2020 NATIONAL PROFESSIONALS ELECTIONS HANDBOOK
National Professionals Elections Handbook

This handbook provides candidate information for the 2020-2021 National Professionals Executive Board elections. The National Professionals Candidates have provided statements that describe how they will help NSBE work towards our strategic goals. The candidate statements are provided within this handbook.

Contents

Elections of the Professionals Executive Board ................................................................. 3

Professionals Executive Board Eligible Positions Overview.............................................. 4

Professionals Executive Board Candidates’ Preview ........................................................ 5

Please direct any questions concerning this handbook and any information it contains to the National Professionals Parliamentarian at pebparliamentarian@nsbe.org
Elections of the Professionals Executive Board

Please refer to the **PROFESSIONALS BYLAWS** for complete details

**ARTICLE VII – Offices**

**Section 5.** The Professionals Executive Board members will take office May 1st following the election and will serve as follows:

a. *National Professionals Chair* – one year term, after which he/she will assume the position of *National Professionals Chair Emeritus*

b. *National Professionals Chair-Elect* – one year term, after which he/she will assume the position of *National Professionals Chair*

c. *National Professionals Secretary* – two year term
d. *National Professionals Treasurer* – one year term
e. *National Professionals Programs Chair* – two year term

f. *National Professionals Treasurer-Elect* – one year term, after which he/she will assume the position of *National Professionals Treasurer*

g. *Regional Professionals Chairs* – one year term

h. *National Professionals Standing Committee Chairs* – two year term

**Section 13: Elections of National Officers**

a. Election of the National Officers as outlined in Article VII, Section 5 will take place annually at the Annual Convention. Regional Professionals Chair-Elects should be elected at the Regional Professionals meeting during the Annual convention to serve a one year term beginning May 1st of that year and matriculate to become Regional Professionals Chair for a one year term followed by Regional Professionals Chair Emeritus for a one year term. The National Professionals Secretary, National Professionals Program Chairs, and National Professionals Standing Committee Chairs will serve for two year terms with the terms staggered as follows:

1. (The following positions) …shall take office during even numbered calendar years or as applicable.

   **National Professionals Secretary,**
   **National Professionals Talent Development Chair,**
   **National Professionals Technical Excellence Chair,**
   **National Professionals Pre-College Initiative Chair,** and
   **National Professionals College Initiative Chair**

2. (The following positions) …shall take office during odd-numbered calendar years or as applicable.

   **National Professionals Membership Chair**
   **National Professionals Programs Chair**
   **National Professionals Publicist**
   **National Professionals Finance Chair**
Professionals Executive Board Eligible Positions Overview

Each PEB Candidate has completed a candidate application and has provided official documentation verifying their eligibility to serve.

This document provides information regarding the 2020-2021 National Professionals Executive Board (PEB) elections. The following positions are being considered for election this term.

PROFESSIONALS CHAIR-ELECT
Roneisha Worthy, PhD

No Candidates (Open)

PROFESSIONALS SECRETARY
Townsend Brown

Pro. Talent Development Chair

PROFESSIONALS TREASURER-ELECT
Alexa Cottman
Yosef Borga

Pro. Technical Excellence Chair

COLLEGE INITIATIVE CHAIR
Victoria Hills

Pro. Pre-College Initiative Chair
Professionals Executive Board Candidates' Preview

**Candidate:** Roneisha Worthy

**Position of Interest:** Chair-Elect

**Degree(s):** PhD Environmental Engineering Management  
ME Civil Engineering (Environmental Concentration)  
BS Civil Engineering

---

Candidate Statement addressing the following:  
1) What motivates you to become a leader within NSBE Professionals and what encouraged you to apply for this position?  
2) Based on your leadership experience (NSBE and external), describe why you are best suited for the desired position.  
3) How will you utilize your position on the board to assist the organization in filling the engineering pipeline with black talent?

I am Dr. Roneisha Worthy, an Assistant Professor at Kennesaw State University’s College of Engineering. I hold both a BS and MEngr from Tennessee State University in Civil Engineering. Go Tigers! I received my PhD from Vanderbilt University in Environmental Engineering Management. I reside in the Atlanta Metropolitan Area with my husband Richard and our two children, Kennedy and Chase.

What motivates me to become a leader with the NSBE Professionals is the “Charge” outlined by our Mission Statement. It challenges us to do something beyond ourselves that will benefit generations to come. I meditate on this “Charge”, often, understanding that our founders understood the difficulty ahead and saw fit to create a statement that is exponential and never ending. They knew this organization would continue beyond their lifetime and even our lifetimes. Being a part of this legacy would encourage anyone, including me!

As you will see in my Leadership resume, organizational leadership is something that I recognized early in my collegiate career. The role of Chair-Elect/Vice President is a position that I have served in during my collegiate career with NSBE – Tennessee State University Chapter. The key quality of any leader involves being a good listener. This requires a great deal of empathy for thought, purpose and intentions. The ability to manage a diverse group of brilliant minds is not monolithic. Leveraging the positive attributes of team members is key. This is coupled with identifying those opportunities for growth and being intentional in coaching. I have recently had the opportunity to do that in my past role as Regional Chair-Elect and continued this approach in my current role as Regional Chair.

One of the main functions of the Chair-Elect is to promote chapter development programming and activities. While we have focused a great deal on the members demographic, I believe by recognizing that this group also includes our partners and fellow leaders gives us a stronger foundation to build upon. Providing support at the chapter level to foster these relationships between our stakeholders is a key shift that must be done. This does not mean discontinuing our emphasis on our core population of members but understanding the interconnectedness of these member segments. I would like to foster activities like bringing our BCA partners to the chapter level to get involved in moving the needle or offering a platform for year-round leadership development of our chapter, regional and national leaders. This synergistic approach will inspire members to support our NSBE Jr. efforts, mentor our collegiate students, and ultimately progress in their careers thereby filling the engineering pipeline.
In your potential role, describe how you will advance NSBE’s profile and image. In what ways, if any, do you believe that you could enhance the brand of the NSBE Professionals?

We must return to the basics of people, places and things. Our stakeholder groups must be our focus. They will ultimately be echoes of our message, mission, and purpose. If elected Chair-Elect, my team will ensure that we utilize these stakeholders to bring the NSBE message to the places they reside. This can be done through innovative communication techniques and an extreme focus on “word-of-mouth” strategies. Identifying the influencers, mavens and salespersons within our sphere and turning them into our “NSBE whisperers” will be key to amplifying the profile and image of our organization.

How will you help the (r)PEB work towards achieving the NSBE Professionals Strategic Plan?

One element of the NSBE Professionals Strategic Plan is establishing year-round programming for the membership. This goal is intrinsically linked to all zones within the PEB. With the Chair-Elect having the role of board manager, I believe it is key to constantly promote this goal to Zone leaders and challenge them to find solutions to address this need. As leader of the Membership Zone, if elected, I would promote cross-zone, regional specific interactions and ideation sessions to ignite innovative ideas that meet the needs of the regions. Creating this culture of collaboration will elevate the NSBE Brand and solidify our standing as not just a professional engineering organization, but a family of black engineering professionals.

What unique personal qualities do you believe you will contribute to advance the position of NSBE Professionals?

I am unapologetically a “try-hard”! In anything that I do, I want to do it with excellence, and I want to be the best. I want to bring this attitude to the Administration Zone. In the past year, the Administration Zone has been energized with dynamic talent that has set a path of continuity and excellence. If elected, I hope to continue this trend and produce outcomes that are competitive with and even surpassing other similar organizations. Another personal quality that I have is empathy. Leaders must have the ability to understand and share the feelings of another. Without it, they have no ability to influence and motivate. My final personal quality is a sense of humor. Our mission is truly a serious one because we stand on the shoulders of giants who knew its seriousness and took steps to make the “Charge”. An understanding of our mission must also be accompanied with an understanding of humanity. It is with smiles and laughter that you motivate and inspire, and I utilize this with every leadership role I encounter.

As a board member, you will have the responsibility to insure that the best interests of the NSBE Professionals are always the priority. How do you plan to approach the responsibility of being a team player and effective contributor to the PEB’s governance of the NSBE Professionals?

Being people focused keeps the priorities simple. Asking ourselves, what do our stakeholders NEED is critical in serving the NSBE Professionals. If approaching a task, event, or project, my first question will always be: How are we serving our members, partners and leaders to fulfill our mission? I believe this is a question that any team member can rally behind and support as we exercise our duties as servant leaders. In addition to maintaining a focus on people, I believe being honest at all times with all people is key to being an effective contributor. Often times honesty does not bring the smiles and laughter mentioned in the previous question, but it brings integrity into our governance.

Describe how you will use your position to connect all aspects of the society – including NSBE Jr., Collegiate and

I believe establishing year-round programming for the membership is not unique to the Professionals. This is an area that, if elected, I plan to work with other aspects of the society to explore and improve. I don’t believe this is the only area of connect. In fact, I believe that regular communications with all
<table>
<thead>
<tr>
<th>Professionals, in fulfilling the Mission.</th>
<th>elements of the society, including World Headquarters, is essential to NSBE speaking with one voice, one message, and one direction.</th>
</tr>
</thead>
<tbody>
<tr>
<td>As an officer/chair, you will have the additional responsibility of overseeing the activities of your zone/committee. Describe your approach for assuring the your zone/committee effectively works towards the furtherance of the overall objectives of the NSBE Professionals</td>
<td>Managing the Board and leading the Membership Zone are two of the main functions of the Chair-Elect. I believe continuity and continuing and/or finishing what we started is important. One asset that I bring to the board is past knowledge from serving during this current term. This gives me a unique understanding of the goals, directions and intentions. This would allow for a seamless transfer of knowledge to the new Membership Zone, as well as a constant echo to the board members, reminding them of our strategic focus. While there will likely be opportunities to build from our previous work, it is important to maintain the vision and focus, creating a unified ethos within an organization that experiences leadership changes every 2 years.</td>
</tr>
<tr>
<td>As an officer/chair, you will also hold a special responsibility of making sure that the entire board governs the society effectively and efficiently. How will you insure that the (r)PEB gives sufficient consideration to strategic initiatives with long term impact on the organization.</td>
<td>In serving on the PEB this year, I have the opportunity to execute this responsibility of effective and efficient governance as well as strategic planning. My strategy has always centered on accountability. I first, ensure that I am doing all the tasks that is required of me (eg., documentation, participation and innovation). Secondly, I hold my peers accountable. While there might be discomfort in this process of accountability, I do feel that it allows us to look inward prior to looking outward. Having a culture of accountability within leadership structures is essential to ensuring that tasks get completed and the organization moves in an upward trajectory.</td>
</tr>
</tbody>
</table>
Dr. Roneisha Worthy

LEADERSHIP STYLE

As a Strategic Leader, I endeavor to create balance between organizational operations and the potential for growth. This requires supporting multiple internal stakeholders while charting a path towards measured expansion.

TRAINING
- USG Ethics Training, Marietta GA February 2020
- Conflict of Interest Training, Marietta GA September 2018
- Clery Act Training, Marietta GA September 2019
- Essentials of Leadership, Kennesaw, GA June 2015
- EXCEL Leadership Program, Kennesaw, GA May 2015

PROFESSIONAL EXPERIENCE
- May 2019 - Present
  Region III Professionals Chairperson - National Society of Black Engineers (NSBE)
- January 2015 - Present
  Faculty Advisor - Kennesaw Society of Black Engineers
- August 2014 - Present
  Faculty Advisor - Society of Women Engineers – Kennesaw State University Chapter
- August 2016 - Present
  Board Member - Cobb STEM Board – Cobb County, GA Schools
- May 2018 – April 2019
  Region III Professionals Chair-Elect - NSBE
- May 2017 – April 2018
  Region III Professionals College Initiatives Chair - NSBE

KEY SKILLS
- Public Speaking
- Public Involvement Facilitation
- Strategic Planning
- Conflict Resolution/Mediation
- Event Management

COLLEGIATE EXPERIENCE
- August 2010 – May 2012
  President - American Nuclear Society (ANS) – Vanderbilt University
- August 2009 – May 2010
  Founding Member - ANS – Vanderbilt University
  President - NSBE – Tennessee State University (TSU)
  Secretary - American Society of Civil Engineers – TSU
  President - Delta Sigma Theta Sorority, Inc. – Alpha Chi Chapter
- August 2004 – May 2005
  Vice President - NSBE – TSU
- August 2003 – May 2004
  Programs Chair - NSBE – TSU
Recommendations

Civil and Architectural Engineering
College of Engineering
3500 John A. Merritt Boulevard
Nashville, TN 37209
Office: 615-963-5427

February 10, 2020

To Whom it May Concern:

I am pleased to have the privilege of proposing Roneisha W. Worthy, PhD, for Chair-Elect of the National Society of Black Engineers (NSBE) Professionals. I have reviewed the criteria for the position, which, I believe, Dr. Worthy has fulfilled. Dr. Worthy has held the position of Regional III Professionals Chairwoman during the 2019-2020 NSBE Year. This is her 3rd Year serving NSBE in some leadership capacity, having served as Region III Professionals College Initiatives Chair (2017-2018) and Region III Professionals Chair-Elect (2018-2019). Her accomplishments and contributions to the organization have proven her commitment to your mission.

Career Merit

Dr. Worthy has actively participated in teaching of undergraduate and graduate engineering students. She interacts with various classifications and is integral in student development, as early as freshman year up to Graduate studies. She has served as an adviser and mentor for students and genuinely seeks to improve student experiences within the classroom. This is evident in her scholarship of teaching and learning activities. Dr. Worthy has received several “Thank-a-Teacher” recognitions from students and has also been recognized for her mentorship of students.

Candidate Merit

In reviewing the qualifications for the position of Chair-Elect, I am confident Dr. Worthy has the skill and qualities to fulfill the position. She has served in several organizations as either Vice President or President in the past. I have directly worked with Dr. Worthy during her tenure with the American Society of Civil Engineers (ASCE). She led the organization to a successful showing at the ASCE Concrete Canoes Competition. In addition, she was responsible for revitalizing the student chapter at Tennessee State University. I have no doubt that her leadership will be an asset to your organization.

Service to Professional Organizations:

In addition to the above accomplishments, Dr. Worthy has excelled, tremendously in the area of service. Her desire to diversify pathways for minorities and women to and through engineering has consistently been her motivation. She was asked to be an advisor to the Society of Women Engineers (SWE) by students. This gave her the opportunity to expose young women to community engagement and service. In addition to serving as advisor to the KSU SWE Chapter, she is also the advisor to the KSU NSBE chapter. For obvious reasons, this is Dr. Worthy’s most cherished role. Advisement of the group has afforded her the opportunity to continue her mentorship of Black students in engineering as well as lead students in community engagement activities that is related to the formation of engineers at an early age. In my conversations with Dr. Worthy, prior to writing this letter, I asked her what brought her back to NSBE after serving at the chapter level during her collegiate years. She noted that it was the students who inspired her to reengage.

In summary, on the basis of her multiple accomplishments and contributions to her practice, skill and personality alignment with the sought position, and her commitment to service, Dr. Worthy would be an excellent NSBE Professionals Chair-Elect. She is an astute professor and focused mentor. She has demonstrated leadership within your organization and her practice and has been mentor to many students in and out of the classroom.

Respectfully Submitted,

F. Mishu
Dr. Farouk Mishu
Chair Emeritus, Civil and Architectural Engineering Department
February 8, 2020

To Whom It May Concern:

We are delighted to submit this letter on behalf of our fellow Regional Chair, Dr. Roneisha Worthy. Since engaging with Dr. Worthy nearly 2 years ago, we have witnessed consistent and proven leadership qualities that make her ideal for the position of Chair-Elect on the National Professionals Executive Board (PEB). Specifically, Dr. Worthy possesses the skills of a strategic visionary, the ability to lead leaders, and the qualities of a unifying agent.

During this NSBE year, our Membership Zone has established and executed a strategic plan to engage and meet the needs of our members. We have witnessed Dr. Worthy’s enthusiasm and innovative thinking in this process. Not only did she facilitate our very first strategic planning session at the National Transition Meeting, but she is our appointed scribe because of her ability to synthesize and express the thoughts of a diverse group of people. This skill is transferrable in the role as Chair-Elect. We have no doubt that not only will she be able to listen and understand the needs of the membership but also translate this to the PEB in the role as board manager.

As each of us can attest, it is not an easy task to lead leaders. Dr. Worthy understands this and is thoughtful in her approach. In October, the Membership Zone launched our membership campaign with the goal of engaging various stakeholders within the organization. Dr. Worthy designed a marketing strategy and worked closely with the Communications Zone to execute it. She also worked with our Membership Chair to ensure that we tracked the progress and impact of the campaign. Dr. Worthy’s ability to work cross-functionally is a skill that is useful for anyone endeavoring to serve as Chair-Elect. An understanding of the inner workings of each zone, as well as the skill to identify opportunities of collaboration has been exemplified by Dr. Worthy during this NSBE year.

The NSBE Professionals Brand has increased in value under the leadership of Chairman Hudson. Alongside the incoming Chairwoman, Kameelah Majed, we feel Dr. Worthy will assist in this upward movement. As Chairs, we have been strategic in creating strong and mutually beneficial partnerships with our Collegiate Counterparts to improve our brand internally. This initiative represents a key element of Madame Chair, Jocelyn Jackson’s vision of F.O.C.U.S. — NSBE Unity. Dr. Worthy has embodied this unity through her partnership with her Regional Chair. We have watched as she has effectively built a culture of trust and accountability between the two. Her respect for NSBE as a collegiate-run organization is exhibited in her desire to be led by her Regional Chair. Conversely, she uses this opportunity to also mentor, understanding the true meaning of the Collegiate and Professional linkage.

In summary, the NSBE Professionals is at a pivotal point in history where continuity in leadership will be key to the future success of the Professional Brand. Dr. Worthy is a proven leader and will be an excellent catalyst for change as we Continue the Path towards Black Engineering Excellence!

Sincerely,

Renee Robinson, Ashley McCray, Demetri Wilright
Region 1 Professionals Chair 2019-2020 Region 4 Professionals Chair 2019-2020 Region 6 Professionals Chair 2019-2020

Brittany Herring, Townsend Brown
Region 2 Professionals Chair 2019-2020 Region 5 Professionals Chair 2019-2020

The mission of NSBE is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally, and positively impact the community. 
205 Dあeringfield Rd, Alexandria VA 22314
https://professionals.nsbe.org
**Candidate:** Townsend Brown

**Position of Interest:** Secretary

**Degree(s):** Masters of Computer Information Systems  
Bachelors of Environmental Design

| Candidate Statement addressing the following:  
1) What motivates you to become a leader within NSBE Professionals and what encouraged you to apply for this position?  
2) Based on your leadership experience (NSBE and external), describe why you are best suited for the desired position.  
3) How will you utilize your position on the board to assist the organization in filling the engineering pipeline with black talent? | In all my years of NSBE, I have been adamant about the improvement of the NSBE website and our communication pipeline. I have been eager to help NSBE, serving in any capacity that was required of me.  
I am best suited for this position because I have been a part of or helped assist the Comms Zone from local chapter, to Regional, to National level develop marketing materials and develop strategies to better reach our population. I have worked on strategy campaigns from the grassroots level to ensure that whatever theme we are focused on will have a clear, consistent message across all our platforms. I enjoy web/graphic design and use my talents to improve the level of professionalism and style to whatever I create.  
I will utilize my position to help strengthen the pipeline by sharing my love for web/graphic design to better promote events, create a consistent message across all our platforms, and ensure that information flows in the most efficient manner. |

| In your potential role, describe how you will advance NSBE’s profile and image. In what ways, if any, do you believe that you could enhance the brand of the NSBE Professionals? | The problem with NSBE’s brand is that there is too much inconsistency from platform to platform and information isn’t leveraged across all the regions to promote one message at a time. There have been efforts to improve this over the last year and I believe I can help assist the Comms Zone by providing another resource to help bolster communications across all our mediums. My role as Secretary would be to develop an easy to maintain process and best practice guide that would help leverage the strength of our region chairs to maintain a consistent branding theme when we are promoting an initiative. NSBE Professionals need to learn to leverage our unique position within the organization to help our collegiate-to-professional conversion rate. |

| How will you help the (r)PEB work towards achieving the NSBE Professionals Strategic Plan? | The main way to help achieve the Strategic plan is to clearly articulate its merits and how individual chapters can play a part in moving the needle towards it’s achievement. One of the struggles that the PEB M-Zone faced, was there wasn't enough manpower in the Comms Zone to effectively roll out the membership push in a coordinated fashion. One of my goals as Secretary would be to develop some kind of NSBE Professionals 1-pager. This document could be easily downloaded and presented to potential BCAs or other corporations that gives them a quick overview of what the benefits of partnering with the Professionals can be. It would also serve as a guide for chapter members to get a quick-look at the benefits of professional membership. We could use this guide as a basis to highlight it’s merits the entire year. |

| What unique personal qualities do you believe | One of my best qualities, I believe, is that I’m relatively new to NSBE, so I don’t bring a bunch of pre-learned misconceptions and processes that would
<table>
<thead>
<tr>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>you will contribute to advance the position of NSBE Professionals?</td>
<td>prevent me from thinking outside of the box when it comes to solving issues. I see everything visually, so being able to think about the organization in a way that makes visual sense is a quality that I feel helps eliminate the unnecessary, whether that’s in processes or procedures.</td>
</tr>
<tr>
<td>As a board member, you will have the responsibility to insure that the best interests of the NSBE Professionals are always the priority. How do you plan to approach the responsibility of being a team player and effective contributor to the PEB’s governance of the NSBE Professionals?</td>
<td>I am not a person who thinks only I have the best ideas. I am a person that comes with a vision, but I am more than aware that it takes a team to execute it. I relish having multiple ideas come together to form the best product. I don't need all the credit and shine to feel like I contributed -- I am focused on the end result, not how we got there.</td>
</tr>
<tr>
<td>Describe how you will use your position to connect all aspects of the society – including NSBE Jr., Collegiate and Professionals, in fulfilling the Mission.</td>
<td>As Secretary, I have a social conduit that naturally invites all aspects of the society to engage with. I will use my position to bolster those chapters/members who often get overlooked and work to provide a spotlight to underrepresented areas of our membership.</td>
</tr>
<tr>
<td>As an officer/chair, you will have the additional responsibility of overseeing the activities of your zone/committee. Describe your approach for assuring the your zone/committee effectively works towards the furtherance of the overall objectives of the NSBE Professionals</td>
<td>When I start out, I like to set clear goals. I then work within my team to determine the best way to achieve those goals. I like to leverage the strengths of my team and use the natural talents everyone brings to ensure the best results. Regular status check-ups are necessary to ensure we all still understand our goals and how we are tracking towards them.</td>
</tr>
<tr>
<td>As an officer/chair, you will also hold a special responsibility of making sure that the entire board governs the society effectively and efficiently. How will you insure that the (r)PEB gives sufficient consideration to strategic initiatives with long term impact on the organization.</td>
<td>I think we do a good job of holding planning meetings as a board. The next step would be to focus those meetings such that we get the best value out of the time we spend together. Zones themselves meet frequently enough, it would be best to task them with doing deep dives to see what initiatives they can tackle within a given year, versus long-term strategies, which should be handled at a higher level or even given their own time bounds.</td>
</tr>
</tbody>
</table>
NSBE Leadership Resume

TOWNSEND BROWN
214.533.0236
Townsend.brown@lmco.com

LEADERSHIP EXPERIENCE

2019 – PRESENT
CHAIR,
REGION V PROFESSIONAL EXECUTIVE BOARD

2018 – 2019
CHAIR-ELECT,
REGION V PROFESSIONAL EXECUTIVE BOARD
Helped drive 25.8% growth of Professional membership in the region.

2018 – 2019
PRESIDENT,
NSBE PROFESSIONALS OF LOCKHEED MARTIN AERONAUTICS
Led chapter to Gold level status, Region V Chapter of the Year, Centennial Chapter, National Professionals Program of the Year

2016 – 2018
COMMUNICATIONS CHAIR,
NSBE PROFESSIONALS OF LOCKHEED MARTIN AERONAUTICS
Developed marketing and content strategy for chapter by working closely with Secretary and other chairs to create meaningful content that would be easily disseminated with members of the organization and community. Served as technology contact for meetings and conferences. Filled in for President for various duties as the need arose.

2016 – PRESENT
MID-WEST REGION LIASON,
AFRICAN AMERICAN COUNCIL FOR EXCELLENCE, NEWSLETTER TEAM
Collaborated with region site contacts to create content for national newsletter.

2015 – PRESENT
SHAREPOINT/WEBSITE CHAIR,
LOCKHEED MARTIN LEADERSHIP ASSOCIATION
Manager and content creator for SharePoint and Website. Designed images, created content, and worked with organization chairs to publicize relevant content.

2011 – PRESENT
COMMUNICATIONS CHAIR,
AFRICAN AMERICAN COUNCIL FOR EXCELLENCE, MID-WEST REGION
Developed marketing and content strategy for region by working closely with the President and other chairs to create meaningful content that would be easily disseminated with members of the region. Served on Regional conference board to help plan, publicize, and ultimately execute successful conference events.

2010 – 2012
PRESIDENT,
LOCKHEED MARTIN TSI, MORALE TEAM
Helped create and run an employee resource group aimed at engaging the employees and staff through events at work and offsite. Organized events, managed budgets, established snack bar to help motivate employees.

2008
PRESIDENT,
PHI BETA SIGMA FRATERNITY, INC, ALPHA LAMBDA ALPHA CHAPTER
Served as a bridge to mentor younger members in processes, procedures, and leadership skills needed to run chapter after I graduated. Established community service events (Adopt-A-Highway) to help publicize chapters’ community involvement. Initiated conversations between leadership and members to build connections.
Recommendations

National Society of Black Engineers

February 12, 2020

To Whom It May Concern,

This letter serves as my full endorsement of Townsend Brown for the position of National Professionals Technology Chair. I am confident that Townsend’s qualifications indicate that he is indeed an ideal candidate for the position.

I've had the pleasure of working with Townsend this year on the Professionals Executive Board. Townsend brings tremendous energy to the board and plenty of creative ideas. He is an advocate of pushing the envelope and coming up with innovative ways of getting things done. His personal & professional background provides him with a wealth of skills that this position vitally needs. I believe he will effortlessly transition into the role of Technology Chair and be able to immediately make an impact.

In my time knowing Townsend, he has proven to be a dedicated leader who does what it takes to make things happen. He is respected by his peers and can think critically about the big picture, considering how he can contribute to the overall vision for the society. I'm more than confident that Townsend will work to excel at fulfilling all the duties of this position to the best of his ability. I enthusiastically recommend Townsend Brown for the position of National Professionals Technology Chair.

With NSBE Love,

Syreeta A. Thomas
2018-2020 National Professionals Technical Excellence Chair
March 19, 2020

Dear Selection Committee Members,

My name is Daniel Mendez, I am an Integrated Fighter Group (IFG) Software Engineering manager for Lockheed Martin’s facility in Fort Worth, TX where my employees provide upgrades and modifications for the F-22 platform.

I am writing to you to offer an enthusiastic recommendation for Townsend Brown for the position of Technology Chair for the NSBE Professionals.

Townsend has shown himself to be hardworking, dependable and professional. As a software engineer, Townsend has won special recognition awards for his leadership, leading and developing new initiatives within the company. He is always eager to jump into a new opportunity to grow professionally and personally.

Through Townsend’s leadership and generosity with his time and talent, he has made an impact on hundreds of students, inspiring them as a mentor through a variety of outstanding programs in his community. He also serves as the resident “tech-guy” and graphic designer for the many organizations he supports.

Townsend has been an active member and served on the leadership team for the African American Council for Excellence (AACE) and Lockheed Martin Leadership Association (LMLA) for the past five years. In these roles, he has met with senior leadership from around the corporation and was a vital member in the execution of the programs supported. Townsend has also expanded his leadership role by serving as a communications chair and president for the National Society of Black Engineers (NSBE). Through this organization, he has dedicated many hours to mentoring local youth on the benefits of STEM. He has also been selected to serve on the leadership team for the Lockheed Martin corporate-wide NSBE chapter, with membership that represents every business unit in the company.

His efforts to promote science, technology, engineering and mathematics to middle and high school students are inspiring. Townsend has served as a “speed mentor” to dozens of high school students as they plan their post-high-school futures.

For these reasons, I highly recommend Townsend Brown as a candidate for Technology Chair. You will not find a more-deserving role model than Townsend!

Sincerely,

Daniel R. Mendez
Manager, Integrated Fighter Group (IFG)
Lockheed Martin Aeronautics Company
**Candidate:** Alexa Cottman

**Position of Interest:** Treasurer-Elect

**Degree(s):** Master's in Management Information Systems
Paralegal Certificate
Bachelor of Science in Computer Engineering

<table>
<thead>
<tr>
<th>Candidate Statement addressing the following:</th>
<th>The motivation to become the National Professionals Treasurer-Elect is part fear and part legacy. I would not be here without the circle of influence within my current NSBE Regional board members. But I will also admit that there is a healthy fear being able to follow in the high standards of the current and previous treasurers. Carrie Fisher once said, “Be afraid, and do it anyway.” My main goal as treasurer-elect is to maintain the bridge between the regional finance zone and the PEB. I feel being more involved in the financial operations of the Region 3 board will give more insight. I know it will be a challenge, but I am looking forward to rise to the occasion. While attending the National Convention in Kansas City, I was able to attend the open forum for the Professionals. It was interesting the discussion of the brand and value of becoming a professional. Most Collegiates do not see the value in maintaining a connection to NSBE after receiving their degree. Being involved with the Atlanta Professionals chapter, we have continued to ask members and non-members do they see the value in NSBE. There still seems to be a disconnect between the National, Regional and Local Professionals. As a member of the National Urban League and Black MBA, I would like to see more collaborations between professional organization.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) What motivates you to become a leader within NSBE Professionals and what encouraged you to apply for this position?</td>
<td>Participate in government forums, and create media outreach, to promote importance of increasing the number of Black Engineers, influence education policy nationwide and raise Black students’ awareness of engineering as a career option I still believe that word of mouth is one of the best marketing tools a person can use. Informing individuals that NSBE is not just for engineers. Showing children that we want to see them succeed is a way to impact and increase the number. Connecting with the BDPA, the National Action Council for Minorities in Engineering to help with mentoring and tutoring programs with our PCI and CI initiatives. I have spearheaded our ATL resume critique event with our collegiate initiative chair. As the Director of Corporate Partnerships, I have contacted numerous companies to gain financial support for programming. I have assisted in the branding of the Atlanta Professionals with other professional organizations in the community with the CAPA (Coalition for Atlanta Professional Associations) event in 2016. I also assisted in the coordination of our Christmas event with the BDPA (Black Data Processing Associates) in 2015. I believe by participating with our Georgia Tech NSBE helped enhance our professional position and show value of staying integrated into NSBE.</td>
</tr>
<tr>
<td>2) Based on your leadership experience (NSBE and external), describe why you are best suited for the desired position.</td>
<td></td>
</tr>
<tr>
<td>3) How will you utilize your position on the board to assist the organization in filling the engineering pipeline with black talent?</td>
<td>How will you help the (r)PEB work towards achieving the NSBE Grow relationships with non-BCA’s partners to include them as preferred professional partners. While growing this with non-BCA partners relationship assist in the 15% annual revenue for PDC. Work with PEB Treasurer (Alex) in creating at</td>
</tr>
<tr>
<td>Professionals Strategic Plan?</td>
<td>least 3 efficient processes between WHQ and the PEB (travel, expenditure, programs). The professionals want better programs, but as we know that requires monetary funds. To support these programs and growth, the goal of increasing membership dues has been introduced which I fully support. I believe we are going in the right direction, and I would like to be part of the solution in those areas of opportunity.</td>
</tr>
<tr>
<td>What unique personal qualities do you believe you will contribute to advance the position of NSBE Professionals?</td>
<td>I am an analyst by education and experience. My pattern is about analyzing to find the root cause as to how/why processes/data in their current work area. I like to find/create strategies in the opportunities for improvement.</td>
</tr>
<tr>
<td>As a board member, you will have the responsibility to insure that the best interests of the NSBE Professionals are always the priority. How do you plan to approach the responsibility of being a team player and effective contributor to the PEB’s governance of the NSBE Professionals?</td>
<td>I have played basketball long enough to know that there is no “I” in team, but there is a star player, supportive roles, a coach, gm and owner for a reason. We tackle the opponent we face as a team. We may not always agree but we set the personal aside for the goal of accomplishing the task at hand.</td>
</tr>
<tr>
<td>Describe how you will use your position to connect all aspects of the society – including NSBE Jr., Collegiate and Professionals, in fulfilling the Mission.</td>
<td>In order to have great innovative programs that keep the interest of PCI, CI and Professionals, finances (sponsorship/partnership/dues) is the foundation to the operations and execution. I believe in having proper planning and procedures so that the region's encounters on the local, regional and national level can propel NSBE towards the goal of graduating 10,000 engineering students by 2025. My hope is that as an organization we do not stop at just graduating but these 10,000 transfers into the professional realm. Reclamation and retention are necessary to keep this pipeline going. We need to expand our marketing and connect with other organizations to keep the branch of this STEM staying strong.</td>
</tr>
<tr>
<td>As an officer/chair, you will have the additional responsibility of overseeing the activities of your zone/committee. Describe your approach for assuring the your zone/committee effectively works towards the furtherance of the overall objectives of the NSBE Professionals</td>
<td>Providing support and professional development to Black Engineers to earn requisite licenses and certifications and continue growing in their careers Involve corporate and government partners in academic excellence programs Restructure NSBE Professionals programs to provide more value and relevance to professional engineers.</td>
</tr>
<tr>
<td>As an officer/chair, you will also hold a special responsibility of making sure that the entire board governs the society</td>
<td>Grow the Professional s Scholarship Endowment to $1 million within 3-5 years. Nationally able to financially support NSBE Professionals chapter initiatives</td>
</tr>
</tbody>
</table>
effectively and efficiently. How will you insure that the (r)PEB gives sufficient consideration to strategic initiatives with long term impact on the organization.

NSBE Leadership Resume

ALEXA COTTMAN

EXPERIENCE
+ Project Management
+ Business Intelligence Analyst
+ MicroStrategy/Tableau/Power BI

EDUCATION
Master’s in Management Information Systems – Keller Graduate School of Management
Paralegal Certificate – University of Miami
Bachelor’s in Computer Engineering – University of Miami Minor Business Administration

PROFESSIONAL/COMMUNITY AFFILIATIONS
Region 3 Professionals Treasurer, National Society of Black Engineers
Member, Project Management Institute
Member, National Black MBA Association
Member, National Urban League Young Professionals
Member, National Council of Negro Women
Region 3 Professionals Parliamentarian, National Society of Black Engineers 2017-2018
Parliamentarian/Director of Corporate Partnerships, National Society of Black Engineers Atlanta Professionals Chapter 2016
Member, United Way Atlanta Young Professionals 2014-2016
Recommendations

February 5, 2020

To Whom It May Concern:

It is with great pleasure that I submit this letter of recommendation on behalf of Alexa Cottman. As a member of the Region III Professionals Executive Board for the past three years and member of the National Society of Black Engineers (NSBE) Professionals Executive Board for the past year, I have the opportunity to work with many individuals, both collegiate and professional. Rarely, do I have an opportunity to work with a person possessing the knowledge, work ethic and enthusiasm as Alexa.

I first met Alexa during my tenure as College Initiatives Chair on the Regional Executive Board during the 2017-2018 NSBE Year. At the time, Alexa was serving as the Parliamentarian for the Board. Immediately, I recognized Alexa’s attention to detail, steadfastness and knowledge of the organization. She served as a guiding light for me during my reengagement with NSBE. I knew that I could depend on her to provide clarity and policy insights. While I was already impressed by her work ethic at the Regional level, I was even more impressed by her willingness to serve at the Chapter level. We both were members of the Atlanta Professionals Chapter. It was also during this year that I watched as she served both levels of the organization with great zeal and passion. I must admit, she was someone who made my comeback an easier transition.

I was delighted to hear that Alexa would be running for the Treasurer Position the subsequent NSBE year. During this period, she continued operating at such a high level, bringing the same qualities she implemented into the Treasurer Position. You will not be surprised to know that when approaching my Chairwomanship, the following year, I asked Alexa to serve as Treasurer under my helm.

This year, Alexa has been a model Treasurer and when she expressed interest in the NSBE Professionals Treasurer-Elect position, I volunteered to write her recommendation. That is how much confidence I have in her abilities to do the job. She understands the processes and procedures of the organization and has built a strong relationship with not just the collegiate and professional members but also the World Headquarters Staff. She brings a multitier perspective to the Finance Zone, having mentored Collegiate students in the Finance Zone and served at both the Chapter and Regional level.

In summary, Alexa has not only been instrumental in helping Region III Professionals and the Atlanta Professionals in fulfilling their goals, but she is also the epitome of Servant Leadership. Exercising teamwork, skill, and passion, Alexa has set the bar high for all NSBE Professionals Candidates. It is my honor and pleasure to recommend her for the position of Treasurer-Elect.

Sincerely,

Roneisha Worthy

Roneisha W. Worthy, PhD

The mission of NSBE is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally, and positively impact the community.
205 Daingerfield Rd, Alexandria VA 22314
https://professionals.nsbe.org
February 3, 2020

To Whom It May Concern:

Ms. Alexa Cottman asked me to write a letter of recommendation in support of her application to serve as the 2020-2021 Professionals Treasurer-Elect. I do so enthusiastically!

As Travel Manager for the National Society of Black Engineers (NSBE) during the last 12 years, Ms. Cottman has been my favorite Regional Professionals Treasurer and has been nothing but phenomenal. She works with me to ensure all of her region’s travel and housing documentation are submitted by the due dates provided and continually checks on accuracy if updates are made. I know without a doubt Ms. Cottman will contact me with questions to confirm travel policies are being followed. These stellar qualities are what a Professionals Treasurer should possess.

Ms. Cottman’s main goal of maintaining the bridge with the regional finance zone will make certain all regional professional treasurers will also adhere to her work ethic which in turn will result in a better travel process.

I hope this letter of recommendation makes clear my enthusiastic support of Ms. Cottman. I am a huge fan personally and professionally and believe she will be one of the best Professionals Treasurers NSBE has ever appointed. I would be delighted to provide additional information if your deliberations require it.

Sincerely,

Roena L. Cox
Senior Manager, Events and Travel
National Society of Black Engineers
**Candidate Statement**

1) What motivates you to become a leader within NSBE Professionals and what encouraged you to apply for this position?

2) Based on your leadership experience (NSBE and external), describe why you are best suited for the desired position.

3) How will you utilize your position on the board to assist the organization in filling the engineering pipeline with black talent?

---

**Candidate**: Yosef Borga  
**Position of Interest**: Treasurer-Elect  
**Degree(s)**: M.S. Electrical and Computer Engineering  
B.S. Computer Engineering

---

I have been part of NSBE for the past decade and always been committed to the mission and serving my community. Being previously involved in different levels of leadership positions within NSBE, motivated me to apply for the treasurer-elect position. I understand the importance of financial health and stability for an organization like NSBE. Based on my previous leadership experiences, I believe I am best suited to be the treasurer-elect because I have spent the past two years leading the Region 4 Professional Board as the treasurer. Before that, I also spent two years as the NSBE Twin Cities Professionals Chapter treasurer. As the Treasurer for the Region 4 Professional Board, I sought to implement a process that streamlined operations and empowered others in stepping up to a leadership position. To have a sound financial health, I believe it is critical to promote stability, transparency, accountability and resiliency for continued success of the organization. As a treasurer-elect, I plan to go through continuous improvement in handling our finances with all the regions and collegiate counterparts. One of my goals is to implement financial procedures that is easy to follow, but also effective in creating a strong financial foundation that will empower us to accomplish our mission. In this position, I plan to assist the organization in filling the engineering pipeline with black talent by ensuring we have the resources to support all the programs we plan to implement.

---

**In your potential role, describe how you will advance NSBE’s profile and image. In what ways, if any, do you believe that you could enhance the brand of the NSBE Professionals?**

The first step to enhancing the brand of NSBE professionals is increasing the awareness. I, personally, was not aware of all the areas the profession until I graduated. I would like to increase the awareness of NSBE professionals for collegiate members early on so that we can increase our membership numbers. Within Region 4, we increased the brand of NSBE professionals by publicizing the benefits of joining NSBE professionals and the impact they can make by being involved. Another area to enhance our brand is building stronger technical and professional development programs. This will in return increase our memberships/finance and advance the NSBE image.

---

**How will you help the (r)PEB work towards achieving the NSBE Professionals Strategic Plan?**

When selected as the treasurer-elect, I plan to work towards achieving the goals and strategic plans set in place. As the treasurer-elect, my initial goals will be supporting the national treasurer, fully understanding the process and supporting the regional treasurer achieve their goals. Afterwards, I plan to work towards meeting the financial goals that are set by supporting membership zone to increase membership, growing our relationship with companies and improving our development programming to increase our profits from conferences.

---

**What unique personal qualities do you believe you will contribute to**

Some of the many qualities I plan to bring to NSBE professionals are the prioritization of effective collaboration, detail-oriented work-ethic and more solution-driven/systematic approach in developing our strategy. I am passionate
<table>
<thead>
<tr>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>advance the position of NSBE Professionals?</td>
<td>about advancing the mission and honing my leadership skills and I believe this will be a platform to achieve that. Also, as a Systems Engineer, I am always looking for ways to improve the process and I believe that will be key in streamlining our financial processes.</td>
</tr>
<tr>
<td>As a board member, you will have the responsibility to insure that the best interests of the NSBE Professionals are always the priority. How do you plan to approach the responsibility of being a team player and effective contributor to the PEB’s governance of the NSBE Professionals?</td>
<td>I am a firm believer of having a collaborative team environment. As board members, we should all work together towards achieving our collective goals. I plan to be a team player by being open minded and ready to help other team members achieve their goals. I will be an effective contributor by demonstrating strong communication skills and being dependable in ensuring the best interest of NSBE professionals.</td>
</tr>
<tr>
<td>Describe how you will use your position to connect all aspects of the society – including NSBE Jr., Collegiate and Professionals, in fulfilling the Mission.</td>
<td>To fulfill the mission, I believe it all starts with NSBE Jr. Professionals and collegiate members should put a strong focus in cultivating the next generation. In order to bridge the gap, as professionals, our first step should be fostering an open communication. As treasurer-elect, I plan to work with treasurers in all regions in relaying the message to accomplish the mission. I plan to support the mission by strengthening our Corporate Partnership and NSBE programming year around.</td>
</tr>
<tr>
<td>As an officer/chair, you will have the additional responsibility of overseeing the activities of your zone/committee. Describe your approach for assuring the your zone/committee effectively works towards the furtherance of the overall objectives of the NSBE Professionals</td>
<td>As a zone chair, I would foster open sessions and encourage everyone to participate to help bring new ideas to the table. I would also implement regular check ins to ensure my zone is working towards accomplishing the overall objectives of the NSBE Professionals. Establishing an open communication from the beginning would be a key factor in making sure the committee is efficiently working towards common objectives. This would guarantee everyone is on the same page and is aware of what is needed to be successful as a group.</td>
</tr>
<tr>
<td>As an officer/chair, you will also hold a special responsibility of making sure that the entire board governs the society effectively and efficiently. How will you insure that the (r)PEB gives sufficient consideration to strategic initiatives with long term impact on the organization.</td>
<td>I will ensure enough consideration is given to strategic initiatives with long term impact on the organization by making sure we are bearing in mind all our options and making decisions that will benefit the organization for the long term. One example is making sure we create and maintain deep relationship and symbiotic partnership with our corporate sponsors and not aim for only a one-year engagement with them. I also want to make sure that we are actively addressing any issues at hand and moving forward in a positive manner.</td>
</tr>
</tbody>
</table>
**NSBE Leadership Resume**

**YOSEF BORGA**  
Senior Systems Engineer

<table>
<thead>
<tr>
<th>EDUCATION</th>
<th>M.S., Electrical and Computer Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>NSBE EXPERIENCE</td>
<td>Region IV Treasurer</td>
</tr>
<tr>
<td></td>
<td>NSBE SEEK Minneapolis Cummins Liaison Program Manager</td>
</tr>
<tr>
<td></td>
<td>Twin Cities Professional Chapter Treasurer</td>
</tr>
<tr>
<td></td>
<td>Jackson State University NSBE Chapter V/President &amp; President</td>
</tr>
<tr>
<td></td>
<td>Jackson State University NSBE Chapter Treasurer</td>
</tr>
<tr>
<td></td>
<td>NSBE SEEK Lead Mentor</td>
</tr>
</tbody>
</table>
Recommendations

February 5, 2020

To Whom It May Concern:

My name is Ashley McCray and I am the Region IV Professional Chairperson for the National Society of Black Engineers and past president for the Twin Cities Professional Chapter of NSBE. I am writing this letter of support for Mr. Yosef Borga as he is seeking to obtain the position of Professional’s Treasurer-elect for the National Society of Black Engineers.

I have known Mr. Borga for 3 years now, and over the past few years he has proven to be one of our most independent and reliable leaders. He is a man full of character, and optimism; and he has a passion for curating community amongst others. He is a great employee of Cummins and takes his professional development quite seriously. I cannot say enough about the level of commitment to the mission, and the genuine willingness to serve that Yosef brings to our organization. I’ve seen this firsthand through his tireless leadership between Cummins and SEEK. He ensured that the new Minneapolis camp had Cummins and NSBE Professional volunteers for two years straight. The SEEK site directors even complimented the above average professional participation in the Twin Cities and that is a direct result of Yosef’s hard work.

No matter what we ask of him, he always comes through in a big way. We can depend on him to help us meet our financial goals because he has proven himself to be quite capable and appreciative of the services NSBE offered to his life. Mr. Yosef Borga is a team builder and a bridge builder. He seeks to help his peers grow and meet their fullest potential. I’ve witnessed this through his recruitment and empowerment of our R4 Finance chair. Yosef saw the gap in our corporate relations within Region 4 and made it his mission to find a finance chair. He took Brook under his wing and Region 4 ended up getting $11,000 from a first year sponsor 4 months prior to FRC.

The thing that is most impressive about Mr. Yosef Borga is that he is a bona fide leader. Leadership is in his nature, and he has stepped out quite impressively to continue to grow his natural leadership abilities throughout his NSBE tenure. Yosef leads in his own unique way. He leverages his ability to connect with all people to influence fellow leaders to adopt new systems and follow financial procedures that are usually hard to understand. Yosef served for two years on the Twin Cities Professional Chapter board. Through that time period NSBE TCPC disbursed over $10,000 in scholarship awards and tripled their corporate donations. He implemented processes that streamlined operations which led to NSBE TCPC being named Chapter of the Year in 2018. He did all of that while training the next generation of NSBE TCPC leaders.
I cannot say enough about this dedicated, intelligent, and passionate leader. He has truly stood-out as a developing NSBE leader over these past three years. An effective treasurer must have interpersonal skills, insight, foresight, and a deep connection to NSBE. Mr. Yosef Borga embodies these attributes and so much more. With him in this position you can expect innovation, dedication, and results.

I am so proud of Mr. Yosef Borga’s commitment to excellence, and he is more than deserving of this position. If you have any questions regarding this candidate and his qualifications for this position please do not hesitate to contact me at: ashleysiouxmccray@gmail.com.

Sincerely,

Ashley McCray

National Society of Black Engineers || 2019-2020 Region 4 Professionals Chair
February 11, 2020

Dear National Professionals Parliamentarian,

It is with distinct honor that I recommend Yosef Borga to be considered for the 2020-2021 Professionals Treasurer-Elect. After serving with Yosef on the R4 PEB for multiple terms, I have the utmost confidence in his skills to lead the organization financially.

I met Yosef during my second term as the Secretary of the Region IV Professionals Executive Board. Yosef was selected as the Region IV Professionals Treasurer based on his experience as the Twin Cities Professionals Chapter Treasurer. Very early on, Yosef jumped into the tasks of making sure he understood how the finances worked and the best way to be a good financial steward of Region IV’s budget. He took the time to understand processes and procedures to ensure that we had a sound working budget throughout the year. NSBE finance is not my strong suit, so as Secretary, I was able to trust in Yosef’s ability to keep my budget, albeit very small, in order.

This year, in his second term as Region IV Professionals Treasurer and my term as Chair-Elect, I have seen Yosef’s continual growth in the Treasurer position. He is now able to train a successor that can continue his work and continue to keep Region IV on track. He has been an invaluable asset to the success of our team this year in his timely communications, working with corporate partners, and being an awesome team player. As I prepare the budget for my term as Chair, Yosef has been a great resource in helping me understand how our financial processes work, reading and creating a budget, and making important considerations in each phase of the budget cycle.

With all these things said, I have no doubt that Yosef will be able to excel as the Professionals Treasurer-Elect, and eventually, take on the title of Treasurer. He has shown his ability to be focused on team goals, managing and executing a budget, and preparing for the succession of his role. I believe that is the sign of a great leader.

With NSBE Luv,

Shari M. Briggs

2019-2020 Region IV Professionals Chair-Elect
**Candidate:** Victoria Hills  
**Position of Interest:** College Initiative Chair  
**Degree(s):** BS Mechanical Engineering  
MS Mechanical Engineering

| Candidate Statement addressing the following:  
1) What motivates you to become a leader within NSBE Professionals and what encouraged you to apply for this position?  
2) Based on your leadership experience (NSBE and external), describe why you are best suited for the desired position.  
3) How will you utilize your position on the board to assist the organization in filling the engineering pipeline with black talent? | I believe my unique experience as a NSBE Jr. Member, Chapter, Regional and National leader and current District of Colombia (DC) Chapter member have prepared me to lead on the Professional Executive board. My primary motivation for applying for the PEB lies in my desire to help recent graduates transition to become professional members. Over the years I have realized that most collegiate student members do not join NSBE after they graduate, I want to change that paradigm and institute incentives for recent graduates to continue their membership beyond college. I believe I am the best candidate because I have a track record of success in all positions I’ve obtained internal and external to NSBE. As a NSBE leader I was able to institute processes and programs that still exist today within the organization. I also believe that my passion for diversity and helping students matriculate into careers would help this role transition from focusing on a once a year reception to a strategy built upon recent graduate success. I plan to use my position to simply do two things, increase the number of recent graduates who become professional members and increase recent graduates preparedness for starting their careers. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>In your potential role, describe how you will advance NSBE’s profile and image. In what ways, if any, do you believe that you could enhance the brand of the NSBE Professionals?</td>
<td>As CI chair I believe it is important for recent graduates to understand that NSBE membership does not end when they graduate. I believe I can enhance the brand of the NSBE professionals by being an advocate and also empowering regional boards to have the tools they need to engage local chapters with understanding that strategy. I also believe we have to focus on connecting students when they graduate to professional chapters and at least ensuring that all major cities have a sustainable Professionals chapter for recent graduates to join.</td>
</tr>
<tr>
<td>How will you help the (r)PEB work towards achieving the NSBE Professionals Strategic Plan?</td>
<td>I would like the work with the Regional PEB to understand what has been working with their regions chapters and what are some areas of opportunity. Basically doing a SWOT analysis to understand how NSBE can best serve the regions recent grad population and how to better connect them with recent grads.</td>
</tr>
</tbody>
</table>
| What unique personal qualities do you believe you will contribute to advance the position of NSBE Professionals? | I believe I have 3 unique personal qualities. I have a desire to learn, passion to work hard and approachable personality. Having a desire to learn is super critical in this role because every generation of recent graduates are different and every professionals chapter has a unique identity and flavor. So I need to learn what makes them unique and how I can best serve. Second a passion to work hard is synonymous with serving. As CI chair it is critical that customer service is at the forefront of what we strive to do because graduating seniors are examining everything we do to determine if they want join the organization. Lastly, an approachable personality. Sometimes interpersonal skills are undervalued however college students are one of the most impressionable groups in our
society so we need a person who is approachable and can lead initiatives with compassion and relatability.

<table>
<thead>
<tr>
<th>As a board member, you will have the responsibility to insure that the best interests of the NSBE Professionals are always the priority. How do you plan to approach the responsibility of being a team player and effective contributor to the PEB’s governance of the NSBE Professionals?</th>
</tr>
</thead>
<tbody>
<tr>
<td>I plan to approach being a team player and effective contributions from a place of empathy and understanding. The two rules that has allowed me to progress in my career thus far are to first assume goodness and second attack problems and not people. I think by using these two strategies I can be an effective contributor on the PEB and help the society towards reaching college students and having a healthy working relationship amongst the PEB.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Describe how you will use your position to connect all aspects of the society – including NSBE Jr., Collegiate and Professionals, in fulfilling the Mission.</th>
</tr>
</thead>
<tbody>
<tr>
<td>To be completely transparent my focus will be solely on college students. I do not plan to boil the ocean by trying to reach multiple levels within the NSBE organization. I want to help prepare more college students for their professional careers and help them successful transition to becoming professional members.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>As an officer/chair, you will have the additional responsibility of overseeing the activities of your zone/committee. Describe your approach for assuring the your zone/committee effectively works towards the furtherance of the overall objectives of the NSBE Professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td>As a committee lead it is important to have open and constant communication. I plan to make sure my zone members set 2-3 goals and monitor the success on a monthly basis. At work I do this with my team and it’s been successful. I believe having a monthly touch point is also essential for team success as well. Ensuring we have alignment with our team goals and communication will ensure we achieve the goals of the professionals</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>As an officer/chair, you will also hold a special responsibility of making sure that the entire board governs the society effectively and efficiently. How will you insure that the (r)PEB gives sufficient consideration to strategic initiatives with long term impact on the organization.</th>
</tr>
</thead>
<tbody>
<tr>
<td>To ensure we have strategic alignment to evaluate the long term success of the organization I believe it is important to have regional and national PEB communication. As a committee lead I will need to understand the challenges the regions chapters are having in order to create solutions to solve the problems. I will utilize my committee to serve as primary contacts for regional CI leads and chapters to ensure the strategies developed actually solve the problems within the society.</td>
</tr>
</tbody>
</table>
**NSBE Leadership Resume**

**VICTORIA HILLS**

**CANDIDATE 2020-2022 PEB C1 CHAIRPERSON**

---

**PERSONAL MISSION STATEMENT**

“My mission is to be a principled individual, displaying the utmost integrity, empathy, excellence and respect for others. I strive to use my innate spirit of resilience and empathy to positively impact the lives of my family, friends and individuals I encounter in both professional and community settings. I aspire to continue using the servant leadership model, in seeking to change the paradigm of cultural inclusion in companies around the world.”

---

**AREAS OF EXPERTISE**

- **Project Management**: Demonstrated experience in leading projects, formulating and implementing innovative ideas to an eclectic mix of cross-functional team members and senior leadership.
- **Organization Transformation**: Assembled high performing teams annually and engaged thought leaders to develop and implement complex solutions and initiatives for community and partner organizations.
- **Diversity Integration**: Implemented initiatives to engage employees and transform the workplace by developing cultural events and activities that addressed the needs of all employees and enhanced cultural acumen of the organization.

---

**EDUCATION**

- **Michigan State University**
  - Master of Science, Mechanical Engineering
  - Graduation Date: December 2015
- **Kettering University**
  - Bachelor of Science, Mechanical Engineering
  - Graduation Date: September 2012
- **Graduation Accolades**: Cum Laude Distinction, Presidents Medalist, Sobei Scholar and Robot Society Initiate.

---

**PROFESSIONAL EXPERIENCE**

**Alarm.com**

- **Tysons Corner, VA**
- **July 2019 – Present**

**Partner Tools Program Manager**

- Implemented burnup charts and story points strategy which improved engineering productivity and increased the weekly ticket completion rate from 46% to 75%.
- Created an Agile structure board for software and quality engineering teams which increased the visibility of programs and resulted in 80% of program focused tickets to be accurately assigned to the appropriate engineer.
- Synchronized internal and external stakeholder Structure Boards and software engineers workload to ensure 50% of stakeholder tickets were assigned in the software engineers weekly assignment sprints.

**Ford Motor Company**

- **Multiple Locations**
- **September 2014 – June 2019**

**Climate Quality Engineer, Dearborn, MI**

- Executed a Global Warranty Chargeback (GWC) project for the Ford Mustang program resulting in a cost recovery of $1 million dollars in warranty spend from the Tier 1 and Tier 2 supplier.
- Rallied the support of Ford’s Design Engineering team to create a Technical Service Bulletin (TSB) that implemented a new design which resulted in reducing the Ford Explorer Rear Console Cupholder repair cost by $100,000 annually.
- Launched the second largest global Employee Resource Group (Ford NextGen) focused on recruiting millennials and retaining talent and grew the organization from 15 to 3,500 members in 3 years.
- Managed the strategy of multiple Ford NextGen chapters across United States, Canada, China and Australia to drive employee focused initiatives surrounding community engagement, networking, professional and personal development.
- Executed the “Workplace Built For You” Diversity and Inclusion strategy using Qualtrics, JotForm and small focus groups to survey over 6,500 employees and resulted in 5 employee driven initiatives focused on increasing workplace satisfaction.

**Program Management Associate, Hermosillo, MX**

- Resolved cross program issues on the MKZ and Fusion to ensure all vehicles were compliant for lighting and electrical End of Line (EOL) regulations and requirements.
- Lead the 2016 EOL team to close 90% of all electrical lighting End of Line issues prior to each build phase.
- Presented daily to a bilingual staff and utilized slide bumpers translated to Spanish to ensure the team was aligned on the direction to improve End of Line issues and material concerns.

---

V. Hills | Page 1 of 2
**ADDITIONAL PROFESSIONAL EXPERIENCE**

<table>
<thead>
<tr>
<th>Company/Position</th>
<th>Location</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIAT Chrysler Automotive</td>
<td>Auburn Hills, Michigan</td>
<td>May - August 2013</td>
</tr>
<tr>
<td>UTC- Pratt and Whitney</td>
<td>East Hartford, Connecticut</td>
<td>June 2011 - August 2012</td>
</tr>
<tr>
<td>General Motors</td>
<td>Flint, Michigan</td>
<td>January 2007 - March 2009</td>
</tr>
<tr>
<td>Active Chassis Engineer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fan Blade Engineer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Design Engineer</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NON-PROFIT LEADERSHIP EXPERIENCE**

- **Math 4 Success, Private Tutoring Organization**
  - *Operations Director*
  - Supervised negotiations with VCita Corporation for scheduling software which resulted in an 80% decrease of time spent on scheduling and a 20% increase of new customers.
  - Implemented an excel-based tracking system for staff to prioritize projects that required collaboration, which resulted in a 15% growth of cross-functional projects across the team.
  - Lead the three (3) month migration of paper documents to an electronic platform called Jotform, which improved private tutor and instructor visibility of the hiring process.

- **National Society of Black Engineers**
  - *Board of Directors Member*
  - Served as the National Vice Chairperson for the National Society of Black Engineers Board of Directors, which consisted of serving in a chief of staff capacity for 32 board members and over 15,000 society members.
  - Worked with the Executive Director, National Chairperson and a consulting company to identify organizational leadership gaps, strengths, weaknesses, opportunities and threats to develop the NSBE 2025 Strategic Plan.
  - Developed the Operations Plan (Ope Plan) Task Management Tool to evaluate the success of annual goals and initiatives which overall increase the productivity of staff and board member task completion rate by 50%.

**SOFT & HARD SKILLS**

- **Operations:** strategy development, competitive analysis and benchmarking, and design thinking methodology.
- **Communications:** Strong interpersonal skills, effective presentations, template designer and public speaking.
- **Expert:** Microsoft Office Suite (Word, PowerPoint, Excel, Publisher, Project and Visio)
- **Nasive:** Adobe Photoshop

**AWARDS AND ACHIEVEMENTS**

- Feb. 2019 - Black Engineer of the Year: Science Spectrum and Trailblazer Award
- Jan. 2019 - Ford Interior Quality Project Recognition Award
- Dec. 2018 - Ford Diversity and Inclusion: Fostering an Inclusive Environment Award (Individual)
- Dec. 2018 - Ford Diversity and Inclusion: Leading the Way Award Recipient (Team)
- April 2016 - Ford Exterior Engineer of the Month
- September 2013 - National GEM Consortium Fellow

**COMMUNITY OUTREACH**

- Ford Next Generation Employees Network (Founder)
- Ford Diversity Recruiter for Society of Hispanic Professional Engineers and Women of Color Conference
- National Society of Black Engineers (NSBE)
- F.I.R.S.T Robotics Mentor (Team 322)
- Ford African Ancestry Network (FAAN)
- Black Girls Code – Detroit (Technical Mentor)

**PERSONAL INTEREST AND HOBBIES**

- Runner: I run 3-4 times a week and participate in organized 5K, 10K and occasional half marathons to support charity.
- Volunteer: I volunteer with organizations focused on exposing young girls to Science, Technology Engineering and Math.
- Traveler: I plan and become culturally immersed in two countries per year either solo or with a group of friends.
- Audiobooks: I actively listen to audiobooks and I have started a virtual book club with friends.
- Cooking: I enjoy experimenting with various spices and culinary techniques to create unique dishes from different countries.
Recommendations

January 24, 2020

To Whom It May Concern:

I would like to highly recommend Victoria Hills for the position of the 2020-2022 National Professionals College Initiative Chair. I have had the pleasure of knowing and working with Victoria in NSBE for several years. Over this time, I have seen first-hand why she would be a good candidate for this position in addition to the professional success she has experienced in her short time since graduating college.

I believe Victoria to be the best candidate for this role when you combine her NSBE experience, her work experience, and her youth. This role needs someone who understand the challenges that collegiate students currently face due to experiencing them, understands how to navigate through those challenges, and who has the vision to craft the necessary develop “curriculum” to help our NSBE collegiate students succeed.

As we have been friends for my duration of serving in NSBE leadership, I have been able to share my experiences and current understanding of the NSBE Professionals Executive Board to some extent. This knowledge coupled with the goals she has set forth to execute towards in this position, will allow her to transform the position to be more impactful and support the NSBE 2025 goals. Not only will it support the NSBE 2025 goals, it aligns with the NSBE Professionals Strategic Plan.

Again, I would like to restate my recommendation for Victoria Hills as the 2020-2022 National Professionals College Initiative Chair. If you have any questions, I can be reached at pebsecretary@nsbe.org.

Maurice Patterson
2018-2020 National Professionals Secretary
2017-2018 National Professionals Chair

The mission of NSBE is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally, and positively impact the community.

205 DAingerfield Rd, Alexandria VA 22314
https://professionals.nsbe.org
Greetings Members of National Society of Black Engineers Elections Committee,

It is with great pleasure that I write a letter of support and recommendation for Victoria Hills as the 2020 Professional Executive Board Collegiate Initiative Chairperson. I have had the pleasure of knowing Ms. Hills over the past four (4) years and I believe she embodies all the characteristics and achievements necessary to uphold this honorable position.

The Professional Collegiate Initiative Chairperson seeks to increase the interaction between NSBE Professional Members and collegiate members and I believe through Victoria’s involvement and her success both personally and professionally she the most ideal person to fulfill this role. Ms. Hills is trailblazing a path to not only establish success as an engineer but she is also paving the way for those who are becoming engineers. Her involvement at both Ford and Alarm.com as a corporate recruiter has allowed for many NSBE, SHPE and Grace Hopper students to be recruited for entry level engineering positions. At Ford Motor Company she served as the founder for an Employee Resource group called Ford Next Generation Employees Network, which served as a vehicle to connect collegiate level students to professional employees at Ford. I’ve learned through the years that Victoria has a true passion for inspiring collegiate students, whom are the future thought leaders of this country. She is paying it forward by facilitating numerous conversations with students at Howard University, Michigan State University and Kettering University surrounding her experience as a collegiate student and as an engineer.

Overall, Victoria’s ability to listen to her team has stuck me as the most influential trait. As the previous co-chair with her for Ford NextGen, I can honestly say the skills she possess as a leader and the passion she has for diversity makes her an exceptional candidate for this position. Her attention to detail and ability to engage a group of individuals continues to inspire me and those around her. When I think about the characteristics that a NSBE leader should have I think about a person who embraces innovation, driven by vision, pays it forward and embraces inclusion. These are traits that Ms. Victoria Hills has and will continue to bring to any organization she has the opportunity to represent. I support Victoria Hills as a candidate for the 2020 Professional Collegiate Initiative Chairperson position and I believe she will represent the National Society of Black Engineers in a profound way. If you need any additional information please let me know.

Sincerely,

Trevor Sherts

Trevor Sherts
Chairperson of Ford Next Generation Employees Network
Senior User Experience Engineer Ford Motor Company