40th anniversary awards dinner & celebration
One Vision. Many Achievements. 40 Years.
A Legacy of Leadership

Bechtel is proud to join global business and academic leaders in recognizing NACME and all honorees for 40 years of commitment to helping minorities build careers in the engineering and technology professions.

Workforce diversity is critical to the ongoing vitality of our industry and our nation. By supporting education and creating future opportunities, NACME is building a legacy of leadership and success for all. Congratulations on making a difference.

Discover more at bechtel.com
cocktail reception
6:30 p.m.

dinner
7:30 p.m.

remarks by NACME Alumnus
Dr. Gregory Von White, II — DiscoverE Foundation, 2014 New Faces of Engineering Winner

entertainment
Javon Jackson — Tenor Saxophonist
Patrick Hunter — Performance Painter

John Brooks Slaughter, Ph.D., P.E.
Former President & Chief Executive Officer, NACME, Inc.
The Reginald H. Jones Distinguished Service Award

Hewlett-Packard Company
Meg Whitman, President & Chief Executive Officer
Corporate Citizenship Award

Diana Natalicio, Ph.D.
President, The University of Texas at El Paso
Diversity Vision Award

Sandra Begay-Campbell
Principal Member of the Technical Staff, Sandia National Laboratories
Alumni Circle Award
our history

In 1974, a group of corporate executives, with the urging of minority leaders, business interests, and the academic community, decided to pool their resources and work toward achieving greater diversity in the field of engineering as a necessary workforce and economic imperative. Their efforts resulted in the formation of the National Advisory Council for Minorities in Engineering, Inc. (NACME). In 1980, three organizations with similar interests — the Committee on Minorities in Engineering, the Minority Engineering Education Effort, and the National Scholarship Fund for Minority Engineering Students — merged with NACME, and the organization became known as the National Action Council for Minorities in Engineering. Since then, NACME has been dedicated to its vision of an engineering workforce that looks like America. Through its scholarship programs, education initiatives, and research and policy activities, NACME works to increase the representation of successful African American, American Indian, and Latino young women and men in science, technology, engineering, and mathematics (STEM) education and careers.

The NACME mandate was to conduct research to identify the impediments limiting access to careers in STEM and to implement programs to achieve a workforce truly reflective of the American population. NACME has supported more than 24,000 underrepresented minority students at 160 colleges and universities with more than $142 million in scholarships and support.

In the past 40 years, the percentage of underrepresented minority students graduating with a degree in engineering has climbed from 2 percent to 13 percent of the graduating class. NACME is proud to have played a part in this improvement.

our promise

To engineer opportunity for minorities in STEM.

our mission

To ensure American competitiveness in a flat world by leading and supporting the national effort to expand U.S. capability through increasing the number of successful African American, American Indian, and Latino young women and men in science, technology, engineering, and mathematics (STEM) education and careers.

our vision

An engineering workforce that looks like America.

our belief

Diversity drives innovation.

our purpose

Through partnerships with like-minded entities, we serve as a catalyst to increase the proportion of African American, American Indian, and Latino young women and men in STEM careers. We inspire and encourage excellence in engineering education and career development toward achieving a diverse and dynamic American workforce.
Welcome to the 40th Anniversary Awards Dinner and Celebration of the National Action Council for Minorities in Engineering, Inc. (NACME).

Tonight we celebrate four decades of progress in leading the national effort to increase the representation of successful African American, American Indian, and Latino young women and men in engineering education and careers.

At our founding in 1974, underrepresented minorities represented 2 percent of U.S. engineering bachelor’s degree recipients. Today, that number stands at 13 percent. NACME takes great pride in the demonstrable efforts to increase diversity with equity in engineering education and careers in this period. We recognize, however, that much work remains to achieve our vision of an engineering workforce that looks like America. We remain steadfast in our determination to advance a comprehensive portfolio of strategies across the continuum from middle school to workforce entry designed to achieve this vision.

Our key strategy remains Scholarships and University Relations. Since our inception, we have awarded more than $142 million in scholarships and support to more than 24,000 underrepresented minority students in engineering education. Our NACME Scholars have continued to raise the bar in academic achievement in engineering education by earning a 79.1 percent six-year graduation rate, and a 3.3/4.0 Grade Point Average (GPA). This compares to a 60 percent six-year graduation rate for non-minority engineering students enrolled at NACME Partner Institutions, and a 39 percent six-year graduation rate for minority students not participating in the NACME Scholarship Program at these institutions. Today, NACME Alumni hold leadership positions in industry, academia, and government, and continue to make major contributions to invention, innovation, and entrepreneurship in engineering and technology. Our NACME Alumni are changing the world.

This evening, we also honor a select group of individuals, companies, and organizations for their dedication to NACME and our students. NACME would like to thank each of our event sponsors. Your outstanding financial support ensures that our strategies are fully executed with excellence, and that our young people achieve their dreams of an engineering education and career.

We have seen many changes in our strategy and organization over the past 40 years, but the focus on our students has remained our central idea. We remain committed to shaping an engineering workforce that looks like America.

Enjoy the evening.

Mark E. Russell  
Chairman, NACME Board of Directors  
Raytheon Company

Irving Pressley McPhail, Ed.D.  
President & Chief Executive Officer  
NACME, Inc.
John Slaughter began his career as an engineer with General Dynamics Corporation and in 1960 joined the U.S. Navy Electronics Laboratory in San Diego where he rose to lead the Information Systems Technology Department. In 1975, he became Director of the Applied Physics Laboratory of the University of Washington, and, in 1977, he was appointed by President Jimmy Carter as Assistant Director for Astronomics, Atmospherics, Earth and Ocean Sciences at the National Science Foundation. From 1979 to 1980, Dr. Slaughter was Provost and Academic Vice President at Washington State University. He was asked by President Carter to return to Washington, D.C., to serve as the Director of the National Science Foundation, a position he held from 1980-1982. Between 1982 and 1988, Dr. Slaughter was the Chancellor of the University of Maryland, College Park, where he made major advances in recruitment and retention of African-American students and faculty. Dr. Slaughter served as President of Occidental College in Los Angeles from 1988 through July 1999. In August 1999, he assumed the position of Melbo Professor of Leadership in Education at the University of Southern California. From June 2000 to August 2009, Dr. Slaughter was President and CEO of NACME. He is presently Professor of Education and Engineering at the University of Southern California where he is doing research and teaching on the subject of Science, Technology and Society and is co-editing a book, Changing the Face of Engineering: The African American Experience.

Dr. Slaughter holds honorary degrees from 30 institutions of higher education. He was a recipient of the Martin Luther King, Jr. National Award in 1997, and UCLA's Medal of Excellence in 1989. Dr. Slaughter was honored with the first U.S. Black Engineer of the Year award in 1987, and received the Arthur M. Bueche Award from the National Academy of Engineering in 2004, where he is a fellow.

Today, HP is one of the world's largest providers of information technology infrastructure, software, services, and solutions to individuals and organizations of all sizes. It is the #1 or #2 leader in almost all product categories in which it competes.

Since its humble beginnings in a garage 75 years ago, HP has grown into a $112 billion company with more than 270,000 employees who work in 170 countries.

HP offers the most complete end-to-end portfolio in the market which spans servers, storage, networking, personal systems, imaging and printing, software, services, and solutions. It brings the advantages of that scale, the breadth and depth of its portfolio, to solve customers' most challenging problems.

Invention and innovation are indeed heritage values for HP. They are in the company’s DNA. It has always been a strength HP brought to the table.

Today, the company is investing more in Research & Development than ever before. HP has a yearly investment of over $3 billion in Research & Development, 36,000 patents, and the work of HP Labs. And to further accentuate this, HP is working to rapidly commercialize its ideas to help HP grow and bring them to market faster.

HP has a long-term commitment to increasing the number of underrepresented minorities entering the science, technology, engineering, and mathematics (STEM) fields.

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**Corporate Citizenship Award**

**Hewlett-Packard Company**

Meg Whitman

President &
Chief Executive Officer

**The Reginald H. Jones Distinguished Service Award**

John Brooks Slaughter, Ph.D., P.E.

Former President & Chief Executive Officer, NACME, Inc.

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**1974**

The National Advisory Council for Minorities in Engineering is established.

**1975**

The first NACME Scholarships awarded to 84 students at 25 engineering colleges.

**1980**

The National Action Council for Minorities in Engineering is formed.
Diana Natalicio was named president of the University of Texas at El Paso (UTEP) in 1988. During her long and distinguished career with the University, Dr. Natalicio has served as vice president for academic affairs, dean of liberal arts, chair of the modern languages department and professor of linguistics. Her sustained commitment to provide all residents of the Paso del Norte region access to outstanding higher education opportunities has helped make UTEP a national success story.

Dr. Natalicio chairs the board of the American Council on Education and serves on the board of trustees of the Rockefeller Foundation. She has served on the board of governors of the U.S.-Mexico Foundation for Science, the NASA Advisory Committee (NAC), the boards of the Association of Public and Land-grant Universities, Trinity Industries, NACME, Sandia Corporation and Internet2, and was appointed by President George H.W. Bush as a member of the Advisory Commission on Educational Excellence for Hispanic Americans. Initially appointed to the National Science Board (NSB) by President Bill Clinton in 1994, she served two six-year terms as a board member and three two-year terms as the NSB’s vice chair.

Sandra Begay-Campbell is a Principal Member of the Technical Staff at Sandia National Laboratories and is a former Regent (Trustee) for the University of New Mexico (UNM). Sandra leads Sandia’s technical efforts to assist Native American tribes with their renewable energy developments. Sandra received a Bachelor of Science — Civil Engineering degree from the University of New Mexico. She worked at Lawrence Livermore National Laboratories before she earned a Master of Science — Structural Engineering degree from Stanford University.

Sandra is a recent recipient of the American Indian Science and Engineering Society’s Lifetime Achievement Award; the University of New Mexico’s 2007 Zia Alumnus Award; the 2005 UNM School of Engineering Distinguished Alumnus Award; and the Stanford University 2000 Multicultural Alumni of the Year Award. She was also selected as a recipient of the Governor’s Award for Outstanding Women from the New Mexico Commission on the Status of Women.

Sandra is recognized in a book profiling women engineers, Changing Our World: True Stories of Women Engineers. She is included in the chapter “Women in Power,” which describes her effort to provide electricity through solar panels and other alternative energy solutions to hundreds of remote tribal members on the Navajo Reservation.

Diversity Vision Award
Diana Natalicio, Ph.D.
President,
The University of Texas at El Paso

Alumni Circle Award
Sandra Begay-Campbell
Principal Member of the Technical Staff,
Sandia National Laboratories

1981
The first NACME Forum is held in Washington, D.C.
The Reginald H. Jones Distinguished Service Award established with General Electric Foundation.

1983
NACME completes first full year of Technical Assistance to 36 pre-college programs.
Dr. Gregory Von White, II  
Sandia National Laboratories, DiscoverE Foundation, 2014 New Faces of Engineering Winner

Gregory White earned his bachelor’s degree in chemical engineering at Virginia Polytechnic Institute and State University in 2006 and his doctorate in chemical engineering at Clemson University in 2010. He joined Sandia National Laboratories as a postdoc in May 2011 and became a member of the staff in August 2012. He currently works on the B61-12 Life Extension Program.

Dr. Von White’s work has been published in peer-reviewed journals and book chapters, and he has presented at conferences across the globe.

Javon Jackson, Tenor Saxophonist

Javon Jackson came into international prominence touring and recording with Art Blakey and the Jazz Messengers. Symbolizing a new generation of musicians that blended tradition with neo-jazz, Jackson has released 14 recordings as a band leader and recorded over 135 CDs with many jazz greats. In live performances, The Javon Jackson Band is often joined by Les McCann.

In addition to his performance schedule, Jackson is a highly sought after jazz educator, conducting clinics and lectures at universities throughout the United States and abroad. He served as Assistant Professor of Jazz at Long Island University, and in the Conservatory of Music at Purchase College.

Patrick Hunter, Performance Painter

Patrick Hunter was born in Detroit and later moved to Boise, Idaho after completing a computer science degree at the University of Michigan. While working as an engineer, Hunter began a part-time career as a performance painter in 2007. The combination of music, dance, and painting provided the audience with a multidimensional artistic experience and led to the founding of Patcasso Art in 2008.

Thousands have seen Hunter perform at charitable and corporate events, concerts, and churches. His portraits have included images of Jesus, Dr. Martin Luther King, Jr., Frank Sinatra, Michael Jackson, and Ray Charles across diverse genres of music. Hunter has helped raise thousands of dollars for nonprofits and charitable causes through his live performance painting and has opened at events for Ben Stein, Snoop Dogg, and baseball legend Reggie Jackson.

1984  
Corporate commitment to the NACME minority engineering effort tops $4 million.

1985  
Publishes Improving the Retention and Graduation of Minorities in Engineering with NAMEPA.

1986  
Inaugurates training for Minority Engineering Program (MEP) directors.
NACME supports institutions that document their success in recruiting, enrolling, educating, retaining, and graduating impressive numbers of underrepresented minority students in all disciplines in engineering. This elite cohort of universities account for nearly one-third of the total number of bachelor’s degrees in engineering awarded to URMs each year.

We have established an ambitious set of performance standards for our university partners, and NACME is unique in the diversity-with-equity STEM education space by holding the universities accountable for the success of our NACME Scholars. We require that 80 percent of our NACME Scholars successfully graduate with a bachelor’s degree in engineering. That metric stands at 90 percent for NACME Scholars who transfer into the university from the community college after having successfully completed the Associate Degree in engineering science (or equivalent major).

Since our founding in 1974, NACME has supported approximately 10,000 scholars who have earned their B.S. degree in engineering. Today, it is not only the right thing to do, but it is an economic imperative to bring more URMs into engineering careers due to the nation’s rapidly changing demographic realities and the quest to maintain American competitiveness in the global economy.

More recently, NACME has embraced the opportunity to leverage the power of the NACME Scholarship Program with the re-energized Pre-Engineering Program focused on middle schools, Academies of Engineering in Grades 9-12, and community colleges. Formalizing the connections along the pathway from middle school to workforce entry make possible more opportunities for active engagement of our partners and more intensive academic preparation in STEM for our pre-NACME Scholars.

NACME has established a core competence in scholarship management over the past four decades, permitting the organization to collaborate with foundations, corporations, and individuals in the design, management, and evaluation of minority-focused scholarship programs.

Since our founding in 1974, NACME has supported approximately 10,000 scholars who have earned their B.S. degree in engineering. Today, it is not only the right thing to do, but it is an economic imperative to bring more URMs into engineering careers due to the nation’s rapidly changing demographic realities and the quest to maintain American competitiveness in the global economy.

We are proud to have partnered with the Alfred P. Sloan Foundation since 2001 in the management of the Minority Ph.D. Program (MPHD) and the Sloan Indigenous Graduate Partnership (SIGP), representing a portfolio of $40 million dollars, distributed to more than 2,700 African American, American Indian, and Latino graduate students. The program has produced more than 1,000 Ph.D.’s in science, technology, engineering, and mathematics disciplines since its inception. Forty-one percent of the Ph.D. degrees earned have been in engineering. Forty-four percent of the graduates have pursued academic careers, 21 percent have gone on to R&D roles in industry, and 9 percent have pursued careers in the federal government.

NACME is very pleased to have been awarded a renewal grant from Sloan to continue the management of these graduate programs for the next three years (2015 to 2017). We are open to additional opportunities to offer our Scholarship Management Services to other like-minded organizations, foundations, or individuals.

1987
Publishes A Report to the Field, an analysis of trends in minority engineering education.

1988
Publishes Academic Gamesmanship: Becoming a “Master” Engineering Student.
For the past 40 years,

NACME has served as the premier source of nationally recognized data on the participation of underrepresented minorities (URMs) in engineering education and the engineering workforce. Publications such as the NACME Research Letters, the NACME Research and Policy Briefs, and the NACME Data Books have drawn attention to the dearth of URMs participating in engineering education and careers, and informed educators, policy makers, and families of the limited progress being made on this issue. NACME’s research and program evaluation efforts at its network of partner institutions have helped to create greater accountability around diversity and provided incentives for these institutions to increase their effectiveness in recruiting, enrolling, educating, retaining, and graduating URMs in engineering. The number of URMs who have completed their engineering bachelor’s degree has dramatically increased during that time, rising from 2,810, or 5.7 percent of all engineering bachelor’s degree earners in 1977, to 10,700, or 12.9 percent of all engineering bachelor’s degree earners in 2012.

While great advances have been made since NACME’s inception, more work needs to be done to help future engineering graduate classes look like America. NACME’s Research Department will continue to inform the public of the progress being made toward diversity in engineering, and will continue to work with our network to produce evaluation and accountability reports. Currently, we are in the second year of a National Science Foundation-funded study which takes an empirical look at how success for URMs is achieved at the NACME Partner Institutions, which will help to provide a blueprint for other institutions. We are also thankful for the work of the NACME Research and Policy Advisory Council (RPAC), which consists of distinguished scholars with expertise in STEM education, pedagogy, research, and policy.

NACME will continue to work with the following individuals to advance our research and evaluation agenda in the future:

**Linda Serra Hagedorn, Ph.D.**  
Professor  
Associate Dean of Undergraduate Programs  
Iowa State University

**Shaun Harper, Ph.D.**  
Associate Professor  
Executive Director, Center for the Study of Race & Equity in Education  
University of Pennsylvania

**Etta Ruth Hollins, Ph.D.**  
Professor, Teacher Education  
Ewing Marion Kauffman Endowed Chair for Urban Teacher Education  
University of Missouri, Kansas City

**Gary S. May, Ph.D.**  
Dean, College of Engineering  
Professor, School of Electrical & Computer Engineering  
Georgia Institute of Technology

**Josè Moreno, Ed.D.**  
Associate Professor of Latino Education & Policy Studies  
Chicano & Latino Studies Department  
California State University, Long Beach

**Andria Costello-Staniec, Ph.D.**  
Associate Professor  
Associate Provost for Academic Programs  
Syracuse University

**Watson Scott Swail, Ed.D.**  
President & Chief Executive Officer  
Educational Policy Institute

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**1989**  
Vice President  
Dan Quayle participates in FORUM ’89.

**1990**  
NACME Research Letter is launched.  
NACME’s first Amazing Spider-Man comic book is published through Marvel Comics.
Since 1977, the number of URMs who have completed their engineering bachelor’s degree has dramatically increased.

1977
2,810
1992

1993
Establishes the W. Lincoln Hawkins Undergraduate Research Fellowship.

1994
The Engineering Vanguard Program is launched.

2012
10,700
support for engineering public policy efforts

In honor of NACME’s 40th Anniversary Celebration, we would like to thank Members of Congress, as well as our educational and corporate partners for supporting our engineering public policy efforts over the years, especially on the issue NACME refers to as The College Affordability Crisis (NACME Research and Policy Brief, Volume 3, Number 1, April 2013, funded by the Northrop Grumman Foundation).

College affordability serves as a barrier to post-secondary degree attainment. The cost of tuition and room and board continues to rise at public and private institutions. The affordability of an institution plays a large factor in helping students decide where to attend college. Once enrolled, many students are forced to work long hours in order to support themselves financially, which can often be detrimental to their schoolwork. Many students from low income families choose not to enroll in college after completing high school. In 2010, the immediate college enrollment rate of high school completers from low income families was 30 percentage points lower than high school completers from high income families (82 percent vs. 52 percent).

To alleviate this issue, NACME provides grants to colleges and universities, which in turn distribute funding to talented African Americans, American Indian, and Latino students as part of their financial aid packages. Thanks to the support of our academic and corporate partners, NACME is responsible for $4 million in scholarships awarded annually to underrepresented minority engineering students. The annual survey of NACME scholars asks students to rate the relative importance of 14 possible sources of funding (PELL grants, student loans, earnings from internship/co-ops, the GI Bill, etc.) for their undergraduate education. In 2011-12, 85 percent rated the NACME Scholarship as “very important” to funding their education.

Raymond C. Dempsey, Jr., Vice President of External Affairs, BP America, states: “NACME’s financial support made a difference in my ability to stay focused on my studies and to complete my education. That was true for me 25 years ago — and must be even more true for NACME Scholars today,” he says.

As Chair of NACME’s Engineering Public Policy Committee, Mr. Dempsey encourages policymakers and institutions to pursue the following policies and practices:

1. Reduce the burden of student loans disbursed to low-income students.
2. Increase both merit and need-based grant and scholarship support allotted to undergraduate students.
3. Invest in the community college pathway.

For more information on NACME’s engineering public policy efforts, visit us online at NACME.org/engineering-public-policy.

Raymond C. Dempsey, Jr., Vice President of External Affairs, BP America

Education: B.S., Industrial Engineering, Kansas State University, 1990; MBA, Kellogg Graduate School of Management, Northwestern University, 2001.

1995
NACME launches Math is Power, a multimillion-dollar PSA campaign.

1996
Received the Presidential Award for Excellence in Science, Mathematics & Engineering Mentoring.
Achieves national recognition with front page lead article in the Wall Street Journal.
diversity drives innovation

At NACME our vision of an engineering workforce that looks like America begins with our pre-engineering strategy that engages middle and high school students, parents, teachers, and guidance counselors with our academic and corporate partners. We believe that it is only through public-private partnerships that together we can increase the number of African American, American Indian, and Latino young women and men who enroll in undergraduate engineering programs, and are retained and graduate with engineering degrees. NACME, as well as our partners, understand how vital an American STEM workforce is to our nation’s global competitiveness and that diversity drives innovation.

Companies like the Exxon Mobil Corporation understand the value in developing a pool of diverse students that will become future engineers.

“When trying to encourage kids to consider an engineering education, and particularly underrepresented minorities, there is no one more credible than NACME, because they are the role models and they represent companies that have the role models.”

Mark Albers, Senior Vice President, Exxon Mobil Corporation and NACME Board Director

In 2006, NACME, Project Lead The Way (PLTW), and the National Academy Foundation (NAF) became founding partners to establish 110 Academies of Engineering (AOEs), a National Academy Foundation network of career-themed academies, to cultivate the next generation of engineers.

To date, 97 AOEs have been established throughout the United States. Scotlandville Magnet High School in Baton Rouge, Louisiana, is one of three AOEs that has achieved the highest distinction as a Distinguished Academy of Engineering. This designation is awarded to AOEs that have exhibited exceptional fidelity to an educational model that prepares students for success in college and careers.

“Through NACME grants, we have been able to provide additional classroom materials and resources to support the curriculum being taught in our AOE. Without NACME funding and support for STEM, our students would surely not have been exposed to the engineering awareness materials, NACME board representation on our local advisory council, scholarships to aid our students with college tuition, and teacher grants to help with recruiting, retaining, and graduating students to continue growing the STEM diversity pipeline. NACME has participated in every available opportunity to increase the STEM pipeline for underrepresented students.”

Bea Arvie, Academy of Engineering Director, Scotlandville Magnet High School

Students that participate in the AOE model have the advantage of being exposed to project- and career-based learning and on a path toward earning an engineering degree. One such student is Emanuel Azcona, a NACME Scholar studying Electrical Engineering at New York University Polytechnic School of Engineering, a NACME Partner Institution.

“Without the encouragement of my middle school instructors, advising me to attend the High School for Construction Trades, Engineering and Architecture (an AOE), I would have never been able to pursue engineering as an option... I would never have had the opportunity to become a NACME Scholar, and a member of the Higher Education Opportunity Program here at NYU Poly — both have been very generous in assuring me in my continuation as a minority in engineering.”

Emanuel Azcona, NACME Scholar at New York University Polytechnic School of Engineering

NACME’s 51 partner institutions play a significant role in developing a diverse workforce. One institution from the New York/ New Jersey region of our NACME STEM Integration Model (NSIM) demonstrates a commitment to providing the necessary student support systems that exceed our metric of an 80 percent retention rate. The NSIM leverages existing partnerships for students to move along a continuum of programs. The same holds true for partners in our NSIM in Texas.

“New Jersey Institute of Technology (NJIT) has demonstrated a long-standing commitment to the pursuit of excellence in undergraduate education. As a NACME Partner Institution, NJIT has partnered on multiple programs in support of filling the financial need that enables NACME Scholars to complete their undergraduate degree in engineering. NJIT has supported students though the NACME Scholars Program (Block Grant Program) with a 93 percent persistence-to-graduation rate in all engineering disciplines.”

Dr. Joel Bloom, President, New Jersey Institute of Technology

1997

The NACME website (www.nacme.org) is launched.

The NACME Alumni Association is developed.

1998

Introduces NACME Leadership Circle Awards.

Receives the Exemplary Public Interest Contribution (EPIC) Award from the U.S. Department of Labor.
**Midwest**
- Kansas State University
- Kettering University
- Milwaukee School of Engineering
- Missouri University of Science & Technology
- Purdue University
- Rose-Hulman Institute of Technology
- University of Akron
- University of Illinois at Urbana-Champaign
- University of Michigan, Ann Arbor
- University of Missouri, Columbia
- University of Missouri, Kansas City

**Southwest**
- Northern Arizona University
- Prairie View A&M University
- University of Houston
- University of Texas at El Paso
- University of Texas at San Antonio

**West**
- California State University, Los Angeles
- California State University, Sacramento
- University of Alaska, Anchorage
- University of California, San Diego
- University of Colorado Boulder
- University of Idaho
- University of Washington

**Northeast**
- Bucknell University
- Cornell University
- Drexel University
- Fairfield University
- New Jersey Institute of Technology
- New York University Polytechnic School of Engineering
- Rochester Institute of Technology
- Rutgers, The State University of New Jersey
- State University of New York at Oswego
- Stevens Institute of Technology
- Syracuse University
- The City College of New York
- University of Bridgeport
- University of Maryland, Baltimore County

**Southeast**
- Florida A&M University
- Florida International University
- Georgia Institute of Technology
- Jackson State University
- Louisiana State University
- North Carolina A&T State University
- Polytechnic University of Puerto Rico
- Tennessee Technological University
- Tuskegee University
- University of Arkansas
- University of Central Florida
- University of Kentucky
- Virginia Polytechnic Institution & State University
- West Virginia University

**New Partner Institutions**
- Morgan State University
- San Jose State University
- Texas A&M University
- University of Texas at Dallas

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1999
- NACME-sponsored research, *Access Denied: Race, Ethnicity and the Scientific Enterprise*, is published by Oxford University Press.

2000
- The first NACME Alumni Directory is published.
2001
Establishes partnerships with SECME and MESA USA.
NACME is selected to manage Sloan Foundation’s Minority Ph.D. Fellowship Program.

2002
NACME is featured in PBS “Voices of Vision” series.
NACME Block Grant Program succeeds Vanguard as primary scholarship tool.

2003
NACME-GEM Conference is presented, featuring “The Future of Affirmative Action in Higher Education.”

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NACME CHAIRMEN EMERITI

Reginald H. Jones
Chairman of the Board
General Electric Company
1974–1976

Edward R. Kane
President
E.I. du Pont de Nemours & Company
1976–1978

Howard C. Kaufmann
President
Exxon Corporation
1979–1980

William S. Sneath
Chairman of the Board
Union Carbide Corporation

Edson W. Spencer
Chairman of the Board
Honeywell Corporation
1981–1982

John R. Opel
Chairman of the Board
IBM Corporation
1982–1983

Walter F. Williams
Chairman & CEO
Bethlehem Steel Corporation
1983–1984

Richard E. Heckert
Chairman & CEO
E.I. du Pont de Nemours & Company
1984–1985

Richard M. Morrow
Chairman & CEO
Amoco Corporation
1985–1986

Morris Tanenbaum
Vice Chairman of the Board
AT&T
1986–1987

Kay R. Whitmore
President & CEO
Eastman Kodak Company
1987–1988

Robert E. Mercer
Chairman & CEO
The Goodyear Tire & Rubber Company
1988–1990

Edward E. Hood, Jr.
Vice Chairman & Director
General Electric Company
1990–1992

William I. Friend
Executive Vice President & Director
Bechtel Group, Inc.
1992–1996

Edwin J. Hess
Senior Vice President
Exxon Corporation
1996–1997

Nicholas M. Donofrio
Senior Vice President & Group Executive, Technology & Manufacturing
IBM Corporation
1997–2001

Michael P. Morley
Chief Administrative Officer (Ret.)
Executive Vice President
Eastman Kodak Company
2001–2004

William P. Dee
President & CEO
Malcolm Pirnie, Inc.
2006–2009

Eileen M. Campbell
Vice President, Public Policy
Marathon Oil Company
2009–2011

Arthur P. Burson, Jr.
Vice President, Global Engineering Services
Merck & Co., Inc.
2011–2013
The Reginald H. Jones Distinguished Service Award was created to recognize those extraordinary individuals whose efforts and accomplishments have resulted in increased minority participation in the nation’s engineering workforce.

The award is named for Reginald H. Jones, former chairman and CEO of the General Electric Company, whose pioneering leadership helped initiate the minority engineering effort. Endowed by the General Electric Foundation, the award includes a $10,000 prize to a tax-exempt organization to be selected by the winner.

<table>
<thead>
<tr>
<th>Year</th>
<th>Honoree</th>
<th>Affiliation (at time of award)</th>
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<tbody>
<tr>
<td>1981</td>
<td>B. A. Turner Project</td>
<td>Minority Manpower Resources</td>
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<td>1981</td>
<td>Robert A. Finnell</td>
<td>University of California MESA</td>
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<td>1981</td>
<td>Dr. Frederick W. Schultz</td>
<td>SECME</td>
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<td>1982</td>
<td>Dr. Raymond B. Landis</td>
<td>California State, Northridge</td>
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<td>1982</td>
<td>Dr. Richard E. Woodring</td>
<td>PRIME</td>
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<td>1983</td>
<td>Dr. Louis Padulo</td>
<td>Boston University</td>
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<td>1983</td>
<td>Dr. Nathaniel Thomas</td>
<td>Illinois Institute of Technology</td>
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<td>1983</td>
<td>Marion W. Blalock</td>
<td>Purdue University</td>
</tr>
<tr>
<td>1984</td>
<td>Dr. Percy A. Pierre</td>
<td>St. Augustine High School</td>
</tr>
<tr>
<td>1984</td>
<td>Calvin H. Conliffe</td>
<td>Howard University, School of Engineering</td>
</tr>
<tr>
<td>1984</td>
<td>Carolyn C. Chestnutt</td>
<td>SECME</td>
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<tr>
<td>1987</td>
<td>Dr. Howard G. Adams</td>
<td>University of Notre Dame, GEM</td>
</tr>
<tr>
<td>1987</td>
<td>Dr. Norbert S. Hill</td>
<td>AISES</td>
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<tr>
<td>1989</td>
<td>George W. Baker</td>
<td>Xavier University, LEAP</td>
</tr>
<tr>
<td>1990</td>
<td>Dr. William M. Sangster</td>
<td>Georgia Institute of Technology</td>
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<tr>
<td>1991</td>
<td>Paul E. Parker</td>
<td>University of Illinois at Urbana-Champaign</td>
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<tr>
<td>1991</td>
<td>Theodore H. Habarth</td>
<td>Maryland MESA/APL/JHU</td>
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<tr>
<td>1991</td>
<td>Dr. David R. Reyes-Guerra</td>
<td>ABET, ASEE, JETS</td>
</tr>
<tr>
<td>1992</td>
<td>Dr. Arthur J. Bond</td>
<td>Alabama A&amp;M University</td>
</tr>
<tr>
<td>1995</td>
<td>Dr. Gerhard F. Paskusz</td>
<td>University of Houston</td>
</tr>
<tr>
<td>1996</td>
<td>R. Guy Vickers</td>
<td>SECME</td>
</tr>
<tr>
<td>1997</td>
<td>Dr. Shirley Malcom</td>
<td>AAAS</td>
</tr>
<tr>
<td>1998</td>
<td>Dr. M. Lucius Walker, Jr.</td>
<td>Howard University</td>
</tr>
<tr>
<td>1999</td>
<td>Dr. Freeman A. Hrabowski III</td>
<td>University of Maryland Baltimore County</td>
</tr>
<tr>
<td>2000</td>
<td>Catherine Hudspeth</td>
<td>California State Polytechnic University, Pomona</td>
</tr>
<tr>
<td>2001</td>
<td>Dr. Richard A. Tapia</td>
<td>Rice University</td>
</tr>
<tr>
<td>2003</td>
<td>Dr. Charles M. Vest</td>
<td>MIT/The National GEM Consortium</td>
</tr>
<tr>
<td>2005</td>
<td>Dr. James J. Duderstadt</td>
<td>Michigan State University</td>
</tr>
<tr>
<td>2008</td>
<td>Dr. William E. Kirwan</td>
<td>University System of Maryland</td>
</tr>
<tr>
<td>2009</td>
<td>Dr. Herb Schroeder</td>
<td>ANSEP, University of Alaska, Anchorage</td>
</tr>
<tr>
<td>2011</td>
<td>George W. Buckley</td>
<td>3M</td>
</tr>
<tr>
<td>2012</td>
<td>Dr. A. James Hicks</td>
<td>National Science Foundation</td>
</tr>
</tbody>
</table>

2004
NACME celebrates 30th Anniversary at the Waldorf Astoria.

2005
The first NACME National Symposium is held. NACME launches the Online Resume Directory.
The Corporate Citizenship Award is given in recognition of a company's leadership, vision, and long-standing commitment to help increase the number of underrepresented minority women and men in STEM education and careers.

past corporate citizenship awardees

1998* Exxon / GE / IBM
2004 Exxon Mobil Corporation
2006 AT&T
2009 Merck
2012 Du Pont

*Award was called the Leadership Circle Award

2006
NACME partners with NAF and PLTW to create "Academies of Engineering" (AOEs) and the first cohort of schools is established.

2006
NACME's Awards Dinner and Celebration, with a special appearance by Dr. Bill Cosby, raises more than $4 million for scholarships.
The National “Action” Council for Minorities in Engineering (NACME) took its current form in 1980 with the merger of four organizations. Prime among these was the National “Advisory” Council for Minorities in Engineering, which held its first meeting in 1974 as part of the National Academy of Engineering. The creation of NACME was the culmination of earlier efforts to create a more coordinated national program to increase minority engineering graduates.

The first call for coordinated action on this problem came at a General Electric sponsored meeting at Crotonville, N.Y. in the summer of 1972. In 1973, The National Academy of Engineering took up that call and sponsored a symposium to explore solutions to the problem. The symposium recommended the creation of a national committee of corporate CEO’s, university presidents, and government officials to take up the cause. That committee was called NACME.

In late 1973, largely in response to the creation of NACME, the Alfred P. Sloan Foundation announced that it would devote 20 percent of its grants budget over five to seven years to minorities in engineering. The Sloan Foundation and NACME collaborated, formally and informally, in creating and supporting some of the predecessor organizations of the current NACME, as well as other organizations devoted to minorities in engineering.

NACME’s current missions of scholarship programs, pre-college programs, research, and public policy continues this very important work.

Percy A. Pierre, Ph.D. was Co-Chair of the 1973 NAE Symposium and program officer for minority engineering of the Alfred P. Sloan Foundation from 1973–1977, while serving as Dean of Engineering of Howard University from 1971–77.
The founding vision of NACME in 1974 was the achievement of parity in the engineering workforce for African Americans, Latinos, and American Indians, the three groups that have been underrepresented historically in the profession.

The vision of today’s NACME, although expressed somewhat differently, is the same — the creation of an engineering workforce that looks like America. NACME carries out its pursuit of this ambitious but important goal on several fronts. It partners with educational institutions at all levels, business and industry, foundations, committed individuals, and nonprofit organizations to mentor, support, educate, retain, graduate, and ultimately, place underrepresented minority youth in productive engineering assignments that benefit them, their families, their communities and the nation. Their continued underrepresentation robs America of the talent and creativity they can add to our capacity for innovation and productivity in today’s global, competitive technological marketplace.

From its beginning, when Dr. Percy Pierre, then Dean of Engineering at Howard University, with the backing of industry leaders, notably GE, convinced the Alfred P. Sloan Foundation and the National Academy of Engineering to launch the National Minority Engineering Effort, NACME has played the key role in the movement. Its contributions, as measured by the dramatic increase in underrepresented minority engineering baccalaureates over the number of graduates at the time of its founding, are significant and easy to discern, though the goal of parity remains elusive. NACME, and the several other underrepresented minority-focused engineering organizations, with which it collaborates and shares success, deserve the praise and recognition of a grateful nation for what they are accomplishing on its behalf.

John Brooks Slaughter, Ph.D., P.E.
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Randall Stephenson, Chairman & CEO

Bechtel Group, Inc.
Riley Bechtel, Chairman
Stephen D. Bechtel, Jr., Senior Director

BP America
John C. Mingé, Chairman & President

Cravath, Swaine & Moore LLP
James C. Vardell, III, Partner

Ford Motor Company
Alan Mulally, Retired President & CEO

General Electric Company
Jeffrey Immelt, Chairman & CEO

Percy Pierre, Ph.D.
Vice President & Professor Emeritus
Michigan State University

Alfred P. Sloan Foundation
Paul Joskow, Ph.D., President

Xerox Corporation
Ursula M. Burns, Chairman & CEO

Leadership Level
Bechtel Corporation
Procter & Gamble

Benefactor Level
General Electric Company

Patron Level
Hewlett-Packard Company
Chevron Corporation
EMC Corporation
Lockheed Martin Corporation

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Marathon Oil Company
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Eric Myers
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School of Engineering
Rutgers,
The State University of New Jersey
Derrick Scott
SME Education Foundation
Sprint
State University of New York at Oswego
Stevens Institute of Technology
United Airlines
University of Michigan,
College of Engineering
Vince Bertram - PLTW
West Virginia University

As of September 12, 2014

2010
Third cohort of AOE schools are selected.

2011
NACME introduces a series of Research and Policy Briefs.
The 2011 NACME National Symposium is held.
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Irving Pressley McPhail, Ed.D.</td>
<td>President &amp; Chief Executive Officer</td>
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<tr>
<td>Saundra Johnson Austin</td>
<td>Senior Vice President for Operations</td>
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<tr>
<td>Marjorie H. Everitt</td>
<td>Vice President for Institutional Advancement</td>
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<tr>
<td>Michael T. Pan</td>
<td>Vice President, Finance/Administration &amp; Chief Financial Officer</td>
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<tr>
<td>Aileen Walter</td>
<td>Vice President, Scholarships &amp; University Relations</td>
</tr>
<tr>
<td>Brit Byrnes</td>
<td>Manager, Marketing &amp; Communications</td>
</tr>
<tr>
<td>Suzanne J. Cohen</td>
<td>Manager, Corporate &amp; Foundation Relations</td>
</tr>
<tr>
<td>Dorien E. Corbin</td>
<td>Development Manager, Annual Gifts</td>
</tr>
<tr>
<td>Denise Ellis</td>
<td>Program Manager, Alfred P. Sloan Foundation Graduate Scholarship Programs</td>
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<tr>
<td>Alex J. Johnson</td>
<td>Mailroom Administrative Support</td>
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<tr>
<td>Brenda O. Krulik</td>
<td>Manager, Public &amp; Media Relations</td>
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<tr>
<td>Carolina Sanchez</td>
<td>Director, Information Technology</td>
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<tr>
<td>Melonia Simpson</td>
<td>Program Manager, Undergraduate Scholarships</td>
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<tr>
<td>Christopher Smith</td>
<td>Director, Research &amp; Program Evaluation</td>
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<tr>
<td>Rosalie Tomaselli-Hershfield</td>
<td>Executive Assistant to President &amp; Chief Executive Officer</td>
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<tr>
<td>Laura Zeno</td>
<td>Manager, Office Operations</td>
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2011
NACME publishes the 2011 NACME Data Book.

2012
38th Anniversary Awards Dinner and Celebration raises $7.7 million in total scholarship support over three-year period.
<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Company</th>
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<tbody>
<tr>
<td>Mark E. Russell</td>
<td>Corporate Vice President, Global Engineering, Technology &amp; Mission Assurance, Chairman, NACME, Inc.</td>
</tr>
<tr>
<td>Susan P. Barsamian</td>
<td>Senior Vice President, Worldwide Indirect Sales, Global Sales &amp; Operations, Hewlett-Packard Company, Vice Chairman, NACME, Inc.</td>
</tr>
<tr>
<td>Arthur P. Burson, Jr.</td>
<td>Vice President, Global Engineering Services, Merck &amp; Co., Inc., Past Chairman, NACME, Inc.</td>
</tr>
<tr>
<td>Mary Adamo</td>
<td>Vice President, Human Resources, Consolidated Edison Company of NY, Inc.</td>
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<tr>
<td>Rodney C. Adkins</td>
<td>Senior Vice President, Strategic Partnerships, IBM Corporation</td>
</tr>
<tr>
<td>Mark. W. Albers</td>
<td>Senior Vice President, Exxon Mobil Corporation</td>
</tr>
<tr>
<td>Michael J. Barber</td>
<td>Vice President, Healthymagination, General Electric</td>
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<tr>
<td>Jerry R. Bautista</td>
<td>Vice President &amp; General Manager, New Business Initiatives, Intel Corporation</td>
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<tr>
<td>Jay Bennett</td>
<td>Vice President, Human Resources — Defence, Rolls-Royce Plc</td>
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<tr>
<td>Brian W. Cooke</td>
<td>Group Vice President, Engineering, Program &amp; Operational Excellence, Johnson Controls, Inc.</td>
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<tr>
<td>Marian Croak, Ph.D.</td>
<td>Senior Vice President, Applications &amp; Services Infrastructure, AT&amp;T Labs</td>
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<tr>
<td>Raymond C. Dempsey, Jr.</td>
<td>Vice President, External Affairs, BP plc</td>
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<tr>
<td>Carlos Domínguez</td>
<td>SVP, Office of the Chairman &amp; CEO, Cisco Systems, Inc.</td>
</tr>
<tr>
<td>Howard D. Elias</td>
<td>President &amp; Chief Operating Officer, EMC Global Enterprise Services, EMC Corporation</td>
</tr>
<tr>
<td>Karen A. Fletcher</td>
<td>Vice President, Du Pont Engineering &amp; Chief Engineer, E.I. du Pont de Nemours &amp; Company</td>
</tr>
<tr>
<td>Joseph C. Geagea</td>
<td>Senior Vice President, Technology, Products &amp; Services, Chevron Corporation</td>
</tr>
<tr>
<td>William P. Gipson</td>
<td>SVP Research &amp; Development, Chief Diversity Officer, Procter &amp; Gamble Company</td>
</tr>
<tr>
<td>Donna S. Gulbinski</td>
<td>Senior Vice President, Global Quality &amp; EHS, Bristol-Myers Squibb Company</td>
</tr>
<tr>
<td>Rhoman Hardy</td>
<td>General Manager, Reliability, Maintenance &amp; Turnarounds, Shell Oil Company</td>
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</table>

**2013**
- NACME receives a $300K grant from the NSF.
- NACME unveils new brand and website.
- STEM Leadership Forum is sponsored by Hewlett-Packard

**2013**
- The Annual Research and Policy Forum is held in Washington, D.C.
- The 2013 NACME Symposium Research and Policy Journal is published.
2013
The 2013 NACME Data Book is published.
The 2013 NACME National Symposium and Third Annual NACME Continuum Meeting are held.

2014
Engineer Something Amazing!, materials for pre-engineering students are published.
STEM Leadership Forum is sponsored by Johnson Controls, Inc.

As of June 5, 2014

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Executive Vice President,
Human Resources
Apache Corporation

John M. Hill
Vice President,
Human Resources
L-3 Communications Corporation

Christopher D. Holmes
Senior Vice President,
3M Corporate Supply Chain Operations
3M

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Human Resources
Lockheed Martin Corporation

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Senior Vice President
& Manager of EPC Functions
Bechtel Corporation

Dr. Elmira Mangum
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Florida A&M University

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National Academy of Engineering

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We’re better because of our differences.

We salute NACME for a 40-year commitment to increase the representation of minority women and men in STEM careers. We’re proud to partner with NACME in this mission, and honored to receive NACME’s 2014 Corporate Citizenship Award. At HP, we’ve shown that innovation and invention are outcomes of an inclusive and diverse workplace. Sound like the right environment for your professional success? Get inspired and unlock your potential with HP.

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Congratulations to NACME for 40 years of Achievement.

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Congratulations, NACME, on your 40th Anniversary
and best wishes for continued success in your mission.

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soe.rutgers.edu

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40 years.

24,000 students.

$124 million in scholarships.

Countless thanks. Thank you NACME for your tireless efforts to inspire excellence in our nation’s minority youth and helping to create the diverse, talented workforce we need.

smeef.org
Stevens Institute of Technology shares your vision of increasing diversity in STEM education and careers.

Last year, the Stevens Technical Enrichment Program (STEP) celebrated its 45th anniversary. Since 1968, more than 1,000 students who are underrepresented in STEM fields have benefited from multiple academic and financial support programs at Stevens.

stevens.edu/sit/STEP

Congratulations NACME on your 40th anniversary.

In 2013, current STEP students and alumni joined together to celebrate 45 years of Stevens supporting diversity in STEM fields.

ludlow6 is proud to have been a partner with NACME for over 25 years.

CONGRATULATIONS TO THIS OUTSTANDING ORGANIZATION!
President Lisa S. Coico, Dean Gilda Barabino and the students, faculty and staff of the GROVE SCHOOL OF ENGINEERING at THE CITY COLLEGE OF NEW YORK

Salute NACME ON ITS 40th ANNIVERSARY

A national leader in producing minority engineers, Grove is proud to partner with NACME to build America’s future.

Andrew Grove
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Class of 1960

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