




NATIONAL SOCIETY OF BLACK ENGINEERS

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NSBE 2025 Strategic Plan Approved Vision & Strategic Goals

VERSION 1.0

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New Vision and High-Level Goals Statements

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.

Mission

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

Goals

NSBE provides life long support for Black engineers by:

- Stimulating and developing public awareness and interest in engineering, leading to an increased number of Black engineering students
- Increasing the number of Black engineering students successfully completing undergraduate and graduate degrees
- Providing support and professional development to Black engineers to earn requisite licenses and certifications and continue growing in their careers
- Functioning as a representative body that influences policy and provides data and expertise on issues and developments that affect the careers of Black students and engineers
- Advocating for access for all Black students to engineering prerequisites including Algebra, Calculus and STEM at primary and secondary schools
- Cultivating NSBE members as leaders



Roadmap: Strategic Goals

Collegiate

Improve academic excellence / retention by developing, strengthening and supporting programs, especially at chapter level

Pre-Collegiate

Expand pipeline of Black students interested in engineering and persuade more to pursue engineering as a profession

Professionals

Help Black engineers succeed professionally and provide professionals with opportunities to help next generations

NSBE Organization

Strengthen organizational structure to best position all parts of NSBE to work to achieve mission



Strategic Goals: Organization

1. NSBE Organization: Strengthen organizational structure to best position all parts of NSBE to work to achieve mission of increasing number	2015	2016	2017
a. Develop clear roles / responsibilities for WHQ and NEB/REB/PEB; WHQ present staffing plan to APC	WHQ + NEB/REBs March 2015	WHQ present updated staff plan	WHQ present updated staff plan
b. Develop training materials by April 2015 NTM so incoming board members clearly understand their role in setting policy and WHQ's role in executing	WHQ + NEB April 2015		
c. Create structures and tools to better integrate PCI/Collegiate/Professionals at chapter/market level	WHQ + NEB/REBs		
d. Incorporate BCA partners into academic excellence programs	WHQ + BCA 3 Partnerships	WHQ + BCA 8 Partnerships	WHQ + BCA 20 Partnerships
e. Participate in government forums and create media outreach to promote importance of increasing # of Black engineers, influence education policy at systemic level, and raise awareness of engineering as a career option	WHQ / PEB + Public Policy SIG	WHQ / PEB + Public Policy SIG	WHQ / PEB + Public Policy SIG

2015/16 focused on transitioning to new operating / governing



Strategic Goals: Collegiate

2. Collegiate: Improve academic excellence / retention by developing, strengthening and supporting programs, especially at chapter level	2015	2016	2017
a. Develop tracking process to measure success of NSBE Collegiate programs	WHQ + NEB		
b. Have 50 US chapters actively executing academic excellence programs by 2015, 100 by 2016, 150 by 2017 with strong tracking of initiatives and results	WHQ + NEB/REBs 50 chapters	WHQ + NEB/REBs 100 chapters	WHQ + NEB/REBs 150 chapters
c. Increase retention rates of Engineering students 1st to 3rd year and increase GPAs in participating chapters	WHQ + NEB/REBs 10% retention increase 2.89 avg. GPA	WHQ + NEB/REBs 10% retention increase +6BP GPA 2.95 avg. GPA	WHQ + NEB/REBs 10% retention increase +6BP GPA 3.01 avg. GPA
d. Increase summer bridge participation from 51 in 2014 to 300 in 2015, 600 in 2016 and 1,000 in 2017	WHQ + NEB/REBs 300 participants	WHQ + NEB/REBs 600 participants	WHQ + NEB/REBs 1,000 participants
e. Facilitate academic scholarships from 127 in 2014 to 250 in 2015, 400 in 2016 and 750 in 2017 of an average of \$5,000	WHQ + NEB/REBs 250 scholarships	WHQ + NEB/REBs 400 scholarships	WHQ + NEB/REBs 750 scholarships
f. Provide 100% of students with resume support and interview skills	WHQ	WHQ	WHQ

Collegiate goals focused on Academic Excellence / Retention



Strategic Goals: PCI & SEEK

3. Pre-College Initiative: Expand pipeline of Black students interested in engineering and persuade more to pursue engineering as a profession	2015	2016	2017
a. Develop tracking process to ensure that every student participating in SEEK and PCI joins NSBE Jr. and is tracked on longitudinal basis to measure program impact	WHQ		
b. Develop pipeline by scaling PCI programs including SEEK (especially via partnerships) to expand reach	WHQ / NEB / PEB 10K US Students	WHQ / NEB / PEB 25K US Students	WHQ / NEB / PEB 50K US Students
c. Increase number of graduating HS students who matriculate in engineering schools	WHQ + NEB/REBs 10% increase	WHQ + NEB/REBs 10% increase	WHQ + NEB/REBs 10% increase

PCI focused on increasing pipeline in ways that will help reach 10K



Strategic Goals: Professionals

4. Professionals: Help Black engineers succeed professionally and provide professionals with opportunities to help next generations	2015	2016	2017
a. Restructure NSBE Professionals program to provide value and relevance to professional engineers	WHQ + PEB		
b. Develop networking tool to enable Professionals to reach each other for career / networking support and for students to reach Professionals for mentorship and career guidance (WHQ 2015)	WHQ		
c. Increase number of NSBE Professionals members in US to 5K by 2015, 6K by 2016, 8K by 2017 (WHQ and PEB 2015 – 2017)	WHQ + PEB 5K US members	WHQ + PEB 6K US members	WHQ + PEB 8K US members
d. Retain NSBE Professional members in US in their 2nd year post-graduation as NSBE Professionals from 12% in 2014 to 25% in 2015, 35% in 2016 and 50% in 2017	WHQ + PEB / NEB 25% retention	WHQ + PEB / NEB 35% retention	WHQ + PEB / NEB 50% retention

Ensure relevance in providing career support and opportunities to give