



NATIONAL SOCIETY OF BLACK ENGINEERS
2017-2018 ANNUAL REPORT

CHANGING LIVES, FULFILLING OUR MISSION

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NSBE'S MISSION

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



MESSAGE FROM THE NATIONAL CHAIR AND EXECUTIVE DIRECTOR

Dear NSBE Members and Valued Supporters:

#WhyNSBE? For us, the answer to that all-important question is that NSBE is a life-changing organization. And this year, in particular, has been a banner year for our Society. Our forward progress has been recognized by many high-profile third-parties and is quantifiable: NSBE membership is up to 19,134, a 10.3 percent increase over our peak number in 2017. We've achieved the highest revenue in NSBE's history, from membership fees, corporate sponsorship, philanthropic giving and program grants. Our 44th Annual Convention, in Pittsburgh, Pennsylvania, had record-setting attendance this past March, with 13,442 participants from around the globe. And while we are touting numbers, we now have 62 Board of Corporate Affiliates (BCA) partners, our largest number ever, and 21 Affiliate partners: organizations dedicated to providing long-term support to our movement toward our main strategic goal, which is to lead the United States to graduate 10,000 Black Engineers annually, with bachelor's degrees, by 2025.

We also stand as one of the pillars of the 50K Coalition, a unique collaborative of 60 organizations with a bold national goal aligned with our own: production of 50,000 diverse engineering graduates annually beginning in the next seven years. In recognition of that effort, the 50K Coalition Leadership Circle, which includes NSBE and three other preeminent engineering diversity membership organizations, received the 2017 Diversity Vision Award from the National Action Council for Minorities in Engineering (NACME), an organization whose work also has long been vital to efforts to increase the representation of blacks, Latinos and native Americans in engineering in the U.S. The American Association of Engineering Societies (AAES) recognized NSBE as well, with the 2018 Kenneth Andrew Roe Award, for our leadership as a founding member of the 50K Coalition.

NSBE is an international organization, and the structural and legal framework has been drafted to form international affiliates that will provide oversight and support



NSBE 2016–18 National Chair Matthew C. Nelson (left) and NSBE Executive Director Karl W. Reid, Ed.D. (right) with Pittsburgh Mayor Bill Peduto

for NSBE chapters outside of the U.S. The end goal is to give members overseas more autonomy to develop programming that better suits the local needs of members, whether in Ghana, Nigeria, Rwanda, Canada or elsewhere, helping pave their way to self-sufficiency.

Much of our success this year came from working smarter, not just harder, which is also the title of a book – “Working Smarter, Not Just Harder: Three Sensible Strategies for Succeeding in College...and Life” – that was authored by NSBE's executive director and is now integrated into the NSBE Retention Program. Every collegiate chapter received copies as a key component of improving the academic achievement of black students and therefore moving us closer to our “10K goal.”

We have also launched a new initiative to promote retention and success at the institutional level, by publishing a toolkit of best practices to improve the success of underrepresented students in engineering. A National Science Foundation grant enabled us to host a symposium for engineering deans to explore these strategies at their institutions.

We are proud to say that NSBE is pushing ahead in dramatic fashion to fulfill our mission: to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community.

Sincerely,

A handwritten signature in black ink that reads "McNelson".

Matthew C. Nelson
NSBE 2016–18 National Chair and
NSBE 2018–19 National Chair Emeritus

A handwritten signature in black ink that reads "Karl W. Reid".

Karl W. Reid, Ed.D.
NSBE Executive Director

MEMBERSHIP AND REGISTRATION

Although its work often happens behind the scenes, NSBE's Membership team had several outstanding success stories in 2017–18. The active collaboration of NSBE's national Membership Zone officers, the Membership and Registration Department, the Programs and Marketing and Communications teams and other NSBE entities brought a 10.3 percent increase in the Society's membership, from 17,344 at the end of fiscal year 2017 to 19,134 this year, highlighted by a 17 percent growth in the collegiate membership demographic.

Likewise, a joint initiative of the Membership and Registration Department and the national leadership of NSBE Professionals this year resulted in a 20 percent increase in NSBE's lifetime membership, from 307 to 370 individuals who have made the highest personal commitment to the National Society of Black Engineers.

Improvement in the Society's event registration processes also bore abundant fruit, contributing to the record attendance of 13,442 at NSBE's 44th Annual Convention, in Pittsburgh, Pennsylvania. The share of convention attendees who pre-registered for the event was a high-est-ever 82.7 percent, which meant low wait times at the registration counters on site. In addition, the creation of a new online pre-transfer and pre-cancellation process made for easier reconciliation of any registration problems during the convention.

A transition to a new event registration system was well underway at the end of the 2018 fiscal year, foretelling even better news for NSBE's membership in 2019.



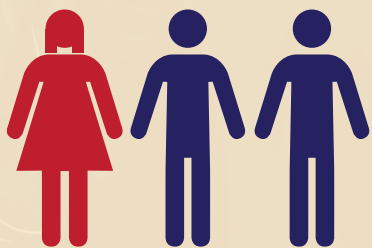


NATIONAL SOCIETY OF BLACK ENGINEERS

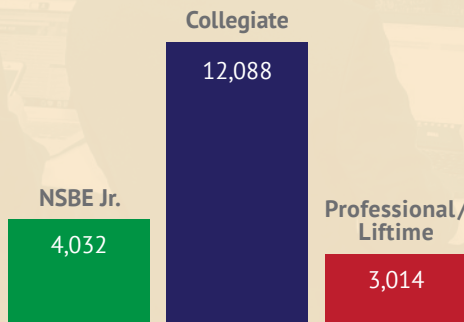
WHO ARE WE?

19,134 members

(as of July 31, 2018)

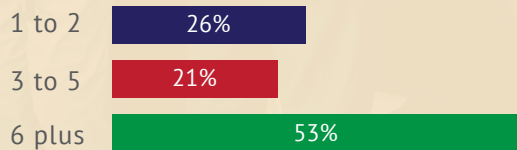


1 in 3 members are women



3% of members reside outside of the U.S.

Professionals' years of experience



34% of NSBE Professionals members have **11 or more years of experience** in their fields



Top 5 college majors

Mechanical Engineering	22%
Electrical Engineering	13%
Computer Science	13%
Chemical Engineering	9%
Civil Engineering	6%

www.nsbe.org

PROGRAMS AND INITIATIVES

NSBE'S '10K GOAL'

NSBE's programs and our 10-year and three-year plans are targeting key metrics needed to move the U.S. to our "10K goal": to work with colleges and universities to produce 10,000 black engineering bachelor's degree recipients annually by 2025. This year, we continued to scale up our Summer Engineering Experience for Kids (SEEK) and NSBE Jr. pre-collegiate programs to expose students in grades 3–12 to high-quality STEM learning experiences. Freshman engineering enrollment was supported by donor-funded scholarships and grants that encourage students to attend the summer bridge program at

their engineering school or college, easing their transition from high school. Degree completion was likewise facilitated with a variety of NSBE- and corporation-sponsored scholarship opportunities for our pre-collegiate, undergraduate and graduate student members. The signature NSBE Retention Program included a toolkit of research-based strategies that help increase the success rate of engineering students through skill development workshops, mentoring and study halls conducted at the chapter level. In addition, NSBE strengthened the organizational structure at our World Headquarters to best



position all parts of the Society to work to achieve our mission of “increasing the number.”

SUCCESS SYMPOSIUM

Faculty development, institutional leadership engagement, scholar cohort programs, student self-efficacy and identity, and summer bridge programs were among the topics addressed during the URM Engineering Student Success Symposium, hosted by NSBE and the National Association of Multicultural Engineering Program Advocates (NAMEPA), in Salt Lake City, Utah, June 22–24 2018. URM – Under Represented Minorities – were the topic of discussion for the approximately 50 deans and diversity administrators of ABET-accredited engineering schools who attended. Karl Reid, Ed.D., executive director of NSBE, was a workshop speaker, among other experts who shared research and actionable institutional interventions, core strategies and critical concepts for retaining underrepresented minorities in engineering bachelor’s degree programs. The symposium was colocated with the 2018 meeting of the American Society for Engineering Education (ASEE) and its Engineering Deans Council. The symposium operationalized the council’s Diversity Pledge, using as the main resource the NSBE Student Retention Toolkit, which was developed in partnership with ASEE, with support from Exxon Mobil Corporation. The toolkit was created to redress the declining percentage of African-American engineering graduates by providing actionable strategies for creating more diversity within institutions.

NORTHROP GRUMMAN FOUNDATION-NSBE INTEGRATED PIPELINE PROGRAM

The Northrop Grumman Foundation-NSBE Integrated Pipeline Program (IPP) provides 72 engineering students with \$8,000 scholarship grants as well as year-round academic and professional development support. Funded by a three-year, \$2-million grant from the Northrop



Grumman Foundation, the program includes a partnership with three Historically Black Colleges or Universities (HBCUs) – Florida A&M University, Howard University and North Carolina A&T State University – to assist NSBE’s continuing efforts to increase the number of Black Engineers. Each university will receive \$450,000 over three years, and plans to include additional HBCUs and non-HBCU institutions are under consideration. Professional development opportunities include, among others, Northrop Grumman mentors, career development webinars and resume and internship preparation.

NSBE PRE-COLLEGE INITIATIVE PROGRAM

NSBE’s Pre-College Initiative (PCI) Program provides NSBE collegiate members, members of NSBE Professionals and other adults with a vehicle to develop 3rd–12th graders’ interest and skills in science, technology, engineering and mathematics (STEM). By connecting with precollege students, NSBE members are helping develop a pipeline to STEM careers: interested students become active NSBE Jr. members

(left to right) NSBE 2016–18 National Chair Matthew C. Nelson, NSBE 2017–18 National Vice Chair Racheida Lewis, Northrop Grumman Corporation Chairman and CEO Wes Bush and NSBE Executive Director Karl W. Reid, Ed.D., at NSBE’s 44th Annual Convention (March 2018)

PROGRAMS AND INITIATIVES

continued...

then become NSBE collegiate members in college and upon receiving their bachelor's degrees, become NSBE Professionals members. The PCI Program includes hands-on STEM activities, academic games and competitions, informative talks with practicing engineers, trips to NSBE events, and more. PCI national programs include NSBE-exclusive events such as Try-Math-A-Lon and Kid Zone as well as programs offered through partnerships with other organizations, such as FIRST LEGO League, MATHCOUNTS, Ten80 National STEM League and VEX Robotics.

SCHOLARSHIPS

Ranging from \$500 to \$7,500, NSBE scholarships provide crucial financial support to students in pursuit of engineering and applied science degrees. NSBE distributed \$413,100 in scholarships in 2017–18, including two new scholarships from John Deere and Eaton. The scholarships were managed using a new software platform that streamlined the scholarship administration process.



SCHOLARSHIPS		
Scholarship Name	Award Amount	# of Awards
Mike Shinn Member of the Year 2017–18	\$7,500	2
The Boeing Company Corporate Scholarship 2017–18	\$5,000	2
Chevron/NSBE Corporate Scholarship 2018	\$5,000	18
Eastman Chemical Company Scholarship 2017–18	\$5,000	5
Northrop Grumman Corporate Scholarship 2017–18	\$5,000	5
ExxonMobil Corporate Scholarship 2017–18	\$3,120	5
Graduate Student Scholarship 2017–18	\$3,000	3
American Transmission Corporate Scholarship 2018	\$2,500	1
Eaton Corporate Scholarship 2017–18	\$2,500	4
NSBE BCA/Major/Fellows Scholarship	\$2,500	50
NSBE Jr. Graduating Senior Scholarship 2017–18	\$2,000	3
NSBE Fulfilling the Legacy Scholarship 2017–18	\$1,500	8
NSBE/GE Corporate Scholarship 2018	\$1,500	30
John Deere Corporate Scholarship 2017–18	\$1,000	6
NSBE Jr. Golden Torch Scholarship 2017–18	\$1,000	5
PCI Female Student of the Year 2017–18	\$1,000	1
PCI Male Student of the Year 2017–18	\$1,000	1
Grad Student Conference Travel Grant	\$750	2
Leroy Callender NSBE Jr. Scholarship 2017–18	\$500	2
NSBE Academic Improvement Scholarship 2017–18	\$500	10
NSBE Jr. Bridge Scholarship	\$500	4
NSBE Study Abroad Scholarship 2017–18	\$500	1



Summer Bridge Scholarship Allocations

This year, the NSBE Summer Bridge Scholarship program provided individual and institutional awards to more than 100 students who exhibited exceptional grades and financial need as they transitioned into college. NSBE awarded a total of \$48,000 in grant awards to summer bridge programs across the nation. In choosing institutional recipients, the selection committee paid particular attention to region, size of institution and classification of school.

In full execution of a generous gift given by VisitPittsburgh, NSBE also awarded each of the following schools \$5,000 to assist with their summer bridge programming and to support local Pennsylvania students in their goals of degree attainment:

1. Pennsylvania State University
2. University of Pittsburgh
3. Carnegie Mellon University*
4. Penn State–Behrend*

**Awaiting final report as of July 31, 2018.*

SCHOLARSHIP ALLOCATIONS

Institution Name	Number of Scholars	Total Award Amount
Florida A&M University	1	\$5,500
Harris Stowe State University	53	\$5,000
Morgan State University	10	\$5,000
Pennsylvania State University	5	\$7,000
Prairie View A&M University	10	\$5,000
Purdue University	6	\$5,500
University of Connecticut	11	\$5,000
University of Southern California	9	\$5,000
University of Tennessee, Knoxville	4	\$5,000

PROGRAMS AND INITIATIVES

continued...

SUMMER ENGINEERING EXPERIENCE FOR KIDS – SEEK

NSBE's Summer Engineering Experience for Kids (SEEK) is in the midst of a three-year expansion funded by a \$2-million grant from the National Science Foundation (NSF) to NSBE and its project partners, Purdue University and Virginia Tech. The NSBE-Purdue-Virginia Tech project measures the effectiveness of SEEK in improving its students' STEM-related skills, attitudes and knowledge; the relationship of those qualities to the students' academic motivation; the development of an engineering identity; and the effect of their learning context on their STEM learning experiences and outcomes.

SEEK participants engage in competitive, hands-on, team-based engineering design activities and learn STEM concepts over a three-week period, under the guidance of mentor-instructors, many of whom are collegiate members of NSBE. More than 22,000 students in grades 3–8, more than 25,000 parents and more than 3,000 mentor-instructors have participated in SEEK since its launch in Washington, D.C., in 2007. The engineering design activities for the children and teens are provided by SAE International (formerly the Society of Automotive Engineers) – NSBE's curriculum partner in SEEK – and by numerous other organizations. New curricula for the program this year included cybersecurity activities, and aeronautical engineering challenges using drones. SEEK enjoys the support of a broad base of corporate, government and nonprofit partners.

SEEK is the nation's largest summer engineering program geared toward African-American and other underrepresented elementary school students. The program, now in its 12th year, reported significant gains in the engineering, math and science knowledge of the 3rd–5th graders who participated in the program in 2017. SEEK 2018 was held at 16 sites in 14 cities across the U.S. in June, July and August, including a first-ever program in Minneapolis. With SEEK as an essential element of NSBE's programming, the U.S. has made significant movement toward our "10K Goal."

SEEK 2018 LOCATIONS

Atlanta, Ga. (all-girls)

Birmingham, Ala.

Chicago, Ill.

Detroit, Mich.

Houston, Texas (two sites)

Los Angeles, Calif.

Minneapolis, Minn.

New Orleans, La.

Oakland, Calif.

Pittsburgh, Pa.

Sacramento, Calif. (two sites)

Saginaw, Mich.

Washington, D.C. (all-girls)

Washington, D.C. (coed)

2017 FALL REGIONAL CONFERENCES

Thousands of NSBE collegiate, professional and pre-college members; employer representatives and others gathered for this year’s Fall Regional Conferences (FRC) in the six NSBE regions. The FRCs are an opportunity for all members of all NSBE demographics to come together in fellowship before the Annual Convention the following spring. Conference content focuses on academic excellence, technical skills development, community engagement, and employment opportunities at the FRC Career Fairs. The Fall Regional Conference theme, “Ignite. Imagine. Innovate.,” matched the theme of the 44th Annual Convention.

FRC ATTENDANCE			
Region	Dates	Location	Attendance
Region I (Northeast)	Nov. 16–17, 2017	Parsippany, N.J.	773
Region II (Mid-Atlantic)	Nov. 10–12, 2017	Greensboro, N.C.	842
Region III (Southeast)	Nov. 3–5, 2017	Jackson, Miss.	679
Region IV (Great Lakes)	Nov. 17–19, 2017	Milwaukee, Wis.	808
Region V (Mid-Southwest)	Nov. 2–4, 2017	Tulsa, Okla.	600
Region VI (West)	Nov. 17–19, 2017	Garden Grove, Calif.	539



2018 NATIONAL LEADERSHIP CONFERENCE

The National Leadership Conference (NLC) is our premier training program for NSBE’s national and regional officers. This year’s conference was sponsored by the University of Maryland and hosted on the university’s College Park, Maryland, campus on June 20–24, 2018. The four-day event provides NSBE leaders with the opportunity to train in one location and share ideas as well as receive a preview of programmatic offerings from the National Leadership Institute, a



(left to right) NSBE 2018 National Leadership Conference Chair Briana Wilson; Darryll J. Pines, dean of the University of Maryland’s A. James Clark School of Engineering; and NSBE 2018–19 National Chair Niasia Williams at NSBE’s 2018 National Leadership Conference

yearlong curriculum for leadership and professional development. This year’s NLC participants received training in areas such as project management, budgeting, expense management, public relations, funds solicitation, governance, best practices for nonprofit management and balancing work with the demands of school. They also further cultivated other non-technical skills such as effective communication, coalition-building, asset-mapping and conflict resolution.



2018 ANNUAL CONVENTION

More than 13,400 attendees from the U.S. and abroad gathered in Pittsburgh, Pennsylvania on March 21–25, 2018 for the 44th NSBE Annual Convention, whose theme was “#NSBE44: Ignite. Imagine. Innovate.” The Annual Convention is NSBE’s largest event and this year set a record for attendance. Participants included aspiring and practicing engineers, educators and representatives of more than 250 academic institutions, government agencies, corporations and nonprofit organizations. Sponsors included dozens of high-profile organizations – among them Apple, The Boeing Company, Delta Air Lines, The Dow Chemical Company, Google and Northrop Grumman Corporation – and 3,300 recruiters. Joining the recent graduates was Pittsburgh Steelers quarterback Josh Dobbs, an engineering graduate himself.

This year marked the fourth time Pittsburgh had hosted NSBE’s convention, with the first dating back to 1994. The 2012 Annual Convention in Pittsburgh left behind more than \$15 million in direct spending. This year, the convention continued to stimulate economic opportunities in the area. The 44th Annual Convention featured high-profile speakers, panel discussions, workshops, networking sessions, community engagement events, technical and scientific competitions, hands-on engineering and science activities, a career fair geared toward African Americans in STEM and the culminating event, the NSBE Golden Torch Awards, the Society’s highest honors, which recognize individuals and organizations for outstanding academic, professional and community service achievements.

ANNUAL CONVENTION ATTENDANCE 2009–18

Attendee Demographic	2009 Las Vegas	2010 Toronto	2011 St. Louis	2012 Pittsburgh	2013 Indianapolis	2014 Nashville	2015 Anaheim	2016 Boston	2017 Kansas City	2018 Pittsburgh
Pre-College	944	1,097	1,137	1,179	1,237	1,244	1,183	1,321	1,101	1,505
Collegiate	3,649	2,910	3,135	3,079	3,737	4,025	4,035	5,457	5,362	6,796
Professionals	568	493	373	322	417	441	811	356	336	462
Exhibitors	2,176	1,453	2,045	2,111	2,016	2,173	2,328	3,028	2,229	3,685
Other	754	639	704	1,170	881	1,152	938	1,430	1,025	994
Total	8,091	6,592	7,394	7,861	8,288	9,035	9,295	11,592	10,053	13,442

NSBE Professionals, an organization for technical professionals within the National Society of Black Engineers, focuses on driving change and making an impact within the community. With more than 3,000 dedicated leaders, influencers and mentors across varying industries, NSBE Professionals continue to showcase the outcome of NSBE's mission to excel academically, succeed professionally and positively impact the community. Building on several years of change, this year focused on impacting the membership directly.

2017-18 FOCUS AREAS

Membership Engagement: Incorporating chapter leaders and general members into the decision-making process as well as creating an environment that allows for continual feedback, to ensure the NSBE Professionals Executive Board is providing chapters and members with the tools they need to be successful and engaged.

Membership Value: Enhancing the experience of NSBE Professionals and NSBE lifetime members to retain current members and continue to attract additional members.

Organizational Efficiency: Improving the processes of NSBE Professionals and removing roadblocks that impede the effectiveness of the NSBE Professionals Executive Board in its charter to serve the membership.

THE SHIFTS

Two-year terms for the NSBE Professionals Executive Board came into effect for the first time in 2017-2018. The change in procedure enables the NSBE Professionals Executive Board to focus on efforts beyond one year and brings continuity to the positions of the board. By reducing the frequency of turnover, the Executive Board can continuously nurture partnerships among the members and with corporate partners.

At the beginning of the year, the NSBE Professionals Executive Board transitioned to the Chapter Health Initiative for Professionals (CHIP) from the Chapter Data Collection Initiative (CDCI). This change repre-

sented an enhanced reporting approach for the NSBE Professionals chapters. The new methodology allows for more real-time reporting of events throughout the year and provides additional insight into the chapters to determine areas where additional help may be needed to work toward the mission and NSBE's "10K Goal."

NSBE PROFESSIONAL DEVELOPMENT CONFERENCE

The 2017 NSBE Professional Development Conference (PDC) brought 299 participants to the Sheraton Grand Hotel in downtown Chicago. The September event included a full schedule of workshops and other events that took advantage of the prime location within the city. The conference was highlighted by a riveting workshop on Big Data facilitated by former industrial engineer and current music industry entrepreneur Mike Muse and a once-in-a-lifetime experience presented by the conference keynote speaker, Guy Bluford, Ph.D., who was the first African American in space. The conference's Community Service Day event featured more than 100 students who were brought to the conference site to participate in several hands-on STEM activities throughout an afternoon.





MEMBERSHIP

The 2017–18 NSBE fiscal year saw the Professionals and life-time membership rolls increase to 3,384 members from 3,090, an increase of 9.5 percent from the previous year. Also, five NSBE Professionals chapters reached the 100-member mark.

Through the efforts of the NSBE Professionals and NSBE World Headquarters Membership and Registration team, there was a 5.91 percent decrease in at-large membership. The team worked diligently to ensure more at-large members became connected with a chapter, to enhance their NSBE membership experience by exposing them to more opportunities.

100-MEMBER CHAPTERS

Rank	Chapter Name	NSBE Region	Total 2017–18 Membership
1	Washington, D.C. Professionals	II	146
2	NSBE Houston Professionals	V	140
3	Dallas/Ft. Worth Professionals	V	126
4	Atlanta Professionals	III	119
5	Chicago Professionals	IV	102

PARTNERSHIPS

BOARD OF CORPORATE AFFILIATES

The mission of the Board of Corporate Affiliates (BCA) is to provide ongoing, long-term support to the National Society of Black Engineers through consultation with NSBE leaders, funding of operations and systems, technical assistance, in-kind services and career opportunities to meet the needs of NSBE members. The BCA is NSBE's top national support level. Its industry-leading corporate and government strategic partners work with NSBE's leadership to make a large impact with recruiting, branding and outreach. Each BCA member commits a minimum financial contribution of \$40,000 to support our programs, scholarships and chapters.

2017-18 BCA Partners

3M	Delta Air Lines	Johnson Controls, Inc.
Accenture	The Dow Chemical Company	Lockheed Martin Corporation
Air Force STEM	DuPont	Microsoft Corporation
Air Products and Chemicals, Inc.	Eaton	Navy Civilian Careers
Allstate	Eli Lilly and Company	Nissan Americas
American Express	ExxonMobil	Northrop Grumman Corporation
America's Navy	FedEx Companies	Oracle Corporation
Apple, Inc.	Fiat Chrysler Automobiles	P&G
Arconic	Ford Motor Company	PPG
BAE Systems	GE	Qualcomm Incorporated
BASF Corporation	General Dynamics Corporation	Raytheon Company
Bechtel Corporation	General Motors Company	Rockwell Automation
The Boeing Company	Goldman Sachs	Rockwell Collins, Inc.
BP	Google Inc.	Southern Company
Caterpillar Inc.	Harley-Davidson Motor Company	Texas Instruments
Central Intelligence Agency	Honeywell	Toyota Motor North America
Chevron Corporation	IBM	United Technologies Corporation
Cisco Systems, Inc.	Ingersoll Rand	U.S. Marine Corps
Covestro	Intel Corporation	Verizon
Cummins, Inc.	John Deere	Western Digital Corporation
Dell	Johnson & Johnson	

AFFILIATE PARTNERS

The Affiliate Partners, NSBE's second-highest-level supporters, are an esteemed group that works to help the Society achieve our mission and objectives. They support the National Society of Black Engineers by funding the NSBE Fellows Program, student scholarships and the Annual Convention.

2017-18 Affiliate Partners

Autodesk, Inc.	FM Global	Squarespace, Inc.
Bloomberg LP	Harris Corporation	TE Connectivity
Boston Scientific Corporation	HDR, Inc.	Twitter, Inc.
Cerner Corporation	Leidos	Unilever
Danaher Corporation	Pacific Gas and Electric Company	United Airlines
Deloitte	Shell Oil Company	USAA
DENSO International America, Inc.	Snap Inc.	Visa, Inc.





PARTNERSHIPS

continued...

THE LINKS, INCORPORATED

At the end of Fiscal Year 2018, the National Society of Black Engineers (NSBE) was preparing to extend its formal national partnership with The Links, Incorporated, with the signing of a new, three-year agreement between the two organizations to promote and facilitate STEM education and career readiness for underrepresented minority students in kindergarten through college. The Links, Incorporated, with its membership of more than 15,000 professional women in the U.S. and abroad, is one of the nation's oldest and largest volunteer service organizations committed to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry.

The new memorandum of understanding (MOU) will expand and enhance the two groups' collaboration, which is centered on their LINKS-NSBE Jr. Chapters. More than 40 of the chapters were established across the country from November 2015 through May 2018, for students in grades 3 through 12, under the organizations' first MOU.

KAPPA ALPHA PSI FRATERNITY, INC.

Kappa Alpha Psi Fraternity, Inc. and the National Society of Black Engineers have partnered to increase the number of African-American engineers. Kappa Alpha Psi is working with NSBE to reach the Society's "10K goal." Both organizations are focusing on their already established youth programs: NSBE Jr. and the Kappas' Guide Right Program. Kappa Alpha Psi and NSBE have created six joint Guide Right NSBE Jr. chapters since the beginning of their partnership in fall 2016, with the goal of giving young people in grades 3–12 supplemental STEM curricula and exposure to jobs in STEM.

50K COALITION

The 50K Coalition is a collaborative of more than 60 organizations focused on a bold national goal: to lead the U.S. to produce 50,000 diverse engineering graduates annually by 2025. The members of the coalition grew by 50 percent this year, from 40 members to 60.

NSBE and the coalition's leadership were honored twice this year for the group's work to produce scalable strategies to reach its goal, with the National Action Council for Minorities in Engineering's NACME

2017 Diversity Vision Award and with the American Association of Engineering Societies' 2018 Kenneth Andrew Roe Award.

The Third Annual Convening of the 50K Coalition took place May 31–June 1, 2018 in Chantilly, Virginia, as engineering community leaders and stakeholder organizations of the coalition met to discuss cutting-edge programs and concepts to make measurable advancement toward the "50K Goal."

The coalition was formed in 2015 by NSBE, the American Indian Science and Engineering Society (AISES), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE). These preeminent diversity engineering organizations collectively serve more than 85,000 pre-collegiate, collegiate and professional members and have more than 188 years of experience in their field. Moreover, NSBE's partnership with the American Association of Engineering Societies (AAES), broadens the coalition's reach across the entire engineering community.

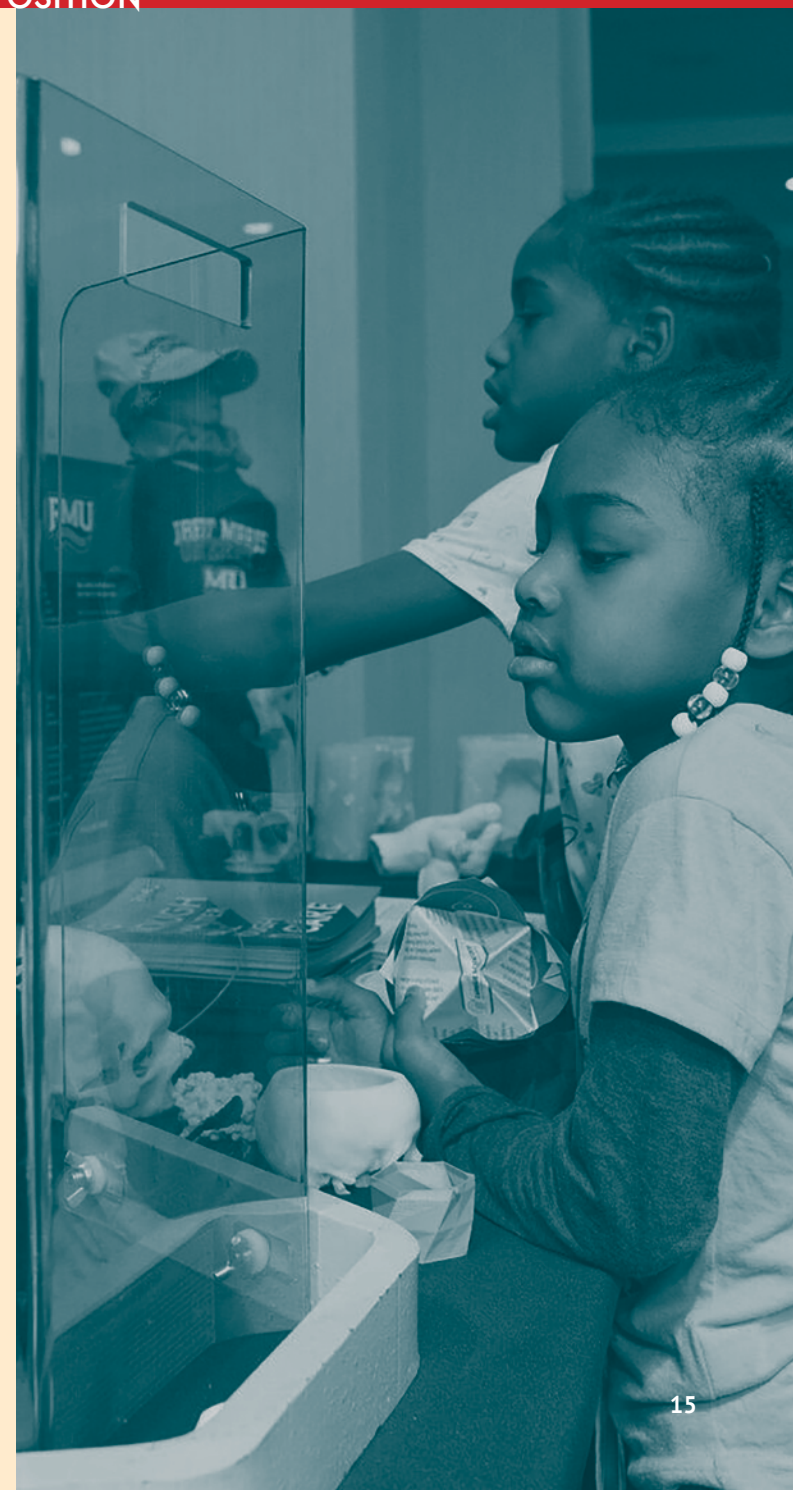
MORE STRATEGIC PARTNERS

American Society of Civil Engineers (ASCE)
American Society of Mechanical Engineers (ASME)
Biomedical Engineering Society (BES)
National Association of Multicultural Engineering Program Advocates (NAMEPA, Inc.)
National Black MBA Association, Inc.
The National GEM Consortium
National Science Foundation (NSF)
National Society of Professional Engineers
Organization of Black Aerospace Professionals (OBAP)
SAE International
Society of Women Engineers (SWE)
USA Science and Engineering Festival

NATIONAL SOCIETY OF BLACK ENGINEERS | STATEMENT OF FINANCIAL POSITION

July 31, 2018 and 2017

	<u>2018</u>	<u>2017</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,694,950	\$ 1,909,530
Accounts receivable, net	5,420,308	5,181,831
Prepaid expenses and other assets	166,942	29,744
Total current assets	<u>7,282,200</u>	<u>7,121,105</u>
NON-CURRENT ASSETS		
Investments	8,651,533	8,305,295
Buildings, furniture, fixtures and equipment, net	3,434,182	3,720,430
Total non-current assets	<u>12,085,715</u>	<u>12,025,725</u>
Total assets	<u>\$ 19,367,915</u>	<u>\$ 19,146,830</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 1,610,690	\$ 1,220,742
Deferred revenue	4,133,018	3,570,928
Total current liabilities	<u>5,743,708</u>	<u>4,791,670</u>
NON-CURRENT LIABILITIES		
LMA payable – Merrill Lynch	3,883,301	3,952,033
Total non-current liabilities	<u>3,883,301</u>	<u>3,952,033</u>
Total liabilities	<u>9,627,009</u>	<u>8,743,703</u>
NET ASSETS		
Unrestricted net assets	6,427,194	10,365,736
Restricted net assets	3,313,712	37,391
Total net assets	<u>9,740,906</u>	<u>10,403,127</u>
Total liabilities and net assets	<u>\$ 19,367,915</u>	<u>\$ 19,146,830</u>



NATIONAL SOCIETY OF BLACK ENGINEERS | STATEMENT OF ACTIVITIES

For the Years Ended July 31, 2018 and 2017

	2018			2017
	Unrestricted	Restricted	Total	Total
REVENUE				
Corporate solicitations/sponsorships	\$ 2,847,174	\$ 2,033,187	\$ 4,880,361	\$ 4,987,869
BCA contributions	2,448,500	-	2,448,500	2,270,000
Conferences	2,340,651	-	2,340,651	1,904,552
Grants	-	1,021,888	1,021,888	-
In-Kind Contributions	137,994	-	137,994	-
Career fair	1,821,600	-	1,821,600	2,317,750
Publications and advertisements	130,760	-	130,760	610,663
Dues	329,130	-	329,130	329,214
Scholarships	101,709	258,637	360,346	707,274
Interest income	217,008	-	217,008	230,495
Royalty income	94,959	-	94,959	58,094
Net unrealized gain (loss) on investments	899,811	-	899,811	(9,900)
Net realized gain (loss) on investments	(460,080)	-	(460,080)	512,469
Total revenue	\$ 10,909,216	\$ 3,313,712	\$ 14,222,928	\$ 13,918,480
EXPENSES				
Program expenses				
Annual convention	3,110,793	-	3,110,793	3,060,168
Publications	575,603	-	575,603	540,717
Regional activities	955,965	-	955,965	978,715
Scholarships	718,461	37,391	755,851	668,034
Pre-Collegiate Initiative (PCI)	163,346	-	163,346	170,695
Pre-Collegiate Initiative (SEEK)	2,299,552	-	2,299,552	2,469,376
National Executive Board (NEB)	265,898	-	265,898	349,383
Professionals	474,992	-	474,992	614,416
Other programs	248,970	-	248,970	416,309
Total program expenses	8,813,580	37,391	8,850,971	9,267,813
Administrative expenses				
Fundraising	991,925	-	991,925	1,229,294
World Headquarters	5,042,253	-	5,042,253	4,800,963
Total administrative expenses	6,034,178	-	6,034,178	6,030,257
Total expenses	\$ 14,847,758	\$ 37,391	\$ 14,885,149	\$ 15,298,070
Change in net assets	(3,938,542)	3,276,321	(662,221)	(1,379,590)
Net assets – beginning of year	10,365,736	37,391	10,403,127	11,782,717
Net assets – end of year	\$ 6,427,194	\$ 3,313,712	\$ 9,740,906	\$ 10,403,127



NATIONAL SOCIETY OF BLACK ENGINEERS

2017-18 NATIONAL OFFICERS, ADVISORS AND WHQ STAFF

NSBE NATIONAL EXECUTIVE BOARD

Administrative Zone

National Chair: Matthew C. Nelson
National Vice Chair: Racheida Lewis
National Secretary: Kasey Coleman
National Treasurer: Anwar Billy
National Programs Chair: Niasia Williams
National Parliamentarian: Victoria Hills
National Chair Emeritus: Neville Green
National NSBE Professionals Chair: Maurice Patterson

Communications Zone

National Secretary: Kasey Coleman
National Public Relations Chair: Tranicè Warner
National Publications Chair: Chelsi Cocking
National Communications Chair: Brandon Long

Finance Zone

National Treasurer: Anwar Billy
National Finance Chair: Jeremy Ikeogu
National Assistant Treasurer-Special Projects: Toni Patterson
National Financial Controller: Herbert Washington
National Treasurer Emeritus: Michael Boswell
National 2018 Convention Planning Committee Chair:
Kevin Peynado

Programs Zone

National Programs Chair: Niasia Williams
National TORCH Chair: Zaire Silva
National Leadership Institute Chair: Matthew McFarland
National Engineering Diversity Chair: Jacarri Tollette
National Academic Excellence Chair: Anthony Dobson

Membership Zone

National Vice Chair: Racheida Lewis
National Membership Chair: Faith Carter
Region I Chair: Alaisha Alexander
Region II Chair: Nikki Nola Gordon
Region III Chair: Shabir Bhegani
Region IV Chair: Shelbie Prater
Region V Chair: Jocelyn Jackson
Region VI Chair: Sophia Minaya
National NSBE Professionals Chair: Maurice Patterson

NSBE NATIONAL ADVISORY BOARD

Chair: Reginald K. Ewing
Vice Chair: Regenia R. Sanders
Secretary: S. Gordon Moore Jr.
Board Member: Cheryl L. Adams
Board Member: Stephanie G. Adams, Ph.D.
Board Member: Njema J. Frazier, Ph.D.
Board Member: Neville Green
Board Member: Anthony Harris
Board Member: Steven A. Jarrett
Board Member: Donna O. Johnson Mackay, Ph.D.
Board Member: Shelly Morris
Board Member: André Willis
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 NATIONAL PROFESSIONALS EXECUTIVE BOARD

National Professionals Chair: Maurice Patterson
National Professionals Chair-Elect: Anthony Murphy
National Professionals Secretary: Syreeta A. Thomas
National Professionals Treasurer: Oliver Buffington Jr.
National Professionals Programs Chair: Paula McCall
National Professionals Parliamentarian: Crystal A. Watkins
National Professionals Chair Emeritus: Richard Z. White
National Professionals Publicist: Da'Shaun A. Joseph
National Professionals Technology Chair: Paula L. Bennett
National Professionals Finance Chair: Crystal M. Smith, PMP
National 2018 Technical Professionals Conference Chair:
Talore Harrison
National Professional Development Conference Chair:
Carolyn Boyd
National Professionals Pre-College Initiative Chair:
Anthony Stewart, Ph.D.
National Professionals College Initiative Chair:
Reginald S. Archer, Ph.D.
National Professionals Talent Development Chair: Akissi C. Lewis
National Professionals Technical Excellence Chair:
Angelena Edwards, Ph.D.
National Professionals Membership Chair: Eric Bryant
Region I Professionals Chair: Kwame Baptiste
Region II Professionals Chair: Sheldon Gay

Region III Professionals Chair: Sonja Favors, P.E.
Region IV Professionals Chair: Heather D. Gibbs
Region V Professionals Chair: Mikala Windham
Region VI Professionals Chair: Johnnie Tangle

NSBE WORLD HEADQUARTERS STAFF

Executive Director: Karl W. Reid, Ed.D.
Executive Assistant to the Executive Director/Travel Manager:
Roena L. Cox
Senior Director, Operations: Constance Thompson
Executive Assistant/50K Project Coordinator: Ebony C. Jackson
Project Manager: Erika Maseko
Senior Human Resource Specialist: Melinda Duckworth
Office Coordinator: Eboni Bowman
Director, Membership and Registration:
Teiko Nana-Adjoa P. McCollough
Manager, Membership and Registration: Cecelia Pitt
Membership Coordinator: Tamra Greer
Membership Coordinator: Franco Holmes
Director, Finance and Accounting: Stanton Hill
Accounting Controller: Teanesha Washington
Senior Accountant: Eden Assefa
Staff Accountant: Felicia Carter
Accounts Payable Specialist: Rica Muhammad
Senior Director, Fund Development: Kyle Rahn
Director, Corporate Relations: Don J. Nelson Jr.
Director, Programs Fund Development: Kia Croom
Manager, Corporate Relations: Jessica Sussen
Manager, Resource Development: Marcus Goode
Corporate Relations Coordinator: Christina Walls
Resource Development Assistant: Angela Jackson
Senior Manager, Marketing and Communications: Yvette Watson
Senior Director, Programs: Greg Meeropol
Director, Collegiate and Professional Programs: Christopher Carr
Manager, Strategic Pre-College Engagement: Brittany Boyd
Manager, Pre-College Programs: Joshua Kennedy
Manager, Collegiate Programs: Ralanda Nelson
Programs Administrator: Alejandra Guzman
Programs Coordinator: Amanda Jones
Programs Coordinator: David Varnado
Programs Coordinator: Raynashia Goodine
Programs Coordinator: Ruth Mayo
Programs Coordinator: Donyel Stewart



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