KidWind:** Hands-on wind turbine competition for high school students.
- **Kid Zone Elementary Science Olympiad:** Competitions in skills and knowledge; grades K–2 compete in a noncompetitive league.
- **MATHCOUNTS:** This competition builds math skills, promotes logical thinking and sharpens students' analytical abilities.
- **NSBE Jr. Explorer:** Allows pre-college students to apply science through projects, competitions and science fairs.
- **Ten80 STEM Initiative:** Teams compete using electric radio-controlled cars to create products and work together in ways that parallel the arduous preparation of race car teams.
- **Try-Math-A-Lon:** Allows high school students to demonstrate their mathematical skills.

### National Leadership Institute

NSBE's National Leadership Institute (NLI) has evolved from a four-day leadership conference to a year-round development and training initiative. The NLI comprises a National Leadership Conference, six regional leadership conferences and leadership enhancement workshops and activities. The National Leadership Fellows program, previously referred to as the NSBE Shadow Initiative, serves as the premier leadership development program for prospective regional and national leaders. Although the name of the program has changed, the objective is the same: to develop leadership skills of participants; identify and support future NSBE leaders and prepare prospective candidates for the NSBE election and appointment process. In 2014, 11 Fellows completed the program and were recognized at the NSBE Annual Convention. In addition, a new learning management system was acquired to develop a yearlong training curriculum. A program introduction and social media "hangouts" were implemented. Finally, chapter leaders discussed and provided solutions for key issue areas of fundraising; member recruitment and retention; transition; and event participation.

# 2014 Highlights



(far left) NSBE National Chair Sossena Wood in Ghana

(left) NSBE's New Connector

(below) Steve Harvey Mentoring Program for Young Men, in Chicago



## Work & Celebration in Ghana

A seven-member NSBE delegation from the U.S. traveled to Kumasi, Ghana, in December 2013, on a trip jointly sponsored by the National Society of Black Engineers and the Engineering Projects in Community Service (EPICS) program at Purdue University. The trip had a dual purpose: continuation of an engineering community service project in the rural villages of Weosi and Nerebihi, and attendance at the 15th anniversary celebration of NSBE Ghana, the Society's first chapter in Africa. NSBE National Chair Sossena Wood led the U.S. team. Purdue NSBE chapter members Phillip Reid and Markell Baldwin teamed with NSBE members at the Kwame Nkrumah University of Science and Technology in Kumasi to repair water pumps in the villages and research the implementation of a storage system to prevent insect infestation of crops. NSBE's ultimate goal is to replicate the U.S.-Ghana program by forming partnerships between other universities and NSBE chapters in the U.S. and abroad.

## Impact in Chicago

Steve Harvey is better known as an entertainer and author than for his work uplifting youth through education with the Steve and Marjorie Harvey Foundation. But it was that serious mission that caught the attention of the National Society of Black Engineers. On Nov. 15, 2013, NSBE partnered with the Steve Harvey Mentoring Program for Young Men to bring a taste of NSBE's Summer Engineering Experience for Kids (SEEK) to 100 young black men from Chicago. The mentoring program was a three-day, regional event

at Chicago State University designed "to share, teach and demonstrate the principles of manhood to young men, enabling them to achieve their dreams and become men who are strong, responsible and productive." Ten NSBE collegiate members volunteered their time to increase 100 mentees' understanding of engineering, its basic principles and how to apply them. In June 2014, NSBE partnered with the foundation again, providing volunteers for the 6th annual Steve Harvey Mentoring Program for Young Men National Camp in Dallas, Texas. NSBE National Chair Sossena Wood was a featured guest on the nationally broadcast Steve Harvey Morning Show, on the fourth day of the six-day camp.

## NSBE's New Connector

With connectivity and efficient communication in mind, NSBE selected a new association management system (AMS) that will enable officers, staff and stakeholders to collaborate more effectively with the Society's membership. Scheduled to launch in fall 2014, the new system is "plug-and-play," with a number of different modules — ranging from membership management to various e-business tools — that can be turned on or off as necessary. The AMS offers easy navigation and can be customized, or "skinned," to look like NSBE's website. The AMS will be implemented in two phases. Phase 2 will include the launch of a "connected community" that enables users to easily share best practices, documents, video and more across private, secure networks.



# NSBE's New Executive Director

**K**arl W. Reid, Ed.D. was named NSBE executive director effective June 2, 2014. He replaced Virginia Booth Womack, who had served as interim executive director since the previous November. Dr. Reid came to NSBE from the United Negro College Fund (UNCF), where he was senior vice president for research, innovation and member college engagement. Before his service at UNCF, he worked to increase diversity in positions of increasing responsibility at his undergraduate alma mater, MIT, which he left as associate dean of undergraduate education and director of the Office of Minority Education. Reid earned his Doctor of Education degree at Harvard. His thesis explored the interrelationship of race, identity and academic achievement.

Dr. Reid grew up in Roosevelt, Long Island, a mostly working-class, African-American community. The high value his parents placed on education, and his admission to a mostly white high school near Roosevelt, put him on a track to follow his older brother to MIT, where he did his undergraduate and master's work in materials science and engineering and was a Tau Beta Pi Scholar. He credits his membership in the NSBE chapter at MIT with giving a vital boost to his self-confidence and leadership skills. He served as NSBE national chair for 1984–85. In 1991, five years into a successful career in sales and marketing with IBM Corporation, Reid read Jonathan Kozol's "Savage Inequalities," a seminal book about educational disparities in the U.S., which sparked his passion for bringing about positive change through education of African Americans.



Dr. Karl Reid, NSBE Executive Director

## Conferences and Convention

**N**SBE's annual convention and conferences provide the Society's members with vital academic enrichment, professional development, awards and recognition, and community engagement activities and events, as well as opportunities to meet and fellowship with like-minded students and professionals from across NSBE regions and across the globe. These annual events include the Fall Regional Conferences, the Regional Leadership Conferences, the National Leadership Conference, the Professional Development Conference and the Annual Convention. NSBE's 41st Annual Convention was held on March 26–30, 2014 in Nashville, Tenn., and drew more than 9,000 attendees.



# NSBE Golden Torch Award Honorees

The NSBE Golden Torch Awards are the highest honors given by the National Society of Black Engineers. These awards recognize individuals and organizations that exemplify NSBE's ideals of academic excellence, professional success and dedication to the advancement of the black community. Since their inception, the NSBE Golden Torch Awards have provided millions of dollars in scholarships to talented high school seniors. The honorees below were recognized during the 17th Annual NSBE Golden Torch Awards ceremony, the culminating event of NSBE's 2014 Annual Convention, in Nashville, Tenn.



## **Dr. Janice A. Lumpkin Educator of the Year**

**Isaac Atuahene**  
Graduate Teaching and Research Assistant, Industrial Engineering  
University of Tennessee

## **Lifetime Achievement in Government**

**Lt. Gen. Darren W. McDew**  
Commander, 18th Air Force  
United States Air Force

## **Entrepreneur of the Year**

**Sabiha Quraishi**  
President  
Masha Manufacturing Inc.

## **Pioneer of the Year**

**Charles A. Stout, Ph.D., P.E.**  
Director of Research and Development  
Mueller Industries, Inc.

## **Lifetime Achievement in Industry**

**George A. Parker**  
Associate Technical Fellow  
Technical Lead Engineer, Chemical  
Technology/Northwest Analytical  
The Boeing Company

## **Minority Engineering Program Director of the Year**

**Stephen R. Cox**  
Project Director  
Greater Philadelphia Region Louis Stokes  
Alliance for Minority Participation

## **Pre-College Initiative Director of the Year**

**Paige Lewter**  
Advisor  
Southern Maryland NSBE Jr. Chapter

## **Pre-College Initiative Program of the Year**

**Pre-Freshman Program in Engineering and Science at Chicago State University**

## **Pre-College Initiative Student of the Year (Male)**

**Nathan Harris**  
Northland High School NSBE Jr. Chapter

## **Pre-College Initiative Student of the Year (Female)**

**Paige Cheatham**  
San Antonio City Wide NSBE Jr. Chapter

## **Outstanding Woman in Technology**

**Tonya M. Noble**  
Director, Training Systems and  
Government Services Navy Training  
Programs  
The Boeing Company

## **Professional Member of the Year**

**Angelena Edwards**  
Central Jersey Professionals Chapter of  
the National Society of Black Engineers  
Deputy Director  
NYCHA Capital Projects—Brooklyn/Staten  
Island Division

## **Professional Technologist of the Year**

**Tajudeen Bakare**  
Central Ohio NSBE Professionals  
Regional Department Manager  
Head of Bridge Department  
CT Consultants, Inc.

## **Golden Torch Legacy Award**

**Dereje Agonafer, Ph.D.**  
Jenkins Garrett Professor, Department of  
Mechanical and Aerospace Engineering  
University of Texas at Arlington

## **Corporate Community Service**

**General Mills, Inc.**

## **Corporate Diversity Leadership**

**General Mills, Inc.**

## **Distinguished Engineer of the Year**

**Moses K. Mingle**  
Electronics Engineer, Intelligence and  
Information Warfare Directorate  
Branch Chief, Electronic Warfare Systems  
Grounds Branch  
United States Army

## **Graduate Student of the Year**

**Whitney B. Gaskins**  
Ph.D. Candidate, Biomedical Engineering  
University of Cincinnati

# Scholarships

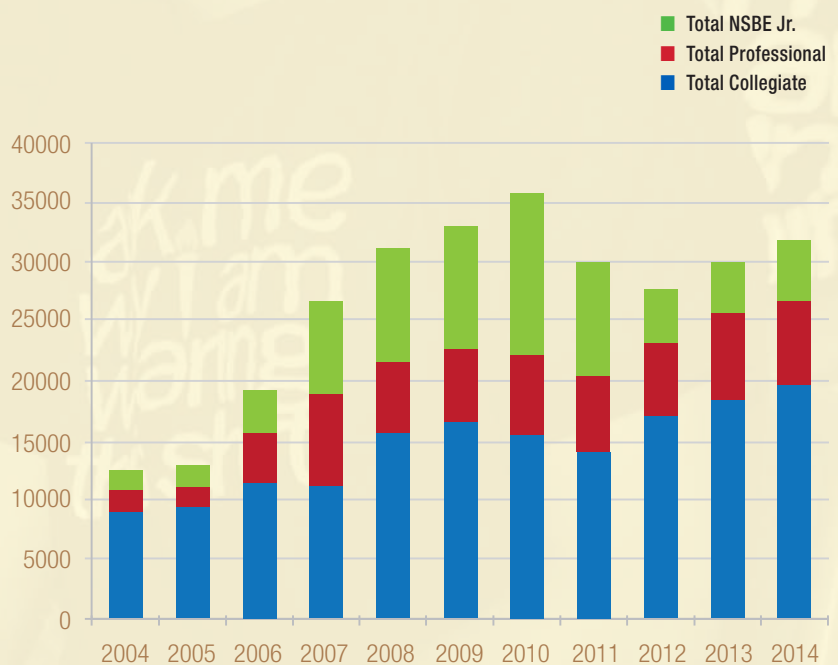
Ranging from \$500 to \$10,500, NSBE scholarship grants provide vital financial support to students in pursuit of engineering and applied science degrees. NSBE offered several new scholarships during 2013–2014, including those sponsored by Thermo Fisher Scientific Inc. and NASA. Ongoing NSBE scholarships included the Mike Shinn Distinguished Member of the Year, NSBE Board of Corporate Affiliates Scholarship, NSBE Major Sponsor Scholarship, NSBE Fellowship and the NSBE Fulfilling the Legacy Scholarship. The National Society of Black Engineers awarded more than \$600,000 in scholarships to collegiate and pre-collegiate students from NSBE and the following corporate sponsors during the fiscal year:

Chevron Corporation .....	\$30,000
Cisco Systems, Inc. ....	\$25,000
Cummins, Inc. ....	\$10,000
ExxonMobil .....	\$20,000
GE .....	\$70,000
General Mills, Inc. ....	\$18,000
Lockheed Martin Corporation .....	\$35,000
NASA .....	\$10,000
Oracle America .....	\$10,000
Rockwell Collins, Inc. ....	\$7,500
S. D. Bechtel, Jr. Foundation .....	\$90,000
Thermo Fisher Scientific Inc. ....	\$10,000

# Membership

Fiscal year 2013–2014 saw a 4 percent gain in total membership, to 31,291 members of the National Society of Black Engineers. This continues an upward trend since 2011, when the expiration of a Battelle-sponsored membership grant brought about a sharp decline in the NSBE Jr. demographic. Focused, worldwide recruitment efforts have been successful in attracting engineering students and professionals to NSBE. These efforts include the “Just Get 1” campaign, an initiative that calls for each NSBE member to expand the NSBE family by recruiting at least one other person to join the Society. An initiative to engage the pre-collegiate student population, especially rising 6th graders who participated in NSBE’s Summer Engineering Experience for Kids (SEEK) program in 2013, brought in more than 100 additional NSBE Jr. members. A new registration process is scheduled to be implemented in fall 2014 — a component of a new association management system — which will make member registration more efficient and user-friendly, and improve the collection of membership data. A focus on boosting international membership continued: nearly 38 percent of NSBE members resided outside of North America at the end of the 2014 fiscal year, reflecting the global appeal of NSBE’s mission.

Lifetime Membership increased 9 percent, and the collegiate and NSBE Jr. membership categories each saw an increase of 6 percent. The membership of NSBE Professionals, formerly NSBE Alumni Extension, decreased by 2 percent as it went through a rebranding, but the number is expected to rebound quickly.



# Board of Corporate Affiliates



The mission of NSBE's Board of Corporate Affiliates (BCA) is to provide ongoing long-term support to the National Society of Black Engineers through consultation with NSBE's leaders, in-kind services, funding operations and systems support, technical assistance and career opportunities to meet the needs of NSBE members. We thank the following members of the BCA for their partnership and their commitment to NSBE's mission.

- |                               |                          |                              |   |
|-------------------------------|--------------------------|------------------------------|---|
| 3M                            | Dell, Inc.               | Google, Inc.                 | Rockwell Collins, Inc.  |
| Accenture                     | Delphi                   | Honda of America Mfg., Inc.  | Shell   |
| Air Force Civilian Careers    | Delta Air Lines, Inc.    | IBM Corporation              | Texas Instruments Incorporated  |
| Alcoa, Inc.                   | The Dow Chemical Company | Intel Corporation            | Toyota Motor Engineering<br>& Manufacturing of<br>North America, Inc. |
| BAE Systems, Inc.             | DuPont                   | John Deere                   | United States Army  |
| Bechtel Corporation           | Eaton Corporation        | Johnson & Johnson            | United States Coast Guard   |
| The Boeing Company            | Eli Lilly and Company    | Johnson Controls, Inc.       | United States Marine Corps  |
| Boston Scientific Corporation | Exxon Mobil Corporation  | L-3 Communications           | United States Navy  |
| BP                            | Ford Motor Company       | Life Technologies            | United Technologies Corporation                                       |
| Caterpillar, Inc.             | GE                       | Lockheed Martin Corporation  |   |
| Central Intelligence Agency   | Genentech, Inc.          | MWV                          |   |
| CH2M Hill                     | General Dynamics         | Navy Civilian Careers        |   |
| Chevron Corporation           | General Mills, Inc.      | Nissan Americas              |   |
| Cisco Systems, Inc.           | General Motors           | Northrop Grumman Corporation |   |
| Cummins, Inc.                 | Georgia-Pacific          | Raytheon Company             |   |

# NSBE Professionals



**T**he NSBE Professionals organization promotes the participation of the professional engineering community in the National Society of Black Engineers and also provides a way for graduating seniors to continue their involvement with NSBE. The programs of NSBE Professionals promote technical expertise, professionalism and fellowship among studying and practicing engineers and technical professionals. NSBE professionals can participate in both career developmental and community outreach programs, including Entrepreneurship, Technical Excellence, Professional Development, Community Impact, College Initiative, Pre-College Initiative and Chapter Development.

Other resources available to NSBE professionals include technical business development activities, professional development units, license and certification exam review courses and engineering technical activities. The NSBE Professionals Programs Zone asks the local chapters to develop innovative programs that will increase the value of being a NSBE Professional member.

NSBE Professionals chapters now number more than 50: a 10 percent increase from the previous year. The growth is attributed to the organization's better understanding of the needs of professionals in each NSBE region. Participation and membership have been steady for young technical professionals in the zero to five-year mark and the 11- to 15-year demographic, but participation of professionals declines after 16 or more years in the workplace. This group is being targeted to boost involvement.

# Financial Statements

## STATEMENTS OF FINANCIAL POSITION National Society of Black Engineers As of July 31, 2014 and 2013

	2014	2013
<b>Assets</b>		
Current Assets:		
Cash and Cash Equivalents	\$ 456,662	\$ 715,713
Accounts Receivable, Net	2,716,410	2,141,880
Prepaid Expenses and Other Assets	\$ 62,656	\$ 36,070
Total Current Assets	\$ 3,235,728	\$ 2,893,663
Investments – Long Term	9,369,143	9,692,603
Buildings, Furniture, Fixtures and Equipment, Net	4,007,493	3,702,050
Deposits	\$ 11,000	\$ 1,000
Total Assets	\$ 16,623,364	\$ 16,289,316
<b>Liabilities and Net Assets</b>		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 945,850	\$ 1,413,163
Deferred Revenue	\$ 2,689,324	\$ 2,099,946
Total Current Liabilities	\$ 3,635,174	\$ 3,513,109
Total Liabilities	\$ 3,635,174	\$ 3,513,109
<b>Net Assets</b>		
Unrestricted	\$ 12,779,634	\$ 12,630,167
Temporarily Restricted	171,165	108,649
Permanently Restricted	\$ 37,391	\$ 37,391
Total Net Assets	\$ 12,988,190	\$ 12,776,207
Total Liabilities and Net Assets	\$ 16,623,364	\$ 16,289,316

**STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS**
**National Society of Black Engineers**
*For the year ended July 31, 2014 with summary totals for fiscal year 2013*

	2014				2013
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	
<b>Revenue</b>					
Corporate Solicitations/Sponsorships	\$ 3,306,605	\$ -	\$ -	\$ 3,306,605	\$ 7,069,350
BCA Contributions	2,090,000	-	-	2,090,000	1,860,000
Conferences	1,116,524	-	-	1,116,524	1,015,466
Career Fair	1,654,386	-	-	1,654,386	1,489,150
Publications	521,782	-	-	521,782	603,847
Dues	319,612	-	-	319,612	291,974
Scholarships	269,812	113,480	-	383,292	499,984
Interest Income	231,949	-	-	231,949	213,739
Royalty Income	2,354	-	-	2,354	1,804
Net Realized Loss on Investments	(250,900)	-	-	(250,900)	(21,292)
Net Unrealized Gain on Investments	\$ 968,998	\$ -	\$ -	\$ 968,998	\$ 992,956
Total Revenue	\$ 10,231,122	\$ 113,480	\$ -	\$ 10,344,602	\$ 14,016,978
Net Assets Released from Restrictions	\$ 50,964	\$ (50,964)			
<b>Expenses</b>					
Program Expenses:					
Annual Convention	\$ 1,925,291	\$ -	\$ -	\$ 1,925,291	\$ 1,671,044
NSBE Publications	680,756	-	-	680,756	786,338
Regional Activities	741,946	-	-	741,946	705,320
NSBE Scholarships	783,786	-	-	783,786	822,132
Programs	359,222	-	-	359,222	3,797,468
Pre-College Initiative (PCI)	219,872	-	-	219,872	196,329
Pre-College Initiative (SEEK)	1,758,990	-	-	1,758,990	2,920,456
National Executive Board (NEB)	391,672	-	-	391,672	361,862
NSBE Professionals	\$ 471,425	\$ -	\$ -	\$ 471,425	378,941
Total Program Expenses	\$ 7,332,960	\$ -	\$ -	\$ 7,332,960	\$ 11,639,890
General & Administrative Expenses – National Office	\$ 2,799,659	\$ -	\$ -	2,799,659	2,187,384
Total Expenses	\$ 10,132,619	\$ -	\$ -	\$ 10,132,619	\$ 13,827,274
Change In Net Assets	\$ 149,467	\$ 62,516	-	\$ 211,983	\$ 189,704
Net Assets – Beginning of Year	\$ 12,630,167	\$ 108,649	\$ 37,391	\$ 12,776,207	\$ 12,586,503
Net Assets – End of Year	\$ 12,779,634	\$ 171,165	\$ 37,391	\$ 12,988,190	\$ 12,776,207



**National Society of Black Engineers**  
**World Headquarters**  
205 Daingerfield Road  
Alexandria, VA 22314

P: 703.549.2207

F: 703.683.5312

[www.nsbe.org](http://www.nsbe.org)

Twitter: @NSBE