



NATIONAL SOCIETY OF BLACK ENGINEERS

2023 ANNUAL CONVENTION HANDBOOK

MARCH 2023



Think Green! Please do not print unless absolutely necessary



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Any questions concerning this handbook and any information it contains should be directed to the National Parliamentarian at nebparliamentarian@nsbe.org.



Annual Convention Senator Requirements

Senators serve as a **chartered** chapter's representative to the National Senate. In order to serve in this position, Senators must meet the following requirements:

- Be a paid Member of NSBE and the chartered chapter represented
 - **Cannot** be an affiliate member
- Be knowledgeable of the National Constitution, National Bylaws, Regional Bylaws and parliamentary procedure (Roberts Rules of Order)
- Be aware of the wishes of the chapter and vote accordingly

Be registered as a Senator. Registration means that you are listed in our online NSBE Connect system as a Senator for your chapter and meet the requirements. See your Chapter President if you are unsure if you are registered.

In order to be counted as present at Convention and able to vote, you must have check-in with a Parliamentarian by the end of the National Forum on Thursday, March 23rd by 12:30 pm CT.

Mandatory Sessions for NSBE Senators

All Senators are required to attend all ballot related events. Updates, regarding elections, will be announced at the end of General Sessions or any of the mandatory sessions.

The following sessions are required for all NSBE Senators to attend. For times and locations, see the convention agenda.

- National Forum
- National Candidates Q&A
- National Voting (March 24th @ noon CT – March 25th @ 1:00 pm CT)

Voting System

This year, we will be using an electronic voting system entitled eBallot. eBallot is a secure, electronic voting system that allows everyone to vote with flexibility as long as they have internet access. It allows senators to vote via an online voting portal. For more information on the system, please visit www.eballot.com.



Voting Instructions for Senators

National Voting Instructions

Each senator will cast a vote to select the members of the National Executive Board and to adopt any constitutional amendments/ballot proposals.

- After the National Forum and National Candidate Q&A, discuss the candidates and any new information regarding governing document amendments with your chapter and determine your Chapter's vote.
- Once National Voting opens you will receive an email to the address within your NSBE Connect profile. The email will contain your credentials for the eBallot system along with the link to access the system.
- Go to the VoteNet site using the provided link and log in.
- Choose the ballot that you will be voting on (Regional/National)
- Carefully make your selections on your electronic ballot.
- Review your electronic ballot to ensure you have marked it appropriately
- Cast your vote by hitting "Submit"
- Save a copy of your ballot by clicking to download a receipt.
- Continue to the link provided on the completion page.
- Retain a copy of your receipt to provide incase it is requested.

Consequence of Not Voting

Chapters participate in Regional and National business by selecting 2 Senators to cast a vote on their behalf. When a Senator does not cast a vote, they have not fulfilled their duties and have done a disservice to their chapter and our national membership as their voice is not heard. In addition, Senators who do not cast a vote will automatically forfeit the conference discounted registration rate they received and will be billed the exact conference registration discount (Bylaws Article XVI F 3).



Senate Proposals

Each senator will be expected to review the following proposal with their chapter in order to represent their chapter’s intent at the Annual Convention. There are currently one proposal on the Convention ballot.

Proposal 1: Professional Membership Eligibility through Licenser

| | |
|--|---|
| Title of Proposal | Affected Document |
| Professional Membership Eligibility through Licensure | National Constitution |
| Author(s) of Proposal <i>(Full Name and Position)</i> | Other Affected Governing Documents |
| Eric Bryant, National Professionals Parliamentarian | National Professionals Bylaws |
| Background (What is the reason you are requesting change?) | |
| <p>In today’s modern society, individuals are finding non-traditional pathways to engineering careers. As online degree programs and innovative majors defy traditional accreditation standards and become more widespread, the definition of what it means to be a NSBE member needs updating to consider the future to ensure that it is more inclusive of all potential members for its growth.</p> <p>If ratified, this amendment would extend full Professional membership status to licensed Professional Engineers, Engineers in Training, and Engineering Interns as recognized any US State or territory or said equivalent licensees from their home country or country of residence and individuals with professional work experience in engineering practice as eligible to be Professional members, regardless of academic credential.</p> | |
| AMENDMENT PROPOSAL | |
| Section as it reads now: (Include section headings) | |
| <p>ARTICLE III – MEMBERSHIP</p> <p>...</p> <p>Section 3.</p> <p>...</p> <p>D. A Professional member shall be defined as:</p> <ol style="list-style-type: none"> 1. A person who has received a Bachelor’s degree or advanced degree from an Accredited Educational Institution in engineering, engineering technology, or applied/physical science as defined using an approved standard or 2. A candidate for an advanced degree in engineering, engineering technology or applied science as defined using an approved standard, from an Accredited Education Institution, 3. and who has met the criteria to receive a registered membership card through the payment of annual membership fees. | |
| Section as it will read: (Signify changes with red italicized text) | |
| <p>ARTICLE III – MEMBERSHIP</p> <p>...</p> <p>Section 3.</p> <p>...</p> <p>D. A Professional member shall be defined as:</p> <ol style="list-style-type: none"> 1. A person who has received a Bachelor’s degree or advanced degree from an Accredited Educational Institution in engineering, engineering technology, or applied/physical science as defined using an approved standard or 2. A candidate for an advanced degree in engineering, engineering technology or applied science as defined using an approved standard, from an Accredited Education Institution <i>or</i> 3. <i>A person who is presently registered, or has been registered, as a Professional Engineer (PE), Engineer in Training (EIT), or Engineering Intern (EI) by any state or territory of the United States, or an approved equivalent registration granted by the person’s country of origin or residence, regardless of the accreditation status of the degree earned,</i> 4. and who has met the criteria to receive a registered membership card through the payment of annual membership fees. | |



Election of the National Executive Board

Each senator is required to cast their vote for election of the National Executive Board. The National Candidates have provided statements that describe how they will help NSBE work towards our strategic goals. These statements are provided in this handbook.

In order to be considered a National Candidate for a National Executive Board position each person had to complete a Declaration of Intent and provide official documentation of their eligibility to serve on the National Executive Board. Each candidate will also have to complete all elements of certification process to remain on the ballot for Convention. These combined elements include completion of basic NSBE leadership training and NSBE review exam and submission of a NSBE/Leadership resume, recommendation letter, and answer to short answer questions detailed in this handbook.

There are 14 elected positions on the National Executive Board. All open positions will be filled by the NEB-Elect after convention along with the appointed positions mentioned in the Candidate Handbook.

NATIONAL EXECUTIVE OFFICERS

Chairperson
Vice Chairperson
Secretary
Treasurer
Programs Chairperson

NATIONAL STANDING COMMITTEE CHAIRS

Academic Excellence Chairperson
Membership Chairperson
Communications Chairperson
Finance Chairperson
Pre-College Initiative Chairperson
Publications Chairperson
Public Relations Chairperson
International Committee Chairperson
TORCH Chair

National Executive Board Candidate Overview

NATIONAL CHAIRPERSON

Alia Cummings
Avery Layne

NATIONAL TREASURER

Oluwaseyi Akinwumi

NATIONAL PROGRAMS

Michael Williams

NATIONAL MEMBERSHIP

Ayomide Akosile
Taylor Scott

NATIONAL VICE CHAIRPERSON

Victoria Pinkett

NATIONAL SECRETARY

Jessica Oseghale
Ariella Sanders

NATIONAL PCI

Jalynn Buruss

NATIONAL INTERNATIONAL CHAIR

Mariama Alidu



National Chairperson Candidate
 Alia Cummings
 University of Michigan, Ann Arbor
 Material Science
 Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

Moving forward as a society it's important that we heavily push for the goals that we have set to be succinct and focus on the execution of our plans. In doing so, it's imperative that we understand the purpose of our strategic plan and be open to changes that need to occur for the society as we embark on NSBE's 50th anniversary and beyond. If elected, the position of National Chairperson must be utilized to aid in making decisions about what's best for NSBE, focusing on the initiatives that have been successfully implemented and improving upon these ideas with necessary changes keeping in mind the impact that it will have on membership. I am motivated and humbled to be in an era of critical transformation as we look at how NSBE can be reshaped and advance to new heights of our 2025 Strategic Plan taking a new form as NSBE's Long Range Plan. The Strategic Plan encompasses all areas of membership into the categories Ready, Set, and Go with a continuation of societal advancement from the categories Brand and Grow. If elected as National Chairperson, I would like to highlight the positive impact that can be made through improvements of Set and Brand in the strategic plan.

Set encompasses collegiate programming, retention, and academic excellence. It is imperative that as our collegiate membership advances in academic and professional careers, they are well-rounded individuals with access to opportunities for self-improvement. With this, I would work with our Administrative Zone, Programs Zone, and World Headquarters to provide a platform in which students have access to masterclasses for leadership development, workshops to expand knowledge and prep for workplace certifications, and streamlined toolkits for programmatic events based on a chapter's size and needs. Investing in our collegiate membership and leveraging partnerships will enhance benefits provided to our society.

Brand focuses on how we effectively communicate with our membership and how we present the image of NSBE to society at large. Working heavily with our Communications Zone we must increase membership awareness by finalizing improvements to our NSBE website and completing the installments of accurate membership portal access and our NSBE Chat Bot for membership engagement. With our Brand Refresh we are also in a state of political unrest with presidential elections on the horizon and governmental decisions for DEI impacting our membership and STEM efforts. Given the current climate, it is also important that we emphasize our STEM Policy & Influence. Through the RISE initiative, NSBE members should be encouraged to impact their communities as our organization also increases our advocacy around social issues. I would work with our National TORCH Chair to help in the redevelopment of our TORCH programming and increase outreach as we also learn to effectively engage with social issues that impact our membership.

NSBE is in the era of a pivot with game changing leaders. Being elected as National Chairperson, I will work in culmination with the NEB and NPEB to make sure this positive change comes to pass.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

For us to understand the importance of redefining NSBE's value proposition, we must understand the philosophy upon which NSBE was founded. Our founding leaders had the goal of leveling the playing field for Black students by offering opportunities to succeed at all levels. Knowing this, we must expand upon this legacy and use our network. The benefits of being an NSBE member should extend beyond your chapter. Leveraging our resources, NSBE has the means to offer support at all levels of membership. Pivoting to the NSBE Institute accomplishes this. Here, we can offer masterclasses for standardized test prep, leadership development, entrepreneurship, and special certification classes needed for industry advancement. Wanting to provide the most valuable and tangible resources for membership should be the goal. Enhancing our value proposition will increase society's awareness of the opportunities available to them. This will demonstrate NSBE's capability to address academic and industrial advancement issues.



Letter of Recommendation

February 25, 2023

To Whom It May Concern,

It is my pleasure to write this letter of recommendation for Ms. Alia Cummings as a candidate for the coveted role of National Chairperson of the National Society of Black Engineers (NSBE).

I first became familiar with Ms. Cummings' impeccable leadership skills during the pandemic when she was introduced as a candidate for Region 4 Parliamentarian at the National Convention hosted on the Verbela platform. After concluded conferenced and proceeding with the interview and appointment process, it was then it was very clear that Ms. Cummings had the personality and charisma to take charge, resulting in her being appointed as Vice Chairperson instead. In this position, Ms. Cummings stood as a pillar of the Board. Prior to transitioning, she established her objectives, set her goals and begun her task to incorporate board management alongside Regional leadership goals. While any Vice Chair can simple check off action items or run through agendas, Ms. Cummings assisted in unique leadership activities to build bonds during a troubling pandemic, provided countless outlets for cross functional leadership development, and even mastered the board dynamics leading into a new in-person NSBE. While her NSBE experience comes well before the collegiate realm when she served in PCI, it was at that time that she had begun to show a true commitment to NSBE.

Having already demonstrated the leadership skills and competencies prior to her role on the Board, it was clear Ms. Cummings would run for Chair of the Region. Having further demonstrated her ability to be one of the most engaged cross-functional members of a leadership team, it is no question she would be an exceptional National Chair whom would provide an unyielding drive to produce a more cohesive NSBE. Her current role has proven that her personal strengths breathe life into NSBE leadership, and the role of National Chair deserves someone like Ms. Cummings.

As a dedicated member of NSBE, I believe Ms. Alia Cummings has an exceptional background and an unmatched personality and will use these experiences as an undeniable National Chair for the 2023-2024 National Executive Board.

Warmest Regards,

Jarrell D. Johnson
NSBE's First Collegiate Lifetime Members
NSBE Region 4 Advisory Board Chair
NSBE Region 4 Professionals Chair-Elect



National Chairperson Candidate
Avery Layne
University of Maryland, College Park
Mechanical Engineering
Graduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

To advance the work of our organization, we have to do two clear things: we have to engage and develop our members well, and we have to get the word out to everyone about the amazing work we do. In that way, the key areas of the Strategic Plan to focus on are SET and BRAND.

When you look at SET, we see two key focuses on quality program execution and demographic collaboration, both of which can be tackled from both the national and chapter levels.

SET - Quality Program Execution: Nationally, I'd work with our Finance and Programs Zones to deepen our relationships with current corporate partners while seeking new partnerships with organizations like Engineers Without Borders to increase the quality and reach of our programming. For chapter level support, I'd direct national and regional leaders to develop best practices toolkits around target programming areas to guide and support chapters in program execution.

SET - Demographic Collaboration: I'd ensure that we continue to put appropriate resources and bandwidth towards the National Mentorship Program that we've been developing. Through this program, we aim to further connections between the Collegiate and Professional demographics so that our collegiate members can be developed to succeed in their careers. We'd also work to develop a resource for chapters to more easily identify geographically close chapters of all demographics to streamline efforts for chapter collaboration and inter-demographic engagement that incorporates NSBE Jr. chapters in addition to the Collegiate-Professional connection outlined in the Strategic Plan.

For BRAND, we can similarly find two key focus areas of Expanded Marketing Opportunities and Membership Engagement, both of which can be tackled via the development of national level strategy and processes that increase membership engagement and visibility.

BRAND - Expanded Marketing Opportunities: To maximize our organization's presence, we need to take advantage of the numerous media channels there are to get the word out about our activities and work. This starts with developing strategy for each channel, then developing appropriate content to match the strategy for that channel. Developing this content comes in two forms: (1) seeking out specific members/entities to highlight, then creating relevant content about said member/entity, and (2) creating processes by which NSBE chapters and member can submit channel-relevant content that is reviewed and posted. Having worked with the Communications Zone to start this work for our YouTube presence, I'd direct the Communications Zone to expand this work to other social media channels.

BRAND - Membership Engagement: Building off of existing practices throughout the Society, we can make sustainable processes for highlighting our members to ensure that our Society and society at-large know who our members are and the work they do. We would also look to enhance our chapters' ability to



promote the organization, creating resources that can be utilized for membership drives, tabling events, etc. to aid in getting the word out at a grassroots level.

As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

Whether we are thinking internally or externally, the key of NSBE's value proposition needs to be that paying your dues to NSBE is providing you with access to high-quality opportunities for professional, leadership, and technical development that you won't get outside of NSBE.

In thinking about how we tackle this for members and society at-large, we can think about this the same as before: we develop our members well and get the word out to everyone about our work.

For members, you should be able to point to high-quality programming experiences that clearly enhance your ability to live out the NSBE mission. For society at-large, they should be able to see and receive our members and recognize that they are of a higher caliber than individuals engaging with any other similar organization.



Letter of Recommendation



National Society of Black Engineers®

February 17, 2023

Dear NSBE Leaders, Members, and Senators:

With great enthusiasm, I write this letter to recommend Avery S. Layne for National Chair of the National Society of Black Engineers.

Avery has served as a leader within the National Society of Black Engineers since 2016. During this time, he has been elected to key leadership positions at the chapter, regional, and national level, most notably as the current National Programs Chair. I first had the pleasure of first working with Avery in 2020 in his role as the National Leadership Conference Chair. Avery had the awesome task of working with the NLC Committee to deliver the Society's first virtual national leadership training conference due the global pandemic. This redirection also required a swift change in programming and working with the planning committee to capitalize on virtual delivery. In the second term of his role as NLC Chair, Avery worked directly with World Headquarters Staff to secure a partnership with the University of Colorado Boulder to host new leaders on their campus. Avery was instrumental in helping to set conference logistics and create engagement opportunities between attendees and partners.

In 2021, Avery transitioned to his role as National Leadership Institute (NLI) Chair and was responsible for the training and development of over 1,000 leaders in the Society. To facilitate this training, Avery led the planning of three separate conferences: the National Leadership Orientation, the National Transition Meeting, and the National Leadership Conference. Avery's exceptional project management skills have led to successful event execution through managing multiple planning committees. He works in tandem with NSBE staff and professional volunteers to develop project plans and timelines, create a request for proposals to secure vendors, and plays a pivotal role in contract negotiations. I am confident that the combination of Avery's leadership and project management skills will support how he serves as the National Chair. He is a visionary problem solver with exceptional program management experience. He will ensure the objectives articulated under Game Change 2025 will remain in the forefront for both members and supporters alike.

In addition to executing the logistics of our leadership events, Avery has played a vital role in revamping the Society's Leadership Competency Framework and developing a curriculum for the Shadow Initiative program. The leadership framework, which has been dormant for the past six years, is now being evolved to include competencies such as *Skillful Communication, Self-Agency, and Emotional Intelligence, Enterprise Leadership, Professional Leadership and Development, Building Support Systems, and Cultivating Community*. These competencies serve as a blueprint for the skills our members should master to be influential leaders both within the Society and as professionals with traditionally minoritized identities contributing to the US science and engineering workforce. Additionally, he revitalized the Shadow Initiative, our signature training program for members who desire to take on a leadership position in the Society. Members "shadow" the leader in the role they want, and they are paired with a mentor throughout the process. Armed with the revamped leadership competency framework and experience in its

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National Vice-Chairperson Candidate
Victoria Pinkett
University of Southern California
Mechanical Engineering
Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to

each of your chosen areas.

As National Vice Chair, it will be my responsibility to manage the board and assist the National Chair in ensuring all Board members and World Headquarters Staff (WHQ) are working in alignment. In the first 30 days of the Vice Chair role, I plan to work with the National Chair, the NEB, and WHQ to create a National Operating Plan to establish goals and timelines in agreement with the National Directives and Strategic Plan. A collaborative, specific, and quantifiable operations plan will help the NEB, PEB, and WHQ execute and collectively prioritize goals. Strategic prioritization and examination of the long-range plan will allow NSBE leadership to implement initiatives that will increase the value of membership and achieve the mission. The operations plan is one way I can promote sustainable, structured, comprehensive, and innovative achievement of the strategic plan. However, as Vice Chair, I also plan to impact NSBE membership through initiatives related to the priority lanes of Set and Brand.

Set — Mentorship: My goal for the mentorship initiative is to ensure that, as NSBE members, Black collegiate students have a strong community that supports them throughout their journey. I would work with the Programs Chair and Zone to establish a platform and program for mentorship throughout the NSBE community that allows collegiate and professional members to connect intentionally and formally. The mentorship program will strengthen the network between Black engineers at different points in their careers. Another objective is assessing chapter needs and creating a chapter-to-chapter mentorship program to connect new or struggling chapters with established ones. One of the unique parts of NSBE is the human element. As Vice Chair and leader of the Membership Zone, I would like to facilitate space for grassroots engagement across chapters and membership types with proper National support.

Brand — Uplift and Activate NSBE Members: I'd work with WHQ staff to identify and engage with Black professors and other leaders in the STEM space to increase NSBE's visibility and engagement with universities and other organizations. Intentional involvement with leaders and executives within the NSBE community will allow the Society to uplift members through representation and build sustainable programming and strategies to create more leaders. Additionally, to ensure NSBE leaders and staff can execute the critical initiatives and serve membership, I would work to improve NSBE's data collection, storage, and review system. Understanding the state of our membership will give NSBE a solid foundation to empower members and increase membership. Finally, to improve NSBE's internal and external reputation, I'd like to work with the Admin Zone and World Headquarters Staff to ensure that NSBE can effectively and efficiently respond to member and external problems.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

Since NSBE's creation, the Society's mission has been to achieve and surpass parity for Black people in STEM fields. There are different metrics for parity across membership demographics, including Black students' math literacy levels, graduation rates, and employment and C-suite representation. To expand upon NSBE's founding ideals and increase the Society's influence, NSBE will have to strategically focus on becoming more inclusive and encompassing. Comprehensive initiatives that address member needs would involve implementing more year-round, non-competitive programming such as masterclasses and mental health awareness programs. NSBE should also focus on offering all NSBE demographics purposeful programming, including our international, pre-collegiate, and professional members and chapters. Collaborations with other STEM organizations will also expand the benefits and network of NSBE members. By becoming more inclusive and showcasing genuine compassion for our members and community, NSBE can continue to be the primary entity, expert, and home for the Black STEM community.



Letter of Recommendation

University of Kentucky

College of Engineering
Computer Science Department
329 Rose Street
Davis Marksbury Building
Lexington, KY 40506-0633
www.cs.uky.edu

February 27, 2023

Dear NSBE Senate, Leadership, and Members,

I am giving the highest possible recommendation for Victoria Pinkett for the 2023-24 National Vice Chairperson position of the National Society of Black Engineers.

I have had the pleasure of working with Victoria in her roll as the 2022-23 Regional Executive Board (R6) Chairperson. A summary of my NSBE leadership; currently I serve as the NSBE R6 Advisory Board Chairperson. On the National level, I have served as the 2014-16 National Treasurer Emeritus, 2012-14 National Treasurer, and 2009-10 Region 6 Chairperson.

I have witnessed Victoria galvanize her Regional board, membership, and company representatives around her vision and lead them to believe NSBE is the true HOME for academic and career success. Victoria's ability to motivate and support people is exemplar and makes her a unique NSBE leader and will be instrumental in providing support to the next National Chairperson as well as commanding the rest of the National Executive Board (NEB) and World Head Quarters staff. In addition, Victoria's ability to embrace strategy is an ability needed to influence the society, universities, and industry to sustainably increase the number of Black Engineers for years to come.

Victoria will be a Vice Chairperson who will lead by example! Victoria is an excellent undergraduate engineering student who is the epitome of the NSBE mission. Victoria's relentless work ethic will benefit the society and industry partners in ways unimaginable. I whole heartedly recommend Victoria to continue to contribute to NSBE in the role of National Vice Chairperson!

Sincerely,

Corey E. Baker, Ph.D.
Assistant Professor, Department of Computer Science
Phone: (859) 323-7287, Email: baker@cs.uky.edu
Academic: <https://www.cs.uky.edu/~baker/>
Personal: <http://coreyebaker.com>

see blue.

An Equal Opportunity University



National Secretary Candidate
 Jessica Oseghale
 University of Texas, San Antonio
 Biomedical Engineering
 Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

If elected as NSBE's National Secretary, I would utilize my position to help NSBE achieve its 2025 Strategic Plan in the areas of Ready and Brand.

To achieve the goals of the Ready pathway, I would focus on developing initiatives and programs that engage pre-collegiate students in STEM education and encourage their interest in STEM fields. This would include organizing mentorship programs where NSBE collegiate and professional members can mentor and guide pre-collegiate students, providing resources and support for NSBE Jr. chapters, and partnering with schools and organizations to provide access to STEM opportunities. Additionally, I would promote the importance of STEM education and encourage students to pursue STEM careers through outreach events, social media campaigns, and community partnerships. By engaging pre-collegiate students in STEM education and promoting their interest in STEM fields, we can ensure that the pipeline of future STEM leaders remains strong and diverse.

To achieve the goals of the Brand pathway, I would focus on enhancing NSBE's visibility and reputation among internal and external audiences. This would include developing a comprehensive communications strategy that highlights NSBE's accomplishments, initiatives, and impact, and working to build strong relationships with media outlets and influencers. Additionally, I would prioritize strengthening NSBE's digital presence by revamping our website and social media platforms to ensure that they are engaging, informative, and user-friendly. By enhancing NSBE's brand reputation and visibility, we can attract more members, partners, and sponsors to support our mission and initiatives.

In order to achieve these goals, I would collaborate closely with NSBE's leadership, including the National Chair and other elected officers, to ensure that our efforts are aligned with the organization's strategic plan. I would also work closely with NSBE's staff to ensure that our initiatives are properly executed and resourced. Additionally, I would seek input and feedback from NSBE's members and stakeholders to ensure that our efforts are responsive to their needs and priorities.

To measure the success of our initiatives, I would establish clear metrics and key performance indicators (KPIs) to track our progress over time. This would include tracking metrics such as membership growth, pre-collegiate engagement, media coverage, website traffic, and social media engagement. By regularly monitoring our progress, we can identify areas where we need to adjust our strategies and tactics to achieve our goals more effectively.

In conclusion, as NSBE's National Secretary, I would focus on the Ready and Brand pathways to help NSBE achieve its 2025 Strategic Plan. By engaging pre-collegiate students in STEM education and promoting their interest in STEM fields, and by enhancing NSBE's brand reputation and visibility, we can ensure that NSBE continues to be a leading force for diversity and inclusion in STEM fields.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

To redefine NSBE's value proposition for both members and society-at-large, we must focus on innovation, leadership, and impact. We need to embrace innovation by providing our members with the latest tools, technologies, and ideas to stay ahead in STEM fields. Prioritizing leadership means developing our members' skills, and promoting mentorship, and civic engagement. And finally, we must emphasize the impact that NSBE can have on society at large, by promoting awareness of STEM education and advocating for policies and initiatives that support these goals. By doing so, we can empower our members to be leaders, make a positive impact on society, and ensure that NSBE continues to be a force for positive change.



Letter of Recommendation

To Whom It May Concern,

I am writing this letter to highly recommend Jessica Oseghale for the NEB Secretary position. Jessica has proven to be a dedicated and motivated leader who possesses excellent decision-making and team-building skills.

Jessica has been an active member of the College of Engineering and Integrated Design Student Council since August 2020, serving as both the Freshman Engineering representative and currently as the Sophomore Engineering representative. They have demonstrated a high level of decisiveness in their decision-making, taking into account the needs and concerns of their constituents.

As the Vice President of the UTSA National Society of Black Engineers, Jessica has displayed excellent motivation and integrity in their work. They have consistently shown a willingness to go above and beyond to ensure that the organization's goals are met, while also maintaining the highest ethical standards. She has continued to achieve measures such as winning Texas zone Most outstanding medium chapter and hosting events such as a Walk for Education with sponsorships from Boeing and a Start-up weekend.

In their role as the Regional public relations chair of the Region 5 National Society of Black Engineers, Jessica has demonstrated exceptional team-building skills. They have worked collaboratively with other members to develop effective communication strategies and build a strong sense of community within the organization.

Lastly, as the Outreach chair of Makerspace Innovators, Jessica has shown a strong commitment to promoting STEM education and engaging with the community. They have consistently acted with integrity and have been a positive role model for others.

In summary, Jessica possesses a unique combination of skills that make them an ideal candidate for the club secretary position. They possess excellent decision-making skills, are highly motivated and display integrity in their work, and have demonstrated exceptional team-building skills. In person, she has always been a well-spoken student with an obvious desire to learn and lead but also demonstrates an admirable degree of respect and humility. Her combination of intelligence, commitment, perseverance, creativity, and compassionate character will certainly make her a valuable member of any organization.

Sincerely,

Bernice Adeeso
Jacobs Engineer



National Secretary Candidate
 Ariella Sanders
 Clarkson University
 Engineering & Management
 Graduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

We have a fantastic plan that starts small, scales smartly and leads to a vision of "mainstreaming word in homes and communities of color, and all Black students can imagine themselves as engineers." I intend to use my position as national Secretary to elevate our communication by developing strategic marketing that will not only broaden our reach but also assist us in building relationships with long-term benefits. Which would be using focus area Brand to effectively grow NSBE's brand reputation. It all starts with raising the membership's awareness of the NSBE Brand. This starts with a brand refresh. Although it is co-managed by the communication chairperson and the Marketing and Communications (MarComm). We would collaborate to get it out to the public because, while this is a new brand, it is still the organization that we all know and love. This is where we will take the next steps in creating the NSBE's next 50 years.

As National Secretary, it is my responsibility to ensure that all regional communication zones get the full support that they require, as well as to manage their goals and the goals of their board members. Furthermore, effective and consistent communication will be critical in assisting NSBE in achieving these enormous goals moving forward. If elected, I will use our focus area of SET's networks to make new connections, facilitate strategic collaborations to reach audiences with whom we do not currently interact, and create consistent content to keep the membership engaged and informed. As National Secretary, it will be my priority to spread our message to a wider audience while also providing our membership with reliable and up-to-date content. We were able to make the necessary changes to increase membership participation this year thanks to a better understanding of communication. When serving as an NSBE leader, I believe it is critical to keep the membership in mind. We are constantly striving to find the best solutions for our members, and I hope to continue as National Secretary.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

As the NSBE approaches its 50th anniversary, it is critical for members to understand where their organization's roots originated and to envision themselves planting the seeds for the next 50 years! As our membership advances through the ranks, it is critical that they understand how to stand out from the crowd. Also, to comprehend how personal branding assists a person in developing a connection with them and NSBE. The membership will gain credibility as they learn how to create their own brand, allowing them to establish their name as a thought-leader or expert in their field. Being able to leave a lasting impression on those with whom they come into contact both online and offline. Finally, they will gain confidence in the development of their brand. The confidence will stem from their positive characteristics and strengths, which they will learn to share publicly.

Letter of Recommendation



March 5, 2023

Please accept this letter on behalf of Ariella Sanders, an applicant for the National Secretary for NSBE. I have had the pleasure of getting to know Ariella the past three years through her involvement in NSBE and The Community of Underrepresented Professional Opportunities Program (CUPO) at Clarkson.

First and foremost, Ariella has exhibited a tremendous work ethic and has distinguished herself in the classroom. Her academic grades and standing represent the hard work and determination she puts forth.

Ariella has shown herself to be a strong leader in the Clarkson Community. Ariella has served on the Executive Board of NSBE and SHPE. She has also held a large leadership role on the Regional Executive Board as the Chairperson. Ariella has held leadership positions on campus as a peer educator in Clarkson's First Year Program, and as a TA for MATLAB.

In the CUPO Program, Ariella has become a great leader, mentor, and role model. Ariella serves on the CUPO advisory board, assisting the program with planning and programming throughout the year. Ariella is always willing to help when needed and her knowledge and experiences make her an excellent mentor for many. The CUPO Program is a program consisting of four grants to assist low-income, first generation and underrepresented students in STEM. We provide academic support, enrichment activities, career development and graduate school preparedness to over 200 students on campus.

Overall, I would rate Ariella as one of the finest students with whom I have had the pleasure of working. Her combination of hard work, leadership skills, academic ability and her desire to help others makes her an excellent candidate for the NSBE National Secretary.

Please feel free to contact me if you have any questions or if you would like any additional information regarding Ariella. I can be reached at mwarden@clarkson.edu.

Sincerely,

Marjorie B. Warden
Marjorie Warden
Director, Community of Underrepresented Professional Opportunities
NSBE Advisor
Clarkson University



National Treasurer Candidate
 Oluwaseyi Akinwumi
 Purdue University
 Mechanical Engineering
 Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

As the Treasurer of NSBE, I recognize the significance of my role in contributing towards the organization's goals of branding and growth. These two areas are integral to the success of the organization, and I am thrilled to be part of a team that is committed to accomplishing them. With regard to branding, my plan is to employ my position to aid NSBE in establishing a robust and recognizable brand. This will necessitate developing a comprehensive branding strategy that is in line with the organization's mission, vision, and values. As Treasurer, I will ensure the availability and appropriate allocation of financial resources required to execute this strategy.

To achieve this branding goal, I will work closely with the marketing and communications teams in developing a comprehensive branding strategy that covers all aspects of the organization, including the website, social media, and other communication channels. To accomplish this, I will ensure that contracts with proposed vendors align with NSBE values and uphold the brand. I will focus on building a consistent and coherent message that resonates with the membership. Furthermore, in order to have a strong brand, NSBE has to have a unified voice in its value proposition. I plan on leveraging the National Finance Zone to help break down the value of the membership due and the benefits that accompanies it. Creating a unified brand value directly streamlines the growth strategic plan because the membership would have a solidified understanding of their investment return thus leading to active participation accompanied by possible retention and membership growth.

In the position of Treasurer, I plan to increase membership growth and presence through a global lens by leveraging existing resources and identifying new opportunities for growth in these areas. An example of this would be integrating the international chapters such as NSBE Ghana into NSBE's budget expense and revenue. During my tenure as finance chair, I have had the opportunity to collaborate with the international chapters to understand how their current finances are structured. I plan to work with the finance team to create a budget that supports their growth strategy as they look to grow in the future as a subsidiary of the larger NSBE body. finally, I will encourage the NFZ counterparts to provide the regions and international counterparts with the resources they require to succeed, such as financial assistance for events, training and development opportunities, and access to best practices and other resources.

In summary, by creating a comprehensive branding strategy and leveraging our existing strengths and resources, we will establish a strong and recognizable brand that resonates with our membership. Ultimately, these efforts will assist us as we look to grow in achieving our mission of increasing the number of culturally responsible Black engineers who excel academically, succeed professionally, and positively impact the community.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

Redefining NSBE's value proposition is essential for its growth and sustainability moving forward. An accurate depiction of return on investment should be accessible. The NSBE provides a plethora of resources that can not only enhance members' academic skills but also career advancement opportunities, some examples being the karat platform and the career center. By providing members with clear and transparent information on benefits, NSBE would not only see engagement increase but also overall membership satisfaction. Some ways to achieve this could be to provide members with access to a comprehensive list of resources available to them. Routine updates on ongoing initiatives & programs can also help in keeping the membership informed. Finally, being able to tell the story of NSBE's impact through data such as graduation rate, academic breakdown, and K12 to professional journey will help everyone have a comprehensive understanding of the value NSBE provides.

Letter of Recommendation

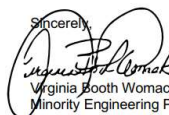
NSBE Family,

I hope all is well! I am Virginia Booth Womack. I am a former 2x National Chair and the first woman to serve as a National Chair. I currently serve as a National Advisory Board Member and the Director of the Minority Engineering program at Purdue University, where Seyi Akinwumi attends.

I have had the pleasure of serving as a mentor to Mr. Akinwumi from his freshman year leading up to now. In the midst of the chaos and novelty of being a freshman in college, he took upon the responsibility of campaigning for the Freshman President position and won the support of his peers. As Freshman President, he served as a spokesperson for the freshman cohort and partnered in developing and overseeing a First Year Industrial Mentorship Program with approximately 150 mentees and mentors, with representative roles in Fortune 500 companies. The program was imperative in providing students with insights into various industries while building their professional acumen.

Coming in as Finance chair this year, one of Mr. Akinwumi's goals was to redefine the current structure of partnerships operations. He was able to work alongside corporate partners, WHQ, and regional counterparts to establish effective means of communication. Due to his efforts and support, all 6 Regions exceeded their projected revenue budget line items for the current fiscal year.

Outside of his primary role as the National Finance Chair, Mr. Akinwumi lead an initiative in establishing the first Algebra by 7th-grade NSBE PCI chapter. He saw the importance of the Algebra by seventh-grade program, where he often volunteered and worked alongside the NSBE PCI leader and WHQ staff to register over 25 students, serve as an advisor, and chaperone 15 students to the fall regional conference. This speaks to Seyi's larger focus, which drives his service as an NSBE leader. His goal as your next National Treasurer is to use that platform to diversify NSBE revenue to advance the growth of the membership and establish a sustainable revenue model within NSBE. In addition to the traditional responsibilities that come with the position, Seyi also plans to use the role to build out financial literacy training for the Society to help members better leverage their earning potential into wealth-building activities. The holistic and thoughtful approach he is taking, and his proven ability to get results, are why he is the right person at this moment to serve as our next National Treasurer. Feel free to reach out to me if you have any questions.

Sincerely,

Virginia Booth Womack, Director
Minority Engineering Program, Purdue University



National Programs Candidate

Michael Williams

University of Illinois, Champaign Urbana

Civil Engineering

Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

With the end of NSBE's 2025 Strategic Plan coming near, preparations must be made for the future of NSBE to be decided. We are now post-pandemic and must officially return back to standard procedure and revive what has been lost. This means that programmatically, to achieve NSBE's mission, there's a need to push "Set" and "Brand" of the strategic plan. Utilizing "Set" to expand NSBE's retention program focusing on how we can keep the thousands of engineers who fall by the wayside, and implementing it properly how it was originally designed. There should also be a focus on how we can propel NSBE's professional capabilities and development as well as what value we offer to professional members. NSBE's network of professionals is one of the key components for success once students achieve that degree, and empower those currently studying to push on, learning from the obstacles overcame by our predecessors. With this they should also be valued and given opportunities same as collegiate and NSBE Jr. members expanding their professional capabilities through licenses and trainings. Beyond our members, there are communities of people out there who guided us and lifted to the positions that we are at now, community service projects across the nation and globe should allow us to give back to the communities that helped us increased the number throughout the years. There is also the expansion of how black technical entrepreneurs and unicorns can be brought into the society and pushed to excel in their market utilizing "Brand". In a world of events that affect our communities and the members that come from them. NSBE's involvement in social issues and public policy allows us to connect and reach back to motivate and positively impact the communities that are affected by the obstacles we as a people face. We can aid in implementing policies that will allow us to destroy and minimize the obstacles that we face from the time we enter our K-12 academic career, since the path to engineering begins at the same time. It also can't be said enough that the value we provide to members is what allows NSBE to strive towards our mission. Providing as much as we can for our members and allowing them to achieve their highest level of success through NSBE and the resources we provide. This should include making the pipeline from NSBE Jr to Collegiate to Professional as smooth as possible. NSBE should be offering a large amount of opportunities for their members given the massive network of connections we have across a multitude of companies and organizations. There should be access to testing resources as well as different programs that would work to improve academic success for our NSBE Jr. members, Collegiate members should receive resources and access to tutoring, financial aid, and company insights, and professionals should receive access to licensing prep and the ability to take exams, gain company insights, get info on employment opportunities, and info on growing within their respective fields.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

For our Society one truth has always been present, and that is the NSBE mission. In this mission there are multiple things that we must fixate on: excelling academically, succeeding professionally, and positively impacting the community. To do so we must begin to be able to provide the resources and ability to make this possible, the re-definition of NSBE's value would be to implement trainings capable of giving professionals licensing, offer educational testing resources for those that are NSBE. Jr so that they can be able handle standardized testing with greater ease, as well as focusing on collegiate retention rates and how to improve the retention program. To help the society at-large we must evaluate how NSBE provides services to the public, community service operations that benefit the communities that helped create the engineers before us would be the least service that this organization can provide.



Letter of Recommendation

February 25, 2023

To Whom It May Concern,

It is my pleasure to write this letter of recommendation for Mr. Michael Williams as candidate for National Programs Chairperson on the National Executive Board of the National Society of Black Engineers (NSBE).

I have seen Mr. Williams through many years, from his aspiring childhood through the humbling college engineering experience. In the latter years, I witnessed him as an individual who has become the epitome of positively impacting the community by giving his time and effort to the growth of not only himself but to the circle of individuals that surround him. While Mr. Williams’ NSBE experience comes well before the collegiate realm through family and friends, it was only a matter of time before we got the pleasure of witnessing his commitment to NSBE’s mission.

During the 2022 – 2023 leadership cycle, Mr. Williams stepped beyond the Chapter level and answered the call so server as Region IV’s Programs Chairperson. In his role he has led the charge to implement traditional NSBE programs, events and activities, especially during the critical time of the post-pandemic return to in-person conferences at this year’s Fall Regional Conference, all in the absence of a Conference Planning Chairperson. While executing those duties, Mr. Williams simultaneously showed an unmatched willingness to take risks by spearheading the initiative to reformulate the metrics and tools used to measure the success of Chapters and Individuals within the region on a scale that targets improvements in both the functionality and limitations of Chapters based on size, location, and type of College/University.

By learning to take risks in a short amount of time in arguably one of the most challenging zones of the Society while still managing the “the show must go on” nature of conference planning, competitions, and events, Mr. Williams has clearly demonstrated the competencies to handle the arduous tasks that come with being a National Programs Chairperson. As a past National Programs Chair, I graciously provide this recommendation for Mr. Williams to serve as a remarkable National Programs Chair for the 2023-2024 National Executive Board.

Warmest Regards,

Jarrell D. Johnson
NSBE’s First Collegiate Lifetime Member
NSBE Region 4 Advisory Board Chair
NSBE Region 4 Professionals Chair-Elect



National PCI Candidate

Jaylynn Buruss

Pennsylvania State University, University Park

Industrial Engineering

Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

In reference to NSBE's 2025 Strategic Plan, if elected, I would prioritize supporting the objectives: "Ready" and "Grow" and gear my initiatives toward NSBE Jr. students.

For the "Ready" objective, I would focus on strengthening NSBE's foundation and providing opportunities for its NSBE Jr. members to grow both professionally and personally. To achieve this, I would want to work to implement a few initiatives and programs that focus on leadership development and skill-building within the NSBE Jr. community. This could include organizing workshops and training sessions on various skills such as public speaking, networking/communication, and teamwork. I would also encourage the development of mentorship and networking opportunities, both within the organization with collegiate members and possibly with industry professionals. In addition, I would support academic development initiatives that give NSBE Jr. members the tools they need to succeed in their academic endeavors and give back to their communities.

For the "Grow" objective, I would focus on expanding NSBE's reach and impact by attracting new members and establishing new chapters, specifically for NSBE Jr. I want to help develop strategies that improve member retention and broaden the exposure and influence of NSBE. To achieve this, I want to help create a stronger social media presence and develop marketing materials that showcase NSBE's impact and initiatives. In order to recruit new members, I would also like to see more outreach initiatives in elementary, middle, and high schools. I would also seek out partnerships and collaborations with schools, colleges, and universities to promote NSBE's mission and reach a wider audience. By attracting new members and establishing new chapters, NSBE can increase its impact and further its mission.

In conclusion, my focus would be on supporting NSBE's "Ready" and "Grow" objectives by implementing initiatives that help build the organization's foundation, provide opportunities for growth and development, and expand its reach and impact. Through these initiatives, I am confident that NSBE can keep fulfilling its purpose and keep playing a crucial part in advancing diversity and inclusion in STEM disciplines, particularly for NSBE Jr.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE’s value proposition for 1) NSBE members and 2) society at-large?

For NSBE members, the value proposition should focus on providing a supportive and inclusive community that fosters growth, development, and success in engineering. This includes access to resources, mentorship for collegiate and NSBE Jr., leadership opportunities, and networking with industry professionals. NSBE should also continue to provide scholarships and financial support to members, particularly those chapters who do not have funds to support themselves.

For society at large, NSBE’s value proposition should center on its role as a leading advocate for diversity and inclusion in the engineering profession. NSBE has a special chance to make a significant contribution to determining the direction of STEM and fostering greater social and economic success for everybody. NSBE should also showcase the achievements and contributions of its members to inspire future generations, such as NSBE Jr. students, and promote the importance of diversity in innovation.



Letter of Recommendation



PennState
College of Engineering

Center for Engineering Outreach and Inclusion P: 814.865.6613
College of Engineering F: 814.863.4749
The Pennsylvania State University
112 Hammond Building
University Park, PA 16802

2/28/2023

Dear Selection Committee,

It is with immense pleasure that I write this letter of recommendation on behalf of Ms. Jalynn Burruss. Jalynn exemplifies what it means to be an innovator, a team player and a leader in her community. Reflecting upon the time for which I have had the pleasure of knowing Jalynn, it has always been evident that she possesses a level of confidence and determination unlike the average student. This is apparent inside and outside of the classroom. Jalynn has excelled in her coursework, earning A's in numerous engineering courses. She has received the distinction of achieving Dean's List several semesters, and continues to thrive as an industrial engineering student, maintaining a competitive Grade Point Average in an extremely rigorous discipline.

I first came to know Jalynn through her participation in the Penn State, Multicultural Engineering Program Orientation (MEPO) in August of 2019. MEPO is a three-day orientation program designed to acclimate incoming first-year students to the College of Engineering, the Center for Engineering Outreach and Inclusion and to Penn State. Students are engaged in various activities throughout their experience, which provide them with an opportunity to craft an academic success plan at the onset of their college experience, explore various career opportunities, and build a welcoming community. Jalynn stood out from the moment she walked through the door, with her positive spirit and excitement to begin her college journey. One component of the orientation is a design challenge, where groups of 10 students work together to develop a renewable energy source for a country in need. As a true leader, Jalynn worked diligently to ensure that all her team members voices were included, actively engage her more reserved team members. She utilized her experience in teamwork during MEPO to assist her in a course project during her first year where she served as a conduit for team accountability, leading her team to compete in a university wide design challenge.

Jalynn was selected to returned to MEPO this past summer in a leadership capacity as the Activities Lead due to her authentic passion for the MEP community and her dynamic energy. In this role, Jalynn was tasked with designing and implementing engaging activities for 65 participants and 50 upper-division student staff. She led a team of two Activities Assistants, working diligently all summer to create activities that would drum up excitement for everyone involved in the program. Not only was her team in charge of developing and implementing the activities, but they also led instructions each day, related to 2-3 different activities for the newly re-vamped 4-day program. This was a large feat since it was the first time in two years that the program was held fully in person. Nevertheless, Jalynn tackled this experience with poise and a commanding resolve, indicative of the strength of her leadership.



National Membership Candidate

Ayomide Akosile

University of Texas, Austin

Electrical and Computer Engineering

Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

As the National Membership Chair, it is my responsibility to strategize on how to collect key membership data and leverage this data to create initiatives that will help improve membership trends. Since one of the greatest objectives of my terms will be to begin to reverse the downward trend that NSBE's been experiencing across almost all demographics since 2020, I must prioritize the SET area since strategizing on the retention and engagement of membership will be of utmost importance. To that end, I plan to continue my predecessor's work on the National Mentorship Program that's launching at this year's Annual Convention by deepening the reach of this initiative in the coming years. From the start of my college journey, I've experienced the impact that a knowledgeable mentor can have on one's success and I've made an effort to pay it forward so I can impact others in the same fashion. To extend my habit of mentorship beyond myself, I plan on working closely with the National Membership Committee to build out methods for evaluating the program's success, change the program's mentorship structure based on key engagement metrics, and modify the mentor-mentee pairing process to maximize the quality of the Collegiate mentee experience. To ensure this initiative will increase member retention for the years beyond, I will also collaborate with the Regional Membership Chairs to gain feedback on the value provided by the program compared to that of informal methods of establishing mentor-mentee relationships.

My work as National Membership Chair won't just stop at ensuring the retention of membership and black engineering students as a whole through widespread mentorship. I aim to empower all members to make their voices heard so I can best represent all demographics in membership conversations. While I engage with membership, I will also determine the technical and professional development resources members need that are not already provided by NSBE. That's why I will also prioritize the GO area of Game Change 2025. Even though it was outside of my responsibilities as Region V's Fall Regional Conference Chair, I led Region V's Pre-FRC Chapter Visit effort and curated the content to be presented at each chapter visit before FRC along with members of my Conference Planning Committee. After conversing with my Region's Membership Chair about his and other Membership Chairs' Chapter Visit responsibilities, I realized that Chapter Visits can be used as a tool to not just engage with membership at a more personal level than before, but to also strengthen the relationship between the National Board, Regional Boards, and individual chapters. To establish more meaningful relationships with chapters through Chapter Visits, I will again work with the Regional Membership Chairs to establish a standardized Chapter Visit tracking process. We will first prioritize visiting chapters with moderate levels of engagement to make the greatest impact before 2025, but my end goal is to expand this effort beyond my term to further integrate all chapters into the NSBE Family..



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

As we approach the organization's 50th anniversary, it is critical to redefine NSBE's value proposition for NSBE members to further unify all members into one community, and to redefine NSBE's value proposition for society at-large to further NSBE's social impact reach. After the expansion of my planned Chapter Visit tracking effort, I want to provide a structure for future membership chairs to encourage greater chapter collaborations such as those between large chapters and small chapters.

Finally, to further NSBE's social impact reach among society, I would like to collaborate with the Public Policy SIG by using my knowledge of membership trends to validate the effectiveness of current policies in place that affect Black engineers in education and the workplace. I also wish to use that knowledge to help the Public Policy SIG advocate for unimplemented efforts that will increase the retention of Black engineers.



Letter of Recommendation

February 28th, 2023

Dear Members of the National Society of Black Engineers:

It is my pleasure to recommend Ayomide Akosile for the 2023-2024 National Membership Chair position. I have known Ayomide for three years and have formed a long-lasting relationship with him during my previous term as UT Austin NSBE's Vice President and my current term as the Chapter's President. It has been incredible to see his growth from leading our chapter's First Year Action Team as the President during his freshman year, to directly managing him as my Professional Development Chair under my Membership Zone, and to seeing him successfully plan Region V's 2022 Fall Regional Conference as the Region V FRC Chair. I personally cannot think of anyone else who is better equipped to serve our organization by amplifying membership's voices and leading us towards Game Change 2025.

From his time serving on the chapter level, Ayomide has lived the NSBE Mission and demonstrated through his genuine interest in helping others succeed that he has membership's best interest at heart. While Ayomide is active in other campus organizations, he continuously put in the time and his best effort to ensure that all NSBE members at his chapter were well taken care of (all while maintaining a near perfect GPA with a course load above UT Austin's credit hour limit). As the chapter's Professional Development Chair last year, Ayomide personally checked up on members of the organization, assisted them with their job recruitment cycles, and has constantly proved that he is their biggest supporter. In an effort to assist other chapter members at a greater scale, Ayomide initiated bi-weekly workshops on topics such as "Networking with Recruiters and Alumni", "Best Interviewing Tips", and "Opportunities to take Advantage of at the National Convention" that gave takeaways from his own recruiting experiences to aid others in obtaining internships and full-time positions. Ayomide has obtained highly coveted internship positions at companies such as Google, Boston Consulting Group, and Salesforce and utilizes the hard/soft skills he developed during the recruitment process to assist other members of the organization to this day. Members and I found these bi-weekly workshops to be extremely beneficial and the content of those workshops is still utilized by his successor today.

When Ayomide served as the Region V FRC Chair, he brought that same habit of altruistic leadership to the Region V Executive Board (REB) and sought to inspire those on his Conference Planning Committee (CPC) by personally investing time into their growth. During his term, he was responsible for:

- Planning the first in-person Fall Regional Conference in three years for 610+ attendees
- Creating a Conference Planning Committee of eight individuals in two weeks and managing their collaboration with the Region V Executive Board
- Coordinating the execution of 100+ programs and a Career Fair with 30+ corporate supporters

I give Ayomide Akosile my highest recommendation for the National Membership Chair position. He is, without a doubt, one of the most driven, compassionate, and intelligent people I have ever met. It has truly been a pleasure to see him grow into the leader that he is today and I have no doubt that he will make an extended impact on the Society for years to come. If you have any further questions regarding Ayomide's qualifications, you can contact me at morgan.owens@utexas.edu.

Sincerely,

Morgan Owens

Pronouns: [she/her](#)

B.S. Biomedical Engineering | B.A. Plan II Honors | Pre-Med

The University of Texas at Austin | UT NSBE President

Morgan.owens@utexas.edu | (512) 960-0177 |



National Membership Candidate

Taylor Scott

University of Michigan, Ann Arbor

Chemical Engineering

Undergraduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

Used properly, NSBE's Game Change 2025 Strategic Plan can identify different opportunities to enhance membership experience for all membership types and expound upon the original conception of NSBE. "Set" and "Brand" are components of the Plan that center collegiate members and the perception of NSBE, respectively. If elected as National Membership Chairperson, I would use my position to bolster connections for collegiate members and restructure data management to improve members' experience with NSBE as an international organization.

Addressing "Set", a neglected subset of members in the collegiate category is community college members. For a plethora of reasons, Black students may pursue education at a community college before transferring to a 4-year institution. However, this situation is not unique to community college students. There are also members at 4-year colleges that transfer to another institution to complete their engineering degree. How are we connecting these students to their peers once they transfer? What knowledge about prerequisites can be gleaned from transferring students to benefit those currently attending a 4-year institution with a more robust engineering program? Therefore, I will be revamping the community college initiative (CCI) to increase communication between these groups. The primary way is with a community college registry where community college students and students in a similar situation can indicate 4-year institutions that they are interested in. I can then connect those students to the chapter at that institution. By reinvigorating the community college pipeline, I will bridge the gap between the many subsets of collegiate members. In my current position of Region IV Membership Chair, I have reconnected with 2 community colleges. The members are there and desire this fellowship - connection is what is needed and what I will provide if elected as National Membership Chair.

Looking at "Brand", my primary focus would lie in data maintenance. Many of you experienced difficulties this year with membership renewal, conference registration, and e-board appointment. If elected as National Membership Chair, I will streamline the data maintenance process. To effectively accomplish this, I will first work with WHQ to make sure that information is syncing throughout the NSBE portal. A common issue is that people will indicate their institution under in their education roster yet they won't appear on the chapter roster. This has larger implications for bulk conference registration. The next step is to require active chapters to complete a re-registration form every year with the best email for the chapter as well as the names and NSBE IDs of the required positions. Many of the current emails in the database for active chapters are outdated, creating rampant communication issues between chapters and regional or national leadership. By entering the names and NSBE IDs of the required positions at the start of every year, that data can be input into the NSBE portal, avoiding the CEO rate issues experienced this year. By taking these steps, I will ensure more effective data maintenance, increasing the positive experience members should have with NSBE.



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

NSBE was founded at Purdue University, a predominantly white institution, for the purpose of helping Black students persevere in their engineering education. This continues to be important work; however, today, that work seems to come at a price. Involvement in NSBE sometimes means you are limited in other engineering extracurriculars, like project teams. I redefine NSBE as the intersection for the best opportunities for emerging and current Black engineers. To do this, I plan on polling collegiate members to identify experiences that we can provide to strengthen them technically. As membership zone is the most collaborative zone within the board, I plan to work with the Finance Chair about how we can finance this and with the Programs Chair with how we will execute what is formed. Yes, we are a community through our identity, but we can also and should also extend past the realm of social engagement.



Letter of Recommendation



National Society of Black Engineers®

February 25, 2023

Dear National Executive Board,

It is with great pleasure that I am writing this letter in support of Taylor Scott's application for the position of National Membership Chairperson of the National Society of Black Engineers.

I met Taylor while serving in the capacity of one of her advisors on the Region IV Advisory Board. Taylor quickly distinguished herself as a hard worker during her programmatic efforts as the 2022-2023 Region IV Membership Chairperson. Within this role, she managed all of the outreach efforts to chapter membership through the successful collaboration of the Membership, Communications and Program Zones to effectuate comprehensive and successful membership impact strategies. Throughout her term, she has most notably displayed a genuine interest in understanding the functions of other board members and teams in order to efficiently support one another for an even greater impact on the Region IV membership experience. Driven by a passion for meaningfully connecting people together, Taylor has created strong internal communication pipelines for members across the region to stay connected throughout the school year, provided Membership Drives to incentivize students to join and/or renew their membership, executed a myriad of virtual and in-person events to connect chapter members, and rechartered and supported numerous NSBE Jr. chapters back into the NSBE family.

As you all are very much aware, the engineering curriculum is very challenging. It requires discipline, focus, work ethic, determination and a high level of academic ability. Taylor has shown these traits by being an exceptional NSBE leader, and leader within her field of study. Her success within her field of chemical engineering as—most recently—a Research and Development Intern at Procter & Gamble, allows Taylor to serve as a mentor to our membership and an example of succeeding professionally.

For these reasons and more, I highly recommend Taylor Scott for the role of National Membership Chairperson. I know with confidence that she will do an outstanding job as an ambassador for our organization and in a professional and impactful manner, exceed expectations by living the mission. Additionally, if given the opportunity to ascend into the role of National Membership Chairperson, I can guarantee that she will have a plethora of past and current national and regional leaders to lean on for support. If you have any questions or concerns, or require additional information, please contact me at kcoleman@nsbe.org.

Sincerely,

Kasey A. Coleman
 Region IV Communication Zone Advisor
 National Secretary | 2017-2018
 Region IV Secretary | 2015-2017
 National Society of Black Engineers

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National International Candidate

Mariama Alidu
Virginia Tech
Chemical Engineering
Graduate

In reference to NSBE's 2025 Strategic Plan (Ready, Set, Go, Brand, Grow), if elected/appointed how do you plan to utilize your position to help NSBE achieve a goal in two of the listed areas? Please dedicate equal thought to each of your chosen areas.

International Committee Chairperson Yes As a candidate for the position of International committee chair for the National Society of Black Engineers (NSBE), I am excited to have the opportunity to utilize my leadership skills to help NSBE achieve its mission in the areas of Brand and Grow. With my academic background in Chemical Engineering, I have a unique perspective on the importance of sustainable practices and the impact of engineering on the community.

In the area of Brand, I plan to work closely with NSBE's Marketing and Communications team to enhance NSBE's reputation and brand recognition. I believe that an effective strategy is to increase NSBE's visibility on social media platforms and to partner with other organizations to increase the reach of our message. As International committee chair, I will coordinate with the International committee to identify potential partnerships with universities and organizations in other countries to increase NSBE's global reach. This will involve coordinating international conferences with sponsoring international countries, chapters, and international conference planning committees, as well as producing an official transition report at the close of the term of office.

In the area of Grow, I believe that strategic investments in NSBE's future sustainability are essential for achieving the organization's long-term goals. To help NSBE achieve its mission in this area, I will work closely with the International committee to identify potential chapters to charter internationally. This will involve coordinating with the International committee to ensure that all international chapters receive the information and materials they need to function properly. I will also work with the Finance team to identify potential funding sources and develop strategies to increase revenue streams for the organization.

If elected as International committee chair for the National Society of Black Engineers, I will utilize my position to help NSBE achieve its mission in the areas of Brand and Grow. Through effective communication and coordination with the International committee, Marketing and Communications team, and Finance team, I will work to increase NSBE's visibility and reach, as well as develop strategies to ensure the organization's long-term sustainability. I have developed a keen awareness of the significant role that engineering plays in society. To this end, I, alongside my fellow laboratory group members, recently undertook a voluntary engagement with NSBE's pre-collegiate initiative. The primary objective of this initiative was to apply our specialized knowledge in polymer and 3D printing to assist students from middle and high schools in the Blacksburg. I believe that my academic background and leadership experience make me well-suited to serve in this position and to help NSBE achieve its goals..



As NSBE approaches its 50th anniversary, it is critical to transform our value proposition to be reflective of an outstanding legacy and a brilliant future. How would you re-define NSBE's value proposition for 1) NSBE members and 2) society at-large?

It is important to redefine the value proposition for both NSBE members and society at-large. For NSBE members, the value proposition should focus on providing opportunities for personal and professional growth, fostering a sense of community, and belonging, and promoting excellence in engineering and related fields. This can be achieved through access to resources, mentorship, networking, and leadership development opportunities.

For society at-large, NSBE's value proposition should emphasize the importance of diversity, equity, and inclusion in the engineering profession and the impact that Black engineers can have on society through innovation and problem-solving. NSBE should strive to be a leading voice in promoting these values and highlighting the contributions of Black engineers to the broader community.

Additionally, I would prioritize expanding NSBE's international presence by identifying and chartering potential chapters, coordinating international conferences, and ensuring that all international chapters receive the necessary support and resources to function effectively.



Letter of Recommendation



NSBE GHANA SECRETARIAT

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Our Ref: **NSBE.98/GH.07/RCOM/February. 2023**

Your Ref: _____

27th February, 2023

Reference Letter

Ms. Mariama Alidu

Applicant: NSBE International Chair Position

I have known Ms. Mariama Alidu for almost five years right from her freshman years at the Kwame University of Science and Technology and during her involvement in NSBE.

Ms. Mariama is an outstanding graduate student of the Kwame Nkrumah University of Science and Technology, having excelled, with First Class Honors, in her undergraduate major in Petrochemical Engineering which is a sole preserve of males in this part of the world. Additionally, as an undergrad she constantly organized and participated in outreach programs to help support young girls develop math and science skills to empower them pursue STEM careers and its related fields.

One of the most promising Technical Volunteer Trainees under “Nyansapon literacy project” organized by United Way Ghana and Newmont Ghana in partnership with NSBE KNUST in which I was an advisor, Mariama Volunteered as a coach, and taught high school girls coding skills and also learn the skills of basic programming. Her input was creative, insightful and driven by an amazing passion to promote the study and application of STEM programs in our schools and communities. I believe strongly that; she is a perfect candidate for the distinguished role of NSBE International Committee Chair.

Mariama exemplifies a perfect mix of the attributes and attitudes we look for in a leader: personal impact, great analytics and excellent problem solving skills. She couples these with her insatiable interest in impacting and advancing the world of young girls and women by encouraging them to pursue higher education. Being part of the NSBE 2023/2024 NEB Board would give her the extra push to advance into a distinguished and exemplary woman role model that young girls in Ghana and Africa are desperately in need of to emulate.

Mariama excels in leadership and teamwork. She acquired this through her trajectory in the various NSBE membership and leadership roles she served since her joining the organization as a high school student. Her interpersonal skills and team spirit are remarkable. She is highly revered by her peers and team members for her friendly, genial, and open-minded character. As a team leader in WISE (Women in Science and Engineering), she encouraged team members to contribute their ideas and make their voices heard in every discussion. These positive attributes have helped shaped her personality giving her the right character disposition for her continuing positive legacy in NSBE leadership.

“MISSION”

To increase the number of culturally responsibly black engineers who excel academically,
Succeed professionally and positively impact communities.