



NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

ADVANCING THE BLACK STEM EXPERIENCE

NATIONAL SOCIETY
OF BLACK ENGINEERS

2021-2022
Annual Report

NSBE's Mission

To increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community.

NSBE's Vision

We envision a world in which engineering is a mainstream word in homes and communities of color, and all Black students can envision themselves as engineers. In this world, Blacks exceed parity in entering engineering fields, earning degrees and succeeding professionally.

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Message From the National Chair and the Chief Executive Officer >>

NSBE Family and Friends,

Even within the action-oriented culture of our organization, Fiscal Year 2022 stood out as a busy, *busy* time for the National Society of Black Engineers, as we continued our push toward STEM equity, social justice and the goals laid out in our strategic plan, Game Change 2025. As always, NSBE's leadership and World Headquarters staff strived to maintain "OneNSBE" this year, through constant communication with you, but it is always a great pleasure to have this annual opportunity to stand back a bit and give our members a broad overview of the state of our Society and the work NSBE has done.

Last year at this time, we spoke about NSBE's resilience in the face of historic challenges. This year, our theme is *advancement* against those huge, evolving challenges — such as the COVID-19 pandemic, climate change and inequity in AI — which are complicating the drive for social justice for People of Color and women and are challenging NSBE and society at large to develop just, equitable solutions. With the vital assistance of NSBE's partners, including our top-level supporters, the Board of Corporate Affiliates (BCA), NSBE has, indeed, advanced.

In March 2022, during NSBE's 48th Annual Convention, in Anaheim, California, NSBE launched the Black STEM Experience (BSX), the guide rail we have chosen to move NSBE beyond transactional relationships to a better future in which our Society is the epicenter of Black tech talent and thought leadership in diversity, equity and inclusion, in the STEM fields and beyond. In the months that followed, we made progress in developing partnerships and resources to actualize BSX.

NSBE was founded by African American engineering students who saw the clear link between the empowerment of Black communities and Black people's proficiency in STEM. More than 47 years later, NSBE's mission is more socially relevant than ever, but the times require that we convey that message more effectively to the world.

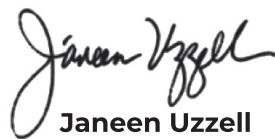
Toward that end, NSBE's leadership began the process of rebranding the Society this year, to create a visual representation of NSBE that reflects our membership and the world we live in today. The ultimate goal of this work is to increase the positive impact of NSBE's mission and broaden our opportunity to serve.

Clearly, this is an exciting time for the National Society of Black Engineers, as we prepare to kick off #NSBE50, our yearlong celebration of the Society's 50th anniversary, in Spring 2024. If you are a current, active member, we implore you to redouble your commitment of time, talent and treasure to NSBE, to help realize the vision of our organization upgraded for our next five decades in the 21st century. And for those of you who have wandered from the fold, we have this heartfelt appeal: come home to NSBE! We need your presence and your support, as we reconnect with our purpose, *"to increase the number of culturally responsible Black Engineers..."*

Yours in the mission,

Favour Nerrise

Favour Nerrise
2021–23 National Executive Board Chair
National Society of Black Engineers



Janeen Uzzell
Chief Executive Officer
National Society of Black Engineers

The National Society of Black Engineers continued our strong performance in the areas of fundraising and finance, surpassing our revenue goal for the second consecutive year and again achieving the best possible outcome for the Society’s annual audit: an unmodified (“clean”) opinion.

NSBE’s total **FY2022 revenue, \$16,810,334**, represented **101%** of the Society’s goal for the year.

The Fund Development team exceeded expectations, attaining one of the greatest numbers of top-tier partners in NSBE’s history: 73 Board of Corporate Affiliates (BCA) partners and 50 Affiliate partners, nearly matching the all-time high achieved in fiscal year 2021. NSBE took on the challenge of hosting a virtual and in-person Annual Convention, which presented 101 virtual exhibitors and nearly 130 exhibitors participating both virtually and in person. In addition to outperforming in National Partnership attainment, NSBE reached 163% of the Society’s regional sponsorship revenue goal, 165% of the Professionals sponsorship revenue goal and 128% of the Convention sponsorship revenue goal. Despite the challenges of simultaneously developing virtual and hybrid experiences, NSBE’s partnerships held strong, with hopeful anticipation of a 100% in-person 49th Annual Convention (#NSBE49).

NSBE also achieved significant success in raising unrestricted revenue during this reporting period, fiscal year 2022, surpassing our revenue goal of \$650,000 by generating \$1,120,543 in unrestricted revenue. This marks the second consecutive year unrestricted fundraising exceeded the \$1-million mark.

“For the second consecutive year, unrestricted fundraising exceeded the \$1-million mark.”

Our impressive financial performance resulted from several key initiatives, including the launch of a new donations web page, updated donation infrastructure, targeted creative appeals, increased grant approvals and a successful corporate gifts program. Designed to provide an improved user experience for donors, NSBE’s new donations web page increases the visibility of the organization’s fundraising efforts. The updated donation infrastructure streamlined the donation process, making it easier for donors to contribute using different payment methods, for example, cryptocurrency. Creative appeals, including new email campaigns and targeted

social media outreach, resonated with donors and drove increased engagement. An increase in grant approvals enabled NSBE to tap into new funding sources, while the corporate gift programs increased significant business contributions.

Strategic Plan Progress >>>

“Game Change 2025,” the 2020–2025 Strategic Plan for the National Society of Black Engineers, is rooted in our members’ desire for greater social justice and reaches toward ambitious goals for the transformation of NSBE, STEM and broader society. Game Change 2025 notes the significant progress NSBE made during the previous five years, toward its main strategic goal: to partner with higher education institutions to increase the number of new Black Engineers graduated annually in the United States from 3,501 in 2014 to 10,000 (“10k”) by 2025.

At the end of Fiscal Year 2022, more than 17 months after the plan’s release, under-enrollment and low retention of Black engineering students in the U.S. remained intractable problems, but there was also notable progress.

6,123 Black engineering bachelor’s degree recipients in the U.S. in 2021*

- > A 20.5% increase since 2018
- > Represents 4.7% of the total number of engineering baccalaureates awarded (up .5% since 2018)

1,625 NSBE members completed undergraduate engineering programs in the U.S. in 2021

- > Represents 26.5% of the total number of Black engineering graduates at the bachelor’s level

29,359 Black students were enrolled in undergraduate engineering degree programs in the U.S. in 2021*

- > A 3.5% increase since 2018
- > Represents 5% of the total number of U.S. engineering undergraduates



*Data source: American Society for Engineering Education

Programs and Initiatives >>>

As the third decade of the '00s ushered in a global pandemic, many organizations, including NSBE, had to become creative in delivering on their mission. Coupled with the public health crisis, our members bore witness to political and social upheaval that challenged the Society to come up with even more innovative strategies and programs to boost STEM knowledge and proficiency and enhance career development and opportunities.

Integrated Pipeline Programs

In partnership with two major brands, NSBE's Integrated Pipeline Programs (IPPs) — now in their fourth year — continue to see progress in their goal of increasing the number of students with underrepresented identities in STEM who are prepared to enter the workforce.

CUMMINS, INC.

A Fall 2021 survey among Cummins, Inc. (CI)-NSBE IPP scholars revealed that they felt uncertainty about their decision to major in a STEM discipline and that some felt uneasy about moving back to a campus environment for the upcoming academic year, as more and more colleges and universities were reverting back to in-person learning and instruction for the first time since the COVID-19 pandemic began. "Virtual fatigue" and a demand for wellness support had a direct effect on the scholars' engagement in the program. While leaving the technical instruction needed for student success in the hands of their academic institutions, NSBE leaned heavily into the survey results to develop a dual program design that focused on

wellness and life skills, thus ensuring that each student was equipped with the tools for success inside and outside the classroom.

In Year Four, the program generally spent its funds as allocated by Cummins, awarding annual \$3,000 Institutional Capacity-Building grants to each partner institution to support initiatives that increase their ability to attract, retain and graduate Black Engineers. In Year Three, the program allocated all scholarships and spent the majority of variances from Year Two by disbursing all scholarships to the second cohort. Full scholarship funds are provided for each cohort member at the beginning of each grant year, and scholarships are disbursed over four semesters.

HONEYWELL

The Honeywell-NSBE IPP partnership is approaching its final year, and conversation for renewal has begun. The partnership has proven to be successful, while graduating 100% of the 30 Honeywell IPP senior scholars as well as supporting the career development of 44 total scholars. The program offers customized curriculum, with topics such as how to write a resume, creating your own unique value proposition, financial literacy, salary negotiations and many more career readiness skills. With the goal of increasing the number of underrepresented minorities in the workplace and priming the scholars for employment



at Honeywell, current employees pair with the students and offer year-round mentorship. Ensuring we nurture the holistic engineers' career and personal development, this component increases confidence and institutional knowledge and allows for continual professional development opportunities.

Honeywell's unique contribution and its execution of the IPP has expanded into different areas of NSBE, which affirms the company as a premier partner in the vision and work of NSBE.

SEEK 2022

Despite the disruption associated with COVID-19, the pandemic did encourage the development of NSBE's virtual Summer Engineering Experience for Kids (SEEK) program, which reached across the nation and the globe to offer three weeks of learning activities to nearly 2,000 3rd–5th graders in 39 states and six countries in 2022.

UPDATING THE CURRICULUM

However, the lack of diversity in engineering and technology often leads to a design bias that negatively impacts product users who have non-majority identities. To train the next generation of engineers and technologists, we've revised the program to help SEEK participants identify and mitigate bias in the engineering design process through three challenges:

> **Week 1: Social Justice in STEM**

> **Week 2: Coding**

> **Week 3: International STEM Racing League**

SEEK POWERED BY TECHBRIDGE GIRLS

This partnership combines NSBE's broad influence and history of community impact with Techbridge Girls' expertise in curriculum development and training in girl-focused STEM programming. Together, we increased the capacity of SEEK mentors to deliver high-quality, gender-relevant and culturally relevant STEM to increase SEEK's positive impact.



The SEEK curriculum for 2022 was built on the framework of “Being STEM, Doing STEM and Using STEM,” to allow students to affirm their identities as girls in STEM, learn scientific concepts in their own “language,” gain hands-on experiential learning, identify social issues that STEM can change, and enjoy access to role models who intentionally talk proudly about their identities in STEM.

Programs and Initiatives (cont'd) >>>

Partnerships

NSBE renewed its Memorandums of Understanding (MOUs) with numerous partnering organizations, pledging to collaborate to advance mutual goals. The MOUs establish formal relationships with the strategic partners and outline the collaborative actions each organization will undertake.

Through these agreements, NSBE and its partners provide the leadership needed to inspire, attract, develop and retain our current and next generation of Black engineering leaders. NSBE renewed its reciprocity agreements with the following:

Organization	Date Executed	End Date
American Institute of Aeronautics and Astronautics	8/1/2021	7/31/2023
Academic and Research Leadership Network	11/7/2018	11/7/2021
Foundation for Environmental Education	10/30/2020	10/30/2023
The Links, Incorporated	9/11/2018	9/11/2021
MedTech Color	8/8/2022	8/8/2023
Northeast Energy and Commerce Association	10/30/2020	10/30/2022
National Institute for Innovation in Manufacturing Biopharmaceuticals	3/3/2022	Ongoing
Scratch Education Collaborative	8/13/2021	Ongoing
Sacramento Municipal Utility District	10/21/2019	12/31/2021
Society of Women Engineers	11/22/2019	11/22/2022
U.S. Environmental Protection Agency	3/14/2022	Ongoing



Scholarships

Supported by a record amount of investment in its scholarship programs, NSBE awarded more than \$1 million in financial support of higher education to its pre-collegiate, undergraduate and graduate student members this reporting year. The NSBE Scholarship Program provides grants ranging from \$500 to \$7,500 per year to students in pursuit of engineering and applied science degrees.

Meaningful scholarships increase the likelihood that students complete their engineering degrees. Scholarships help fulfill NSBE's mission, as the NSBE Scholarship Program continues to grow and make a positive impact on members of the Society around the world.

SCHOLARSHIP NAME	# OF AWARDS	AMOUNT OF EACH AWARD
The American Ceramic Society Scholarship	1	\$5,000
Analog Devices Scholarship	2	\$5,000
Ansys Scholarship	3	\$5,000
Apple Scholars Program Scholarship	6	\$15,000
Arup Scholarship	2	\$5,000
Barnes Scholarship	4	\$10,000
Chevron Scholarship	18	\$5,000
ExxonMobil Corporate Scholarship	7	\$3,000
GE Foundation Scholarship	2	\$10,000
Graduate Student Conference Travel Grant	2	\$750
Graduate Student Scholarship	3	\$2,500
Intel/NSBE Scholar Program	37	\$5,000–\$10,000
JBT Tom Giacomini Engineering Scholarship	2	\$500
Leroy Callendar NSBE Jr. Scholarship	2	\$5,000
Lockheed Martin Corporate Scholarship	8	\$5,000
Mike Shinn Member of the Year Scholarship	2	\$7,500

SCHOLARSHIP NAME	# OF AWARDS	AMOUNT OF EACH AWARD
Motorola Solutions Foundation Scholarship	21	\$7,500
NSBE Academic Improvement Scholarship	13	\$1,500
NSBE BCA/Affiliate/Fellows Scholarship (Affiliate)	72	\$1,500–\$2,500
NSBE Fulfilling The Legacy Scholarship	10	\$1,500
NSBE Jr. Bridge Scholarship	7	\$1,000
NSBE Jr. Golden Torch Scholarship	4	\$1,000
NSBE Jr. Graduating Senior Scholarship	3	\$1,000
NSBE Study Abroad Scholarship	2	\$500
NV5 Global Inc. Scholarship	10	\$5,000
PCI Female Student of the Year	1	\$1,000
PCI Male Student of the Year	1	\$1,000
RS&H Scholarship	2	\$5,000
Schweitzer Engineering Laboratories Scholarship	5	\$5,000
Tighe & Bond Scholarship	2	\$5,000
U.S. Silica Scholarship	2	\$5,000
Total	256	\$1,073,000



Programs and Initiatives (cont'd) >>>

NSBE Professionals

NSBE CREATE

CREATE — Culturally Responsible Economic and Technical Empowerment — is a book club that serves as a tough discussion space to help attendees better comprehend and contribute to the economic and technical well-being of the culture. CREATE also organizes workshops to brainstorm ways for NSBE to engage in engineering projects that create technical experiences for members while emphasizing the cultural responsibilities they have as Black Engineers.

Select events included:

Event Type	Title	Month
Book Discussion	“The Mis-Education of the Negro” by Carter G. Woodson	Sept '21
Book Discussion	“History of the Black Dollar” by Angel Rich	Oct '21
Book Discussion	“Bitcoin & Black America” by Isaiah Jackson	Dec '21
Book Discussion	“The Gift of Struggle: Life-Changing Lessons About Leading” by Bobby Herrera	Jan '22
Book Discussion	“The 1619 Project: A New Origin Story” by Nikole Hannah-Jones	Feb '22
Workshop	“NSBE Creates the Future” (E-week)	Feb '22
Workshop	“Defining What It Means to Be Culturally Responsible,” workshop at NSBE’s 48th Annual Convention	Mar '22
Book Discussion	“Black Labor, White Wealth: The Search for Power and Economic Justice” by Dr. Claud Anderson	Apr '22
Book Discussion	“Game Change 2025,” NSBE’s 2021–25 Strategic Plan	Jun '22

NSBE PROFESSIONALS LEADERSHIP INCUBATOR

Grounded in NSBE’s Leadership Competency Model, the **Professional Leadership Incubator** provides career development opportunities for emerging leaders. The competency model includes the following programmatic features:

Leadership training from renowned contributors

Accountability groups

Certification grants

Monthly group coaching

Quarterly one-on-one coaching



Event Highlights >>>



NSBE 48th Annual Convention

More than 10,000 STEM students and technical professionals from across the U.S. and beyond converged on Anaheim, California, in March 2022 for **NSBE's 48th Annual Convention** (#NSBE48). Themed "Inspiring Engineers," the Convention was designed to help attendees get the professional, academic and cultural guidance they need to be successful in today's tumultuous, post-pandemic world. It included curated workshops featuring world-class technological developments and innovations, NSBE's hallmark Career Fair, STEM competitions for high school and college students, and more. For the first time since its inception, the Convention was a hybrid event giving registrants the option to participate in person or virtually.

Attendees came from all segments of NSBE's member presence and 700-plus chapters in the U.S. and abroad, including undergraduate and graduate students, NSBE Jr. members, advisors, parents, chaperones and NSBE Professionals members. Representatives of many of NSBE's more than 120 national corporate and government partners, and hundreds of Annual Convention Career Fair exhibitors, also supported and participated in the event this year.

#NSBE48 began with an opening press conference that featured Anaheim Mayor Harry Sidhu, NSBE Chief Executive Officer

Janeen Uzzell, NSBE National Executive Board Chair Favour Nerrise, Jeff Bowen, an associate power engineer with Anaheim Public Utilities, and members of NSBE's Convention Planning Committee.

"In 2020, NSBE introduced a strategic plan called **Game Change 2025**, which promotes a goal for the U.S. to graduate 10,000 new Black engineers annually by 2025," Nerrise said at the event. "With this plan, we are redefining what the next three, 10 and 50 years of legacy and impact look like for Black Engineers, and we are ready to see the change we are creating."

NSBE also announced its new initiative, **BSX — Black STEM Experience**, by hosting CEOs from Silicon Valley to discuss the new initiative, how to connect companies to the initiative and the impact it will have over time. BSX is a focused collaboration among partners around the nation and the globe with a vision to change the face of STEM. BSX creates an exchange of ideas and experiences through partnerships with those willing to change the paradigm of STEM in academia, business, entrepreneurship, media and the world. This new initiative aims to collaborate with corporations, showcase Blacks in STEM and engineering, and create an innovative digital campaign to promote awareness of the influence of STEM through social impact.

Several students walked away from the Convention with jobs thanks to the #NSBE48 Career Fair, and many more secured promising employment leads.

The Convention culminated with the 25th Annual NSBE Golden Torch Awards. This ceremony recognizes organizations and individuals who exemplify the Society's ideal of academic excellence, professional success and commitment to strengthening the Black community. The NSBE Golden Torch Awards motivate young attendees to accomplish great things in engineering.



Event Highlights (cont'd) >>>

2022 National Leadership Conference

NSBE's held its **2022 National Leadership Conference (NLC)** on June 8–12 at the University of Colorado, Boulder. NLC is the longest and most comprehensive of the year-round National Leadership Institute's leadership training meetings. At these conferences, leaders from the National Executive Board, National Professionals Executive Board and Regional Executive Boards prepare and present detailed plans for their time in office.

The conferences also cover archetypes of leadership and effective communications strategies. Upon conclusion of the NLI, NSBE's national leaders train the regional officers to prepare them, in turn, to train chapter officers at the Regional Leadership Conferences.



2021 Fall Regional Conferences

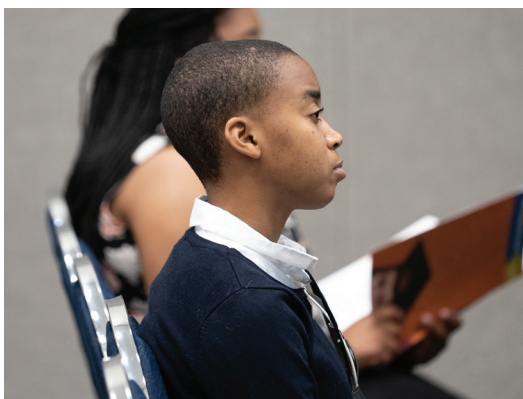
NSBE's **Fall Regional Conferences (FRCs)** are one-to-three-day events held annually in late October or early November in each of NSBE's six geographic regions, with the goal of motivating and inspiring NSBE members and equipping them with the tools needed to achieve excellence in their scholastic or professional careers. The conferences include keynote speakers, academic competitions, graduate and undergraduate college fairs, career fairs and unique workshops aimed at helping the collegiate, pre-collegiate and technical professional participants develop into well-rounded STEM professionals.

REGION	DATES	VENUE	LOCATION
Region I	Nov. 10–13, 2021	OnCenter Convention Center	Syracuse, NY
Region II	Oct. 28–30, 2021	Bethesda North Marriott Hotel and Convention Center	Bethesda, MD
Region III	Nov. 4–6, 2021	Hilton Atlanta Downtown	Atlanta, GA
Region IV	Nov. 18–20, 2021	Indianapolis Marriott East	Indianapolis, IN
Region V	Nov. 17–20, 2021	Statehouse CC/Little Rock Marriott	Little Rock, AR
Region VI	Nov. 18–20, 2021	Hilton Los Angeles	Los Angeles, CA

Membership and Registration >>

As with many nonprofit organizations across the country, concerns among prospective NSBE members about the viability of in-person gatherings continued through most of the fiscal year. The rise of the COVID-19 virus' Delta variant in the U.S. in 2021 and the Omicron variant in 2022 created downward pressure on the Society's membership numbers, as NSBE sustained a 16.9% decrease in our total membership and a 9.2% decline in our total chapter count.

Bright spots in this year of strategic planning in Membership and Registration included strong chapter development by NSBE's collegiate and Professional leaders: total chapter counts for their areas saw virtually no change since FY2021.



NSBE Active Membership, 2021-22

Member Type	Totals
Collegiate	8,003
Lifetime	599
NSBE Jr.	2,393
Professional	3,124
Grand Total	14,119

NSBE Active Chapters, 2021-22

Chapter Type	Total
Collegiate	338
NSBE Jr.	230
Professional	82
Grand Total	650

NSBE Professionals >>>

After 35 years, NSBE Professionals remains one of the premier organizations for Black technical professionals. The 2021–2022 fiscal year sought to employ the bold new vision of Game Change 2025 by energizing the membership and empowering all members to operate under one mission, one torch and one NSBE. With the global pandemic subsiding, this tested and proven organization endeavored to do what we had never done and go where we had never gone before. The Professionals focused on engaging with our members across the country! Here's how we did it:

Membership and Professional Chapter Growth

With an objective of engaging the membership in various facets of what we do as an organization, the 2021–2022 NSBE Professionals membership campaign established as its theme **“Help Transform Engineering.”** The 2020–2021 fiscal year saw an increase of 5.5% in the Professionals’ total membership enrollment over the 2019–2020 fiscal year total. It was important during the current fiscal year to turn to membership retention as well as areas to attract new members. From August 2020 to the close of this fiscal year, NSBE Professionals retained 51% of its members, which is double the percentage retained during 2017–2019. In addition, the organization refined a corporate Bulk Professional Membership process that added more than 300 members from partners such as Merck and Eaton. These successes are due in part to a vibrant and active membership campaign centered on engaging members at all levels. It is also important to note that as we continue to promote a lifetime of commitment to NSBE, we closed the fiscal year with 44 Lifetime members added to our ranks.



NSBE Professionals
RETAINED
51% of its
members



300 Bulk Professional
Memberships Added

Partnerships and Relationship-Building

Returning to normalcy was a theme embraced by NSBE’s partners. Although getting back to face-to-face engagement was important, it was critical that our partners felt comfortable and confident at our events. This led NSBE Professionals to launch our **first** Virtual Professional Development Conference (PDC). Not only did the conference attract more than 400 registrants, revenue exceeded our target by more than \$50,000. With the difficulty of engagement in a virtual space understood, it was important for our organization to glean key insights from the conference experience. On average, attendees rated the conference 8.5 on a scale of 1 to 10. Two focus groups were convened, both of which provided responses



suggesting that the desired social interactions experienced during the conference were akin to a familial environment. Participants generally preferred the intimate PDC atmosphere, with some noting that the conference was a “break” from the larger NSBE Annual Convention production. Other key insights were shared and will be incorporated into future conference planning and execution.

NSBE Professionals Programming

This fiscal year marked the launch of the NSBE Professionals Leadership Incubator. This initiative is in accordance with our Strategic Articulation Map, **Game Change 2025**. The Leadership Incubator aims to raise our members’ awareness of nonprofit board service and its application in career development and other nonprofit board service

opportunities. In this inaugural cohort, the program graduated 18 Professionals, six of whom received a promotion or new job. A total of five cohort members received a professional certification within their industry, and two cohort members were selected for leadership opportunities within their place of employment. The program aims to continue its successes and improve upon the program in the next fiscal year.

For NSBE Professionals, 2021–2022 was another year of **FIRSTS!** The work of the Professionals’ leadership and general membership was grounded in a desire for engagement possessing depth and breadth. This year generated many successes, but we recognize that this period was only a moment in history that builds upon the continued legacy of our organization: one mission, one torch, and one NSBE.

National Partnerships >>>

For the second consecutive year, NSBE achieved record numbers of participants in its national partnership categories.

Board of Corporate Affiliates

The Board of Corporate Affiliates (BCA) is NSBE's top national support level, where leading corporate and government strategic partners work with the Society's leadership to make a critical impact on NSBE's mission.

ABB, Inc.
Accenture
Air Products and Chemicals, Inc.
Amazon, Inc.
American Axle and Manufacturing (AAM)
American Express
Ansys Corporation
Apple, Inc.
Atkore, Inc.
BAE Systems, Inc.
Bechtel Corporation
Blue Origin
The Boeing Company
Bombardier Recreational Products (BRP)
BP, Inc.
Bridgestone Americas
Carrier, Inc.
Caterpillar Inc.
Central Intelligence Agency
Chevron
Cummins, Inc.
Danaher Corporation
Dell Technologies
Deloitte

Delta Air Lines, Inc.
Dow, Inc.
DuPont
Eaton Corporation
Ericsson
Ernst & Young LLP
ExxonMobil, Inc.
Ford Motor Company
Freudenberg, Inc.
General Dynamics, Inc.
General Electric
Goldman Sachs
Google
Honeywell
HP Inc.
IBM
Jacobs
John Deere
Johnson & Johnson Family of Companies
JP Morgan & Chase Co.
L3Harris Technologies
Lam Research Corporation
Lockheed Martin Corporation
Major League Baseball
Match Group, Inc.

Merck & Co., Inc.
Microsoft, Inc.
NASA
Northrop Grumman Corporation, Inc.
Oracle, Inc.
P&G
PBF Energy
PPG
Qualcomm
Raytheon Technologies
Resideo, Inc.
Rivian, Inc.
Rockwell Automation
Schneider Electric
Siemens, Inc.
Sony Electronics Inc.
Southern Company
TE Connectivity
Toyota Motor North America
Trimble, Inc.
U.S. Department of State
Whirlpool Corporation
The Whiting-Turner Contracting Company
Worley Group Inc.

Affiliate Partners

NSBE's Affiliate Partners are essential to the progress of the Society's mission and objectives, providing vital funding for the Fellows Program, student scholarships and the Annual Convention.

Abbott
Airbus
Arcadis US, Inc.
ASML
Astrazeneca
Barnes Group Inc.
Black & Veatch Corporation
Bloomberg LP
Cadence Design Systems, Inc.
Citi
ConocoPhillips
Cook Medical Holdings, Inc.
Cree/Wolfspeed
Diageo Americas, Inc.
Discover, Inc.
Dominion Energy, Inc.
DPR Construction

FirstEnergy
FM Global
GHD
IPS-Integrated Project Services, LLC
Jabil Inc.
KOHL's, Inc.
Lennox International
Los Angeles County Public Works
MFS Investment Management
Micron Technology
Moog, Inc.
Motorola Solutions Inc.
Nasdaq
Nordstrom, Inc.
Nucor Steel
Pfizer, Inc.
Ramboll

Relativity Space
SAP America Inc.
Spirit AeroSystems Inc.
Tesla
Tetra Tech
Texas Instruments
Trane Technologies, Inc.
UKG
United Parcel Service (UPS)
Universal Creative
USAA
U.S. Environmental Protection Agency
Verizon, Inc.
Visa, Inc.
Wells Fargo
Xylem



ADVANCING THE **BLACK STEM** EXPERIENCE

Statement of Activities

For the Years Ended July 31, 2022 & 2021

	2022			2021	
	Unrestricted	Restricted	Total	Total	
REVENUE					
Solicitations/Sponsorships/Donations	\$ 1,490,651	\$ 2,535,250	\$ 4,025,901	\$	5,196,102
BCA Partnerships	4,600,000	-	4,600,000		3,190,795
Grants and Foundations	-	1,826,237	1,826,237		1,091,454
Registration	1,468,028	-	1,468,028		1,858,170
Affiliate Partnerships	900,000	-	900,000		1,570,502
In-Kind Donations	80,750	-	80,750		155,989
Job Postings	1,160,815	-	1,160,815		1,251,057
Career Fair	1,580,400	-	1,580,400		1,070,900
Publications	112,150	-	112,150		127,938
Dues	308,448	-	308,448		391,599
Dues Discounts	(9,800)	-	(9,800)		(9,268)
Scholarships	58,317	870,285	928,602		1,005,189
Scholarship Administrative Fee	83,181	-	83,181		57,762
Interest Income	181,928	-	181,928		147,121
Other Income	-	738,900	738,900		738,900
Royalty Income	74,577	-	74,577		6,820
Realized Gain/(Loss)	(479,372)	-	(479,372)		(814,624)
Unrealized Gain/(Loss) on Investments	(770,413)	-	(770,413)		2,538,240
Total Revenue	\$ 10,839,661	\$ 5,970,672	\$ 16,810,334	\$	19,574,646
EXPENSES					
PROGRAM EXPENSES					
National Convention	3,437,844	-	3,437,844		1,422,424
Publications	413,763	-	413,763		335,476
Regional Activities	351,537	-	351,537		263,053
Scholarships	636,500	838,500	1,475,000		1,209,832
Pre-Collegiate Initiative	361,000	-	361,000		40,101
SEEK	327,266	1,525,248	1,852,515		1,993,405
National Executive Board	456,812	-	456,812		385,428
Professionals	697,314	-	697,314		176,018
Grant-Funded Programs	146,902	1,747,827	1,894,729		1,003,579
Other Programs	336,575	-	336,575		35,845
Total Program Expenses	\$ 7,165,513	\$ 4,111,575	\$ 11,277,088	\$	6,865,160

	2022			2021
	Unrestricted	Restricted	Total	Total
ADMINISTRATIVE EXPENSES				
Fundraising	1,354,393	-	1,354,393	1,110,543
World Headquarters	3,929,338	59	3,929,397	3,655,138
Total Administrative Expenses	\$ 5,283,730	\$ 59	\$ 5,283,789	\$ 4,765,681
Total Expenses	\$ 12,449,243	\$ 4,111,634	\$ 16,560,877	\$ 11,630,840
Change in Net Assets	(1,609,582)	1,859,038	249,457	7,943,805
Net Assets – Beginning of Year	12,738,943	1,791,549	14,530,492	6,601,147
Prior Year Adjustment	114,900	-	114,900	(14,460)
Net Assets – End of Year	\$ 11,244,261	\$ 3,650,588	\$ 14,894,849	\$ 14,530,492

Statement of Financial Position

As of July 31, 2022 & 2021

	2022		2021	
	Unrestricted		Restricted	
ASSET				
CURRENT ASSETS				
Cash and Cash Equivalents	\$ 4,914,058	\$	6,025,869	
Accounts Receivable, Net	10,424,789		10,119,122	
Prepaid Expenses and Other Assets	248,850		147,957	
Total Current Assets	\$ 15,587,697	\$	16,292,947	
NON-CURRENT ASSETS				
Investments	\$ 9,297,502	\$	10,904,594	
Buildings, Furniture, Fixtures and Equipment, Net	3,580,056		3,328,946	
Total Non-Current Assets	\$ 12,877,558	\$	14,233,540	
TOTAL ASSETS	\$ 28,465,255	\$	30,526,487	

LIABILITIES AND NET ASSETS			
CURRENT LIABILITIES			
Accounts Payable and Accrued Expenses	\$ 2,432,786	\$	1,696,600
Deferred Revenue	8,428,952		10,471,786
LMA Payable – Merrill Lynch	2,708,668		3,827,609
Total Current Liabilities	\$ 13,570,406	\$	15,995,995
NET ASSETS			
RESTRICTED	\$ 3,650,588	\$	1,791,549
UNRESTRICTED	11,244,261		12,738,943
Total Net Assets	\$ 14,894,849	\$	14,530,492
Total Liabilities and Net Assets	\$ 28,465,255	\$	30,526,487



2021–22 National Officers, National Advisors and World Headquarters Staff >>>

NSBE 2021–22 NATIONAL EXECUTIVE BOARD

ADMINISTRATIVE ZONE

National Chair: Favour Nerrise

National Vice Chair: Chyanne Burey

National Secretary: Richard Prentis

National Treasurer: Daniel Carroll Jr.

National Treasurer Emeritus: Austin Mamou III

National Programs Chair: Roderick Renfrow

National Parliamentarian: Jorge Zamudio

National Chair Emeritus: Jocelyn Jackson

National NSBE Professionals Chair: Roneisha Worthy, Ph.D.

COMMUNICATIONS ZONE

National Secretary: Richard Prentis

FINANCE ZONE

National Treasurer: Daniel Carroll Jr.

National Finance Chair: Datar Lee

Financial Controller: Imani Carter

National 2022 Convention Planning

Committee Chair: Alaisha Alexander

PROGRAMS ZONE

National Programs Chair: Roderick Renfrow

National Pre-College Initiative Chair: Erron Williams

National Leadership Institute Chair: Avery Layne

National Leadership Conference Chair: Avery Layne

National Engineering Diversity Chair: Kristopher B. Small

National Academic Excellence Chair: Ira Moore

MEMBERSHIP ZONE

National Vice Chair: Chyanne Burey

National Membership Chair: Malyk Logan

Region I Chair: Justin Amevor

Region II Chair: Oluwaseyi Osinubi

Region III Chair: Destinee Carter

Region IV Chair: Trinity Robinson

Region V Chair: Iman Ahmed

Region VI Chair: Julia Simon

National NSBE Professionals Chair: Roneisha Worthy, Ph.D.

NSBE 2021–22 NATIONAL ADVISORY BOARD

Chair: S. Gordon Moore Jr.

Vice Chair: Donna O. Johnson Mackey, Ph.D.

Secretary: André (“Dré”) Willis

Board Member: Davita Colclough

Board Member: Reginald K. Ewing

Board Member: Njema Frazier, Ph.D.

Board Member: Whitney Gaskins

Board Member: Anthony Harris

Board Member: Steven A. Jarrett

Board Member: Shelly K. Morris

Board Member: Bob Patterson

Board Member: Delano White

Board Member: Trevor Williams

Board Member: Virginia Booth Womack

Advisor Emeritus: Marion W. Blalock

Advisor Emeritus: Augustine O. Esogbue, Ph.D.

Advisor Emeritus: Gary S. May, Ph.D.

NSBE 2021–22 NATIONAL PROFESSIONALS EXECUTIVE BOARD

National Professionals Chair: Roneisha Worthy, Ph.D.

National Professionals Chair-Elect: Arthur Edge

National Professionals Secretary: Townsend Brown

National Professionals Treasurer: Alexa Cottman

National Professionals Programs Chair: Russell K. Marzette Jr.

National Professionals Parliamentarian: Eric Bryant

National Professionals Chair Emeritus: Kameelah S. Majied

National Professionals Publicist: Shari Briggs

NATIONAL 2022 TECHNICAL PROFESSIONALS

Conference Chair: Joshua Verret

National Professional Development

Conference Chair: Joshua Verret

National Professional Development Conference

Chair-Elect: Reginald Archer

National Professionals Pre-College Initiative Chair: Tia Johnson

National Professionals College Initiative Chair: C.J. Kirk

National Professionals Membership Chair: Nicholas Tarver

National Professionals Technology Officer: Robert Amponsah

National Special Projects – Board Management

System Officer: Obum Egolum

Region I Professionals Chair: Angelena Edwards

Region II Professionals Chair: René Johnson

Region IV Professionals Chair: Jonathan Tyler

Region V Professionals Chair: Krystal Folkes

Region VI Professionals Chair: Taylor Jacobs

NSBE 2021-22 WORLD HEADQUARTERS STAFF

Chief Executive Officer: Janeen Uzzell

Chief of Staff: Camille Chavis

HUMAN RESOURCES

Senior Human Resources Manager: Ubon Isang

FINANCE AND OPERATIONS

Chief Financial Officer/Chief Operations Officer: Stanton Hill

Operations Director: Keshia Scott

Senior Events and Travel Manager: Roena Cox

Senior Events and Sourcing Manager: Latika Webster

Office Manager: Eboni Bowman

Contract Specialist: Ebony Jackson

Information Technology Director: Ralph Perez

System Administrator: Michael Miller

Accounting and Finance Director: Teanesha Washington

Accounting Manager: Eden Assefa

Staff Accountant: Felicia Carter

Staff Accountant: Christina Wynn

PROGRAMS AND MEMBERSHIP

Chief Programs and Membership Officer: Rochelle L. Williams, Ph.D.

Programs and Research Director: Edward Collins, Ph.D.

50K Project Assistant: Clifton Morgan

Senior Pre-College Programs Manager: Sonja Dorsey

SEEK Program Manager: Kate Ekanem-Hannum

SEEK Curriculum and Resources Coordinator: Thomas Harris

Membership and Engagement Director: Quineesa Smith

Membership and Registration Manager: Cecelia Pitt

Membership and Registration Coordinator: Darius Simington

Membership and Engagement Coordinator: Tahmika Aldrich

FUND DEVELOPMENT

Senior Fund Development Director: Muriel Evans-Buck

National Partnerships Director: Jessica Sussen

Partner Relations Coordinator: Tyerica Boyd

Partner Relations Coordinator: Morgan Boykin

Partner Relations Coordinator: Samantha Lee

Giving Director: Teiko McCollough

Senior Giving Manager: Ashley Martin

Fund Development Administrator: Angela Jackson

Fund Operations Specialist: Franco Holmes

MARKETING AND COMMUNICATIONS

Marketing and Communications Director: Bridget Betts

Marketing Manager: Brandon Hayes

Communications Manager: Kiara Dunston



NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

**National Society of Black Engineers
World Headquarters**

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