Success

It’s our only way, our only goal...

Contents

2018-2019 Professionals Chair 3
Membership & CHIP Recap 4
PDC 2018 7
30th Year Anniversary Recap 8
Financial Highlights 11
Regional Recap 12
No one is made famous by wealth, title or material possessions. Each of us was created for a specific purpose, and when we move within that purpose, greatness follows, whether academic, personal or professional. The 3,000-plus members of NSBE Professionals - our unique organization within the National Society of Black Engineers - are well-educated, working within our selected fields and acting on the need to move with purpose. We are giving back to our community and mentoring the next generations of STEM practitioners and leaders within NSBE.

As part of its mission statement, NSBE challenges its members to “succeed professionally,” but we realize that achieving that goal comes not only from developing an outstanding technical skill set but also by growing our members’ ability to elevate their entire team. Good engineers get the job done, but great engineers improve the skill set of everyone around them in the process, thereby propelling the whole organization forward. Think about it: the best managers grow their people, but the best executives inspire excellence. NSBE Professionals was founded to enhance the Society’s offerings by providing programs and activities to cultivate excellence among practicing engineers and technologists. This type of growth and development requires the success of others, for the benefit of the Society.

NSBE “veterans” know there are three primary types of NSBE Professionals: those who are “new to this”, those who “grew to this” and those “born to this.” For those unfamiliar with the Society, we’ll translate: some engineers find NSBE after they have graduated from college, whereas others are NSBE members in college and continue with or return to the organization, to network and share as members of NSBE Professionals. Finally, there are those who seem to have been born near the warmth of our symbol, the NSBE Torch, always leading and continually seeking their next opportunity to serve the Society. Those “born to this” bring wisdom, passion and a deep love for NSBE, in addition to their talent and ability. They remind us that NSBE is, first and foremost, a family, and you never leave family behind.

This year, and every year, NSBE Professionals is focused on increasing our impact on NSBE’s mission in a measurable way, to ensure we are progressing toward our goals. To accomplish this, we need to provide more networking opportunities and technical and leadership development activities, so the next generation of executives and successful entrepreneurs carry the NSBE logo on their blouse or lapel. We need partners who show up to hire, train, mentor, cheerlead and write checks when the Society calls. And, we need you.

As we seek to advance NSBE’s mission - “to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community” - we ask one question: will you join us?

“We need partners who show up to hire, train, mentor, cheerlead and write checks when the Society calls. And, we need you.”
The 2018–2019 National Society of Black Engineers (NSBE) Professionals Executive Board (PEB) achieved its goals to enhance our financial profitability, improve communication inside and outside of NSBE, and engage/recruit membership to support the mission of NSBE.

NSBE Professionals

The membership increase in the Professionals stood out in a year of impressive growth for NSBE as a whole. The Professionals’ ranks grew by 32 percent, from 3,384 at fiscal year-end 2018 to 4,453 at the end of July 2019: the largest jump for the Society’s four membership categories. Chapter statistics were also impressive. At the end of the 2019 fiscal year, NSBE Professionals had 10 chapters with more than 100 members - seven in the U.S. and three in Ghana. Besides the quantitative success, the quality of chapters was bolstered by the Chapters Health Initiative for Professionals (CHIP) program, a comprehensive annual chapter development effort. CHIP aims to collect and share chapter best practices on operations and program execution, provide a common framework for the excellence of Professionals chapters that is separate and apart from the framework used to define NSBE collegiate chapter excellence, and recognize chapters more fully and in alignment with the level of contribution they make to NSBE’s mission in their communities. Nine chapters achieved the top-ranked Gold status this year in the CHIP assessment, which measures the success and sustainability of their operations, infrastructure and programmatic reach/impact.
2018-2019 NSBE Professionals Executive Board

Chair: Anthony Murphy
Chair-Elect: Julius Hudson
Secretary: Maurice Patterson
Treasurer: Michael Boswell
Programs Chair: Paula McCall
Chair Emeritus: Maurice Patterson
Parliamentarian: Reginald Archer, PhD
Publicist: Allante’ Collier
Technology Officer: Paula Bennett
Finance Chair: Angelena Edwards
Professional Development Conference Chair: Jessica Wright
Technical Professionals Conference Chair: Frenae Smith

Talent Development Chair: Akissi Lewis
Technical Excellence Chair: Syreeta Thomas
College Initiative Chair: Christine Wingo
Pre-College Initiative Chair: Dominick Sanders
Membership Chair: Eric Bryant
Region I Professionals Chair: Ledum Nordee
Region II Professionals Chair: Phyllis Pelzer
Region III Professionals Chair: Lyle Gladney
Region IV Professionals Chair: Alex Isaac
Region V Professionals Chair: Christopher Lewis
Region VI Professionals Chair: Mikala Windham
Houston Mayor Sylvester Turner and Gregory Robinson, director of NASA’s James Webb Telescope Program, were among the featured speakers, and community service activities and a high-level panel discussion on women’s issues in Corporate America were among the featured events at NSBE’s 2018 Professional Development Conference (PDC) in Houston, Texas. The three-day event was held on Sept. 20-23 at the DoubleTree by Hilton Houston – Greenway Plaza concurrently with two other NSBE events: the Aerospace Systems Conference and the Energy Summit. The theme of the PDC was “Change the Culture, Change the Narrative,” a phrase that referred to the event organizers’ efforts to change the common perceptions of NSBE, engineers, women, African Americans and other underrepresented minorities in the STEM Fields.

NSBE PDC 2018 was a true representation of the love for NSBE and H-Town!

A few highlights of the PDC’s 50-plus events follow:

- Leadership Roundtable Breakfast: Leading Through Technical Excellence / Sponsored by GE
- Sustainability: Be the Charge You Want to See / Sponsored by The Dow Chemical Company
- Inside the Executive Suite Breakfast / Sponsored by NASA Glenn Research Center
- Developing Leaders to Support NSBE and Future Engineering Opportunities / Sponsored by AECOM
- The Executive Women Forum Luncheon / Sponsored by Shell and Bechtel
- Houston Professionals Fresh-Start STEM Program
- Community Impact Event: “Help Houston Heal”
- Evening of Excellence Gala / Celestial TORCH Awards

Over 360 professionals with 25 corporate sponsors & exhibitors were in attendance and over $100,000 in sponsorship was raised for this 3-day event.
Evening of Distinction

Until the NSBE Alumni Extension was founded in 1988, the student-led National Society of Black Engineers had been an organization exclusively for students. The Alumni Extension created a place in the Society for graduates who had been members of NSBE in college. Today, the Alumni Extension is NSBE Professionals, a 3,300-member organization that includes former collegiate members of NSBE as well as other engineers, scientists, educators, technologists and executives who are committed to driving change and making an impact on the community through the advancement of NSBE’s mission.

For many members of the Society, the existence of the Professionals as a vital part of the organization is a given, and its founding, and the stories of those who were involved in the long struggle to make it happen, are unknown history. It’s easy to see why: the three decades that the Professionals have been on the map is more than a lifetime for most members of NSBE’s National Executive Board.

NSBE Professionals’ “Evening of Distinction” 30th Anniversary and Scholarship Fundraising Gala gave the organization an opportunity to make its history present tense and place it in the context of the current growth and achievements of NSBE as a whole. The black-tie event was held November 17, 2018 at the Crown Plaza Greenbelt hotel in Prince George’s County, Maryland.
The Evening of Distinction paid homage to those who helped shape NSBE Professionals, and it commemorated all Professionals members and other black technical professionals who are making strides in the STEM fields. The funds raised by the event supported the Edward E. Barnette Jr. Community Impact Scholarship, realizing the Professionals’ goal of leaving a legacy to every community the organization touches.

Evening of Distinction Awards were presented to four NSBE Professionals pioneers: NSBE 1985–87 National Chair and first NSBE Alumni Extension Chair Donna O. Johnson Mackey, former National NSBE Professionals Chair Richard Z. White (2016–17), who created NSBE’s first internal computer network, NSBENet, in 1985; 1988-89 National NSBE Alumni Extension Chair Robert S. Bright, the organization’s first elected national chair; and 1995-96 National Alumni Extension Chair K.C. Matthews. NSBE Executive Director Karl W. Reid, Ed.D., accepted an Evening of Distinction Award on behalf of NSBE’s World Headquarters staff.

Jessica Donaldson, Ph.D., electronics engineering manager for Northrop Grumman Corporation, was keynote speaker for the Gala. Dr. Donaldson stirred the audience with her story about the hardships of her youth in Brooklyn, New York, and how she and her siblings achieved career success in spite of them.

“You could have lived at any moment in history, but you exist right now,” Dr. Donaldson said. “Your dreams, whatever they are, have been planted inside of you to sprout at this very moment. So no matter what stage you are in life, how old you are, what you have or have not accomplished, embedded in you are dreams.”

Dr. Mackey is president of Guaranteed 4.0 Learning System, a company she founded in 1995, and vice chair of NSBE’s National Advisory Board. She spoke to the gathering about the importance of purpose and her Christian faith, and she told the younger members of the audience about the challenge of starting the Alumni Extension, saying: “...The four (NSBE National Executive Board) administrations leading up to (National Chair) Gary S. May’s ...was a journey for a number of people who were involved,” including herself and her closest teammate on the 1985-87 NEB, Richard White, who followed her to the podium.

“I want you to know that everything you do every day moves you toward purpose,” Dr. Mackey said. “God takes us one step at a time. So don’t think anything that you do goes unnoticed. God has a plan and a purpose. So continue to the purpose.”

White, president of the SAP and information technology services company Richard Z. White LLC, spoke about the culture of caring and trust in the NSBE leadership of that time, before NSBE had a national headquarters or a bank or formal procedures for many of its activities.

“I still remember the first time we chose to have a leadership conference...” White said. “...The prior board would bring a suitcase of money that they got from the National Convention, and that’s how we would transition. But we were on the honor system. We were family.”

“The family wasn’t just the elder leaders in NSBE at that time,” White said. “We had young leaders coming up. They saw this environment, this organization, and it was up to us to mentor them and say, “This (organization) is more than just you... Donna and I reached out to the collegiates, and they partnered with us, because they began to see us being selfless.”

“I accept this honor on behalf of the entire 1995-96 board, because even though I was elected their leader, they did all the heavy lifting,” said Matthews, who is a senior transportation engineer at Leidos. “I like to describe us as being that first Alumni board that was in the sweet spot... You storm, and you norm, and then if your are so blessed, you perform. Well, my board was the first board that didn’t have to worry about the first two parts. (The earlier boards) put it on a tee for us.”

Speaking with the obvious pride, Matthews said his and his wife Mary’s true NSBE legacy is their daughter, Janae, NSBE’s Region VI membership chair and a biomedical, electrical engineering major on a full academic scholarship at Colorado State University.

“You could have lived at any moment in history, but you exist right now...
“When you see one of your own come through the pipeline, the same pipeline that pushed us out, that’s when you know the organization is alive and well,” he said.

“Having dreams and seeing dreams become a reality is truly a blessing,” said Bright, who is founder and president of Talson Solutions, LLC, an international construction auditing, consulting and project management services firm. “I had a dream to foster and to develop the (NSBE) alumni, because I knew the mission was going beyond just attending a conference. It was a lifelong mission, a lifelong dream.... Many of us...know the many battles we had to face to keep the name Alumni on the map.”

“It’s been a long time since my days as an undergraduate at Rensselaer,” Bright said, “…It was at Rensselaer when I felt that Torch, that NSBE Torch. (And I feel) the power and the burning of it today.”

“(The Professionals have) come a long way, an extremely long way,” said the Professionals’ current national chair, Anthony B. Murphy. “When you see one of your own come through the pipeline, the same pipeline that pushed us out, that’s when you the National Executive Board and the World Headquarters depend upon us significantly at this point. At this point, we are asked to sit on a vast number of committees. We are asked to lead a significant number of initiatives, new initiatives to not only engage from a political perspective but also a corporate perspective and also to help generate strategy, five years, 10 years, 20 years down the road.”

“This organization is growing by leaps and bounds,” Murphy said. “(We) are making changes that I believe five years, 10 years down the road will wow the nation.... But, in essence, for us to prepare and to do what we do well, we need engagement from each and every one of you... This (event) is not just about celebrating. This is not just about raising funds. This is about you, your empowerment, your level of engagement in this organization (and) in your community, because the future that we want to build is one which we build it.”

“The opportunity to recognize pivotal leaders in honor of 30 years of NSBE Professionals was truly amazing and influential to all those who attended who may not have had the historical knowledge of how we got to where we are today,” said Maurice Patterson, NSBE Professionals’ national secretary and national chair emeritus, lead organizer of the event. “We look forward to celebrating our 40th anniversary in 2028.”
NSBE Professionals has had positive financial activity over the past two fiscal years. This is largely attributed to the increase in membership along with the organization’s partnerships with new and innovative employers that supported the Professionals’ vision during the 2018 and 2019 NSBE Professional Development Conferences (PDCs). The Professionals host the annual PDC to provide the organization’s members with knowledge and skills to advance their careers.

On the heels of the successful PDC in Houston in 2018, NSBE Professionals is now strategically planning and contracting locations that are attractive to all members of the organization. The objective was to identify and contract locations for three consecutive years of the event. San Diego is slated for late August 2019. Miami and Dallas, selected as the 2020 and 2021 locations, respectively, will also be scheduled for late summer - which allows for most young technical professionals, mid-career professionals and seasoned professionals to enjoy the PDC and its location with their families.
While the 2018-2019 saw a significant increase in membership, the Regional Professional Executive Boards (RPEBs) made tremendous strides increasing the value and engagement amongst the membership. Through coordinated efforts there were enhancements in communication and programming provided throughout the year. In support of the collegiate membership, the regions worked to ensure that they were prepared for the Fall Regional Conferences (FRCs) through the implementation of resume review programs and the execution of the NSBE Professionals Dress to Success (DTS) program which subsequently translates to having members prepared for NSBE’s Annual Convention.

The 2018 FRCs also included summits provided by the NSBE Special Interest Groups (SIGs). These summits were created to increase the SIG impact on FRC by utilizing their targeted programming to provide several coordinated workshop tracks for the attendees. These summits served as springboard for the 2019 NSBE PDC which included three SIG Summits.
NSBE’s largest international Affiliate Chapter, NSBE Ghana celebrated its 20th Anniversary in 2018. A delegation of NSBE leaders traveled to Accra Ghana to commemorate the celebration of this milestone and to help Ghana’s push to be the face of NSBE in Africa.