



NATIONAL SOCIETY OF BLACK ENGINEERS

**2024 ANNUAL CONVENTION
ELECTION HANDBOOK**

**MARCH
2024**





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



Annual Convention Senator Requirements

Senators serve as a **chartered** chapter's representative to the National Senate. In order 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.

In order to be counted as present at Convention and able to vote, you must have check-in with a Parliamentarian by the end of the National Forum on Thursday, March 21st by 12:30 pm EDT.

Mandatory Sessions for NSBE Senators

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

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

- National Forum
- National Candidates Q&A
- National Chairperson Debate
- National Voting (Friday, March 22nd @ 5:00 pm EDT – Saturday, March 23rd @ 3:00 pm EDT)

Voting System

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



Voting Instructions for Senators

National Voting Instructions

Each senator will cast a vote to select the members of the National Executive Board and to adopt any constitutional amendments/ballot proposals.

- After the National Forum and National Candidate Q&A, discuss the candidates and any new information regarding governing document amendments with your chapter and determine your Chapter's vote.
- 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.
- Go to the VoteNet site using the provided link and log in.
- Choose the ballot that you will be voting on (Regional/National)
- Carefully make your selections on your electronic ballot.
- Review your electronic ballot to ensure you have marked it appropriately
- Cast your vote by hitting "Submit"
- Save a copy of your ballot by clicking to download a receipt.
- Continue to the link provided on the completion page.
- Retain a copy of your receipt to provide in case it is requested.

Consequence of Not Voting

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



Election of the National Executive Board

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

In order to be considered a National Candidate for the National Executive Board, each person had to complete a Declaration of Intent and provide official documentation of their eligibility to serve on the National Executive Board. Each candidate also had to complete a certification exam and receive a score of at least 80% to be placed in this handbook and included in NSBE sponsored campaign events. The exam was designed to assess a candidate's understanding of NSBE operations and ability to utilize NSBE's governing documents. Additionally, candidates also had to submit a NSBE/Leadership resume, recommendation letter, and answer long and short essay questions detailed in this handbook.

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

NATIONAL EXECUTIVE OFFICERS

Chairperson

Vice Chairperson

Secretary

Treasurer

Programs Chairperson

NATIONAL STANDING COMMITTEE CHAIRS

Membership Chairperson

International Committee Chairperson

Finance Chairperson

Publications Chairperson

Public Relations Chairperson

Communications Chairperson

TORCH Chairperson

Academic Excellence Chairperson

Pre-College Initiative Chairperson



National Executive Board Candidate Overview*

NATIONAL CHAIRPERSON

Avery Layne
Taylor Scott
Favour Nerrise

NATIONAL TREASURER

Bionka Barryer
Dunsin Fadojutimi

NATIONAL VICE CHAIRPERSON

Chika Okwor
Shanisse Lee

NATIONAL SECRETARY

Robert Lee Elmore, III
Jessica Oseghale

NATIONAL PROGRAMS CHAIRPERSON

Ira Moore
Adaugo Emerson
Malika Freeman

**NATIONAL PRE-COLLEGE INITIATIVE
CHAIRPERSON**

Myracle Jarmon-Moore

NATIONAL INTERNATIONAL CHAIRPERSON

Nina Kanonye

*Ordered by time of application submission.



National Chairperson Candidate

Avery Layne

University of Maryland, College Park

Mechanical Engineering, Ph.D.

Graduate

Certification Exam: 100%

IG: @averylaynensbechair

Website: <https://sites.google.com/view/averylaynensbechair/>

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

Going forward, NSBE's Strategic Plan should map directly onto the organization's mission. That has been the guiding light that directs our work for 50 years. When we use it as the starting point for strategic planning, we keep the plan open and agile to approach any variety of trends that we see emerge in our society. Let me offer some examples w/ current trends.

Q: How do we ensure that members continue to excel academically in the face of anti-DEI legislation that's targeting colleges and universities?

A: Not only do we continue and build on great work that's already going on (retention programming executed by chapters, scholarship offerings at the regional and national level), but we also need to redefine how we engage with our academic partners at an organizational level. We need to work with them year-round to develop, evaluate, and deploy strategies in our respective areas of influence to ensure that NSBE members are still receive the support and resources they need to excel academically.

Q: How can members continue to succeed professionally in light of the negative hiring trends in industry that we've been seeing?

A: We continue to invest in resources that expand our ability to provide leadership, professional, and technical development opportunities that allow members to (1) be at the top of the hiring pool for what positions are available, (2) make a career/industry pivot as they see fit at any time, and (3) create their own streams of income that are buffered against industry hiring trends. Not only that, but we leverage our corporate partners to provide support and opportunity specifically for our members who are hurting in the midst of this trend, whether it be returnship opportunities or access to some professional development resources they possess.

When we frame things as "how do we accomplish the mission," we can easily pivot that to "how do we accomplish the mission in the midst of X" to ensure that we're responsive to any new trends (positive or negative) that will heavily affect our membership. Thus, we need to apply that framing to both NSBE's 2025 Strategic Plan as we close it out and NSBE's post-2025 Strategic Plan as we develop it next term.



Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

Let's address each priority lane.

Ready: There's a lot of unrealized potential for our work in the pre-college engagement space, and we have a chance to course correct heading into our post-2025 identity. NSBE needs to center this work on three things: maximizing SEEK's profile and reach, expanding NSBE Jr. presence to cities/schools we've yet to prioritize, and expanding our math enrichment programming to ensure grade school students hit important academic milestones (math proficiency in 4th and 8th grades, and taking algebra in 7th grade) to position them to study engineering by the time they graduate high school.

Set: Our collegiate engagement plan has been building out well. Between our current efforts to reshape the retention program, the continued excellence of the Gary S. May Shadow Initiative, and the deployment of RISE, we've realized a lot of success in this area. Going forward, we'll have three main things to focus on: continued investment in the learning management system we've acquired to host on-demand leadership and technical development content, increasing the profile of RISE so that members are more equipped for civic participation beyond NSBE, and establishing formal partnerships with academic institutions to support NSBE and its members in the fulfillment of the mission, especially in light of the current legislative challenges.

Go: The NSBE Professionals have continued to contribute significantly to the NSBE mission, and we have even more room to grow with some of the advancements they've made. We need to continue pushing the Special Interest Groups (SIGs) for all members as a vehicle for members to expand their professional networks and develop new skills/insights into various industries. Particularly, we have to continue the advancement of the Young Technical Professionals SIG as a way to ensure the transition of collegiate members to professional members of the organization. Lastly, we should leverage the Professionals to build out the organizational mentorship plan, inclusive of how professional chapters should engage local collegiate and NSBE Jr. chapters for mentoring opportunities.

Brand: With the newsletter fully launched, current updates being made to the website, and the bevy of membership and organizational highlights across the year, Brand has hit on a number of its initiatives. At this point, we can now turn our focus to STEM Policy and Influence. As the premier organization for Black STEM talent, it's imperative that our voice is heard in spaces where we can affect policies that will impact our members across all demographics, especially given the legislative landscape we find ourselves in.



Grow: With additions to our professional staff over the past year, we're now in a position to fully build out the individual giving strategy, starting w/ targeted approaches to our Professionals. In addition, we have the opportunity to turn our signature programming into significant revenue drivers (i.e., franchising SEEK to expand reach and drive revenue, tapping into unrealized partnership opportunities to support Gary S. May Shadow Initiative, etc.).

Essay: As a candidate for National Chair, what are the top three elements that make up the core of your platform? Outline your strategic vision and priorities, as well as initial execution steps, that you plan to focus on during your tenure, emphasizing the key areas where you believe NSBE should make significant advancements.

The top three elements of my platform are Development, Reach, and Advocacy. For information on each, including some beginning steps, read further!

Development - Ensuring that members get access to top-tier development programming and opportunities through this organization.

1. With Programs Zone, Finance Zone, and Staff: Develop formal build-out plan for Canvas Catalog to guide development of platform for this and future terms

2. With the Professionals: Assess each SIG's current reach and activities to determine opportunities for growth in terms of programmatic offerings and societal visibility

3. With Programs Zone: Start writing a Societal NSBE Programs Playbook that can be utilized by chapters to enhance their programming capabilities

Reach - Continuing to expand NSBE's name to the places where we've yet to go.

1. With Membership and Communications Zones: Make Version 1 of the NSBE Chapter Map to assess NSBE's national presence and develop strategy for expansion

2. With PCI Chair and Staff: Begin developing the SEEK franchising plan to further our nationwide pre-college programming reach

3. With Finance Zone, Professionals, and Corporate Partners: Discuss and develop strategies for increased NSBE reach in industry

Advocacy - Utilizing our influence and access to drive conversations that will support our members and community.

1. With Parliamentarian and TORCH Chair: Institutionalize the Cultural Responsibility Task Force to ensure an entity within NSBE is always focused on the organization's community impact

2. With Programs Zone and Staff: Engage university participants of the Dean and MEP Forum to build out a plan for formalizing academic partnerships



3. *With CEO, Regional Chairs, and Public Policy SIG: Assess nationwide legislative landscape to see where NSBE's voice/influence can be used to mobilize members and garner support from key stakeholders to guide legislation to our members' benefit"*

Short Essay: Do you believe your above platform aligns with the direction of the Society? Why or why not?

Yes I do. This direction shows continues in the direction I've lead the organization this year, clearly maps how national, regional, and chapter leaders can push the organization forward, and directly address current and oncoming challenges facing the organization and its members. In terms of continuity, inclusiveness, and relevance, this is the direction that NSBE needs to go heading into 2025.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

By continuing to build out our offerings in Canvas Catalog, we'll open the door for members to receive development programming for their technical and leadership at their fingertips. In particular, by working with our partners to support building out these offerings, we'll have members be able to learn about the cutting-edge developments in industry from experts in the field who work real-time on those innovations.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

1. *Data-Driven Outreach - Using the chapter re-charter data, we can produce a map of where we have "NSBE presence" for all demographics. From there, we can intentionally direct national, regional, and chapter efforts to expand to locations that we've yet to reach.*

2. *Leveraging Partners - Work with our professionals, and corporate and academic partners to develop and deploy strategies to maximize NSBE's reach and membership at various workplaces and campuses.*



Letter of Recommendation



National Society of Black Engineers®

Obum Egolum
National Parliamentarian
National Society of Black Engineers
205 Daingerfield Road
Alexandria, VA 22314

March 1, 2024

Dear NSBE Leaders:

Anti-DEI legislation that is sweeping the nation aims to disengage collective drive toward equity, justice, and the disruption of systems of oppression in education. When these efforts reached NSBE's doorstep, Avery's role as the 2023-2023 National Chair was to successfully usher NSBE into this new dimension of activism that required the Society to look inward and determine who we wanted to be in this moment.

It is with great enthusiasm I write this letter to recommend Avery S. Layne for 2024-2025 National Chair of the National Society of Black Engineers.

It is no surprise that Avery embodies the very competencies he helped to bring back to the forefront of the society during his role as the 2021 National Leadership Institute Chair: the leading of self, leading of others, and leading of the society. This past year alone has challenged Avery in several areas, however through *enterprise leadership*, he has shown the ability to navigate, thrive, and lead a complex organization by focusing efforts through a member-centric lens that connects strategies, aligns resources, and prioritizes cross-functional coordination.

Under Avery's leadership, we made the decision to move the 50th Annual Convention from Florida to Georgia, which subsequently expanded our organizational reach and profile. This directly aligns with the "brand" component of Game Change 2025. In response to the anti-DEI push, Avery also established a Cultural Responsibility Task Force to develop organizational strategy as we navigate the DEI landscape for our members. In another move to position NSBE as leading advocates for our members as the anti-DEI movement spreads, NSBE expanded scholarship offerings to include retention scholarships for students unable to attend NSBE events due to anti-DEI policies/laws within their institutions under Avery's leadership.

Because of Avery's confidence, persistence, and dedication to life-long learning, I do not doubt that he will be able to accomplish even more in his second term as National Chair. As we celebrate the organization's 50th year, we need a leader who simultaneously lead the organization through the next 50. I believe Avery has the ability to do both.

During my tenure at NSBE, I've witnessed Avery gain the trust of his teams, our staff, and board leadership by leading with transparency and authenticity.



National Society of Black Engineers®

In conclusion, it is without hesitation I recommend Avery S. Layne for the 2024-2025 NSBE National Chair. Please do not hesitate to contact me if you have any further questions about his qualifications.

Best regards,

Rochelle L. Williams, PhD
Chief Programs and Membership Officer
National Society of Black Engineers



Leadership Resume

Avery Layne, EIT

<https://www.linkedin.com/in/averylayne12/>

Honors	NSBE Region II Executive Board Member of the Year <i>Mar. 2019</i> NSBE Region II Large Chapter of the Year, President <i>Mar. 2018</i> Clark School of Engineering Dean's List <i>May 2015, Dec. 2015, May 2016</i> University of Maryland Banneker/Key Scholar <i>Apr. 2014-Dec. 2017</i>
Leadership Experience	<p>National Society of Black Engineers Alexandria, VA <i>National Chair</i> <i>May. 2023-Present</i></p> <ul style="list-style-type: none"> ● Leads Board of Directors to develop and deliver organizational strategy, oversee operations, and guide chapters to ensure mission fulfillment ● Assessed and lead organization to change location of 50th Annual Convention to ensure positive membership experience <p>National Society of Black Engineers Alexandria, VA <i>National Programs Chair</i> <i>May. 2022-April 2023</i></p> <ul style="list-style-type: none"> ● Oversees, develops and implements programmatic efforts for membership engagement and development via the coordination of the National Programs Zone as a member of the board of directors ● Work with Chief Programs Officer to revamp aspects of partnership process, particularly partnership potential assessment ● Aligning infrastructure that supports and tracks chapter programming with organization's current strategic plan to better coordinate societal activities and track progress towards outlined plan goals ● Lead National Programs Zone to develop documentation and organize a networking session with Board of Corporate Affiliate partners to increase knowledge of year-round programming to garner more comprehensive partnerships on societal programming ● Serves on the Administrative Personnel Committee (APC) to gain insight into and provide feedback on director-level and above hires, general hiring strategy for the organization, and review of the chief executive's performance <p><i>National Leadership Institute (NLI) Chair</i> <i>May 2021-Apr. 2022</i></p> <ul style="list-style-type: none"> ● Served on the board of directors, specifically to oversee, develop and implement leadership development programming and opportunities for society membership ● Collaborated with Chief Programs Officer to update society's leadership training framework to better prepare students with future leadership development programming ● Developed the phase II pilot of the NSBE Career Academy, a program focused on member's professional development ● Implemented the Shadow Initiative, a program to prepare members for future leadership opportunities, for 27 participants with 8 individuals matriculating into national leadership ● Created a crash course presentation on the development and current progress of the Strategic Plan with the National Chair while on the Strategic Planning Task Force (SPTF) <p><i>National Leadership Conference (NLC) Planning Committee, Chair</i> <i>Oct. 2019-Jun. 2021</i></p> <ul style="list-style-type: none"> ● Organized NSBE's first two virtual national leadership training conferences for a combined ~350 regional leaders to prepare them for their 2020-2021 and 2021-2022 leadership terms ● Worked with WHQ staff and University of Colorado, Boulder to set conference logistics and create engagement opportunities between attendees and partners ● Redefined 2020 NLC agenda with planning committee to capitalize on virtual delivery ● Tailored 2021 NLC agenda and activities to institutionalize NSBE's new strategic plan <p><i>NLC Planning Committee, Vice Chair</i> <i>Apr. 2019-Jun. 2019</i></p> <ul style="list-style-type: none"> ● Served as Vice Chair on a committee of five to assist with planning a leadership training conference for over 200 regional leaders in the Society ● Recorded and tracked action items from weekly meetings to track team progress ● Collected and organized presentation materials prior to the conference for distribution to attendees after the conference's conclusion <p><i>Region II (Mid-Atlantic) Regional Leadership Conference Chairperson</i> <i>May 2018-Apr. 2019</i></p> <ul style="list-style-type: none"> ● Served on a board of 20 students to develop and implement regional programming and provide guidance to chapter leaders within the region ● Organized a three-day leadership training conference over Labor Day Weekend consisting of 53 workshops for more than 170 chapter leaders from 7 states ● Developed structure and timeline for Region II Executive Board Shadow Initiative



- Worked with third-party event planner to review and negotiate contracts for two conferences with the respective conference site owners and managers
- Created leadership training framework for a curriculum that would provide future Region II Executive Board members with year-long leadership training
- Served as Speakers & Workshops Coordinator on the Fall Regional Conference Planning Committee to invite speakers and workshop presenters, confirm speaking details, compile the waived registration list, and send thank you emails following the conference

President, UMD Chapter

Apr. 2017-May 2018

- Led an executive board of 18 students to plan events and weekly meetings for a membership of over 80 students
- Expanded executive board shadowing initiative from 10 shadows over 2 weeks to accommodate 21 shadows over a month-long period
- Coordinated with one of NSBE's Region II (Mid-Atlantic Region) Membership Coordinators to plan out speaker, location, and travel logistics leading up to and during a one-day summit held at the University of Maryland for 80 students from six chapters in the DMV area
- Created membership database to visualize the major and class demographics of the organization to better inform program and event planning
- Successfully guided chapter to receive distinction as Region II Large Chapter of the Year at NSBE's 44th Annual Convention based on chapter programming in the 2017-2018 year

Academic Excellence Chair, UMD Chapter

May 2016-Apr. 2017

- Worked on an executive board of 18 students, specifically to coordinate academics-related programming and collect and distribute academic resources for membership
- Selected and led a committee of six students to carry out the planning and execution of programming and resource collection and distribution
- Planned and executed workshops for membership to provide information about professional development and scholarship opportunities
- Secured syllabi for introductory courses to coordinate the presence of specific course tutors at weekly study sessions with courses that had upcoming exams
- Played integral role in helping the chapter win the Region II (Mid-Atlantic Region) Deuce Challenge based on programming frequency, scale, and impact

Teaching and Mentoring Experience

Department of Mechanical Engineering, University of Maryland

College Park, MD

Teaching Assistant, Product Engineering and Manufacturing

Jul. 2022-Present

- Assist the course instructors along with four undergraduate teaching fellows
- Hold weekly office hours to assist students with coursework
- Grade weekly homework assignments and input grades into online gradebook
- Categorize teamwork survey results to support course instructors in evaluating team performance after major course deliverables
- Support other course logistics as necessary

LSAMP Program, University of Maryland

College Park, MD

Research Mentor

Jun. 2020-Present

- Work with research advisor to provide oversee the research activities of three undergraduate students for the LSAMP Undergraduate Research Program
- Train students in relevant research activities such as building energy modeling and Python coding to help them complete assigned research projects
- Meet regularly with students to provide guidance on research activities and review their program deliverables

Keystone Program, University of Maryland

College Park, MD

Teaching Fellow, Mechanics of Materials

Aug. 2016-May 2017

- Attended weekly recitation periods to provide guidance to students on in-class assignments
- Graded in-class assignments and entered grades into the course management system while maintaining a personal grade book to ensure accurate record-keeping
- Held weekly office hours to assist students with homework and answer questions regarding course content
- Proctored two exams in the professor's absence

SEEDS Program, University of Maryland

College Park, MD

Peer Mentor

Aug. 2015-Dec. 2015

- Oversaw a group of 9 freshmen in the A. James Clark School of engineering to assist with their transition to college life



-
- Communicated with mentees weekly to check-in on their transition, answer questions, and tell them about campus resources
 - Prepared weekly reports on mentees regarding their progress in transitioning to college life for mentoring program coordinator
-



National Chairperson Candidate

Taylor Scott
University of Cincinnati
Cosmetic Science
Graduate
Certification Exam: 100%
IG: @taylorfornebchair

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

Being intentional about the goals set forth by Game Change 2025 and proactive about the future direction of the Society, I will expound upon the existing infrastructure by being "Responsive to Now", which is emphasized in my platform. The landscape of this past year has involved heightened attacks on Diversity, Equity, Inclusion, & Belonging (DEIB) as well as educational regression remnants from the pandemic. Being "Responsive to Now" means understanding the current plights faced by our various membership types and enacting strategies to help members overcome these barriers. Test scores and teacher testimonies have identified that K-12 students are now more likely to not perform on their grade level post- Covid. Therefore, for the Ready component of the strategic plan, it will be important that the PCI Chair empowers regions to focus on closing this education gap by creating standardized toolkits. For the Set component, I will establish NSBE, with my board, on a regional and national level as a safe beacon for members amidst the attacks on DEIB. Increased membership in states with DEIB restrictive legislation is indicative that our members are seeking refuge in us as an organization. One method of rising to that call is increasing our communication with chapters to ascertain the new needs and executing against those needs. For the Go component, I will support the Professional Executive Board in its vision to increase the professional development of our professional membership as I am cognizant that current Professional leaders more succinctly understand how to support our professional members. Through the collaboration with the PEB, the NEB will be encouraged to work as advocates to develop a stronger streamlined process for membership transition post-matriculation. For the Brand component, I will work in collaboration with the Communications Zone to effectively demonstrate and articulate who NSBE is. NSBE is a student-led engineering organization dedicated to reducing the inequity Black engineers face before, during, and after matriculation. Our brand needs to reflect the voice of our members and the work of our organization. I will accomplish this by being a Chair that is more present in our marketing and communications as well as collaborating with the Communications Zone to keep a tally of our work so that we can present that information more readily. For the Grow component, I will work with the Finance Chair to identify and secure partnerships with "non-traditional" engineering companies. As more members look for non- traditional engineering roles, we offer a higher return on investment with these companies. As National Chair, I will work with the board and specifically with our Membership Zone to improve the current membership value proposition and articulate it to drive membership satisfaction, renewal, and new membership registration. While these are my current plans to adapt the strategic plan going into the 2024- 25 term, I will also remain flexible to the concerns of our members that may warrant a pivot.



Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

One emphasized goal of Game Change 2025 was to graduate 10,000 Black engineers annually. While this is an ambitious goal, it would take approximately a quarter of a century for the Black engineering population to be on parity with the Black population in the United States once we reach the target of 10,000. With our overreliance on the pattern of funneling children of engineers into our field, our strategies are currently not sustainable. What I propose instead is actively engaging with our communities to expose people to Black engineers. A Walk for Education was once a staple event that exposed children and their parents to opportunities for their kids to seek academic outlets in the STEM field. While we attempted to revitalize A Walk for Education during the 2022-23 term, the plan did not account for regional logistics, such as the weather in the Midwest during November. Restructuring A Walk for Education to be suitable for all regions to implement will be the first step to strengthening the pipeline into engineering programs in college. Once we have engaged with the community, the next step is to prepare high school graduates for college. Before NSBE Jr. members transition to collegiate students, there should be a NSBE summer camp to proactively teach them concepts encountered in their prerequisite courses prior to the associated stakes of not performing well academically. Many members, including myself, have participated in college-sponsored programming before their first year of undergraduate school to help with this transition. For this upcoming term, I will work with the Finance Chair, Academic Excellence Chair, and Professional CI Chair to identify funding opportunities and develop a curriculum so that this summer camp can be realized by summer 2026. Additionally, members attending a community-college or an institution that requires members to transfer to another institution to finish their engineering degree should be connected to institutions of their interest so that they can network with those institutions and prepare for the transfer application. Overall, once members have declared a major, we need to create forums so that people in the same major can help each other in the coursework. I will work with the Technology Chair to house these forums on the NSBE portal. Finally, in partnership with the PEB, we will target young adults in the community that desire to enter the engineering field and teach them fundamentals so that they can either pursue an engineering degree or get employed as technicians so that they can further develop professionally. These five pathways will strengthen the cultivation of Black engineers post-Game Change 2025.



Essay: As a candidate for National Chair, what are the top three elements that make up the core of your platform? Outline your strategic vision and priorities, as well as initial execution steps, that you plan to focus on during your tenure, emphasizing the key areas where you believe NSBE should make significant advancements.

The top three elements of my platform are “Timely”, “Unified”, and “Responsive to Now”. A “Timely” NSBE informs our stakeholders in a timely manner so that the stakeholders can be prudent in participation with our Society. For example, NSBE members and partners have expressed that they need more advanced notice about the conference schedule to effectively prepare to attend. A “Unified” NSBE means that every facet of NSBE leadership moves in one accord with the National Objectives and the NSBE mission at the forefront of all operations. Unification also means increasing communication among collegiate leaders, professional leaders, and world headquarters so that we present our stakeholders with clear messaging. Lastly, a “Responsive to Now” NSBE understands the social climate that we are in so that we can address the needs of our members. While our founders faced a lack of resources in 1975, we now face an attack on our created resources. Being “Responsive to Now” involves taking action to fortify our resources from these attacks.

The initial execution step is to establish that unity under my objectives. From that point, here are my following priorities of each of the remaining zones that I plan to focus on: define the membership value proposition, solidify our branding strategy, diversify our fund development strategies to support the programmatic efforts of the society, and revitalize created programs to achieve their intended purposes. For too long, our membership value proposition (MVP) has been reduced to a potential job finding service. The number one marketing tactic for conference attendance is the career fair. Yes, it is important to “succeed professionally”, but if our only appeal is employment opportunities, our Society does not serve many of our members. A notable deficiency is that we have not strategically invested in our technology to improve membership experience with our various platforms. We need to make a significant improvement to our platforms otherwise we risk stratifying our current and potential members from the organization. After establishing our MVP and securing opportunities to benefit our members, we need to leverage our marketing and communications strategy to effectively inform members. Our marketing plan needs to be reinvigorated significantly to capture our members’ attention. During my term as National Membership Chair, I have deployed different communication avenues to inform members of pertinent information including town halls, emails, and social media. We need to understand which strategies to use based on our target demographic and the level of interaction we want our members to have with our content. Financially, we need to improve fund development so that we can increase the fund designations to programs that will yield an even larger return on investment and decrease designations on line items that strain our Society financially. For example, it would be better to invest in the program fund for chapters rather than National Leadership Conference. In fact, increasing the program fund would help supplement chapters that have lost funding in the midst of anti-DEI legislation. Lastly, we need to evaluate our current programs for efficacy and develop more programs based on our deficiencies. For example, we should be developing programs that prepare our members to pursue a career track in academia to later become professors.

By creating this framework, I empower NSBE leadership as well as NSBE members to “T.U.R.N. with Taylor” for a “Timely, Unified, and Responsive to Now” NSBE.



Short Essay: Do you believe your above platform aligns with the direction of the Society? Why or why not?

My platform aligns with the direction of the Society because my platform is member-focused, and the Society is member-driven. Membership has been asking for timely communication; membership has expressed frustrations toward inconsistent messaging from leadership; and membership has cried out for us to support them against the assault on DEI. Extrapolating their needs to also encompass the needs of other stakeholders for the Society in my platform makes my platform in alignment not only with the current sentiments for the direction of the Society but also with the intended mission for the Society as a whole.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As National Chair, my perspective on technology encompasses not only a short-term focus but also a long-term goal. Serving as National Membership Chair, I have been able to foster a deeper awareness of membership facing issues when accessing tools such as the NSBE portal and registration platforms. Therefore, my short-term focus is to leverage both new technologies to improve the user interface of our systems and pre-existing talent in our membership pool to begin rectifying these issues. My long-term goal is to consolidate all our systems into one universal NSBE application. In addition to being able to register for membership or conference, the application would host forums for different majors, town halls for the Society, and servers for the various regions and SIGs. By having short-term and long-term goals, I can ensure the current needs of the Society are met while also ensuring the future needs are actively advanced.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

Potential and current NSBE members may become distant from the Society because they are unaware of the offerings we provide. The NSBE under my vision will be "Timely" and "Unified" to inform members of all the NSBE offerings. Understanding how valuable effective communications is with our current and potential membership, I will work with our Communications Zone to develop and implement a consistently updated national NSBE calendar broadcasted on our website and social platforms to be accessible for all regions, SIGs, and stakeholders. To gauge the most effective strategies to share information, I will establish a refined framework with the Communications Zone, MarComm, and the Membership & Engagement Team by extracting all platform interaction data and analyzing personal membership testimonies. Through these measures, the Society's outreach will be expanded, and our membership will be more engaged.



Letter of Recommendation



National Society of Black Engineers®

February 29, 2024

Dear National Executive Board,

It is with great pleasure that I am writing this letter in support of Taylor Scott's application for the position of National Chairperson of the National Society of Black Engineers.

I met Taylor while serving in the capacity of one of her advisors on the Region IV Advisory Board. Taylor quickly distinguished herself as a hard worker during her programmatic efforts as the 2022-2023 Region IV Membership Chairperson. Within this role, she managed all of the outreach efforts to chapter membership through the successful collaboration of the Membership, Communications and Program Zones to effectuate comprehensive and successful membership impact strategies. Throughout her term, she has most notably displayed a genuine interest in understanding the functions of other board members and teams in order to efficiently support one another for an even greater impact on the Region IV membership experience. Driven by a passion for meaningfully connecting people together, Taylor has created strong internal communication pipelines for members across the region to stay connected throughout the school year, provided Membership Drives to incentivize students to join and/or renew their membership, executed a myriad of virtual and in-person events to connect chapter members, and rechartered and supported numerous NSBE Jr. chapters back into the NSBE family. She has continued to positively impact members in her current role as the National Membership Chair.

As you all are very much aware, the engineering curriculum is very challenging. It requires discipline, focus, work ethic, determination and a high level of academic ability. Taylor has shown these traits by being an exceptional NSBE leader, and leader within her field of study. Her success within her graduate program and her full-time job at Procter & Gamble allows Taylor to serve as a mentor to our membership and an example of succeeding professionally.

For these reasons and more, I highly recommend Taylor Scott for the role of National Chairperson. I know with confidence that she will do an outstanding job as an ambassador for our organization and in a professional and impactful manner, exceed expectations by living the mission. Additionally, if given the opportunity to ascend into the role of National Chairperson, I can guarantee that she will have a plethora of past and current national and regional leaders to lean on for support. If you have any questions or concerns, or require additional information, please contact me at kcoleman@nsbe.org.

Sincerely,

Kasey A. Coleman
Region IV Communication Zone Advisor
National Secretary | 2017-2018
Region IV Secretary | 2015-2017
National Society of Black Engineers



Leadership Resume

Taylor Scott

tkscott@umich.edu | linkedin.com/in/tkscott17

EDUCATION

University of Cincinnati <i>M.S. in Cosmetic Science</i> GPA: 4.0/4.0	Cincinnati, OH August 2025
University of Michigan <i>B.S.E. in Chemical Engineering – Engineering Honors</i> GPA: 3.9/4.0	Ann Arbor, MI April 2023

LEADERSHIP EXPERIENCE

National Society of Black Engineers <i>National Membership Chair</i> <ul style="list-style-type: none">Reinstated re-chartering chapter requirement according to the governing documents in order to identify active chapters and assist inactive chapters in the process to become activeDirected actions of the National Membership Committee to support members and chapters in the regionVoted on motions during meetings on the behalf of the members in the SocietyIdentified pitfalls of current membership identification systems and collaborated with world headquarters counterparts to find solutions	Various Locations May 2023 – Present
<i>Region IV Membership Chair</i> <ul style="list-style-type: none">Distributed charter renewal and creation information to members to ensure chapter activationConsolidated all Regional chats into one Discord to reduce managed chats for membersManaged membership drive during Fall Regional Conference to register or renew NSBE membership for attendees	May 2022 – April 2023
<i>Chapter Membership Chair</i> <ul style="list-style-type: none">Recruited and retained potential members for the chapter to increase our penetration rate from fifty percentOrganized and executed events to connect chapter members, such as the Back-to-School Barbeque and Game Night	April 2021 – May 2022
<i>Chapter Implementation Committee Member</i> <ul style="list-style-type: none">Established and maintained relationships with four Black College of Engineering faculty and the Dean of Engineering for future collaboration initiativesConnected chapter leaders with organizations on campus to expand chapter reach	August 2020 – March 2021
Mardi Gras Ball Planning Committee <i>Founder and President</i> <ul style="list-style-type: none">Devised the Ball in order to use the social campus atmosphere to benefit community service initiativesSpearheaded team of 5 total persons to ensure the completion of tasks by established deadlinesApplied and received over \$5000 in grant money to host this event with food, musical entertainment, and photographyConducted venue walk through and taste test to ensure the vision of the Ball was maintainedRaised over \$1600 to donate to Southern Mutual Help Association, Inc. to rebuild homes devastated by natural disastersPartnered with student organizations and local businesses to publicize the eventSold over 100 tickets in under 3 weeks	Ann Arbor, MI December 2021 – April 2023
Undergraduate Research Opportunity Program <i>Peer Facilitator</i> <ul style="list-style-type: none">Facilitated biweekly discussions to introduce new students to entering researchMitigated conflicts between student mentees and faculty mentors to enrich the research experience	Ann Arbor, MI August 2021 – April 2023
Black History Month Leadership Planning Committee <i>Marketing Chair through Multi-Ethnic Student Affairs</i> <ul style="list-style-type: none">Collaborated with graphic designers to generate branding (logo, website, etc.) for the monthCreated a social media calendar to generate optimum publicity for our events	Ann Arbor, MI October 2020 – February 2021
<i>Leadership Board through Multi-Ethnic Student Affairs</i> <ul style="list-style-type: none">Organized the opening and closing ceremonies in order to being and close Black History MonthSecured and introduced Dr. Yusef Salaam as Keynote Speaker for the Opening CeremonyBrainstormed a central theme for our events to promote black culture and excellence	October 2019 – February 2020



National Chairperson Candidate

Favour Nerrise

Stanford University

Electrical Engineering

Graduate

Certification Exam: 100%

IG: @favour_foundation24

X (Twitter): @fnerrise

Website: bit.ly/nsbefoundation24

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

NSBE's GameChange 2025 Strategic Plan has been a revolutionary foundation to fulfilling the mission while positioning the Society to leap beyond our time. To transform the Strategic Plan in light of the next 50 years' trends and challenges, several changes must be made to provide agile and responsive to the evolving needs of NSBE, our members, and the communities we aim to impact.

***READY (Pre-Collegiate): As educational landscapes evolve, a shift toward not just STEM proficiency but also digital literacy and adaptive learning is essential. I will work with our leadership, staff, and partners to foster early awareness and engagement in emerging technologies like AI, sustainability, and quantum computing in our programming curriculum. Additionally, I will promote partnerships with local, grassroots organizations to franchise and institutionalize our offerings for democratizing student and community access to STEM education.*

***SET (Collegiate): This initiative should be enhanced to include interdisciplinary skills, soft skills, and digital collaboration tools. I will expand support for mental health and well-being through personalized support and resources, as I previously did by successfully identifying a national mental-health awareness partner (NAMI). I will also adapt our deliverables to increase resources for chapter-level experiences and non-traditional career pathways such as entrepreneurship and policy-making. As community needs and challenges change, this initiative will also include sustainability projects, technology access and education for underserved communities, and initiatives addressing global challenges.*

***GO (Professional): Focusing on continuous development, leadership, and entrepreneurship, "GO" will integrate offerings on learning platforms and micro-credentialing in new engineering fields. I will collaborate with our professional leadership to better support mid-career to executive-level professional development needs and to prepare NSBE members for governance roles through training in external board service, corporate governance, and ethical leadership.*



***BRAND: In an era where brand identity and digital presence are paramount, NSBE's branding efforts will be reshaped to articulate a compelling narrative that resonates with current and prospective members, partners, and the broader community. By intensifying our efforts on physical and digital engagement for storytelling, we will showcase the impact of diversity in STEM, enhance our visibility, and attract resources. Furthermore, I would modify this critical initiative to broaden our contributions to social justice (RISE initiative), DEI policy, educational curricula, and corporate practices. As technology continues to globalize the workforce, I would work to expand our global presence through launching Affiliate partnerships, as I previously spearheaded, participating in global engineering forums, and collaborating with engineering societies worldwide.*

***GROW: Aimed at expanding NSBE's reach and impact, GROW will be reimagined to address sustainable, digital, and technological infrastructure to improve operational efficiency, member engagement, and the delivery of programs. This means not only increasing membership numbers but also deepening engagement with members, partners, and local community organizations. I would also support ongoing efforts in diversifying our financial foundations through innovative strategies like social impact investment. To solidify our global footprint, I will also adapt GROW to mobilize a global NSBE community that collaborates across borders on engineering solutions and amplifies our impact in the global engineering ecosystem."*

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

"Navigating NSBE's post-2025 landscape, whether we meet our strategic goals fully or face challenges, requires a dynamic and forward-thinking approach to both build upon our successes and address any gaps. My strategy embraces adaptability, innovation, and resilience to affirm NSBE as a leader in advancing Black excellence in engineering.

If our goals are met to achieve our 2025 Strategic Plan goals, including our #10KBy2025 hallmark of graduating 10,000 Black engineers annually, this would mark a significant milestone for NSBE and set a strong foundation for future growth. Building on this success, I would introduce new strategic priorities that focus on further expanding our impact in the STEM community. As highlighted in my previous response, this includes elements like:

- Emphasizing cutting-edge technologies and innovations in our programs and operations to prepare our members for the widening future of engineering.*
- Strengthening international chapters and affiliate partnerships to address global engineering challenges and promote diversity and inclusion in STEM worldwide.*
- Embedding sustainable infrastructure and policymaking into NSBE's core activities by aligning with global challenges to tackle social and environmental change.*



If our goals are not fully realized and any objectives remain unmet, I would conduct a thorough analysis to understand the barriers to success, followed by strategic adjustments. This might include:

- *Identifying specific areas where objectives were not met and conducting targeted, multi-stakeholder assessments to understand underlying issues, whether they be resource constraints, engagement challenges, or external factors.*
- *Seeking new partnerships and funding opportunities to fortify areas lacking resources or support.*
- *Increasing opportunities for member input and feedback to ensure our strategic vision aligns with the needs and aspirations of our community and adapt our strategies to be more member-focused.*

Regardless of the outcomes in 2025, my vision for NSBE's future centers on sustainable growth, adaptability, and the relentless pursuit of excellence and impact. This means not just reacting to the outcomes of our strategic plan but proactively shaping NSBE's future to ensure we remain at the forefront of engineering innovation, diversity, and leadership. Whether building on successes or addressing challenges, my commitment is to lead NSBE with a forward-thinking vision that ensures our society's relevance, impact, and contribution to engineering and technology are not only maintained but exponentially grown for years to come."

Essay: As a candidate for National Chair, what are the top three elements that make up the core of your platform? Outline your strategic vision and priorities, as well as initial execution steps, that you plan to focus on during your tenure, emphasizing the key areas where you believe NSBE should make significant advancements.

"At the heart of every enduring structure lies a strong foundation, a principle as true in building the future of NSBE as it is in engineering itself. My platform, F.O.U.N.Dation, emphasizes the Foresight, Opportunities, Unity, Novelty, and Development needed to continue building the next 50 years of NSBE's legacy.

***Future-Ready (F&O): This focuses on revamping NSBE's future and outlook by harnessing data analytics and stakeholder engagement to anticipate technological advancements and global economic shifts. Through forging strategic partnerships with industry, academia, and government, I will support NSBE in securing cutting-edge opportunities for our members. This will involve enhancing NSBE's partnership frameworks and leveraging analytics to guide strategic decision-making and ensure NSBE members have access to transformative opportunities in emerging fields.*

- My initial steps would include establishing a Foresight Circle within the Strategic Planning Task Force (SPTF) composed of contributions from industry experts, academic researchers, and NSBE leaders to continuously monitor and analyze global technological trends, socioeconomic changes, and shifts in the engineering workforce. This aims to ensure NSBE's programs and strategies are always aligned with future industry needs.

- I will also work to leverage big data and predictive analytics to gather insights on emerging engineering disciplines, job market trends, and the evolving needs of NSBE members to inform the development of targeted programs and resources.

***Future-Excellent (U&N): This centers on cultivating an NSBE culture where unity and innovation are interwoven into the fabric of the organization. I will work with Chief Executive Office staff to continue to position NSBE as a leader in embracing and implementing novel technologies and methodologies, exemplified by my support in launching the NSBE BEST Journal. I will prioritize the development of a collaborative ecosystem by enhancing our existing*



digital communication platforms and creating more virtual and physical spaces for collaboration beyond conferences. I will work with our Technology leaders and experts to integrate scalable technologies into NSBE's operations, programming, and educational offerings to enhance the NSBE experience, administrative efficiency, and member engagement and learning. I will work with our Financial leadership and partners to develop strategic partnerships in emerging disciplines and across borders to introduce NSBE members to a broader range of ideas, projects, and cultures.

- My initial steps would include conducting a comprehensive assessment of current capabilities and resources concerning NSBE programming and infrastructure.*
- I will also engage with key stakeholders, including NSBE members, chapters, alumni, and partners, to gather insights and foster buy-in. This is crucial for understanding the diverse needs and expectations within the NSBE community.*
- I will work with our leadership to define strategic roadmap outcomes that outline specific actions, timelines, and metrics for success.*

***Future-Development (D): This pillar emphasizes creating a comprehensive ecosystem for developing NSBE members' personal and professional growth. I will collaborate with our leaders to equip members with the necessary resources, skills, and opportunities to excel in their careers and personal lives. This includes implementing holistic development programs that cater to a wide range of member needs, improving mentorship and networking opportunities to foster meaningful connections, developing wider leadership tracks to prepare members for impactful roles, and building strategic partnerships to provide more access to career-advancing opportunities.*

- My initial steps would involve working with our leadership to conduct a performance assessment of existing programmatic offerings and their impact and a member-driven needs assessment. I would also support our leaders and staff in ideating new programmatic elements, piloting these initiatives, strategically allocating resources, and establishing a robust framework for monitoring and evaluating them."*

Short Essay: Do you believe your above platform aligns with the direction of the Society? Why or why not?

F.O.U.N.Dation, with its emphasis on Foresight, Opportunities, Unity, Novelty, and Development, aligns seamlessly with the direction of the Society. This alignment is evident in the platform's focus on preparing members for future challenges and opportunities in the engineering landscape, mirroring NSBE's commitment to advancing Black excellence in STEM fields. By prioritizing foresight, my platform ensures that NSBE remains ahead of technological and socioeconomic shifts, directly supporting the Society's goal of being a leading force in engineering innovation and community impact. The emphasis on opportunities and development reflects NSBE's mission to enhance the membership's academic, professional, and personal growth and success. Furthermore, the focus on unity and novelty fosters a collaborative and innovative community, essential for tackling the complex challenges of the modern world. Overall, the FOUNDation platform not only aligns with but also reinforces the Society's strategic direction, ensuring NSBE's continued relevance and impact.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As a research scientist with deep expertise with technology, my plan for leveraging evolving technological landscapes involves integrating emerging technologies like AI, virtual reality, and big data analytics into our NSBE educational and professional development programs and

membership targets. This strategy will provide members and communities of impact alike with access to innovative learning tools and real-world project experiences. Additionally, by creating more partnerships with tech companies and startups, such as the Brilliant Minds partnership, we can offer exclusive career preparation and mentorship opportunities in innovative fields that add tangible value to NSBE membership. To ensure NSBE's value proposition resonates deeply, I will prioritize personalized member experiences through a comprehensive storytelling, borrowing from our founding to current-day, and identifying resources and opportunities for individual member needs and aspirations.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

To expand NSBE's outreach and increase membership nationwide and abroad, I plan to evaluate our inclusion criteria of NSBE members within and outside of the nation to address rising expansions in STEM disciplines and education. Strengthening and supporting local chapters is vital; I will commit to providing them with the resources and tools needed to engage their communities effectively and encourage local events that raise awareness about NSBE. I will also support our Marketing and Communications leaders and staff to enhance our online presence through targeted social media campaigns, virtual events, and webinars that showcase NSBE's value and opportunities, making them accessible to Black engineers across the nation. Additionally, I will establish strategic partnerships in policymaking, educational development, corporations, and other professional organizations to extend our reach. These partnerships will facilitate the establishment of new NSBE chapters in untapped areas so that our resources are accessible to a broader audience.



Letter of Recommendation



To	National Society of Black Engineers Members & Senators
From	Arthur L. Edge III, National Professionals Chair Emeritus, 2023-2024
Date	01 March 2024
Re	NSBE National Executive Board Opportunity

To Whom It May Concern:

It is with great pleasure that I find myself writing this candidate letter of recommendation. I wholeheartedly endorse Favour Nerrise as the next National Chair of the National Society of Black Engineers (NSBE).

I have engaged with Favour over the past three years through various leadership roles within NSBE. She was in her back-to-back term on the National Executive Board (NEB) as National Chair, 2021-2023. Our paths first crossed when I joined the Professional Executive Board as the National Professionals Chair-Elect. Subsequently, as National Professionals Chair, I worked hand-in-hand as her national counterpart along with NSBE CEO, Janeen Uzzell. Thus, I can attest to her exceptional leadership qualities, strategic acumen, and unwavering commitment to advancing the mission of NSBE.

Favour's exemplary leadership in spearheading the Strategic Planning Task Force (SPTF) has been nothing short of remarkable. Under her guidance, the SPTF flourished into a dynamic team that meticulously crafted a comprehensive strategic roadmap for NSBE's future. Favour's adeptness at providing visibility to crucial metrics demonstrating progress against our strategic objectives was instrumental in ensuring alignment and accountability across the organization. Notably, her initiative in developing an externally facing Game Change 2025 dashboard empowered stakeholders with real-time insights, fostering transparency and trust.

Furthermore, Favour's stewardship of the Administrative and Personnel Committee (APC) underscored her transformative leadership style. She adeptly orchestrated the significant restructuring of our WHQ Fund Development department in partnership with our CEO, catalyzing a paradigm shift in how we engage with our corporate partners. This required tough decision making and a care for people. Through adept change management strategies, Favour streamlined operations, enhancing efficiency, and bolstering our capacity to deliver exceptional service to our valued partners. This resulted in increased funding overall for NSBE, reduction of organizational debt, as well as added resources to the NSBE Scholarship Fund.

Beyond her professional prowess as an Electrical Engineering PhD student at Stanford University, Favour's charismatic demeanor and unparalleled ability to articulate a clear and compelling vision have been instrumental in rallying support for NSBE's mission. Under her leadership and during a period of challenging IT infrastructure change, NSBE saw double digit growth in membership (>25%) as the organization returned to post-pandemic operations. Her visionary outlook for the organization's next 50 years, coupled with a meticulously crafted roadmap for the next five years, epitomizes her strategic foresight and unwavering dedication. Favour's visionary leadership will undoubtedly lay the foundation for the next iteration of NSBE's strategic plan, setting the stage for continued growth and impact from 2025 to 2030.

Finally, Favour not only appreciates the value of NSBE as organization, but more importantly the power of each member as an individual. She aims to support holistic well-being. Recognizing that Black engineers continue to face social justice challenges both on and off-campus, she is personally dedicated to addressing these issues by providing resources. Favour's creation of strategic NSBE partnerships with organizations such as the National Alliance on Mental Illness (NAMI) demonstrate her commitment to ensuring that NSBE members have access to the support they need to thrive personally and professionally.

As a NSBE Lifetime member, I have had nearly 20 years to witness the NSBE leadership experience and Favour Nerrise has my highest endorsement. I have the deepest respect for her and full confidence that she will bring her passion and tireless work ethic to the role. I look forward to watching her success and more importantly seeing her accelerate the societal impact that NSBE demands.

Respectfully,

Arthur L. Edge III
National Professional Chair Emeritus, 2023-2024
National Society of Black Engineers



Leadership Resume



Favour Nerrise

 [Campaign Website](#)

 [Personal Website](#)



NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE) - LEADERSHIP EXPERIENCES

- **National Chairperson Emeritus** **May 2023 - Present**
 - Providing strategic guidance and counsel to the National Executive Board as an advisory board member and contributing to decision-making processes and organizational development initiatives.
 - Restructuring initiatives for strategic collaboration between chapter, regional, and national executive officers as a Circle Lead on the national Strategic Planning Task Force (SPTF).
 - Supporting the Chief Executive Office through the Administrative and Personnel Committee (APC) in annual goal planning, prospecting, hiring, and releasing managerial staff, and conducting performance reviews and succession planning for NSBE WHQ staff and leadership.
 - Enforcing organizational policies regarding the Code of Conduct, Conflict of Interest Policy, and Executive Leadership, and investigating and ruling on reported policy violations.
 - Contributed as an Editorial Review Board member of the inaugural issue of NSBE Journal of Black Excellence in Engineering, Science, and Technology (BEST); reviewed #NSBE50 Technical Research and Exhibition submissions.
- **National Chairperson** **May 2021-May 2023**
 - Led organizational growth amidst the COVID-19 pandemic to 17,000+ members (≈25+% increase) through two years of record revenue, partnerships, personnel, and infrastructure expansion—including steering leadership planning of NSBE's first hybrid Annual Convention, #NSBE48 in Anaheim, CA.
 - Enacted a successful two-year implementation of the GameChange2025 strategic plan, supported by NSBE's first Chief Executive Office, aimed at [graduating 10,000 Black engineers annually by 2025](#).
 - Ushered national strategic focus on NSBE public and social policy impact, in alliance with the Public Policy SIG, such as contributions to the [California K-12 Math Framework revision](#), [Code.org K-12 CS for all](#), and the [Papaya Project](#) CS education equity initiative.
 - Broadened NSBE's strategic branding through media highlights featured in 5+ articles, reaching 60+ countries, and 5million+ impressions and increased thought-leadership outreach through the [Social Justice Initiative](#), the [GameChange2025 progress dashboard](#).
 - Pivoted NSBE operations technology suite through a two-year Microsoft grant for improving national, regional, and NSBE WHQ staff administrative tasks and revamped national leadership and advisory leadership operational guidelines.
 - Led the Strategic Planning Task Force (SPTF) in enacting Quarterly GameChange2025 reports, Executive Officer Retreats, GameChange2025 Ambassadors, and the GameChange2025 progress dashboard.
 - Led the Administrative and Personnel Committee (APC) and alongside the CEO, oversaw prospecting, hiring, firing, and performance reviews for managerial and above-level staff leadership at NSBE WHQ.
 - Drove synergies across pre-collegiate, collegiate, professional, and international members and leadership, partners, and staff to complete long-term shared outcomes across domestic & international NSBE communities.
- **Region II Chairperson** **May 2020 – May 2021**
 - Connected with 3000+ members across 134 pre-collegiate and collegiate chapters across 7 states, guiding clear National and subsequent Regional directives for leaders and members.
 - Collaborated with a board of 18+ individuals to implement the first virtual slew of regional conferences and joint East Coast career fair (Regions I, II, & III).



- Communicated with national stakeholders in key Society decisions by serving on the Strategic Planning Task Force (SPTF) and Executive Director (ED) Search Committee.
- **Region II Treasurer & Finance Chair** **May 2019 – May 2020**
 - Managed a \$100,000+ budget for the Region and increased financial posture by 228%.
 - Led Regional and chapter finance zones to implement conferences and achieve financial stability
 - Solicited \$93,000+ from academic, federal, non-profit, and corporate partners for regional conferences.
 - Implemented 2 engineering diversity collaborations at the Congressional Black Caucus and Minority Innovation Weekend.
- **National Engineering Diversity Committee –Workshop Dev. Coordinator** **August 2018 – March 2019**
 - Planned Engineering Diversity Month, consisting of professional development by Professional Special Interest Groups.
 - Advanced cross-collaborations with sister organizations like SHPE and SWE.
- **Region II Fall Regional Conference PCI Mini-Conference Chair** **August 2018 – March 2019**
 - Coordinated STEM projects and entertainment for pre-collegiate students at 2018 FRC.
 - Led several workshops teaching 30+ pre-collegiate students about circuitry, Arduinos, etc.
- **Chapter President, University of Maryland, College Park (UMD)** **May 2018 – May 2019**
 - Increased UMD membership participation and programming by 130%, leading to winning National Large of the Year and Region II Large Chapter of the Year.
 - Strengthened UMD's NSBE pipeline by regularly engaging collegiate membership in events with the Pre-Collegiate Initiative and Professional Chapters.
- **Chapter Finance Chair, University of Maryland, College Park (UMD)** **May 2017 – May 2018**
 - Solicited \$15,000 through corporate and departmental solicitations.
 - Initiated Engineering Dean donation funding for Annual Convention funding.

OTHER LEADERSHIP EXPERIENCES

- **Project Lead-San Jose, CA (2024 - Present)**, Paragon Fellowship
- **DEI Affinity Group Co-Lead (2023 - Present)**, International Neuroethics Society
- **Associate Editor (2023 - Present)**, Journal for Science Policy and Governance (JSPG)
- **President (2022 - Present)**, Graduate Students in Electrical Engineering, Stanford University
- **Programs Chair (2022 - Present)**, Black Engineering Graduate Student Association (BEGSA), Stanford University
- **Co-Financial Officer (2022 - Present)**, Black Graduate Student Association (BGSA), Stanford University
- **Committee Member (2022 - Present)**, Electrical Engineering Culture, Equity, and Inclusion Committee, Stanford University
- **Team Lead (2020 - 2021)**, U.S. Department of Energy Solar District Cup Competition, A. James Clark School of Engineering, UMD
- **Undergraduate Student Affairs Representative (2019 - 2020)**, Senate Special Committee on University Finance Membership, UMD
- **Vice President (2018 - 2019)**, Toastmasters Club, UMD
- **Events Committee, Big Hat Brunch (2017 - 2018)**, National Council of Negro Women (NCNW) Club, UMD
- **Director of Shared Governance (2017 - 2018)**, Student Governance Association (SGA), UMD



National Vice-Chairperson Candidate

Chika Okwor

Prairie View A&M University

Civil and Mechanical Engineering

Graduate

Certification Exam: 83%

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

Adapting and modifying the National Society of Black Engineers (NSBE), 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to meet the evolving trends and challenges of the next 50 years in the engineering landscape would involve a dynamic and forward-thinking approach. Here's how I propose we make the strategic plan agile and responsive:

Continuous Assessment and Feedback Mechanism:

Implement a Dynamic Feedback Loop: Establish a regular review process for the strategic plan, involving feedback from members at all levels, industry experts, and academic institutions. This feedback will help identify emerging trends in technology, education, and workforce needs.

Adaptive Strategy Meetings: Hold bi-annual strategy meetings with key stakeholders to assess the current plan's effectiveness and make necessary adjustments. This ensures that NSBE's strategies remain relevant and effective.

Embracing Technological Advancements and Trends:

Incorporate Emerging Technologies: Stay abreast of emerging technologies like AI, IoT, renewable energy sources, and biotechnology. Incorporate them into educational and professional development programs to keep our members at the forefront of innovation.

Virtual Engagement and Online Platforms: Expand NSBE's digital footprint to offer more online resources, workshops, and networking opportunities. This approach will cater to the increasing digitalization of education and the workplace.

Expanding Partnerships and Collaborations:

Forge New Partnerships: Actively seek partnerships with NSBE Alumni's, tech companies, NGOs, and governmental bodies. These collaborations can provide resources, internships, and research opportunities, keeping NSBE members engaged with real-world engineering challenges.

Global Outreach: Considering the global nature of engineering challenges, expand NSBE's presence internationally. This will provide our members with a broader perspective and global networking opportunities.



Focus on Sustainable Practices and Social Responsibility:

Sustainability and Ethics in Engineering: Integrate sustainability and ethical considerations into our programs. Environmental challenges become more pressing, engineers need to be equipped to design solutions that are sustainable and socially responsible.

Educational and Professional Development Evolution:

Curriculum Evolution: Work with academic institutions to ensure curricula evolve with industry trends, preparing students for the future job market.

Lifelong Learning Programs: Develop programs that support continuous learning and skills development for professionals at different stages of their careers.

Inclusivity and Diversity:

Broaden Diversity Initiatives: Beyond race and gender, include more initiatives for differently-abled individuals and other underrepresented groups in engineering.

Culturally Responsive Leadership Training: Evolve leadership training programs to be more culturally responsive, preparing members to lead diverse teams effectively in a globalized world.

Measuring Impact and Success:

Enhanced Metrics for Success: Develop new metrics for measuring the success of NSBE's initiatives, focusing not only on numbers but also on the quality of impact, such as member satisfaction, career progression, and societal impact.

Regular Reporting and Transparency: Ensure transparency in the organization's progress by regularly reporting to members and stakeholders, keeping everyone informed and engaged.

Conclusion:

By taking these proactive steps, NSBE can ensure that its strategic plan remains agile, responsive, and effective in addressing the needs of its members and the broader engineering community. The focus will be on continuous adaptation, embracing innovation, fostering inclusive growth, and preparing for future challenges in the ever-evolving engineering landscape.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

As the a candidate for National Vice-Chair of the National Society of Black Engineers (NSBE), strategically approaching the post-2025 landscape, especially in regards to our ambitious goal of graduating 10,000 Black engineers annually, requires a two-pronged approach: capitalizing on successes and addressing potential shortfalls.

*If the 10,000 Black Engineers Annual Graduation Goal is Achieved:
Sustain and Expand the Achievement:*



Advanced Career Pathways: Develop initiatives to ensure these graduates find meaningful career opportunities and advancement in various engineering fields.

Mentorship and Networking: Enhance mentorship programs to connect new graduates with experienced professionals for guidance and opportunities.

Research and Development:

Collaborate with educational institutions to conduct research on the factors that contributed to this success, aiming to replicate and scale these strategies.

International Model: Use the success as a model to be replicated in NSBE's international chapters, adapting to local contexts and needs.

Focus on Specializations: Encourage graduates to pursue specializations in emerging and high-demand fields such as renewable energy, AI, and biomedical engineering.

If the Goal is Not Fully Realized:

Thorough Analysis of Shortcomings:

Assess the factors preventing the achievement of the goal. Is it related to academic preparation, financial barriers, lack of mentorship, or industry biases?

Strengthen Academic Support:

Enhance NSBE's Academic Excellence Programs, providing more resources for study, tutoring, and academic mentorship.

Increase Scholarships and Financial Aid:

Work with partners to increase scholarships and financial support to reduce economic barriers.

Strengthen Partnerships with Universities:

Collaborate with educational institutions to improve the retention and success rates of Black engineering students.

Community Engagement and Awareness:

Increase efforts to raise awareness among younger Black students about the opportunities in engineering through community outreach and school programs.

Policy Advocacy:

Advocate for policies that support the education and employment of Black engineers, addressing systemic issues in academia and industry.

In both scenarios, the focus is on creating a sustainable and supportive ecosystem for Black engineers, from education to career development. This involves a continuous cycle of assessment, feedback, and adaptation to ensure NSBE's strategies remain effective and relevant to the needs of our members and the broader engineering community. By doing so, NSBE can continue to play a crucial role in diversifying the engineering field and empowering Black engineers for success.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

To ensure NSBE's value proposition deeply resonates with its members and positions the organization as a dynamic force in engineering, consider these strategies:

Tailored Professional Development: Offer specialized training and workshops in cutting-edge engineering fields, tailored to different career stages.

Mentorship Programs: Enhance mentorship opportunities, connecting new members with experienced professionals for guidance and support.

Networking Opportunities: Organize both in-person and virtual networking events to foster connections and professional collaborations.

Innovative Technology Access: Provide access to the latest engineering software and tools, and offer training in their use.

Research and Collaboration Platforms: Create platforms for members to collaborate on research projects and share knowledge.

Career Support: Offer career services including job placement assistance, resume reviews, and interview preparation tailored for the engineering sector.

These strategies aim to offer meaningful benefits that align with members' professional aspirations and growth, reinforcing NSBE's role as a forward-thinking organization.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

To expand NSBE's nationwide outreach and increase membership, we'll focus on regional events and conferences, fostering university and college partnerships, especially with HBCUs, to engage students. Collaborations with engineering and tech companies will provide real-world opportunities. Leveraging digital platforms, including social media, will extend our reach, ensuring accessibility for a wider audience.

Community outreach, particularly in areas with significant Black populations, will raise awareness about engineering careers. We'll also use targeted marketing to showcase NSBE's benefits and offer membership incentives, while tapping into our alumni network for mentoring and promotion. This multi-pronged approach aims to make NSBE's resources and



opportunities accessible to a broader audience of Black engineers nationwide. By implementing these strategies, NSBE can broaden its reach, offering its benefits and opportunities to a more diverse and widespread group of Black engineers across the country.



Letter of Recommendation



National Society of Black Engineers ®

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

I am writing this letter to wholeheartedly recommend Chika L. Okwor for the position of National Vice Chairperson of the National Society of Black Engineers (NSBE). As the current Region V NSBE Chairperson, I have had the privilege of closely working with Chika and witnessing her exceptional leadership skills and unwavering dedication to the organization.

Throughout her NSBE journey, Chika has consistently displayed a remarkable level of passion and dedication to the organization's mission. She has tirelessly worked to uplift and empower NSBE members, both within her region and beyond. Chika's journey is a testament to her unwavering determination and her belief in the transformative power of NSBE.

Chika's vision for Region V reflects her deep understanding of the organization's goals and the importance of collective effort. She envisions a region where unity and growth go hand in hand, fostering an environment that aligns with NSBE's objective of graduating 10,000 Black Engineers annually by 2025. Her focus on membership, community, programming, and leadership demonstrates her comprehensive approach to fostering long-term impact within the region.

Under Chika's leadership, Region V has witnessed significant growth and progress. Her commitment to highlighting the importance of membership and creating unity between chapters and zones has strengthened the region's foundation. Additionally, her efforts to engage the broader community and raise awareness about NSBE have contributed to the organization's rebranding and increased visibility.

Chika's emphasis on year-long programming and leadership development showcases her commitment to providing continuous opportunities for growth and empowerment. By equipping leaders within the region with the necessary skills and confidence, Chika strives to ensure that they are well-prepared to succeed in any situation.

I have no doubt that Chika L. Okwor will excel as National Vice Chairperson of NSBE. Her exceptional leadership qualities, unwavering dedication, and comprehensive vision make her the ideal candidate for this position. I wholeheartedly endorse her candidacy and believe that she will continue to inspire and uplift NSBE members across the nation.

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

Sincerely,

Paul Nguyen
Region V Advisory Board Chairperson



Leadership Resume

Chika Okwor



LinkedIn- <http://linkedin.com/in/chika-okwor-29685b195>

EDUCATION

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

PROFESSIONAL EXPERIENCE

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

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

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

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

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

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

LEADERSHIP & AFFILIATIONS

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

- Manage a team of 25 professionals to cultivate an environment that promotes awareness of the Black Community at Boeing
- Host and promote monthly talent meeting, cross group events, and development opportunities and successfully executed events
- Secured \$15,000 in executive champion support for the 2024 site budget. Grew the leadership board by 70% within a month

National Society of Black Engineers (NSBE)- Region 5 Region V, Texas
Region V Chair March '23 – Present

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

American Society of Civil Engineers- Prairie View A&M University Prairie View, Texas
Chapter Treasurer May '22 – May '23

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

2024 Annual Convention Election Handbook



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

SKILLS & INTERESTS

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



National Vice-Chairperson Candidate

Shanissee Lee
University of Alabama
Computer Science
Undergraduate
Certification Exam: 100%

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

When thinking about the last 50 years of NSBE's evolution and growth, we have to focus on an upward trend going into the next 50 years. It's imperative to implement key components that enhance the 2025 Strategic Plan while addressing potential fractures in the organization's structure. Here's how we can strategically incorporate these components:

Membership Experience:

- Develop a comprehensive resource library accessible to chapter leaders, providing guides, templates, and best practices for effective chapter management.
- Offer leadership training and development programs tailored to the specific needs of chapter leaders, covering topics such as team building, communication, and event planning.
- Provide access to fundraising resources, sponsorship opportunities, and grant writing assistance to help chapters secure additional financial support.
- Offer budgeting and financial management training to chapter leaders to ensure responsible stewardship of funds and resources.
- Establish location-based chapters in areas with a significant concentration of collegiate or PCI members- at-large who do not have access to traditional chapters.
- Offer leadership and programming support to help members-at-large organize and run chapter activities effectively within their local communities.
- Enhance, advertise, and implement current programming offered by NSBE (webinars, professional development, mentoring, etc).

Environmental Monitoring:

- Establishing a dedicated team for monitoring emerging trends, technologies, and challenges in engineering.
- Regular Surveys: Regularly survey NSBE members and leadership, industry leaders, and academic institutions to gather insights on their needs, preferences, and expectations
- Utilizing data analytics and predictive modeling to anticipate future needs and trends



Flexible Planning:

- Shift from rigid long-term plans to iterative cycles, allowing for ongoing adjustments based on feedback from environmental monitoring.
- Implementing short-term action plans with built-in checkpoints and reviews to assess progress and make necessary modifications.

- Fostering a culture of innovation and experimentation, embracing new ideas, initiatives and strategies

Technological Integration:

- Online Training: Provide training to members for digital literacy and skills development.*
- Establish partnerships with tech companies for resources and expertise.

Diversity and Inclusion:

- Expanding diversity initiatives to address systemic barriers.

Strategic Partnerships and Resource Mobilization:

- Strengthen alliances with industry partners, government agencies, philanthropic organizations, and academic institutions to leverage resources and expertise for NSBE's mission.
- Diversify revenue streams through fundraising campaigns, corporate sponsorships, and grants to ensure financial sustainability and autonomy.
- Establishing clear metrics and performance indicators to measure the impact and return on investment of partnership initiatives.

By implementing these additional strategies, NSBE can further enhance the membership experience, fostering engagement, growth, and success for all members within the organization. This approach fosters inclusivity, strengthens community connections, and enriches the overall NSBE experience for all members.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

Strategically approaching NSBE's post-2025 landscape requires both foresight and adaptability, considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals:

- If NSBE successfully meets its 2025 Strategic Plan goals, the organization can build upon this success by:*
- expanding and scaling successful programs and initiatives to reach more members nationally and internationally
 - Evolving programs based on trends and members needs
 - Investing in leadership development programs to forge the next generation of NSBE leaders
 - Ensuring the long-term sustainability of NSBE



If NSBE's 2025 Strategic Plan goals are not fully realized, the organization can adapt its strategic vision by:

- *Conducting a thorough assessment to understand the root causes of unmet objectives and identify lessons learned*

- *Reprioritizing goals and initiatives based on the current landscape and emerging challenges.*

- *Embracing flexibility and adaptability in strategic planning processes to respond to changing circumstances.*

- *Encouraging innovation and experimentation to explore new approaches and strategies for achieving objectives.*

- *Engaging NSBE members and stakeholders in the strategic planning process to ensure alignment with their needs and aspirations.*

In both scenarios, a strategic approach involves a combination of building upon success, adapting to challenges, and maintaining a forward-looking perspective to ensure continued progress and growth for NSBE in the post-2025 landscape.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

To leverage the evolving technological landscapes and enhance the value proposition for NSBE members, while positioning NSBE as a dynamic and forward-thinking force in engineering, we need to implement:

Digital Transformation - leveraging emerging technologies such as blockchain, artificial intelligence, machine learning and data analytics

Skills Development - offering online courses to equip members with in-demand skill sets

Virtual Collaboration and Networking - Facilitating virtual collaboration and networking through digital platforms and communities tailored to specific interests, industries, and career stages.

Data-Driven Insights - Utilizing data analytics and predictive modeling to gather insights on members' preferences, behaviors, and career aspirations in order to offer personalized recommendations, content, and resources based on members' individual profiles and interests.

Innovation - Fostering a culture of innovation and experimentation within NSBE, encouraging members to propose and test new ideas, technologies, and initiatives.



Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

To expand NSBE's outreach and increase membership on a nationwide scale, it's crucial to enhance engagement within our regions and zones while effectively promoting the benefits and opportunities offered by NSBE. This includes:

Tailored Outreach Plans: Collaborate with regional chairs to develop customized outreach plans tailored to the unique needs and characteristics of each region. This involves working closely with membership chairs, zone chairs, and international chairs to identify areas of strength and areas needing improvement.

Strategic Advertising: Utilize diverse advertising channels and platforms to effectively communicate NSBE's offerings to a broader audience of Black engineers nationwide (social media campaigns, targeted email marketing, industry partnerships, and career fairs and conferences)

Engagement Assessment: Conduct thorough assessments to identify regions with high levels of engagement and areas that require additional focus.

Collaborative Approach: Foster collaboration among regions to leverage best practices and successful strategies for membership growth/engagement.



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

To Whom It May Concern:

I am writing this letter to attest to the community service efforts of Shanissee Lee during her role in the National Society of Black Engineers, under my advisory role. Shanissee Lee has been an essential asset to the creation and advancement of the National Society of Black Engineers (NSBE) chapter at the University of Alabama and through her service on the Region III Executive Board. Her creative and innovative outlook on the world and its intrinsic adversities has contributed to the encouragement of many students throughout her years being involved.

Being a part of a minority group comes with its own inherited tribulations that can seem out of our control. Disadvantage can become a part of progression throughout a lifetime, but organizations like the National Society of Black work to address these tribulations. Shanissee Lee's work ethic, contributions, selflessness, and visionary leadership exemplify the core aspects of a servant leader.

Shanissee served as the Programs Chair of her university chapter during a particularly trying year, marked by the pandemic's disruptive effects. In this role, she exhibited exceptional leadership and organizational skills. Shanissee accessed multiple resources and tapped into a pool of potential NSBE members. She initiated a comprehensive plan for recruitment and retention, aiming to fortify and expand the University of Alabama chapter's membership base. Her strategic thinking and dedication were instrumental in shaping the future of her chapter.

Furthermore, Shanissee demonstrated her commitment to meeting the specific needs the chapter by carefully curated programming that directly addressed the aspirations and desires of the chapter. This level of customization ensured that activities remained relevant and engaging, even amidst the challenges posed by the pandemic.

Shanissee's dedication to NSBE extended beyond her role as Programs Chair when she decided to run for Vice President. In this capacity, she played a pivotal role in establishing sustainable involvement on both regional and national levels. Thanks to her leadership, the University of Alabama Chapter successfully participated in NSBE's signature events and conferences, a feat that had not yet been achieved.

In her continuous efforts to enhance her chapter and elevate the NSBE membership experience, Shanissee worked with her executive board members to create the warm and supportive NSBE "family" environment, that NSBE is known for. Shanissee directly impacted her chapter's ability to secure program funding and devising innovative strategies to nurture the leadership development of members in their respective fields.



Following her reign in chapter leadership, Shanissee decided to expand her level of impact by running as the Region 3 Fall Regional Conference Chair in which she is currently coordinating a conference for the NSBE membership (K-12, collegiate, graduate students, and professionals) in the states of Alabama, Georgia, Florida, Tennessee, Mississippi, and Kentucky.

The theme for this year's fall conference is "Engineering CommUNITY," a concept stemming from the National Convention Theme. Shanissee has been working hard to ensure implementation of this theme throughout competitions, programming, workshops, and community service events. This conference is expecting about 700 attendees and almost 60 companies. By coordinating the planning of this conference, she was dedicating 15-20 hrs a week, ensuring an impact is made by what the membership will see and experience from educational/technical advancement, self-improvement, relationship-building and more.

Following conclusion of the conference, Shanissee was asked to step into the position of National Convention Planning Committee Vice Chair of the 50th Convention, where she jumped in and has been an asset to the team.

Shanissee's dedication to both her campus and regional communities has made a significant impact on advancing NSBE's mission. She has consistently demonstrated a deep commitment to promoting diversity, inclusion, and excellence within the fields of science, technology, engineering, and mathematics.

Shanissee has and continues to show resilience and perseverance regardless of her circumstance. She is an outstanding volunteer that works diligently to share and provide students with endless opportunities. She is an excellent candidate for Vice President of the National Society of Black Engineers. I would be more than happy to provide any further assistance.

Best regards,

Sharon Pittman
National CPC Advisor
National Society of Black Engineers (NSBE)



Leadership Resume

SHANISSEE LEE

www.linkedin.com/in/shanissee

EDUCATION

The University of Alabama, Tuscaloosa, AL

Bachelor of Science in Computer Science, May 2025

Bachelor of Science in Mechanical Engineering, December 2025

SKILLS/QUALIFICATIONS

- Skilled in: C, C++, C#, JavaScript, Adobe Creative Cloud Programs, Microsoft Office, HTML, Unity, Play Canvas, Blender, Figma, SolidWorks, Search Engine Optimization (SEO), Graphic Design, Animation, Interactive Media, Responsive Design, Web Design/Development, Digital Media, Data Analysis, Microsoft Project, SAP

WORK EXPERIENCE

Collins Aerospace, Windsor Locks, CT

1/16/23 – 1/31/24

Project Engineering Co-Op

- Component Integration Team Lead for 767 Project
- Implemented a new program to my organization by outlining instructions and process improvements that lead to an increase of efficiency.
- Enhanced my learnings in excel by utilizing tools such as pivot tables to analyze Boeing value streams that lead to a calculation of labor needs for upcoming projects.

Portland, OR

4/10/23 – 06/18/23

Project Engineering Co-Op / Supplier Site On-Site Support

- Went to Meggitt/OECO supplier site to analyze production and implement plan to ramp up production of motor drives for Nord-Micro
- Assisted management in evaluating technician requirements and enhancing workflow processes.
- Increased motor drive repair production from 12 weekly to 20-25 a week

Region 3 Fall Regional Conference Chair, National Society of Black Engineers

2023-2024

- Responsible for planning and executing Region 3 National Society of Black Engineers Fall Regional Conference with attendance 1200 people: including Collegiate, K-12, international students, and Professional Members from the states of Tennessee, Georgia, Mississippi, Alabama, Florida, and Kentucky
- Managed a planning committee of 9 and worked in conjunction with Regional Executive Board
- Ensuring implementation of the theme “Engineering COMMUNITY”, throughout competitions, programming, workshops, and community service events.

NSBE 50th National Convention Planning Committee Vice Chair

Dec 2023- Present

HONORS/AWARDS/EXTRACURRICULAR ACTIVITIES/LEADERSHIP

Delta Sigma Theta, Sorority Incorporated, Member

11/2023 - Present

Programs Chair, National Society of Black Engineers

2020-2022

- Planned and executed social, community service, academic, and professional events/seminars
- Managed an executive team of 15 to execute chapter and national objectives while coordinating schedules, delegating task, and resolving conflicts
- Collaborated with various company professionals to implement events and meetings catered towards general body preferences.
- Cooperated with university as well as college of engineering administration and utilized network connections to increase chapter funding and sponsorships
- Interacted with students by serving as a tutor and peer coach/advisor

Student Assistant Recruiter, The University of Alabama Office of Admissions

10/2021

- Spoke on panels in front of audiences of 175+ and networked with high school counselors at private luncheons. Advocated as a representative of the College of Engineering and the University.

Georgia Special Olympics Volunteer

2016-2020

Atlanta Women’s Empowerment Award Recipient

2020



National Secretary Candidate
Robert Lee Elmore, III
Lamar University
MBA/MS - Enterprise Resource Planning
Graduate
Certification Exam: 100%

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

My plans to help address emerging trends and challenges and adapt, modify or reshape NSBE's 2025 Strategic Plan is to have continuous environmental scanning where analyzing trends, advancements and societal changes will be used to ensure we are aligned in the path that engineering is trending. Having cross-sector collaboration will also be used to ensure that our partnerships across industry leaders, academic institutions and other relevant parties stay in tact. Diversity and inclusion, a huge part of this, will be used to ensure that the diverse perspectives will help drive innovation within our ever-changing field.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

Strategic planning involves both envisioning success and preparing for challenges. If goals are met, i plan on ensuring that we are celebrating our success, not forgetting about the areas of opportunity. If goals are not met, I plan on taking the goal and gathering feedback and working another plan of action to ensure the goal is met. Completing a root cause analysis on the goals to ensure the actions we are setting in place are strategic, measurable, attainable, realistic and time-based will be my approach.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

I will use different strategies to ensure we are providing membership with the cutting-edge opportunities and experiences such as career services and ensuring the membership know about resume critiques and other workshops that can increase their personal and professional growth. Another thing I will do is to ensure that I am creating these based on the data received from members from over the years and setting actions to improve overall. By implementing these strategies, I can ensure NSBE's value proposition resonates deeply with members by offering them meaningful benefits and positioning the organization as a dynamic and forward-thinking force in engineering. This approach will not only enhance the personal and professional growth of individual members but also contribute to the overall advancement of the engineering profession and the broader society.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

Digital presence enhancements are a good start when wanting to expand to a broader audience throughout the country. NSBE is worldwide and making that more consistent, especially with our members not only in the US, but in our sister countries, can expand NSBE's outreach and increase membership on a more broader scale nationwide and around the world.



Letter of Recommendation

I am writing to wholeheartedly recommend Robert Elmore, III for the position of National Secretary within The National Society of Black Engineers. Having observed Robert's exceptional performance as the Regional Secretary, I am confident in his abilities and dedication to excel in this national role.

Robert has consistently demonstrated a remarkable level of dependability in his current position. His punctuality and reliability in managing responsibilities are exemplary, ensuring that all tasks and projects in his zone are completed efficiently and effectively.

He possesses a unique aptitude for streamlining processes and enhancing productivity within Region 5's communications zone. His ability to identify and implement improvements has significantly boosted the zone's performance, setting the tone for future communication zones.

As a leader, Robert has shown outstanding strength and capability. His 2 term tenure as Regional Secretary displayed a leadership style fosters an environment of collaboration and innovation, driving the team to excel in their endeavors.

Moreover, Robert's role as a team player cannot be overstated. He embodies the spirit of teamwork, consistently demonstrating a commitment to the entire REB's success. His approachable nature and ability to collaborate effectively with others have strengthened the cohesion and morale of the team, contributing to a productive and harmonious work environment.

In conclusion, I am confident that Robert Elmore, III possesses the qualities, skills, and experience required to excel as the National Secretary of The National Society of Black Engineers. His track record of dependability, efficiency, leadership, and teamwork positions him as an ideal candidate for this role. I strongly recommend him for this position and believe he will make a significant contribution to our organization at a national level.

Should you require any further information or wish to discuss Robert's qualifications in more detail, please do not hesitate to contact me at shaney.jackson@gmail.com

NSBE Luv,

Shan y Washington
Region 5 Advisor



Leadership Resume

Robert Lee Elmore III

Contact

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

Experience

November 2020 – Present

Quality Manager *VXI Global Solutions, LLC*

- Assist in the strategic planning and fiscal management of the department by meeting with internal partners and developing managing plans.
- Develop long-term strategy and process improvement initiatives impacting Quality through constant reviews and needs analysis.
- Audits and inspects documents and processes required by clients and report outcomes.

October 2016 – November 2020

Customer Experience Operations/Nesting Supervisor *Conduent*

- Implemented and maintained the delivery of world-class service
- Trained and developed employees and provide leadership, direction, and support.
- Monitored and adjusted weekly payroll for employees.

December 2017 – January 2020

Human Resources/IT Associate *CJTS Logistics, LLC*

- Was responsible for recruiting, screening, interviewing, and placing drivers.
- Planned, directed, and coordinated administrative functions.
- Assisted drivers with the setup of EDL devices at start of employment.

Education

December 2023
**Bachelor of Science
in Computer Science**
GPA 3.000
Lamar University

December 2020
**Associate of Applied
Science in Business**
GPA 3.667
Lamar Institute of
Technology
*Honors Graduate – Cum
Laude*

Skills/Languages

- Java
- SQL
- Python
- SAP S4/HANA
- ERP
- Office365
- Intermediate Excel
- Tableau, Looker
- GitHub
- VLAN/WLAN
- Network
Monitoring Tools
- Quality
Monitoring Tools

Organizations/Leaderships

- Region V Secretary 2022 –
2024: National Society of
Black Engineers (NSBE)
- Lamar University – NSBE
Member
- Black Student Association
(BSA)

Certifications

- Six Sigma Yellow Belt



National Secretary Candidate

Jessica Oseghale

The University of Texas at San Antonio

Biomedical Engineering

Undergraduate

Certification Exam: 92%

IG: @Jessforsecretary

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

As the current secretary of NSBE running for another term, shaping the 2025 Strategic Plan presents a critical opportunity to adapt to emerging trends in the engineering landscape. A comprehensive approach involves conducting an environmental scan, analyzing the current state of the engineering field. By identifying technological advancements, industry trends, and diversity and inclusion priorities, NSBE can lay the groundwork for a forward-thinking strategy.

Member engagement is paramount in this process. Creating avenues for input, such as forums and surveys, allows NSBE to gather insights directly from its members. By fostering collaboration and involving members in the planning process, the organization ensures that the strategic plan reflects the diverse perspectives and evolving needs of its community.

Refining the strategic vision is the next step. Aligning NSBE's vision with anticipated changes in the engineering field is crucial. This involves revisiting and, if necessary, redefining the organization's core values and long-term objectives. Identifying key focus areas that empower members to thrive in the evolving landscape becomes the foundation for actionable strategies.

An agile framework is essential for a dynamic strategic plan. This involves setting up periodic reviews and feedback loops. These mechanisms allow NSBE to continuously monitor the effectiveness and relevance of its strategies, enabling timely adjustments to respond to changing circumstances.

Strategic partnerships play a vital role in enhancing NSBE's influence and resources. Exploring collaborations with industry leaders, academic institutions, and other organizations can provide valuable opportunities and support for NSBE members. Leveraging technology is another key element. Embracing digital platforms enhances communication, engagement, and learning experiences for NSBE members. Implementing data analytics helps gain insights into member preferences, facilitating personalized offerings.

Prioritizing leadership development programs is crucial for equipping NSBE members with the skills needed for the future engineering landscape. Establishing mentorship initiatives that connect experienced professionals with emerging talents fosters knowledge transfer and career growth.



Innovation initiatives within NSBE can further enhance its relevance. Encouraging members to contribute ideas and projects aligning with the changing engineering landscape stimulates creativity and problem-solving. Creating platforms for showcasing and implementing innovative solutions empowers NSBE members to drive positive change.

Defining clear metrics and Key Performance Indicators (KPIs) is essential for measuring the success of the strategic plan. Regularly assessing and reporting progress ensures transparency and accountability, building trust within the NSBE community.

A robust communication strategy is the final piece of the puzzle. Keeping NSBE members informed about ongoing strategic initiatives through various channels, including social media, newsletters, and events, maintains a strong connection with the community.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

To begin, a thorough communication audit is essential. This involves evaluating the effectiveness of current messaging and strategies to identify gaps between intended and perceived messages. By aligning NSBE's communication with its goals, the organization can establish a solid foundation for strategic adjustments.

Refining NSBE's value proposition becomes a pivotal step. The focus here is on clearly communicating the benefits and opportunities the organization provides to its members. This refined proposition should explicitly address the challenges outlined in Game Change 2025, ensuring that members understand the value NSBE brings to their professional and personal growth.

Targeted member engagement campaigns are then developed to re-engage specific demographics or segments facing unique challenges. These campaigns utilize various communication channels to maximize reach, fostering a sense of inclusivity and belonging within the NSBE community.

Crafting compelling narratives through storytelling is another key aspect. By showcasing NSBE's impact on members' lives and the engineering community, the organization can build credibility and emotional connections. Sharing success stories and testimonials amplifies the positive perception of NSBE and reinforces its significance.

Strengthening strategic partnerships and collaborations is vital. NSBE should emphasize shared goals and mutual benefits when collaborating with external partners, communicating these alliances to members to showcase the added value they bring to the organization.



Enhancing virtual engagement platforms is crucial in the current landscape. By incorporating interactive elements and innovative features, NSBE can maintain a sense of community in virtual spaces. Exploring virtual events, webinars, and networking opportunities ensures members can connect and engage effectively.

Strategic content creation is employed to disseminate information that aligns with NSBE's goals and addresses evolving member needs. Utilizing various content formats, such as articles, videos, and infographics, caters to diverse member preferences and ensures the broad dissemination of key messages.

Transparent communication about the outcomes of annual reviews is essential. NSBE should communicate adjustments in priorities and strategies, emphasizing how these changes better serve the community and contribute to long-term objectives. This transparency fosters trust and understanding among members.

Positioning NSBE as a thought leader in the engineering field is achieved through advocacy and thought leadership initiatives. By advocating for industry changes and promoting diversity and inclusion, NSBE elevates its visibility and influence in relevant discussions and platforms.

Establishing continuous feedback loops completes the Marcomm approach. By gathering insights from members on the effectiveness of implemented strategies, NSBE can make real-time adjustments, ensuring responsiveness to member needs. This iterative feedback loop contributes to a dynamic and evolving communication strategy.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As NSBE approaches its 50th anniversary, strategic use of evolving technologies is paramount to enhancing members' value proposition. Implementing cutting-edge virtual learning platforms with AR and VR, personalized AI-driven career tools, and blockchain credential verification ensures members receive state-of-the-art opportunities. Leveraging data analytics informs tailored programs, while gamification and virtual reality events create engaging experiences. AI-driven mentorship matching and continuous innovation further enhance NSBE's dynamic approach. Prioritizing cybersecurity safeguards member data, fostering trust. These strategies position NSBE at the forefront of technological advancements, providing meaningful benefits for members' personal and professional growth, solidifying its role as a forward-thinking force in engineering.



Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

To expand NSBE's impact nationwide and increase membership among Black engineers, a multifaceted approach is crucial. Implementing targeted digital marketing campaigns, forging collaborations with industry partners, and establishing regional chapters will enhance visibility and attract a diverse audience. Community outreach, virtual engagement platforms, and accessible resources ensure broader accessibility, overcoming geographical barriers. Emphasizing diversity and inclusion, leveraging the alumni network, and offering scholarship programs further enhance NSBE's appeal. Responsive feedback mechanisms will continuously refine outreach strategies, ensuring relevance and resonance. This comprehensive plan aims to make NSBE's benefits and opportunities widely accessible, fostering a strong and inclusive community for Black engineers across the nation.



Letter of Recommendation

To Whom It May Concern,

I am writing this letter to highly recommend Jessica Oseghale for the NEB Secretary position. Jessica has proven to be a dedicated and motivated leader who possesses excellent decision-making and team-building skills.

As the Vice President of the UTSA National Society of Black Engineers, Jessica has displayed excellent motivation and integrity in their work. They have consistently shown a willingness to go above and beyond to ensure that the organization's goals are met, while also maintaining the highest ethical standards. She has continued to achieve measures such as winning Texas zone Most outstanding medium chapter and hosting events such as a Walk for Education with sponsorships from Boeing and a Start-up weekend.

In their role as the Regional public relations chair of the Region 5 National Society of Black Engineers, Jessica has demonstrated exceptional team-building skills. They have worked collaboratively with other members to develop effective communication strategies and build a strong sense of community within the organization.

Lastly, as the Outreach chair of Makerspace Innovators, Jessica has shown a strong commitment to promoting STEM education and engaging with the community. They have consistently acted with integrity and have been a positive role model for others. In summary, Jessica possesses a unique combination of skills that make them an ideal candidate for the club secretary position. They possess excellent decision-making skills, are highly motivated and display integrity in their work, and have demonstrated exceptional team-building skills. In person, she has always been a well-spoken student with an obvious desire to learn and lead but also demonstrates an admirable degree of respect and humility. Her combination of intelligence, commitment, perseverance, creativity, and compassionate character will certainly make her a valuable member of any organization.

Sincerely,
Bernice Adeeso

Jacobs



Leadership Resume

Jessica Oseghale

Education

THE UNIVERSITY OF TEXAS AT SAN ANTONIO |
BACHELOR OF SCIENCE IN BIOMEDICAL ENGINEERING

MAY 2025

- Minor : Information systems

Leadership Experience:

National Society of Black Engineers

National Secretary : Present

- Modernized operations and planned nationally recognized Convention for 30,000+ member organizations.
- Strengthened brand identity and engagement as liaison between regional chapters, board, sponsors, and media through social media initiatives.

UTSA National Society of Black Engineers

Public Relation Chair : 2021 - 2022

Chapter Vice President: 2022 - 2023

- Actively involved in the development and implementation of the organization's initiatives and programs.
- Played a key role in planning and executing successful events and programs, resulting in increased member engagement.

Region 5 National Society of Black Engineers

Regional public relations chair: 2022 - 2023

- Developed and executed effective communication strategies to promote the organization's initiatives and events.
- Collaborated with other members to build a strong sense of community within the organization.

Makerspace Innovators

Outreach chair: Present

- Led efforts to promote STEM education and engage with the community.
- Organized and executed successful outreach programs, resulting in increased community engagement and participation.

College of Engineering and Integrated Design Student Council

Freshman Engineering representative: August 2020 - May 2021

Sophomore Engineering representative: August 2021 - May 2022

- Successfully represented the needs and concerns of engineering students as a representative of the student council.
- Facilitated open communication between engineering students and the student council to address issues and implement solutions.



National Treasurer Candidate
Bionka Barryer
PepsiCo/Rice University
Masters of Business Administration
Graduate
Certification Exam: 92%
IG: @bionkadeyon
X (Twitter): @bionkadeyon

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

The National Society of Black Engineers (NSBE) is charting its course through a strategic plan for 2025, where finances stand as a pivotal factor shaping the organization's ability to fulfill its mission effectively. Finances serve as the bedrock for resource allocation, directly impacting NSBE's capacity to execute its strategic initiatives. From funding programs, events, scholarships, to supporting outreach efforts, the availability of financial resources dictates the breadth and depth of NSBE's activities outlined in the strategic plan.

Financial resources also underpin program development and expansion within NSBE. The organization's ability to innovate, introduce new programs, and scale existing ones heavily relies on financial support. Whether it's launching initiatives to bolster diversity in STEM or providing professional development opportunities, funding enables NSBE to remain responsive to the evolving needs of its community.

Partnerships and collaborations, crucial to NSBE's strategic objectives, are also influenced by finances. Financial resources facilitate NSBE's ability to forge and sustain alliances with corporations, academic institutions, and government agencies. These partnerships often require financial support to materialize joint initiatives that align with NSBE's goals.

Membership engagement and retention, vital for NSBE's community impact, are similarly influenced by financial resources. Adequate funding allows NSBE to provide valuable benefits and services to its members, including organizing events, conferences, and offering educational resources. Financial stability enables NSBE to invest in initiatives aimed at enhancing member experiences, fostering a sense of belonging within its community.

Furthermore, financial resources are indispensable for maintaining NSBE's operational infrastructure. From staffing and office space to technology systems and administrative expenses, financial stability ensures the smooth functioning of NSBE's day-to-day operations. Long-term sustainability is also contingent on NSBE's financial health, necessitating prudent financial management strategies to secure its ability to pursue its mission beyond the 2025 strategic plan. In essence, finances are a linchpin in NSBE's strategic planning, impacting



resource allocation, program development, partnerships, membership engagement, infrastructure, and long-term sustainability.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

In approaching the NSBE 2025 plan, my strategy prioritizes sustainability over short-term fixes. I aim to establish processes that address underlying issues rather than applying temporary solutions. By conducting thorough assessments and engaging stakeholders, I will identify root causes and develop holistic strategies for long-term impact. This involves fostering a culture of accountability, continuous improvement, and innovation within NSBE. Emphasizing transparency and collaboration, I will work towards building resilient systems that adapt to change and endure beyond the 2025 plan, ensuring NSBE's sustained progress and effectiveness in advancing its mission in the years to come.

To enhance collaboration and expertise, I propose establishing a partnership between the National Finance Zone and WHQ Finance and Operations. This initiative aims to streamline communication channels, fostering a seamless exchange of ideas and professional input. By leveraging the specialized knowledge and resources available at WHQ, we can enrich decision-making processes within the National Finance Zone. This partnership will not only facilitate smoother operations but also ensure alignment with broader organizational goals and standards. Together, we can harness synergies to optimize financial strategies, enhance efficiency, and drive sustainable growth across NSBE's financial landscape.

In the event that cross-collaboration plans between the National Finance Zone and WHQ encounter challenges, my approach prioritizes adaptability and the willingness to lean on support systems. I will remain open to feedback, reassess strategies, and pivot as necessary to address obstacles. Seeking guidance from mentors, leveraging external expertise, and fostering transparent communication channels within NSBE will be integral. By embracing flexibility and humility, I am prepared to explore alternative avenues for achieving our objectives, ensuring that NSBE's mission remains at the forefront while navigating any potential setbacks with resilience and determination.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As NSBE approaches its 50th anniversary, leveraging evolving technological landscapes is crucial for enhancing the value proposition for members while bolstering finances. I intend to harness technology to optimize fundraising efforts through online campaigns, and digital fundraising platforms, and ease the hassle of our partners when wanting to partner with NSBE throughout the year. Additionally, I plan to capitalize on data analytics to enhance our partnership packet by ensuring we are charging enough for events at the Annual Convention and Regional events. By modernizing our approach to fundraising through technology, we can increase revenue streams, expand financial sustainability, and ensure that NSBE continues to provide cutting-edge opportunities and experiences that contribute to members' personal and professional growth for the next 50 years and beyond.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

Expanding NSBE's outreach and increasing membership on a nationwide scale requires a strategic approach that considers financial implications. Firstly, I propose allocating resources towards targeted marketing campaigns that raise awareness of NSBE's benefits and opportunities among Black engineers across the nation. This may involve investing in digital advertising, social media outreach, and partnership marketing initiatives to reach a broader audience.

Investing in technology infrastructure to support virtual engagement for our national leaders and participation in NSBE activities can extend the organization's reach beyond geographical limitations. By leveraging digital platforms for networking, professional development, and knowledge-sharing, NSBE can connect with engineers nationwide, regardless of their location, thereby maximizing the impact of its resources.



Letter of Recommendation

To Whom It May Concern:

It brings me great joy to provide a letter of recommendation for Ms. Bionka Barryer for National Treasurer for the National Executive Board of the National Society of Black Engineers.

In the seven-plus years that I have known Ms. Barryer, I do not doubt in my mind that she will bring her innate and profound passion to the National Executive Board and any other role that she may serve in NSBE. Ms. Barryer has proven repeatedly that she has a willing heart and displays the ability to lead others to success. Ms. Barryer demonstrates the ability to go beyond the call of duty in any situation she is faced with. Ms. Barryer is determined, focused, passionate, and mission-driven.

Ms. Barryer succeeds because of her enthusiasm, knowledge, and perseverance. Ms. Barryer has a vast understanding and knowledge of the National budget as she has experience within this area due to her leadership as the 2023 Annual Convention Planning Committee Vice Chair and 2023-2024 National Assistant Treasurer of Special Projects. Through her role at Pepsi-Co as a Productivity Supply Chain Leader, Ms. Barryer has proven to be a true team player, and will always step up and do what is needed for the people and the causes she supports without excuses or complaint.

Ms. Barryer radiates what our NSBE members and mentees need in a role model and has the vision to take the NSBE to the next level.

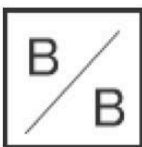
There is no doubt in Ms. Barryer's ability to bring what you are looking for within this role and it is my sincere hope that you do consider Ms. Bionka Barryer for the position of National Treasurer on the National Executive Board of the National Society of Black Engineers.

If you have any further questions about Ms. Barryer's ability, please do not hesitate to contact me via email and/or phone and I will be happy to share with you more.

Christin R. Taylor,
NSBE50 PCI Advisor, NSBE49 Programs Zone Advisor & Former Region 5 Co-Chair
Christin R. Taylor
ChristinRTaylor@Gmail.com
504.909.4290/678.607.5319



Leadership Resume



**BIONKA
BARRYER**

PROFESSIONAL SUMMARY

Detail-oriented and Innovative professional with a Bachelors of Science in Mechanical Engineering with 3+ years of work experience. Aiming to leverage academic and professional experience and a proven knowledge of Process Improvement, Change Management, Microsoft Excel Applications, JDA Warehouse Management System, and Root Cause Analysis to successfully obtain the LD&T Sr. Resource Role at your location. Frequently praised as focused and a quick learner by a diverse group of colleagues, I can be relied upon to help your department achieve its goals & exceed target indexes.

SKILLS

- Warehouse operations
- Logistics management
- Inventory analysis
- Attention to detail
- Ability to multitask
- Cultural awareness
- Onboarding And Orientation
- Managing Budgets
- Ability To Analyze Data

EXPERIENCE

Productivity Supply Chain Leader
PepsiCo | Irving, Texas

May 2022 - Cu

- Increased productivity across supply chain organization with proactive examinations of labor expenses. By this action, I decreased overtime usage by 40% to previous year.
- Optimized warehousing plans to keep finished goods organized and efficiently retrievable. Because of this optimization, we have surpassed our front-line productivity target by 110%.
- Maintained training compliance for warehouse forklift operators and tailored operations to deliver comprehensive supply chain support to my direct reports, Supply Chain Supervisors.
- Implemented a supervisor led retention strategy that included new front-line employees to experience on-the-job growth opportunities. This action aided in surpassing our retention target of 60%.
- Tracked production schedules in SAP to help the warehouse calculate how many forklift operators are needed for each of the 3 shifts, This process helped train supervisors to be able to calculate their individual overtime performance for their respective shift.

Supply Chain Operations Supervisor
PepsiCo | Fort Worth, Texas

December 2020 - May

- Boosted overall business unit operations with better forecasting and analysis of days on hand. Worked with Project Managers and Senior Leadership to reevaluate the optimal days on hand for the distribution center.
- Managed relationship with WMS logistics team providers, GEOBOX Project Managers and Warehousing Management to successfully roll out the 2 major projects at the Fort Worth Facility



- Supported timely warehouse structural changes, organizing the necessary SKUs and new SKUs to help optimize the picking operation. By leveraging peer support and warehouse project managers, our productivity increased by 32% from prior year.
- Collaborated positively with peers and front-line team members to maintain friendly, supportive and cooperative work atmosphere.

Supply Chain Associate

February 2020 - November

PepsiCo | Fort Worth, Texas

- Conferred with supply chain planners to forecast demand that ensure availability of products for 70 small and 20 large format stores across the Dallas-Fort Worth Metroplex.
- Defined updated performance metrics for measurement, comparison, or evaluation of supply chain factors, such as warehouse breakage & rework percentages. With this reevaluation, the Fort Worth Distribution Center produced the best rework percentages in the company in 2020 by reworking 38% of broken materials/products.
- Designed waste management strategies adapted to COVID related changing market conditions, new frontline team, & overall cost reduction strategies.
- Complied with AIB Food Safety regulations, policies and procedures to maximize safety, security and overall trust in organization and employees. By this implementation, the Fort Worth Distribution Center achieved its highest AIB score of a 925/1000.

Supply Chain Management Intern

June 2019 - December

PepsiCo | Fort Worth, Texas

- Learned inventory processes to implement the knowledge of Product Quality Inventory at-risk products & how it correlates directly to sales waste numbers. This action helped alleviate the amount of waste coming sales and decreased their waste percentage by 21%.
- Created a waste management system that combined warehouse and sales operations & saved about \$2,000 in waste costs
- Slotted, scheduled and sequenced orders within sales experiences to fully optimize the warehouse capacity.
- Helped coordinate and integrate supply chain management strategies across all levels of leadership in the warehouse.

EDUCATION

Bachelor of Science (B.S.) - Mechanical Engineering

December

University of Texas at San Antonio, San Antonio, TX

VOLUNTEER

Assistant Treasurer of Special Projects

April 2023 - Current

National Society of Black Engineers | Alexandria, VA

- Oversaw financial planning of a 19 million dollar budget, procurement and investment of funds for the non-profit organization.
- Monitored financial activities, cash flow and reserve levels to verify meeting of legal and regulatory requirements of each demographic of the organization.

Convention Planning Committee Vice Chair

March 2022 - March

National Society of Black Engineers | Kansas City, MO

- Established and coordinated responsibilities between each programmatic zone to ensure smooth planning of the 49th Annual Convention.



- Chaired external planning meeting with vendors to help create the Opening Session, General Session, and Closing Session for the 49th Annual Convention that held over 13,000 attendees.

AWARDS

Keep Our People First Award, Pepsico

- Implemented Great Place to Work tactics effortlessly for the company and aided in the safety of supervisors, lead and frontline team members.

Quarter Four Eagle Award Recipient, Pepsico

- Aided in 78% completion rate of the Organizational Health Survey for all frontline team members in the Dallas-Fort Worth Metroplex.



National Treasurer Candidate

Dunsin Fadojutimi

Carnegie Mellon University

Civil and Environmental Engineering, PhD

Graduate

Certification Exam: 92%

Website: dunsinfortreasurer.notion.site

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

As your next Treasurer, I'm excited to bring a fresh and forward-thinking approach to NSBE that adapts to the evolving engineering landscape. My approach is grounded in four key pillars: 1.) financial agility, 2.) data-driven decision making, 3.) our stakeholder engagement and 4.) continuous environmental scanning.

Our strategic plan must be a living document, flexible and responsive to the shifting needs of the engineering industry. In collaboration with the Programs and Membership teams, I will keep an eye on the latest engineering trends and make sure our money goes to the right places, especially for programs that help us stay ahead.

Investing in our programs goes beyond just allocating funds; it's about ensuring these investments really makes a difference for you. Leveraging insights gained from evaluating the impact and relevance of our programs, I aim to refine and direct our approach towards evolving sustainable financial models. This entails diversifying funding sources and optimizing cost-efficiency, ensuring that every dollar spent enriches the membership experience and contributes real value to educational and professional growth.

Member-centric initiatives are at the heart of the strategy. I plan to direct our financial support towards ideas and initiatives that offer the most significant benefits to our members via our chapter programming or conferences. Regular feedback from our members, along with input from corporate partners and academic institutions, will be instrumental in guiding our financial decisions.

It's important to measure how well we're doing, so I will establish clear metrics to evaluate the value of our programming, including tracking participation rates, member satisfaction, and the real-world impact of our programs on career development. These metrics will guide my data-driven adjustments to financial allocations, ensuring our investments achieve the intended results.

In conclusion, as Treasurer, I am committed to a strategic approach that balances innovative programming with fiscal responsibility. My journey with NSBE has equipped me with the knowledge, skills, and empathy needed to serve effectively in this role. I am dedicated to being



proactive, adaptive, and always focused on our members' needs, ensuring NSBE remains relevant and influential in the engineering world. This approach is not just about maintaining our organization's financial health but also about sustaining its growth and impact for years to come.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

As we navigate beyond 2025, recognizing both NSBE's dynamic history and the vision laid out by the Game Change 2025 strategic plan, my perspective as Treasurer extends beyond programming to encompass a holistic financial stewardship of our organization. This perspective involves a comprehensive approach to leveraging our achievements while proactively addressing areas where our goals have not been fully realized.

Expanding Our Impact:

In building on our successes, I aim to broaden the scope of what has worked under Game Change 2025. This includes not only scaling up effective initiatives but also diversifying our support across a wider range of educational and professional development opportunities. While programs like SEEK have shown potential in engaging young Black students, it's crucial to assess and strengthen the bridge from NSBE Jr. membership to collegiate and beyond, enhancing our ability to track and support members' journeys with a clear focus on sustained membership engagement and growth.

The strategic expansion of our initiatives will also involve forming and deepening partnerships, not just to enhance our reach but to solidify NSBE's role in shaping the future of engineering education and professional development. This includes exploring innovative engagement models and revenue lift strategies that support our overarching goals.

Another focus area is our retention programs. We can build on our success here, partnering with chapters and institutions to ensure students have the academic and financial support they need to succeed professionally. This investment means reassessing how we allocate funds, and focusing more on expanding our retention efforts for nontraditional pathways. I will work to ensure our financial resources are allocated in a manner that supports long-term success and addresses gaps in our current retention strategies.

Adapting Where We Fall Short:

For the goals we haven't yet achieved, we adapt. As Treasurer, I'm committed to revising our strategies and financial focus toward areas needing improvement. This means reassessing our program operations and revenue lift strategies, ensuring our financial planning and resource allocation aligns with the mission and is responsive to our members' evolving needs. Acknowledging the constraints and opportunities within the fiscal budget, I will work with WHQ, regions and the NEB to craft strategies that optimize NSBE's existing financial framework.



In looking towards the future, my role as Treasurer will be marked by a commitment to strategic financial leadership, broadening our support beyond traditional programming to address the comprehensive needs of our membership. By celebrating our successes, addressing our challenges, and remaining adaptable in our strategies, we will ensure NSBE's position as a leader in engineering education and professional development for decades to come. My dedication is to the financial health and sustainability of NSBE, prioritizing the success and advancement of our members at every level.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As we approach NSBE's 50th anniversary, I envision improvements beyond traditional offerings to leverage technology for enriching our member experiences.

Expanding on the NSBE Journal, working towards a platform that not only showcases academic research but also serves as a hub for professional development, featuring interviews with Black industry leaders and insights into cutting-edge engineering trends. Implementing systems for easier leadership transitions, APEX verification, scholarship accessibility and streamlined account management will simplify administrative tasks, allowing members to focus more on their growth.

By enhancing our Special Interest Groups (SIGs), we'll connect members directly with Black professionals and leaders in their fields, fostering mentorship and networking opportunities that extend beyond the career fair environment.

Investing membership dues strategically will enable these enhancements, ensuring that NSBE remains a forward-thinking force in engineering and provides our members with meaningful, tangible benefits that support their personal and professional journeys.



Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

To boost NSBE's nation wide outreach as Treasurer, I'll champion strategies ensuring our resources and events are more accessible to Black engineers everywhere. Key to this is enhancing our conference experiences to be more inclusive, leveraging technology for wider participation. I plan to work closely with WHQ staff to streamline operations, enhancing support for our chapters and facilitating the growth of regional partnerships. By allocating resources wisely and guiding chapters, we'll extend our reach, making NSBE's valuable programs, scholarships, and competitions accessible to a broader audience. Additionally, exploring innovative revenue streams is vital for funding new chapters and expanding our footprint. My focus is on empowering teams to drive initiatives that not only grow our membership but also solidify NSBE's financial sustainability, ensuring we continue to offer significant benefits and opportunities to Black engineers across the nation.



Letter of Recommendation

Candidate: Dunsin Fadojutimi
Position: National Treasurer

Recommender: Rachel Judge

NSBE Experience: National Treasurer (2022 – 2023), Convention Planning Committee for NSBE 48 (2022), National Financial Controller (2019 – 2020), Region II Fall Regional Conference Chair (2018 – 2019), Region II Treasurer (2017 – 2018), Virginia Commonwealth University (VCU) Chapter President (2016 – 2017), VCU Chapter Vice President (2015 – 2016), VCU Chapter Treasurer (2014 – 2015)

Greetings NSBE,

I am happy to endorse Dunsin Fadojutimi in pursuit of National Treasurer for the 2024-2025 National Executive Board term. As an active leader in NSBE I have had the privilege of serving alongside Dunsin in NSBE leadership from 2018 to 2023. Over the last 5 years, I have witnessed Dunsin's growth in knowledge and perspective from her roles as chapter leader at Lincoln University and Morgan State University (Secretary and President) to a regional leader (Region 2 Membership Chair, Region 2 Vice Chairperson), and national leader (National Leadership Conference Chair and National Leadership Initiative Chairperson).

As a new PhD candidate at Carnegie Mellon University, Dunsin has the skills needed for a successful term as a National Treasurer. Dunsin learns quickly, is a team player, and is a self-starter who analyzes and adapts well in the face of adversity. She believes in enforcing financial policy, effective training, and helping NSBE achieve its strategic goals. Some of Dunsin's best leadership qualities include honesty, organization, communication, building relationships, and taking advice from multiple stakeholders before making decisions. As a forward-thinking leader, she is committed to NSBE and passionate about leading efforts that enable NSBE to fulfill the strategic plan's mission, directives, and goals.

The National Treasurer position is ideal for an NSBE leader who understands the organization from multiple perspectives and has a plan to support NSBE's growth, strategy, and sustainability. In this position, I am confident that Dunsin will be an asset to help drive NSBE into the next 50 years.

Sincerely,

Rachel Judge



Leadership Resume

DUNSIN FADOJUTIMI

📍 dunsinfortreasurer.notion.site

Education

Carnegie Mellon University Current
Ph.D Civil & Environmental
Engineering

Morgan State University
B.S Electrical Engineering
2022

Leadership

National Leadership Institute Chairperson · National Society of Black Engineers May 2022 to Current

- Led the strategic development and deployment of leadership training via a Learning Management System (LMS), that will significantly enhance skill sets and professional growth opportunities for leaders and members at large.
- Collaborated with the Finance Chair to innovate and enhance corporate engagement, leveraging partner feedback to develop a comprehensive corporate sponsorship packet. This initiative not only works to alleviate budget constraints for the leadership conference but also creates new engagement opportunities for companies and chapter leadership, significantly contributing to the conference's success and sustainability.
- Scale and manage ongoing executive training schedules, and initiatives to increase leadership sustainability and improve leadership skills
- Liaised with Sponsor Client Planning Team to maximize 200k sponsorship ROI by ensuring concession fulfillment and finalizing logistics while remaining under 500k budget
- Mentored and manage a committee of five individuals across different timezones to assist with planning and executing entertainment, workshop speakers, meal and transportation details
- Executed top-level conference to develop cross-functional training agenda for over 100 organizational leaders transitioning back to in-person operations by engaging core competencies and remaining in alignment with the organization's Strategic Plan

National Leadership Conference Planning Chair · National Society of Black Engineers Jan. 2022 to June 2022

- Strategize weekly meetings, speakers and conference agenda to engage core competencies and major knowledge transfer in transitioning back to in person operations
- Lead a committee of five individuals to plan and execute a three-day leadership training conference for ~200 leaders at the collegiate and professional levels in Boulder, Colorado
- Liaise with UC, Boulder planning team to create the conference agenda to maximize 200k sponsorship ROI and remain under budget

Director of Membership Engagement ·
National Society of Black Engineers | Energy Special Interest Group (SIG) Sept. 2021 to Apr. 2023

- Engaged students interested in Energy Career pathways by understanding their goals and helping them leverage professional resources available to increase their knowledge and network
- Increased SIG visibility by coordinating programming across 4 regional conferences for discussions about climate change, renewable energy, alternative fuels, etc

President · Zeta Phi Beta Sorority Incorporated - Gamma June 2021 to Current

- Lead chapter to maintain status on campus and continue to exemplify principles of the sorority through scholarship, community service and other events

National Public Relations Chair · National Society of Black Engineers May 2020 to May 2021

- Developed standardized branding guidelines to manage NSBE communication assets and maintain organization brand
- Coordinated strategies to increase visibility and member engagement across media platforms in collaboration with Headquarter liaison and Communications team

Region II Vice Chairperson · National society of black engineers Jan. 2019 to Apr. 2020

- Balance duties and manage the needs of Administrative Zone, Membership Zone and the general board to conduct regional NSBE business
- Performed duties of the Chair in his absence, including but not limited to sitting on meetings for the NEB and Strategic Planning Task Force, and voting on his behalf for Region II on pertinent matters
- Implemented new project management system to increase operational efficiency and organized onboarding of the REB
- Successfully assisted with and led efforts for Zone projects hosted at Zone Summits to ensure membership impact on local communities
- Fulfilled duties of the Terror and Danger Zone Coordinators by planning three different Zone Summits and engaging with counterparts to confirm conference logistics and provide assistance for chapter operations
- Advocated for first \$500 International Student Scholarship award to serve underrepresented NSBE demographic
- Executed Secretary duties through supervision and coordination of Communications Zone by creating graphics and maintaining upkeep of social media accounts

Region II Membership Chairperson · National Society of Black Engineers May 2018 to Apr. 2019

- Utilized data reports to assess chapters and ensure they adhered to National bylaws
- Compiled reported registration issues for troubleshooting and analysis to allow for continuous process improvement
- Liaison for over 4000 Region II NSBE members to address at least 30 registration requests per conference

Lincoln University Chapter President · National Society of Black Engineers May 2017 to Apr. 2019

- Established strategic relationships with University officials on behalf of the organization
- Acquired 501©3 non-profit status for the chapter to enhance fundraising benefits
- Co-authored chapter's first Corporate Sponsorship Packet which resulted in \$10,000 in sponsorships over two terms
- Successfully oversaw the growth of the chapter executive board from six members in one term to 18 students the next
- Created bank account to receive and manage chapter funds and innovated several fundraisers which raised about \$1500 over two terms
- Increased NSBE awareness on campus to students and administration which led to 250% increase of chapter attendees at regional and national events



National Programs Chairperson Candidate

Ira Moore
North Carolina A&T State University
Nanoengineering
Graduate
Certification Exam: 92%
IG: @I.moor3

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

As the National Programs Chairperson, my primary focus will be on the "Ready" and "Set" areas of NSBE's GameChange 2025 strategic plan. In the "Ready" zone, which targets NSBE Jr. students, I would be committed to developing content that aligns with the PCI/STEM programs outlined in our strategic plan. The goal is to spark interest in STEM fields and provide consistent exposure to NSBE, showcasing the opportunities available post secondary education. For the "Set" area, which covers collegiate and graduate student members, my focus would be enhancing member preparedness and wellness through academic and mental health resources and activities. I will collaborate closely with the Retention Program, Graduate Student Initiative, and the RISE Initiative to provide the necessary support. To adapt to the evolving engineering landscape, I plan to conduct thorough environmental analysis across academia, industry, and the community to identify challenges, emerging trends, and opportunities. For example, I will work with World Headquarters to distribute society wide surveys, as well leveraging our corporate and academic representatives to articulate the current needs of the engineering field of undergraduate and graduate students to ensure we are presenting effective programming. This includes evaluating technological advancements, industry developments, demographic shifts, and global issues impacting engineering professionals. What's more, continuous learning and professional development opportunities will be emphasized to keep NSBE members updated on new technologies, methodologies, and best practices in engineering via a year-round schedule of virtual modules, seminars and activities available through the website. Innovative initiatives or modifications of our historic programming will be encouraged to foster a culture of creativity and adaptability, allowing for the piloting and scaling of successful practices. Data analytics will be utilized to inform decision-making processes, analyzing membership demographics, program effectiveness, and engagement levels to make informed strategic decisions that meet the evolving needs of NSBE and its members. By integrating the infrastructure for flexibility and adaptability into the strategic planning process, NSBE can proactively address emerging trends and challenges in the engineering landscape, ensuring the organization remains agile and responsive to the evolving needs of its members over the next 50 years.



Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

If NSBE successfully meets its 2025 Strategic Plan goals, the process I would follow to build on that success would include:

Conduct a thorough evaluation of the achievements and outcomes of the 2025 Strategic Plan to identify key success factors and areas for improvement.

Reflect on lessons learned and best practices that can be applied to future initiatives. Engaging with NSBE members, partners, stakeholders, and the broader engineering community to gather feedback and insights on the impact of the Strategic Plan would be crucial. I would use this to inform the development of new strategic priorities that align with the needs and expectations of the engineering community.

Explore opportunities to diversify NSBE's programs, initiatives, and partnerships to reach a broader audience of Black engineers and expand the organization's impact nationally and globally would be a top priority. Considering new focus areas, industries, and technologies that align with NSBE's mission and values is essential.

Embrace emerging technologies and digital innovations to enhance NSBE's offerings, engagement strategies, and member experiences would be a key focus, as well as leveraging data analytics, and virtual platforms to optimize operations, decision-making processes, and communication channels.

These objectives will ensure that NSBE's growth and impact are sustainable and resilient by establishing robust governance structures as outlined.

If NSBE's 2025 Strategic Plan goals are not fully realized, adapting the strategic vision would be essential to address unmet objectives and ensure continued progress and growth for the organization. My process should we find that we have not realized these goals would include:

Orchestrate a comprehensive analysis to identify the root causes of unmet objectives and challenges that hindered the achievement of the Strategic Plan goals. Understanding the factors contributing to the gaps and areas needing improvement is crucial.

Identify new strategies, goals, and action plans that address the unmet objectives and prioritize areas for improvement is key.



Engage with stakeholders, members, and partners to gather feedback, insights, and perspectives on the unmet objectives and challenges faced and collaborating with the engineering community to co-create solutions, initiatives, and programs that address the gaps and drive progress would be essential.

Invest in initiatives, training programs, and leadership development opportunities to empower NSBE members, chapters, and volunteers to drive change, innovation, and impact within the organization would be a critical aspect.

Foster a culture of innovation and experimentation within NSBE by encouraging members to explore new ideas, pilot initiatives, and embrace change would be a key focus. Creating mechanisms for executing innovative practices, evaluating outcomes, and scaling successful approaches would be crucial for adapting and growing.

By strategically approaching NSBE's post-2025 landscape, whether goals are successfully achieved or not fully realized, the organization can adapt, grow, and continue to make a positive impact on the engineering community. With a focus on innovation, collaboration, resilience, and inclusivity, NSBE can navigate challenges, seize opportunities, and advance its mission of supporting Black engineers in achieving academic and professional success."

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As NSBE prepares to celebrate its 50th anniversary, enhancing the value proposition for members is paramount. As an organization, we need to better implement data-driven approaches to deliver personalized learning and membership experiences tailored to the individual members needs and interests, leveraging the social technologies we are all accustomed to. By partnering with our current industry and academic partners, we can develop and curate online learning platforms that offer a wide range of courses, webinars, and certifications to our members. We may also integrate gamification elements and challenges into NSBE programs and initiatives to enhance member engagement and motivation. Encourage members to connect, share ideas, and collaborate on research projects, initiatives, and entrepreneurial ventures to build a strong and supportive engineering community. This approach will ensure that NSBE's value proposition resonates deeply with members, offering them meaningful benefits while positioning NSBE as a forward-thinking force in the engineering field.



Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

Expanding NSBE's outreach and increasing membership on a nationwide scale to ensure that the benefits and opportunities provided by the organization are accessible to a broader audience throughout the country requires a strategic and inclusive approach. We will provide support, resources, and guidance to help local chapters grow and thrive as well as make NSBE programming accessible to K-12 students who do not have NSBE chapters, ensuring that all future black engineers in all regions have access to NSBE's benefits and opportunities. We will also encourage regional virtual events, workshops, and webinars that cater to a geographically diverse audience, allowing individuals from different states to participate and connect with NSBE's community and resources. By implementing these strategies, NSBE can expand its outreach and increase membership on a nationwide scale, ensuring that the organization's benefits and opportunities are accessible to a broader audience of black engineers throughout the country.



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

January 19, 2024

Dear Senate of the National Society of Black Engineers:

Please consider this letter of recommendation for Mr. Ira Moore for the position of National Programs Chairperson for the National Society of Black Engineers for the 2024-2025 term. As one of Ira's NSBE advisors for the past several years, I am pleased and honored to recommend Ira for this critical role for the organization. Ira has served, led, and worked in the programs zone throughout his NSBE career beginning as an undergraduate student at the Atlanta University Center (AUC) Chapter, then transitioning to Region III Executive Board, National Executive Board, and two Convention Planning Committees all in Academic Excellence, Programs chair, and programs related positions.

Ira is currently a PhD student in Nanoengineering at North Carolina A&T University, an alumnus of Morehouse College (B.S. Chemistry 2021) and North Carolina A&T University (MS Bioengineering 2023). Through the years of his NSBE leadership, Ira has remained committed to the NSBE mission and exudes it in his own pursuit of academic excellence and commitment to the organization by effectively balancing his roles as student leader. Whether it is chapter programming, Fall Regional Conference, National Convention or year around programming, Ira brings creativity, intention, and a strategic approach to programming. Engaging members in programming is critical and a skill I've seen Ira master through the years in reviving and sustaining new and staple NSBE programs for an increasingly broad audience. He is a structured leader that takes the time to plan beginning to end all aspects of the program and membership experience to ensure both member satisfaction and success in achieving the targeted outcomes for NSBE programming. Creating the opportunity for members to learn from and enjoy NSBE



programs is the goal and Ira delivers on that goal consistently.

In the role of National Programs Chair, I am certain that Ira will bring forward his creativity, passion for NSBE, and wealth of experience to ensure that for NSBE's next 50 years we are able to engage more members meaningfully in programs, grow beyond our 2025 goals, and fulfill the mission. If I am able to provide any additional information about Ira's candidacy for this position please do not hesitate to reach out.

Best Regards,

Lauren Thomas Quigley

Lauren Thomas Quigley, PhD
Region III Advisory Board Member
NSBE 50 Programs Zone Advisor
National Society of Black Engineers (NSBE)
LThomas@nsbe.org



Leadership Resume

Ira N. Moore **Leadership Resume**

NSBE Experience

- AUC NSBE Academic Excellence Chairperson (2017-2018)
- AUC NSBE Programs Chairperson (2018-2019)
- Region 3 Academic Excellence Chairperson (2019-2020)
- National Academic Excellence Chairperson (2020-2022)
- Convention Planning Committee Speakers and Workshops Co-Coordinator (2022-2023)
- Convention Planning Committee Programs Chairperson (2023-2024)

Additional Experience

- Gates Millennium Scholar (2016- Present)
- Morehouse Gates Millennium Scholars Campus Based Leader (2018-2020)
- Morehouse McNair Scholar (2018-2021)
- Morehouse McNair Scholars Program President (2019-2020)
- Delta Phi Delta Dance Fraternity Inc. Rho Chapter President (2019-2020)
- Chemistry Department Peer Leader and Tutor (2019-Present)
- Morehouse Undergraduate Research Assistant (2019 - 2021)
- North Carolina A&T Graduate Research and Teaching Assistant (2021- Present)
- NIH Bridges to Doctorate Fellow (2021-2023)
- Joint School of Nanoscience and Nanoengineering Education Outreach Ambassador (2023-Present)



National Programs Chairperson Candidate

Adaugo Emerson
University of Maryland College Park
Mechanical Engineering
Undergraduate
Certification Exam: 100%
IG: @adaugo4programs

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

Membership Development (NLI, collegiates, professionals)

-Become more member-centered by curating the programming that we do at every level of NSBE (national, regional, and chapter level) to each demographic.

-Equip each membership demographic (NSBE Jr., collegiate, and professional) with the relevant and technical skills needed to be competitive in their academics, the workforce, and the changing economy. -Evaluate our routine programming's performance and effectively track our programming from the last few years.

-Expand the level of engagement that we have with pre-collegiate demographics and the local communities to give more students access to STEM initiatives at earlier stages.

Graduate Student Initiative:

Graduate Student Professional Development Programming: When we think of collegiate programming, not enough are targeted to Graduate students as compared to undergraduates..

-Goal 1: Create a sense of community that allows graduate students to network with each other.

-Goal 2: Provide programming that caters to graduate students' needs as it differs from undergraduate needs

--Competitions:

-Academic Tech Bowl:

Provides an opportunity for company partnership with the National Council of Examiners for Engineering and Surveying (NCEES)

-Collaboration on how we are promoting the Fundamentals of Engineering (FE) exam on all levels to our members

-Provide study materials and possibly help facilitate the competitions at all levels

--Technical Research Exhibition:

Provides an avenue and safe space for members to showcase and discuss their research among fellow NSBE members

-Opportunity to leverage this as a pipeline for undergraduates, graduates, and professionals to have their papers published and posters highlighted in the NSBE BEST (Black Excellence in Engineering, Science, & Technology) Journal.

--Elevator Pitch:

-Serves as a catalyst for innovation and entrepreneurship among NSBE members, providing a platform for visionary ideas to thrive.



-Digitizing the NSBE Marketplace will revolutionize how our community supports black-owned businesses. By leveraging technology, we can create an online platform that facilitates seamless transactions, fosters collaboration, and promotes economic empowerment within our community.

-This digital marketplace will not only enhance accessibility for NSBE members but also enable continuous engagement and support beyond physical events.

--R.I.S.E Program:

-Creating the space for the development of our members to take appropriate, impactful action when it comes to issues within their communities.

--Stakeholder Engagement

-Establishment of an Academic Dean's and MEP (Minority in Engineering Program) Council

-Create partnerships with our universities' academic leaders to inform them of NSBE initiatives, collaborate on program implementation, and share best practices to increase diversity and representation in the STEM field.

-Improve academic retention rates given the changing climate and the effect of anti-diversity Equity and Inclusion (DEI) legislation

--Tailoring of our Programming with our Partners

-Intentionally developing programs and pairing signature programs and tailoring them to their interests and specialties.

-This approach allows us to leverage the collective expertise, resources, and networks of our partners to maximize the impact and reach of our initiatives.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

When it comes to work that we have been doing within the "Ready: Pre-Collegiate" as it relates to the NSBE Jr. space, we have been meeting our goals for bringing awareness, developing, and engaging them with the STEM field. Conversely, there is room for improvement when it comes to the engagement that we do within the T.O.R.C.H. space, with non-NSBE Jr. students, and how we curate intentional outreach to students who are not traditionally exposed to STEM early on. My plan is as follows: --Development/Recourse of the Technical Outreach we do within the T.O.R.C.H. space:

Summer Engineering Experience for Kids (SEEK) Camps:

-Work more intentionally with our communications to target lower-income communities with high minority demographics.

-This outreach amplifies NSBE and STEM awareness in areas that may have been underserved in the past. -Continued tracking of individual STEM longitudinal progression for each of our SEEK participants. -Enabling us to have the ability to actively track the effectiveness of our SEEK

-Programming in supporting participants in pursuing STEM in their 4-year institutions.

Additionally, would provide the percentages of students without prior exposure to STEM who end up choosing a STEM major within their college career.



In “Set: Collegiate” within the Strategic Plan, we are on track with meeting our goals in terms of establishing the infrastructure and the resources but it is necessary for us now to implement and evaluate the progress/effectiveness of our work.

NSBE Retention Program Implementation:

This year a lot of the work was focused on ensuring that the program’s guide was standardized for the chapter to leverage it for easy implementation for their Academic Excellence programming.

Equips chapters with the necessary toolkits and guidance to leverage the pre-existing resources within their campuses to effectively put on chapter programming that supports their members in their academic journeys.

Academic Dean’s and MEP Council

Given the effect of Anti-DEI legislation on a number of our chapters, the way that Academic leaders can engage in supporting our members has shifted.

By partnering with academic leaders, NSBE can gain valuable insights into the evolving needs of students and faculty, inform the development of initiatives to promote diversity and representation and share best practices for improving academic retention rates.

Additionally, this collaboration will help NSBE navigate the impact of anti-DEI legislation and other external factors affecting the STEM education landscape.

Lastly within “Go: Professional Advancement” there is room to improve upon our Community Service and Technical Development in NSBE especially when it comes to how we leverage our 12 Special Interest Groups (SIGs) to meet our defined goals.

The structure of how we engage with our SIGs and their structure needs to be developed thoroughly so that there is more of a presence from them at the national, regional, and chapter levels.

This can only be accomplished by shifting how we equip our SIGs to have this level of engagement from a financial and personnel perspective.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

We would be able to leverage the new technological landscape by utilizing our existing infrastructure and innovating.

-Activity Report Database: Utilize the submitted activity reports’ information and provide them back as a resource for chapter leaders to draw inspiration from.

-NSBE Canvas Platform: Home to leadership training and toolkit implementation.

--Game Change 2025 Dashboard

-Tracking/analyzing the effectiveness of our respective competitions/programs that each of our NSBE members engage in.

--Participation in:

-Elevator pitch leads to participation in the NSBE marketplace

-Technical Research Exhibition leads to getting published/highlighted in NSBE B.E.S.T. journal.



- Academic Technical Bowl leads to students sitting for the Fundamentals of Engineering Exam/acquiring professional licensure.
- R.I.S.E Hackathon translates to participants developing their concepts into reality.
- Gary S. May Shadow Initiative leads to a number of shadows that transition to a leadership position at national, regional, or chapter levels.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

There needs to be a development in the T.O.R.C.H. space when it comes to our outreach efforts. With the work the National T.O.R.C.H. Chairperson, they would be a focus on developing the programming that we do offer.

-As it comes to the Outreach component of T.O.R.C.H., one of our signature programs is the "A Walk for Education" which allows us to enter our communities and promote educational opportunities to those that may not have considered it an option.

-There is an opportunity to leverage this current program as an avenue to introduce and engage with STEM in these communities through activities and resources.

-Collaboration on all levels of leadership for the implementation of local outreach programs

-Leveraging the virtual space to broaden our reach ensures inclusive outreach and engagement, fostering accessibility and connection on a wider scale.



Letter of Recommendation



National Society of Black Engineers®

Obum Egolum
National Parliamentarian
National Society of Black Engineers
205 Daingerfield Road
Alexandria, VA 22314

March 1, 2024

Dear NSBE Leaders:

With great enthusiasm, I write this letter to recommend Adaugo Emerson for National Programs Chair of the National Society of Black Engineers.

Adaugo has served as a leader within the National Society of Black Engineers since 2021, beginning her service during COVID as the Fall Regional Conference Entertainment Coordinator. After that, Adaugo went on to serve her chapter in key roles for two more years before transitioning into regional and national leadership positions. This included serving as the 2022-2023 GPA Initiative Coordinator for the NEB Academic Excellence Committee, and as the 2022-2023 Regional TORCH Chair. In that role, Adaugo coordinated five professional clothing drives during the spring summits across the region, thus enriching local communities through charitable initiatives. As the Regional TORCH Chair, Adaugo was also responsible for leading the planning committee for "A Walk for Education," the premiere TORCH event in the region.

Most notably, Adaugo has served as the 2022-2023 Region 2 Programs Chairwoman and currently leads the organization as the 2023-2024 National Academic Excellence chair. As the Regional Programs Chair, she orchestrated and delivered workshops for the 2022 Fall Regional Conference for 600+ attendees of multiple demographics, led and supported board members in the planning and execution their programming and events the annual convention, and provided one-on-one support to chapter leaders as they applied to the National Programs Fund for chapter programming.

In the Academic Excellence Chair role, I have worked directly with Adaugo and witnessed her ability to foster a culture of scholarly excellence, revitalize the structure and details within the NSBE Retention Program. Under Adaugo's leadership, NSBE established a scholarship fund to combat the anti-DEI legislation sweeping the country and has reviewed 153 applications for members in need of financial support to attend NSBE events this year.

While she remains humble, I am confident that the combination of Adaugo's programs leadership, academic excellence, and project management skills will support how she delivers on the final year of Game Change 2025 and how she works collaboratively within WHQ and the National Executive Board.

Again, it is without hesitation I recommend Adaugo Emerson for the 2024-2025 NSBE National Programs Chair. As a matter of fact, when the elected Programs Chair stepped down from his position this past year, Adaugo stepped up to serve as interim Programs Chair until a new person was appointed. For this reason and others listed above, I am confident Adaugo will be successful



National Society of Black Engineers®

in the role. Please do not hesitate to contact me if you have any further questions about his qualifications.

Best regards,

Rochelle L. Williams, PhD
Chief Programs and Membership Officer
National Society of Black Engineers



Leadership Resume

Adaugo Emerson

LEADERSHIP INVOLVEMENT

National Society of Black Engineers (NSBE)

National Academic Excellence Chairperson

June 2023-Present

- Revitalize the structure and details within the NSBE Retention program to make it easier for chapter implementation
- Establish and review 153 applications of NSBE's new Retention scholarship to combat anti-Diversity, Equity, and Inclusion legislation in states across the society
- Curate scholarship application guides for students to have more available access to funding

Regional Programs Chairperson

May 2022-May 2023

- Orchestrated and compiled workshops for the 2022 Fall Regional Conference for 600+ attendees of multiple demographics
- Led and supported board members in the planning and execution of their programming and events at the conference
- Provided one-on-one support to chapter leaders in the application process for the National Programs Fund for chapter programming

Regional Technical Outreach and Community Help (T.O.R.C.H.) Chairperson

May 2022-May 2023

- Coordinated five professional clothing drives during the Spring summits across the region, enriching local communities through charitable initiatives
- Led the planning committee for "A Walk for Education," the pioneering in-person T.O.R.C.H. event within the region, ensuring meticulous coordination and successful execution
- Executed virtual technical outreach efforts to actively engage local students in the community during National Engineers Week, igniting interest and participation in STEM fields

NEB Academic Excellence Committee – GPA Initiative Coordinator

May 2022-May 2023

- Developed new benefits for Academic Pyramid of Excellence members and encouraged members to verify their GPA
- Analyzed and visualized the Grade Point Average data of the submitted GPAs across the society
- Utilized the current submitted GPA to determine programming for students who need more assistance academically

Cold Fusion Event Planning Committee

January 2022-March 2022

- Innovated and executed compelling strategies to captivate General Body members and attract diverse minority student attendance to the event.
- Established seamless coordination with black student business owners, optimizing their participation in the event for enhanced impact.
- Orchestrated the creation of a meticulous and descriptive schedule, meticulously detailing each element of the event to ensure a polished and professional execution.

Chapter Membership Chair

May 2021-May 2022

- Created a mentorship program that provides current freshmen with resources to be academically and professionally successful over the course of the semester
- Organized and hosted monthly social events for the General body members of our chapter's organization
- Mentored and recruited the new freshmen class through their studies and leadership experience

Fall Regional Conference Entertainment Coordinator

August 2021-May 2022

- Spearheaded the planning of virtual entertainment experiences tailored for our collegiate and NSBE Jr. members, amplifying engagement and connectivity during the annual Fall Regional Conference
- Acted as the front-line ambassador, fielding and resolving attendee inquiries with expertise, ensuring an immersive and memorable conference experience
- Crafted dynamic and impactful PowerPoint presentations for Professional workshops, elevating presenter delivery and maximizing audience engagement

Circle K International

Chapter Fundraising Chair

April 2021-Dec 2022

- Organized and facilitated organization's fundraising events on the University of Maryland campus for non-profit organizations
- Promoted upcoming fundraisers during general body meetings, social media, and GroupMe

ClarkLEAD A. James Clark School of Engineering

August 2023

ClarkLEADER

- Fostered a strong sense of connection among participants, encouraging active engagement within the Clark School community.
- Implemented strategies to cultivate an atmosphere of respect and inclusivity, ensuring optimal learning environments for all.
- Empowered individuals to identify and leverage their unique strengths, promoting collaborative teamwork and productivity in diverse settings.



National Programs Chairperson Candidate

Malika Freeman

The University of Alabama

Mechanical Engineering

Undergraduate

Certification Exam: 100%

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

As we look ahead to the next 50 years, it's imperative for NSBE to anticipate and adapt to emerging trends and challenges in the engineering landscape. The 2025 Strategic Plan, "Ready, Set, Go, Brand, Grow," serves as a solid foundation, but must evolve to remain relevant and effective in the face of changing circumstances. Here's how I propose to ensure its agility and responsiveness:

Firstly, we must conduct thorough research and analysis to identify emerging trends and challenges in the engineering field. This includes advancements in technology, shifts in industry demands, changes in workforce demographics, and evolving educational paradigms. By staying informed about these developments, we can proactively address them within our strategic planning process.

Next, I suggest establishing a dedicated task force or committee responsible for monitoring and evaluating the strategic plan's effectiveness and relevance over time. This group would regularly review key performance indicators, solicit feedback from stakeholders, and assess the plan's alignment with NSBE's mission and objectives. Through ongoing evaluation and refinement, we can ensure that the strategic plan remains agile and responsive to the evolving needs of NSBE and its members.

Furthermore, I propose integrating flexibility and adaptability into the strategic planning process itself. Rather than adhering to a rigid, fixed plan, we should embrace a more iterative and dynamic approach. This involves setting broad goals and objectives, but allowing for flexibility in the strategies and tactics used to achieve them. By remaining open to experimentation and innovation, we can better navigate uncertainties and capitalize on emerging opportunities.

In addition, collaboration and partnership will be key to NSBE's ability to address future challenges effectively. We should seek to foster strategic alliances with industry partners, academic institutions, government agencies, and other stakeholders. These partnerships can provide valuable resources, expertise, and support to help NSBE achieve its goals and objectives. By leveraging the collective strength and knowledge of our partners, we can enhance the impact and reach of our initiatives.



Moreover, I advocate for a renewed focus on diversity, equity, and inclusion within NSBE's strategic plan. As the engineering landscape continues to evolve, we must prioritize efforts to promote diversity and create inclusive environments within the field. This includes initiatives to increase the representation of underrepresented groups in engineering, address systemic barriers to success, and foster a culture of belonging and respect.

Finally, I emphasize the importance of ongoing communication and engagement with NSBE members and stakeholders. Transparency and inclusivity are essential to maintaining trust and buy-in for the strategic plan. We should actively solicit feedback, encourage participation, and communicate progress and updates regularly. By fostering a sense of ownership and accountability among all stakeholders, we can ensure that the strategic plan remains relevant, impactful, and responsive to the evolving needs of NSBE and its members over the coming decades.

In summary, by staying informed, remaining agile, fostering partnerships, prioritizing diversity and inclusion, and engaging stakeholders, we can ensure that NSBE continues to drive positive change and empower Black engineers for the next 50 years and beyond.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

As we contemplate NSBE's post-2025 landscape, it's crucial to strategically plan for both success and potential challenges in meeting the goals outlined in the 2025 Strategic Plan. If the goals are achieved, my approach would involve building upon this success by leveraging momentum, enhancing existing initiatives, and introducing new strategic priorities to further advance NSBE's mission and impact.

Firstly, I would conduct a comprehensive evaluation of the achievements and outcomes of the 2025 Strategic Plan. This includes assessing key performance indicators, soliciting feedback from stakeholders, and analyzing the overall impact on NSBE's members and the engineering community. By understanding what worked well and where improvements can be made, we can identify areas of strength to build upon and areas for growth.

Building upon the success of the 2025 Strategic Plan, I envision introducing new strategic priorities that align with NSBE's evolving needs and the changing landscape of the engineering field. This may include initiatives to enhance diversity, equity, and inclusion efforts, expand access to educational and professional development opportunities, strengthen partnerships with industry and academia, and increase advocacy and outreach efforts on behalf of Black engineers.



Furthermore, I would prioritize sustainability and scalability in the implementation of new strategic priorities. This involves ensuring that initiatives are designed for long-term impact and can be effectively scaled to reach a broader audience of NSBE members and stakeholders. By embedding sustainability principles into our strategic planning process, we can maximize the longevity and effectiveness of our initiatives.

Conversely, if the goals outlined in the 2025 Strategic Plan are not fully realized, my approach would involve adapting the strategic vision to address unmet objectives and ensure continued progress and growth for NSBE. This may require adjustments to existing strategies, the introduction of new tactics, and a renewed focus on areas of weakness.

One approach to adapting the strategic vision is to conduct a thorough root cause analysis to understand the factors contributing to the unmet objectives. This may involve examining internal and external factors such as resource constraints, changes in the external environment, and gaps in implementation or execution. By identifying the underlying causes of the challenges, we can develop targeted strategies to address them effectively.

Additionally, I would emphasize a culture of continuous learning and improvement within NSBE, encouraging experimentation, innovation, and resilience in the face of setbacks. This includes fostering a supportive environment where failure is viewed as an opportunity for growth and learning. By embracing a growth mindset and remaining adaptable, NSBE can navigate challenges effectively and emerge stronger and more resilient.

In conclusion, strategically approaching NSBE's post-2025 landscape involves building upon the success of the 2025 Strategic Plan, introducing new strategic priorities, and adapting to challenges as they arise. By prioritizing sustainability, scalability, and continuous improvement, NSBE can continue to advance its mission of empowering Black engineers and driving positive change in the engineering community for years to come.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As NSBE celebrates its 50th anniversary, I envision leveraging evolving technological landscapes to provide members with cutting-edge opportunities for personal and professional growth. This involves harnessing digital platforms for virtual events, workshops, and networking opportunities accessible to members worldwide. Additionally, I propose utilizing emerging technologies such as artificial intelligence and virtual reality to enhance learning experiences and facilitate skill development. By prioritizing innovation and embracing technology, NSBE can offer members meaningful benefits and experiences tailored to their needs and interests. This positions NSBE as a dynamic and forward-thinking force in engineering, resonating deeply with members and reinforcing the organization's value proposition as a catalyst for their success.



Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

As the potential National Programs Chairperson for NSBE, my strategy to expand outreach and membership nationwide involves a multi-faceted approach. I aim to utilize digital platforms for virtual events, workshops, and mentorship programs, ensuring accessibility to Black engineers regardless of geographic location. I organized a virtual regional Study Symphony, providing academic support through the Pomodoro system and breakout study rooms while offering insights from NSBE experts on life and academic skills. By prioritizing accessibility and inclusivity, NSBE can effectively reach engineers across the nation, empowering Black professionals and driving impactful change within the engineering community.



Letter of Recommendation



Daniela M. Susnara
Director of Planning and Assessment for Community Engagement
Public Service Recommendation Letter
205.348.1007
dsusnara@ua.edu

February 26, 2024

To Whomever This Concerns,

I am writing to endorse Ms. Malika Freeman for the position of National Programs Chairperson for the National Society of Black Engineers.

I have had the privilege of working with Ms. Freeman as the Director of Vision Days, a college and career readiness program for underserved high school students. Since 2020, Ms. Freeman has volunteered her time and unwavering dedication to our cause.

Ms. Freeman's exceptional qualities have made her an asset to Vision Days. Her positive attitude, leadership skills, attention to detail, and proactive approach have contributed significantly to the success of Vision Days. She has volunteered a total of 55 hours.

In addition to her dedication, Ms. Freeman consistently displays professionalism, respectfulness, and eloquence in her interactions with peers and fellow volunteers. I do not doubt that she will add tremendous value to your sorority.

I wholeheartedly recommend Ms. Malika Freeman for membership in the Delta Sigma Theta Sorority, Incorporated.

Please feel free to contact me for further information or questions.

Sincerely,

Daniela M. Susnara, Ph.D.



Leadership Resume

MALIKA CHIARA FREEMAN

EDUCATION

The University of Alabama - Tuscaloosa, AL

Bachelor of Science in Mechanical Engineering w/ Minor in African American Studies - May 2025

EMPLOYMENT, INTERNSHIPS, AND COMMUNITY SERVICE

Daikin Applied: Project Engineer Co-op

Summer 2023 - Present

- Collaborated closely with Field Sales Engineers to facilitate the planning and execution of design-build and new HVAC construction projects
- Maintained and managed a comprehensive repository of engineering records, and systematically generated reports to evaluate the efficiency of existing facilities and methodologies
- Spearheaded the development of a Microsoft PowerApps application to streamline project phase organization for our Project Engineering Sales Team, optimizing revenue forecasting accuracy.

UA Computer Science Lab: Product Owner

Fall 2022 - Spring 2023

- Orchestrated a project timeline, ensuring that our coding team was well-prepared for the integration of our brain headset with the connected drone, enabling effective testing
- Collaborated with graduate and doctoral students, providing valuable support in their research endeavors and assisting them in achieving their objectives across diverse laboratory projects
- Devised and implemented strategies to diversify our lab by actively recruiting students from underrepresented backgrounds to foster a more inclusive learning environment

The U.S. Space & Rocket Center: Crew Trainer

Summer 2022

- Delivered expert explanations on a range of space-related topics and conducted informative lectures and briefings
- Enforced comprehensive instruction for trainees, guaranteeing their readiness for all program components and fostering a successful and enjoyable learning experience.
- Accompanied and supervised trainees throughout scheduled activities, fostering discipline and sustaining a professional educational atmosphere.

The University of Alabama Engineering Teacher Assistant

August 2021 - May 2022

- Evaluated Isometric and Orthographic Drawings, and conducted assessments in Thermo, Electrical, and Mechanical Labs, ensuring rigorous grading standards were maintained
- Facilitated the proctoring of engineering examinations to uphold academic integrity and a fair testing environment
- Elevated proficiency in technology, with a particular focus on Excel, while honing engineering skills for enhanced performance and contribution

TECHNICAL/LANGUAGE SKILLS

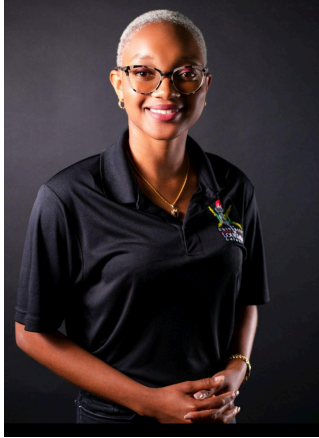
- **Project Management** - Designed and managed programs and events for both organizations and personal businesses
- **Basic C++ Knowledge** - Designed surveys and mini-games to gain a foundational understanding of C++
- **Microsoft Excel** - Provided support and evaluated engineering projects and formulated financial budgets for corporate forecasting and university events and programs
- **Microsoft Word** - Developed and formulated program/event plans, schedules, and correspondences for various benefactors, programs, and organizations
- **Microsoft PowerApps** - Developed a streamlined and user-friendly app, facilitating the seamless documentation of project stages
- **Basic Spanish** - Acquired primary knowledge to engage in basic conversation and identify overarching concepts conveyed in Spanish

SELECT HONORS AND ACHIEVEMENTS

- NSBE Region 3 Programs (May 2023 - Present)
 - Successfully coordinated and managed regional events, ensuring seamless logistics and program delivery, which significantly contributed to increased collegiate and pre-college initiative (K-12) member engagement and retention
 - Actively participated in regional and national NSBE leadership meetings, sharing insights and best practices to enhance the effectiveness of program development and delivery
- UA NSBE Chapter Programs Chair (August 2022 - May 2023)
- UA's Vision Days Ambassador (May 2022 - present)
 - Assisted in forming UA's Vision Days Legacy Program for incoming underrepresented students (2020-pres)
- Created and presented a revised Course of Study to the Alabama Department of Education (2020-2021)
- Formed a virtual roundtable to discuss gun violence in Birmingham, Alabama (August 2020&August 2021)
- Highlighted by Birmingham's StrongHer Social Media Campaign(March 2020; September 2023)

ATHLETICS, ACTIVITIES, AND CLUBS

- UA Computer Science Lab Research Assistant (2022 - 2023)
- The Society of Women Engineers (SWE) (2021 - present)
- Alabama Rocketry Association Member (2021-2022)
- National Society of Black Engineers (NSBE) (2020-present)



National International Committee Chairperson Candidate

Nina Kanonye

University of Louisiana Lafayette

Mechanical Engineering

Junior

Certification Exam: 100%

IG: @ninakanonye

Website: <http://kanonyenina.pythonanywhere.com/>

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

My approach is to bridge the gap and create a strong international presence both within and outside of the NSBE community. Here are my proposals:

1. Re-establishing the International Committee, this will consist of all Regional International Zone chairs and additional representatives.
2. International Newsletter to inform our community of the goals, objectives and strides NSBE is taking towards the betterment of the international community.
3. International Student Highlight: This will highlight the achievements of NSBE International students across the world (both pre-collegiate, collegiate and professional)
4. Appoint a grad student representative to help understand and cater our resources to our grad students.
5. Host an International Hospitality suite at the National conference where International students can meet one-on-one with recruiters that sponsor
6. have resources available to help our International students understand CPT/OPT and H1b process.

Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

If my goals are met, I want to train my successor, I aim to consistently be accessible for assistance and support in any capacity they may require.

If my goals are not met, I will establish pathways for the next person to take over the ideas or incorporate it into their plans.



Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

Virtual Engagement Platforms: Leverage virtual platforms to create immersive experiences for NSBE members. Virtual conferences, workshops, and networking events can transcend geographical barriers, offering members access to mentorship programs, and collaborative projects.

Advocacy for Inclusivity and Diversity: Utilize technology to amplify NSBE's advocacy efforts for inclusivity and diversity in STEM fields. Leverage social media, podcasts, and webinars to address pertinent issues and showcase the achievements of NSBE members, fostering a community that embraces diversity and innovation.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

1. Regional Chapters and Events: Establish and strengthen regional NSBE chapters across the nation. By creating localized hubs, NSBE can organize events, workshops, and networking opportunities that cater to the specific needs and interests of Black engineers in different regions.

2. Collaboration with Educational Institutions: Forge partnerships with universities, colleges, and technical schools nationwide to establish NSBE student chapters. By integrating NSBE into academic institutions, the organization can reach a wider pool of Black engineering students, providing them with resources, mentorship, and opportunities from the early stages of their academic journeys.



Letter of Recommendation

To Whom It May Concern,

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

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

The next experience that I would like to highlight is working with Nina as a colleague, by expanding on when I said that Nina reminds me of why I continue to be a leader through NSBE. As a first-generation college student, my largest purpose for any position that I have run for has been to serve others by giving knowledge and opportunities that I was not aware of. Nina reminds me of this because every time she speaks on a project or program that she is working on she demonstrates that she clearly recognizes that everything that we do should benefit our members in some way shape or form. In her position, she has strived to find new and original ways to impact students based on her experiences. Doing this kind of work for a calendar year can weigh on anyone, but I have watched Nina find ways to push through with productivity and perseverance. So every time she reaches out to me for advice or assistance, it gives me the motivation I need to do my part in serving our community.

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

2024 Annual Convention Election Handbook



opportunity to learn about ways they can pursue professional endeavors and bypass the barriers that they unfortunately face.

It has truly been an amazing experience working with Nina. I highly recommend her for the NEB International Chair as I am fully confident that she will go above and beyond to ensure that the international students are well-represented and will be afforded tremendous opportunities to be successful through our ground-breaking organization.

Sincerely,

Christian Eldridge

Region 5 Vice Chair '23 – '24



Leadership Resume



NINA KANONYE

<https://www.linkedin.com/in/nina-kanonye>

EDUCATION

University of Louisiana | Lafayette, Louisiana

Graduating December 2025

Bachelor of Science in Mechanical Engineering, Minor in Math

GPA: 3.6

PROFESSIONAL EXPERIENCE

GE Appliances | Louisville, Kentucky

Aug 2023 - December

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

- Analyzing manufacturing and machining techniques like injection molding, plastic part design, sheet metal fabrication and die forming within a production line
- Conducting failure and quality assurance analysis, including suspension test fixture assessments using dynamometers, as well as out of balance tests to evaluate washer load balance performance
- Designing 3D models like a sub-washer cradle and conducting Finite Element Analysis using **Creo Elements**

Occidental Petroleum | The Woodlands, Tx

May 2023 - Aug 2023

Gulf of Mexico Regulatory Intern (Data Analyst)

- Automated BSEE data collecting process using Selenium Python Library to create self-sustaining web crawlers and stored data in **SQL** database, thereby ensuring data accuracy by 97%
- Analyzed collected data, identified patterns and trends and enabled real-time visualization through **Power BI** and **Spotfire** dashboards thereby contributing to a 25% reduction in potential financial risks associated with decommissioning
- Developed project plans and procedure documents with a stakeholder-approved timeframe to ensure projects were completed on schedule

Best Buy | Lafayette, Louisiana

May 2022 - Jan 2023

Product Flow

- Led shipping and receiving operations by processing an average of 150 incoming and outgoing shipments
- Collaborated with cross-functional teams to improve the product flow process, reducing order fulfillment time by 15%

University of Louisiana Lafayette **Biomechanics Lab** | Lafayette, Louisiana

Aug 2021 - Dec 2022

Research Assistant

- Investigated the effect of aging and osteoporosis on bone qualities and properties by applying 3D softwares for bone modeling and assessment of hip fracture
- Utilized a **3D slicer** to separate more than 200 femur CT scans, converted them into STL files for analysis

PROJECTS AND LEADERSHIP

Portfolio Website (scan QR code for link)

Fall 2023

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

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

Fall 2023

- A detachable inner basket constraint for washing shoes and other oddly shaped articles that can induce OOB, suitable only for GEA top load washers with fake agitators.

NSBE R5 International Zone Chair

Present

- Spearheading the establishment and sustainability of new chapters and initiatives to increase and retain membership
- Collaborating with chapter leads to bridge gaps and allocate resources international students and zones

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

Fall 2022

- Partnered with student researcher to develop a machine learning-based system using **Roboflow** to generate a model and automate the process of 3D slicing and segmentation of femur bones reducing time spent by 120%

Cleco Alternative Energy Center | **Concentrated Solar-Thermal Power Industry**

Summer 2022

- Installed the largest University owned parabolic trough solar collectors in the south-west region for renewable energy
- Coordinated and led the installation of fiber reinforced rim stiffener to guarantee structural safety

TECHNICAL SKILLS

Programming Languages: Python

Frameworks and Libraries: Pandas, Selenium, Numpy, Roboflow, Matplotlib, Flask, ReactJS

Misc: GIT, Roboflow, Spotfire, VScode, Web Development, Solidworks, SQL, Power BI, CAD, PTC Creo, VBA, Rapid

Prototyping, Project management, Soldering, Plastic part design, FEA, Windchill



National Pre-College Initiative Chairperson Candidate

Myracle Jarmon-Moore

Howard University

Electrical Engineering

Graduate

Certification Exam: 92%

IG: @mjinstem

Essay: The next 50 years will bring new trends and challenges. How do you propose to adapt, modify, or reshape NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow) to proactively address emerging trends and challenges in the engineering landscape? Outline your approach to ensuring the strategic plan remains agile and responsive to the evolving needs of NSBE and its members over the coming decades.

Looking ahead to the next 50 years, NSBE recognizes the inevitability of new trends and challenges shaping the engineering landscape. To navigate these changes effectively, I propose adapting NSBE's 2025 Strategic Plan, "Ready, Set, Go, Brand, Grow," with a proactive approach. Our first step involves comprehensive research to identify emerging trends and challenges in engineering, ensuring our strategic priorities remain aligned with the evolving landscape.

Flexibility is paramount in ensuring the plan's relevance over time. We'll establish mechanisms for regular review and evaluation, allowing us to adjust our strategies as needed in response to shifting priorities and emerging opportunities. By fostering a culture of adaptability, NSBE can stay ahead of the curve and seize new possibilities as they arise.

Engagement with stakeholders is essential throughout this process. We'll actively seek feedback from NSBE members, chapters, and external partners to gain insights into emerging trends and challenges. By harnessing the collective wisdom of our diverse community, we can ensure our strategic priorities reflect the needs and aspirations of our members.

Technology and innovation will play a central role in reshaping the strategic plan. We'll leverage digital platforms and tools to enhance communication, collaboration, and knowledge sharing among NSBE members. Additionally, we'll integrate emerging technologies into our educational and professional development initiatives, preparing our members for success in a rapidly changing technological landscape.

As we adapt our strategic plan, we'll reaffirm our commitment to diversity, equity, and inclusion. By addressing systemic barriers and biases and promoting diversity and representation across all levels of the organization, we can better reflect the rich diversity of the engineering community. In doing so, NSBE will drive innovation and excellence through collaboration and mutual respect.

In summary, adapting NSBE's 2025 Strategic Plan requires a multifaceted approach that prioritizes flexibility, stakeholder engagement, technological innovation, and diversity. By remaining agile and responsive to the evolving needs of our members and the broader engineering community, NSBE can continue to uphold its mission and make a positive impact in the decades to come.



Essay: Considering both successful achievement and potential challenges in meeting the 2025 Strategic Plan goals, how would you strategically approach NSBE's post-2025 landscape? If goals are met, how do you envision building upon this success and introducing new strategic priorities? Conversely, if goals are not fully realized, discuss your approach to adapting the strategic vision, including adjustments or new strategies to address unmet objectives and ensure continued progress and growth for NSBE.

In envisioning NSBE's post-2025 landscape, one of the paramount considerations is the pivotal role of NSBE Jr. members as the future leaders and innovators who will drive the organization forward. Building upon the successful achievement of the 2025 Strategic Plan goals, I propose a strategic approach centered on nurturing and empowering NSBE Jr. students. These young engineers represent the next generation of talent within NSBE and hold the potential to take the organization above and beyond its current achievements.

If the goals outlined in the 2025 Strategic Plan are met, it presents a significant opportunity to intensify efforts directed towards engaging and supporting NSBE Jr. members. This entails providing tailored mentorship programs, skill-building workshops, and clear pathways to leadership roles within NSBE. By actively involving NSBE Jr. members in the organization's activities and decision-making processes, we can harness their fresh perspectives and innovative ideas to drive further growth and success.

Furthermore, tapping into the talent and potential of NSBE Jr. members now serves as a proactive strategy to ensure a seamless transition of leadership within NSBE. By actively mentoring and grooming these young engineers, we can cultivate a pipeline of capable and passionate leaders who are deeply invested in the organization's mission. Empowering NSBE Jr. members with the necessary skills, resources, and opportunities early on sets the stage for their continued involvement and impact within NSBE as they progress in their academic and professional journeys.

Conversely, in the scenario where the goals outlined in the 2025 Strategic Plan are not fully realized, adapting the strategic vision becomes imperative to address any challenges and ensure continued progress and growth for NSBE. In this context, prioritizing investment in NSBE Jr. programs emerges as a strategic imperative. These programs serve as the foundation for cultivating the next generation of leaders and engineers within NSBE, and their sustained support is critical for the organization's long-term vitality.

Strengthening outreach efforts to attract and retain NSBE Jr. members, particularly those from underserved communities, is another essential aspect of adapting the strategic vision. By expanding access to NSBE Jr. programs and resources, we can ensure that all aspiring young engineers have the opportunity to benefit from NSBE's supportive community and impactful initiatives.

Additionally, fostering a supportive environment that encourages collaboration, creativity, and continuous learning is essential for nurturing the talent of NSBE Jr. members. Providing mentorship, networking opportunities, and exposure to diverse experiences within the engineering field can further inspire and empower these young engineers to reach their full potential.



In summary, strategically approaching NSBE's post-2025 landscape involves recognizing the critical role of NSBE Jr. members as the future leaders and engineers who will shape the organization's trajectory. Whether goals are met or not, investing in NSBE Jr. programs and empowering these young engineers is key to sustaining NSBE's momentum and ensuring its continued relevance and impact in the years to come.

Short Essay: As NSBE approaches its 50th anniversary, recognizing the paramount importance of enhancing the value proposition for members, how do you plan to leverage the evolving technological landscapes to provide members with cutting-edge opportunities and experiences that contribute to their personal and professional growth? Share strategies for ensuring NSBE's value proposition resonates deeply with members, offering them meaningful benefits, while positioning NSBE as a dynamic and forward-thinking force in engineering.

As NSBE nears its 50th anniversary, I envision leveraging emerging technology to revolutionize members' experiences. Through virtual platforms, we'll provide access to cutting-edge resources, interactive workshops, and networking events, transcending geographical barriers. Collaborating with industry leaders, we'll offer online mentorship programs and innovative skill-building initiatives tailored to members' needs. This approach ensures that NSBE's value proposition deeply resonates, delivering tangible benefits for personal and professional growth. By embracing technology, NSBE will position itself as a dynamic force in engineering, staying ahead of the curve and adapting to the evolving landscape. This forward-thinking strategy not only enriches member experiences but also solidifies NSBE's reputation as a trailblazer in fostering diversity and excellence within the engineering community.

Short Essay: NSBE's impact should reach engineers across the nation. How do you plan to expand NSBE's outreach and increase membership on a nationwide scale, ensuring that the benefits and opportunities provided by the organization are accessible to a broader audience of Black engineers throughout the country?

As NSBE Pre-Collegiate Initiative Chair, I'm committed to enriching NSBE Jr. programming beyond competitions. Through workshops, seminars, and hands-on projects, students will develop practical skills and insights into engineering careers. I aim to forge partnerships with universities and industry sponsors to offer internship opportunities and college exposure year-round. By expanding our programming, NSBE Jr. students will gain valuable experience, broaden their horizons, and be better equipped for success in engineering. This comprehensive approach ensures that NSBE Jr. members across the nation have access to opportunities to apply for internships and explore colleges beyond the annual convention.



Letter of Recommendation

Jalynn Burruss
National Pre-College Initiative (PCI) Chair
National Society of Black Engineers (NSBE)
nebpai@nsbe.org
240-893-7873
03/03/2024

To whom it may concern,

I am writing to endorse Myracle Jarmon-Moore for the position of National Pre-College Initiative Chair (PCI) for the National Society of Black Engineers (NSBE). As the current National PCI Chair, I have had the privilege of witnessing Myracle's exceptional leadership abilities and unwavering dedication to the organization, and I am confident that she will continue the work I've started with passion and excellence.

Myracle currently serves as the Region 2 Chair, where she has consistently demonstrated her strong leadership skills, strategic vision, and commitment to advancing the goals and values of NSBE. Her proactive approach to problem-solving, coupled with her ability to inspire and motivate others, has been instrumental in driving positive change and fostering collaboration within the region.

In addition to her role as Region 2 Chair, Myracle actively volunteers with the DMV NSBE Jr chapter, where she plays a pivotal role in empowering and mentoring young engineers. Her dedication to STEM education and her passion for nurturing the next generation of leaders align perfectly with the mission of NSBE.

Having worked closely with Myracle, I can attest to her integrity, professionalism, and tireless work ethic. She possesses the necessary skills, experience, and enthusiasm to excel in the role of National PCI Chair and to continue building upon the progress we have made.

I have full confidence that Myracle will bring fresh ideas, energy, and a steadfast commitment to advancing NSBE's mission and objectives at the national level. She is truly a remarkable leader who embodies the spirit of NSBE, and I am excited to see the positive impact she will undoubtedly make in this new role.

In conclusion, I wholeheartedly endorse Myracle Jarmon-Moore for the position of National PCI Chair. She has my full support, and I am certain that she will lead with excellence and dedication.

Thank you for considering Myracle for this important leadership position. Please do not hesitate to reach out if you require any further information.

Sincerely,

Jalynn Burruss
National PCI Chair
National Society of Black Engineers



Leadership Resume

Myracle Jarmon-Moore

Myracle.Jarmon@gmail.com

Objective

Third Year Electrical Engineering PhD Student seeking position of NSBE Pre-Collegiate Initiative Chair.

Summary

Myracle Jarmon-Moore is a hardworking graduate student who is interested in learning how to become a better leader in the fields of non-profit organizations, academia, and industry.

Non-Profit Experience

*National Society of Black Engineers:
Region II Chairperson*

May 2023 -April 2024

- **Objective:** Enhance community partnerships and membership engagement. Improve member experience with technical training and leadership roles. Optimize membership data for consistency and satisfaction.
- **Method:**
 - Increase T.O.R.C.H. programming.
 - Update NSBE Region II website with chapter resources for sponsorships, chartering, gpa verification, and more.
 - Technical Workshop.
 - Increase community partnerships.
- **Results:** Enhanced community partnerships and member engagement improved technical training, and leadership opportunities. Updated website and increased T.O.R.C.H. programming fostered stronger connections and satisfaction.

*National Society of Black Engineers:
Region II Charter Membership Chair and Terror Zone Coordinator*

June 2022-May 2023

- **Objective:** Use the resources of NSBE to help increase membership engagement on social media and on membership levels.
- **Method:**
 - Host "Are You Smarter Than a NSBE Jr.?" for interactions and friendly competition between membership of all levels.
 - Host "Region II Allstars" social media challenge to increase membership engagement on social media.
 - Implement chapter visits feedback form and excel sign-up sheet to increase NSBE leadership exposure.
- **Results:** Membership interactions of all levels are becoming more frequent on the chapter level. Professional chapters are hosting joint programming with collegiate and Collegiate is offering mentorship programming with NSBE Jr. and Professionals. More members are expressing their interest to run for NSBE leadership. Members are also becoming more active on Region II social media.

National Society of Black Engineers: Howard University Chapter Co-PCI Chair

May 2021-May 2022

- **Objective:** Use the resources of NSBE to help build a stronger relationship between Howard University and the DMV NSBE Jr. chapter
- **Method:** Introduce a mentoring program for Howard University students to help guide the DMV NSBE Jr. academically and professionally
- **Results:** Programs such as code academy were established, and the DMV NSBE Jr. now has a consistent amount of Howard University students that volunteer and work part-time year-round.

National Society of Black Engineers: Howard University Chapter Academic Excellence Chair *May 2019-May 2021*

- **Objective:** Use the resources of NSBE to help increase the Howard University chapter GPA, the number of students receiving academic rewards such as scholarships and build relationships with more companies.
- **Method:** Offer tutoring services at weekly snack and study with professionals. Host events with companies to highlight scholarships and professional positions. Send out weekly emails with new scholarships and complete GPA verifications every Friday.
- **Results:** Every member that applied to a scholarship from our chapter received at least one scholarship. 20% more students had gpa verification and became APeX members. The Howard University Chapter also had an increase in GPA making the average over a 3.0.

Academia Experience

College of Engineering and Architecture Student Council: Health and Wellness Coordinator

May 2019-May 2020

2024 Annual Convention Election Handbook



- ***Objective:*** Use the resources of Howard University to boost the health and wellness of the College of Engineering and Architecture.
- ***Method:*** Partner with the Student Health Center and the Destress program to host mind, body, and soul workshops and educate students on their health. Partner with student services to bring healthy snack options into the College of Engineering and Architecture.
- ***Results:*** The College of Engineering and Architecture now works with Sodexo to give students healthier options at events. Hosted events with the student health center to educate students on their physical, mental, and sexual health. The College of Engineering and Architecture hosts monthly mental break events to allow students to ease their mind in their rigorous studies.