40 Years
Inspiring Excellence
This year 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.

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<td>The vision to create an engineering workforce that looks like America begins.</td>
<td>The first NACME Scholarships awarded to 84 students at 25 engineering schools.</td>
<td>NACME and AT&amp;T/Bell Labs create <em>Engineering: What’s It All About?</em>, an engineering awareness publication for pre-engineering students.</td>
<td>The National Action Council for Minorities in Engineering is formed when NACME merges with three other organizations — the Committee on Minorities in Engineering, the Minority Engineering Education Effort, and the National Fund for Minority Engineering Students.</td>
<td>The first NACME Forum is held in Washington, D.C.</td>
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Since 1977, the number of URMs who have completed their engineering bachelor’s degree has dramatically increased. In 2012, for the first time, URMs earned more than 10,000 engineering degrees.

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<th>Year</th>
<th>Number of Degrees</th>
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<td>1977</td>
<td>11,768 (13.4%)</td>
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<tr>
<td>2013</td>
<td>13,4% of all degrees</td>
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The organization that became NACME was formed by a group of corporate executives at the urging of minority leaders, business interests, and the academic community. The intent was to work toward achieving greater diversity in the field of engineering as a necessary workforce and economic imperative for the United States.

24,000 underrepresented minority students (URMs) have been supported by NACME at 160 colleges and universities since its creation in 1974.

$142 million in scholarships and support have been provided by NACME to URM engineering students.

11,768 URMs graduated from engineering programs in 2013, up from 2,810 in 1977, an increase of 5.7% of all degrees.

7,000+ Latinos earned over 7,000 engineering bachelor’s degrees in 2013 (9.0 percent of all degrees), up from 1,290 in 1977 (2.6 percent of all degrees).

1,306% increase in the number of bachelor’s degrees earned by URM females from 1974 (only 189) to 2013, when that number stood at 2,658.

NACME’s Board of Directors, currently comprised of 39 major corporations and institutions, has backed our mission of supporting URM student scholarships and programs. The 80 percent retention rate of NACME Scholars earning engineering degrees is further boosting the number of underrepresented minority engineers critical to our workforce.

The Reginald H. Jones Distinguished Service Award is established with General Electric Foundation.

NACME completes first full year of Technical Assistance to 36 pre-college projects.

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

NACME rebrands for its 10th Anniversary

Inaugurates training for Minority Engineering Program (MEP) directors.

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

Publishes Improving the Retention and Graduation of Minorities in Engineering with The National Association of Multicultural Engineering Program Advocates (NAMEPA).

1974

1983

NACME completes first full year of Technical Assistance to 36 pre-college projects.

1984

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

1985

NACME rebrands for its 10th Anniversary

1986

Inaugurates training for Minority Engineering Program (MEP) directors.

1987

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

I have been an active member of the NACME Board of Directors since 2004, and have proudly served as vice chairman since 2011. I am now honored to chair the board as of October of last year. Personally, I also take great satisfaction in knowing I am part of something that not only will make our country stronger, but also has made a difference in so many people’s lives. Since its start in 1974, more than 24,000 minority engineering students have received scholarship support from NACME and have gone on to make a difference in their chosen fields of profession.

For the last 40 years, NACME has become a significant contributor in the shaping of our STEM pipeline. The board and I will build on this successful legacy and position NACME for the future by developing a roadmap that clearly articulates and solidifies NACME’s future efforts. This roadmap will be developed in partnership with industry and academia to ensure that our alignment remains strong and our success will continue into the future.

NACME’s mission is to increase the number of underrepresented minority engineering students in the engineering workforce. It is essential that we increase the science, technology, engineering, and mathematics (STEM) talent pipeline that is so critical to our country’s competitiveness, national security, and growth. NACME is leveraging the U.S. industrial base, business leadership, and academic partnerships to achieve its vision that the STEM workforce represents the diverse composition of our nation.

NACME’s Board Companies provide leadership and strategic vision, recognizing the compelling need to close the gap in the number of underrepresented minorities in the engineering workforce. Through this partnership with industry, we can ensure the U.S. maintains its innovation and technology edge in an increasingly competitive world.

Along with the other board companies, Raytheon Company benefits from and supports NACME’s efforts to increase the representation of African American, American Indian, and Latino women and men who are pursuing careers in STEM. These programs align closely with Raytheon’s core values, including embracing diversity and inclusion, accepting diverse opinions, and fulfilling our corporate commitment to STEM education.

NACME’s Board consists of global companies with facilities, businesses, and customers in nearly every corner of the world and employees from widely diverse backgrounds. Diversity of talent and thought is a cornerstone in providing solutions for the global market. To achieve and sustain success, our organizations must reflect the world in which we live and work. We need to continue building a culture around recognizing, respecting, and leveraging individual and cultural differences. As the global environment evolves and becomes even more competitive, the next steps in our journeys to inclusiveness are critical.

While our work here is by no means complete, I believe that we are creating environments that encourage and enable all individuals and groups to contribute to their fullest potential by realizing their unique capabilities, experiences, and perspectives for the collective benefit of all. Accepting environments foster networking and facilitate collaboration, thereby forging strong, trusting, and productive relationships that can be leveraged for mutual benefit.

NACME is an excellent example of how different industries can come together to focus on issues that relate to common needs, and address issues far bigger than any individual firm could tackle alone successfully.

As the Chairman of the NACME Board of Directors, I look forward to continuing my support of this organization in the pursuit of its goals.

Mark E. Russell
Corporate Vice President
Engineering, Technology,
and Mission Assurance
Raytheon Company

1988
Publishes Academic Gamesmanship: Becoming a “Master” Engineering Student.

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

1990
NACME Research Letter is launched.

1992

1993
Establishes the W. Lincoln Hawkins Undergraduate Research Fellowship.

NACME’s first Amazing Spider-Man comic book is published through Marvel Comics.
As I reflect on the significance of 2014 in the life and times of NACME, there are two immediate thoughts that come to mind: first, how far NACME has come in the past four decades since our founding in 1974; and second, how exciting the landscape ahead is for NACME as we unveil our new strategic plan, Connectivity 2020. NACME takes great pride in the demonstrable efforts to increase diversity with equity in engineering education and careers. Connectivity 2020 further compels the organization to achieve high levels of impact in the effort to shape an American STEM workforce where diversity drives global competitiveness.

During its first 40 years, NACME worked diligently to realize the current NACME vision: an engineering workforce that looks like America. In fact, NACME has helped grow the number of underrepresented minorities in the engineering workforce from 2 percent to 10 percent. Over the last several years, however, NACME has risen to meet the very ambitious goals outlined in the previous strategic plan, Connectivity 2015. NACME has focused on reaching a younger set of students with its pre-engineering efforts and the distribution of the NACME Pre-Engineering Scholarship, exponentially increasing the number of students receiving scholarship support. We are also proud to announce that NACME has supported more than 10,000 NACME Scholars who have earned their undergraduate degrees in engineering. NACME’s outstanding body of work in research has been recognized by a growing number of sources, including major news outlets, but more importantly, our research has helped secure a place for NACME as an influencer on Capitol Hill.

Building on this legacy of progress, the Central Idea for Connectivity 2020 is for NACME to be the catalyst for building talent in the representation of African American, American Indian, and Latino women and men in engineering education and careers. The virtuous cycle resulting from our strategic analysis in support of the Central Idea assumes that stronger performance in the three most critical programmatic thrusts for NACME — Scholarships and University Relations, Pre-Engineering Programs, and Research and Program Evaluation; will lead to enhanced reputation via our strategies in Strategic Communications and Engineering Public Policy; which will, in turn, lead to a strong financial platform through more effective and robust Revenue Generation and greater Organizational Sustainability. We have determined the aggressive results that must be achieved in the next five-year planning horizon (2016-2020) for this to happen.

In addition to NACME’s wonderful 40-year milestone, we welcomed Raytheon’s Mark E. Russell as the new chairman of the NACME Board of Directors. Like his predecessors, Mr. Russell brings a unique perspective on the work NACME does and has been influential in helping the organization plan for the future. I would also like to extend my gratitude to David C. Nagel, the former board director from BP plc, who served as our coach and facilitator for Connectivity 2020.

As always, the full execution of the NACME Strategy will require the dedication, commitment, and hard work of our board, staff, and partners. We know that African American, American Indian, and Latino communities trail the national average in terms of participation in STEM careers. This comes at a time when minorities are the most rapidly growing segment of the population. Ubiquitous technology has removed many of America’s competitive advantages. To win in a “flat” world, we must depend on innovation and invention from a highly skilled, highly educated, and highly motivated workforce, especially in the STEM professions. We refer to this state of affairs as the “New” American Dilemma. Unless we address this dilemma systematically—and soon—we will be unable to retain our leadership position in scientific and technological innovation and our competitive edge in the global marketplace of ideas.

Irving Pressley McPhail, Ed.D.
President and Chief Executive Officer
NACME, Inc.

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### 1994

**The Engineering Vanguard Program is launched.**

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### 1995

**NACME launches Math is Power, a multimillion-dollar, PSA campaign featuring celebrity spokesperson Sinbad.**

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### 1996

**Receives the Presidential Award for Excellence in Science, Mathematics & Engineering Mentoring.**

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### 1997

**The NACME Web site (www.nacme.org) is launched.**

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### 1998

**Introduces NACME Leadership Circle Awards.** The first recipients were Exxon Corporation, General Electric Company, and IBM Corporation.

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nacme.org 3
“After completing my undergraduate degree, I went on to work for IBM and eventually to graduate school, completing my Ph.D. in computer science. I have no doubt that winning a NACME Scholarship in my first year as an undergraduate set me on the path that I am on today. The experience via internship, support, and relationships it helped to create, has been life altering in my case.”

Eugene Michael Maximilien, Ph.D.
IBM Corporation

Max earned his bachelor’s degree in computer science at Florida International University in 1995 and his master’s and doctorate in computer science at North Carolina State University. He is currently the Chief Architect for Cloud Innovations at IBM Labs.

1999
- Receives the Exemplary Public Interest Contribution (EPIC) Award from the U.S. Department of Labor.

2000
- NACME-sponsored research, *Access Denied: Race, Ethnicity and the Scientific Enterprise*, is published by Oxford University Press.
- 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. Scholarship Program.
- NACME Block Grant Program succeeds the Engineering Vanguard Program as primary scholarship tool.
“It has been an honor to serve as NACME’s legal counsel and corporate secretary since 1988. I greatly enjoyed working with their dedicated directors, officers and staff, and participating in the organization’s evolution over the years. NACME’s mission is important to many constituencies, and I wish them all the best in the years to come.”

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

James Vardell served as the NACME Corporate Secretary for 26 years. Mr. Vardell joined Cravath, Swain & Moore LLP in 1980 after graduating from Yale Law School. He joined the NACME Board in 1988 and retired in 2014.

2002
NACME is featured in PBS Voices of Vision series.

2003

2004
NACME celebrates 30th Anniversary at the Waldorf Astoria in NYC.

2005
The first NACME National Symposium is held in Vienna, Va.

2006
NACME partners with NAF and PLTW to create “Academies of Engineering” (AOEs) and the first cohort of schools is established.
“My relationship with NACME continues to nurture my engineering career. By being a part of the NACME family, I have established professional connections and gained invaluable experiences which have helped me grow as an engineer. For this I am grateful for NACME’s investment in my education and career.”

DeeAnn Turpin
Bechtel OG&C

DeeAnn earned her bachelor’s degree in biological systems engineering at Kansas State University in 2013 and started working for Bechtel OG&C after graduating.
“My father helped to found NACME in 1974. Since then, we have been proud to partner with NACME in creating STEM outreach programs, offering college scholarships, and connecting with diverse, top-notch talent. Every day we witness the power of diversity in the challenging projects Bechtel people deliver for our customers.”

Riley Bechtel
Bechtel Corporation

Riley P. Bechtel is Chairman of the Board of the Bechtel Corporation which was founded by his great-grandfather Warren A. Bechtel. His father, Stephen D. Bechtel, Jr. is among NACME’s original founders.

NACME Board of Directors: Founding Board Company

40 Years: Inspiring Excellence

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“Advancing STEM education and creating a diverse STEM talent pipeline are critical focus areas for Lockheed Martin. We’re proud to partner with NACME to increase the number of successful African American, American Indian, and Latino engineering graduates who will pursue careers in STEM.”

Rainia Washington
Lockheed Martin Corporation

Raina earned her bachelor’s degree in systems engineering at the University of Pennsylvania and her master’s in organizational development at The Pennsylvania State University. She is currently the Vice President of Culture, Diversity and Equal Opportunity Programs at Lockheed Martin.
NACME celebrates the accomplishments of Scotlandville Magnet High School Academy of Engineering (AOE), located in Baton Rouge, La., under the leadership of Mr. Howard Davis, Principal and Ms. Beatrice Arvie, AOE Director.

The AOE model was born out of collaboration with the National Academy Foundation (NAF), a network of career-themed academies, Project Lead the Way (PLTW), and NACME as founding partners. To date there are 97 AOEs established across the country.

In 2014 the Scotlandville Magnet Academy AOE, achieved “Distinguished” Academy status by NAF along with two other AOEs. This designation is given to academies that have exhibited exceptional fidelity to an educational model that prepares students for success in colleges and careers.

Pre-Engineering Scholarships

NACME awarded nearly $212,500 in pre-engineering scholarships to graduating high school seniors in 2014. With the launch of the online pre-engineering scholarship application, NACME was able to attract academically talented underrepresented minority high school students from across the country. These scholarships were sponsored by AT&T, the BP Foundation, Chevron, ExxonMobil Foundation, and New York Community Trust. Students from Scotlandville Magnet High School Academy of Engineering were awarded the most pre-engineering scholarships from an Academy of Engineering in 2014. NACME congratulates:

- Keltrin Burrell, II, Southern University and A&M College
- Tyneeka Dyson, University of Virginia
- Tyler Henderson, Southern University and A&M College
- Nicholas Jones, Louisiana State University
- Rayneisha Maiden, University of Houston
- Mia McKee, Southern University and A&M College
- Cha’Quoncia Ruffin, University of Louisiana at Lafayette
- Jaylen Scott, Southern University and A&M College
- Kaylen Scott, Southern University and A&M College

Another achievement of Scotlandville Magnet High School Academy of Engineering was the testimony given by Ms. Beatrice Arvie at the 2013 NACME National Symposium in Washington, D.C., for the Capitol Hill special STEM session. She was joined by others from Achieving the Dream, ASME, Association for Women in Science (AWIS), Florida International University, Jobs for the Future, Marathon Oil Company, SIE LLC, Society of Women Engineers (SWE), and Tuskegee University, all of whom wrote white papers on STEM education which were published in the 2013 NACME Symposium Research and Policy Journal. To read these testimonies, visit nacme.org/research-publications#research-reports.

Scotlandville Magnet High School Academy of Engineering has mastered the ability to attract corporate partners to serve on their advisory council, a component of the NAF academy model. A total of four NACME Board Company representatives serve on Scotlandville’s High School Engineering Professions Advisory Council: The Dow Chemical Company, Entergy, ExxonMobil, and Shell Chemicals. This a remarkable achievement, the most of any AOE since the inception of the collaborative effort. Internship placements are another component of the NAF academy model and NACME thanks board company AT&T for their efforts to secure internships for summer 2014.

Many other NACME Board Companies like Entergy and ExxonMobil have participated in providing internships for Scotlandville’s students as well.

Scotlandville Magnet High School is one of 10 AOEs that had the opportunity to receive up to $5,000 for PLTW curriculum and materials that increase students’ awareness of the exciting field of engineering in a way that brings STEM concepts to life, thanks to the AT&T Foundation. The AT&T Foundation has been supporting this effort since 2008.

Scotlandville Magnet High School Academy of Engineering demonstrates NACME’s ability to connect various partners to impact the pathway from middle school to workforce entry.

NACME STEM Integration Model

Scotlandville Magnet High School is one of several AOEs in regions that benefited tremendously from the NACME STEM Integration Model (NSIM), which is designed to integrate existing program elements into a unified continuum that leverages existing partnerships for students to move along the NACME Continuum from:
As NACME celebrates its 40th Anniversary, it has amassed more than 10,000 NACME Scholars who have earned their undergraduate degree in engineering. Accordingly, it seems fitting to reflect on who the graduates are and what they have accomplished. The University Programs report focuses on the following four program initiatives that were launched by NACME over the past 40 years. They are listed in chronological order and each highlights one of the graduates who exemplifies that program’s extraordinary achievements.

**Incentive Grants Program (IGP) 1975 - 1996**
The Incentive Grants Program was awarded to engineering schools that demonstrated a commitment to enrolling and graduating increasing numbers of qualified students who were African American, Chicano/Mexican American, American Indian, or Puerto Rican. In addition, the Summer Engineering Employment Project (SEEP) was designed to expose the scholars to career opportunities in business and industry at corporations that contributed to their education.

Through university partnerships, 6,797 scholars graduated with a bachelor’s degree in engineering.

“I was very fortunate to have several scholarships and fellowships during my academic tenure. NACME was the only fellowship that required me to participate in a mentoring program. The mentor/mentee relationships that were developed because of NACME have overwhelmingly exceeded the face value of the stipends, and have afforded me countless opportunities during my career journey—these blessings are truly priceless. Being a NACME Scholar not only provided me added financial peace of mind, but more importantly, it enabled me to grow strong and lasting professional relationships that continue to give to this day.”

— Gregory Von White, II, Ph.D.

Gregory 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 currently works at Sandia National Laboratories as a systems engineer.

**Corporate Scholars Program (CSP) 1990 - 2003**
The Corporate Scholars Program promoted exceptional academic performance, leadership skills, and commitment to excellence among more than 700 engineering students who were selected as scholars. Of those, 565 scholars graduated with a bachelor’s degree in engineering.

“I am from Haiti, one of the poorest nations in the western hemisphere. I was admitted to Florida International University to pursue my undergraduate degree. Through NACME, I was given a scholarship toward my cost of education and the opportunity for a paid summer internship with IBM.”

— Eugene Michael Maximilien, Ph.D.

Max earned his bachelor’s degree in computer science at Florida International University in 1995, and his masters and doctorate in computer science at North Carolina State University. He is currently the Chief Architect for Cloud Innovations at IBM Labs.

**The Engineering Vanguard Program 1995 - 2003**
The Engineering Vanguard Program was a pilot project that provided intense academic and leadership training to culturally diverse teams of high school students from economically disadvantaged communities. Each group attended one of 12 participating institutions that worked with NACME to build enhanced academic infrastructure and to offer full financial support to cover the cost of tuition and room and board. The NACME Scholars Vanguard Program graduated 212 scholars with a bachelor’s degree in engineering.

“NACME has provided me with invaluable support throughout my college years at Drexel University. I was truly honored and blessed to have been given the financial support to attend the university of my choice. The NACME staff was my home away from home, my extended family, giving me the added strength and courage to believe in myself and push harder to achieve my life goals, which I will never forget.”

— Aaron Henry

Aaron earned his bachelor’s degree in electrical engineering at Drexel University in 2002 and his master’s in systems engineering/technical management at The Johns Hopkins University in 2014. He is currently a systems engineer at Northrop Grumman Electronic Systems.

**NACME Scholars Program 2003 - Present**
The NACME Scholars Program goals are accomplished through our partnerships with the objectives to:

- Establish and deepen engagement through partnerships;
- Build institutional capability;
- Learn from our programs; and
- Transfer and adapt knowledge.

In addition, our institutional partners are expected to increase the bachelor’s degree completion rates in engineering for the NACME Scholars and demonstrate progress toward narrowing or closing the gap in degree completion rates between their African American, American Indian, and Latino engineering students and their non-minority peers. As of 2013, 1,622 scholars have graduated with a bachelor’s degree in engineering.

Minority Ph.D. Programs

NACME also administers the Alfred P. Sloan Foundation Minority Ph.D. (MPHD) and the Sloan Indigenous Graduate Partnership (SIGP) programs. These programs are designed to assist efforts to diversify the U.S. Ph.D. degree-holding workforce by increasing the recruitment, retention, and graduation of underrepresented doctoral students in STEM, especially in fields where national trends document persistent underrepresentation. Since 1995, the MPHD program has granted scholarships to 1,765 scholars, and produced 714 Ph.D.-funded graduates. The SIGP program has funded 142 M.S. and 66 Ph.D. scholars, and produced 74 M.S. and 19 Ph.D. graduates.

In 2013, the Alfred P. Sloan Foundation partnered with three University Centers of Exemplary Mentoring (UCEMs): Cornell University, Georgia Institute of Technology, and The Pennsylvania State University. In 2014, the Foundation announced two new UCEM partnerships, awarding the University of South Florida and the University of Iowa grants of $630,000 and $1,000,000, respectively. The grants to UCEMs total more than $5 million, the majority of which supports stipends and professional development activities for scholars.
In addition to its Board of Directors, NACME is guided and supported by 51 of the nation’s top educational institutions, as of August, 2014.

30.5%

In 2013, 30.5 percent of underrepresented minority engineering graduates came from NACME Institutional Partners.

NACME Scholars (N=1,314)

By Ethnicity 2013-2014

- African American: 60%
- American Indian/Alaska Native: 34%
- Latino: 5%
- Other: 1%

By Gender 2013-2014

- Men: 32%
- Women: 68%

By Academic Discipline 2013-2014

- Mechanical Engineering: 20%
- Electrical Engineering: 18%
- Other Engineering: 12%
- Civil/Environmental Engineering: 12%
- Computer Engineering: 11%
- Chemical Engineering: 8%
- Industrial Engineering and Operations Research: 8%
- Biomedical/Bioengineering: 5%
- Computer Science/Information/Systems/Technology: 3%
- Other: 3%

Note: 254 Latino scholars, or 32 percent of the total NACME Scholar Latino population, are enrolled at Polytechnic University of Puerto Rico.
NACME’s ‘Big Study’
In 2014, NACME completed the first phases of the National Science Foundation (NSF) funded research project entitled Success Factors for Minorities in Engineering: A Study of NACME Programs. The objective of this project is to take an empirical look at how NACME Partner Institutions recruit, enroll, educate, retain, and graduate increasing numbers of underrepresented minority engineering students, and discern the factors that distinguish the programs that are most successful in this mission. Thus far, a statistical analysis of each partner institution was performed to explore retention to graduation rates, test scores, and GPA data. In addition, 11 institutions were visited by the principal investigator of this project, Dr. Jacqueline Fleming, for focus groups and interviews with faculty and students. This project is scheduled to be completed in 2016.

2013 NACME Symposium Research and Policy Journal
This year, NACME published the 2013 NACME Symposium Research and Policy Journal, which contains transcripts, white papers, and testimonies from the impressive roster of participants in the 2013 NACME National Symposium and Third Annual Continuum Meeting, held September 30 through October 3, 2013, in Washington, D.C. The journal serves as a call to action for policymakers to embrace the proven, effective approaches targeted to underrepresented minority engineering students, and persuades the factors that distinguish the programs that are most successful in this mission. Thus far, a statistical analysis of each partner institution was performed to explore retention to graduation rates, test scores, and GPA data. In addition, 11 institutions were visited by the principal investigator of this project, Dr. Jacqueline Fleming, for focus groups and interviews with faculty and students. This project is scheduled to be completed in 2016.

NACME Research Briefs
This past year, NACME started publication of Volume 4 of its Research Brief series. Each brief provides an overview of data on underrepresented minorities in engineering education and careers. The following are the five topics:

1. African Americans in Engineering
2. American Indian/Alaska Natives in Engineering
3. Latinos in Engineering
4. Science Standards in the United States
5. NACME Scholars

Program Evaluation
NACME programs are routinely evaluated to measure their impact and effectiveness. In 2014, Metis Associates, a national consulting firm with expertise in education research and evaluation, completed an evaluation of the NACME STEM Integration Model to document the successes of the initiative to date and help shape the future direction of the model.

Data is collected from NACME partners on student and institutional outcomes to help inform programmatic decision making. Partner institutions provide NACME with appropriate data to track student academic progress, specifically retention and graduation data about the NACME Scholars and their peers in the College of Engineering. NACME drafts reports that summarize this data for each partner, and uses the information for strategic decision-making.

NACME is proud to report that 30.5 percent of the engineering bachelor’s degrees awarded to URMs in 2013 were conferred at NACME Partner Institutions. We will continue to assess these institutions to learn about best practices that can be shared through our publications.

The NACME Research and Policy Advisory Council
The NACME Research and Policy Advisory Council consists of distinguished scholars with expertise in STEM education, pedagogy, research, and policy. NACME would like to thank the following individuals who have helped to advance our research and evaluation agenda:

- 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

- José 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
Engineering Public Policy

NACME thanks Marilyn Berry Thompson, Ellen Smith, and Alanna Suda of MWW Group for their efforts to position NACME in front of members of the White House Executive Branch, federal agencies, and key members of Congress, who support STEM education—both bipartisan and bicameral. NACME has had the good fortune these past four years to have benefited from their hard work to get NACME cited in STEM bills, as well as elevating NACME’s presence among policymakers in Washington, D.C. Most notable was the endorsement of NACME’s contributions to supporting underrepresented minorities in engineering by the Honorable Secretary Ernest Moniz, U.S. Department of Energy, via a video broadcast at the October 24, 2013, NACME National Symposium in Washington, D.C.

In July, 2013, Secretary Moniz tasked the Honorable LaDoris “Dot” Harris, Director of the Office of Economic Impact and Diversity, to assemble a broad group of stakeholders from across academia, nonprofit organizations, policy groups, and businesses to begin a dialogue on the position of minority communities as it relates to the Department of Energy and the energy sector overall. The stakeholders met over several weeks and identified three areas that were vital in the development of strategies to engage minority communities in the energy sector. These three focus areas are: STEM education/workforce development, energy economic development, and climate change. This effort was the beginning of the Minorities in Energy Initiative (MIE). MIE is designed to link together representatives from diverse community organizations, academia, industry, government, and nonprofits to provide perspectives and to address shared challenges in the areas of energy economic development, STEM education/workforce development, and climate change. NACME’s Senior Vice President for Operations, Saundra Johnson Austin, participates in the STEM Education/Workforce Development group. She presented about NACME during the STEM Education/Workforce Development breakout at MIE’s kickoff and Hispanic Heritage Month Celebration on September 24, 2013. Subsequent events followed, keeping the dialogue open between several federal agencies and private partners.

On November 13, 2013, stakeholders were welcomed to attend the White House Forum on Minorities in Energy, co-hosted by the Department of Energy, the Council on Environmental Quality, the White House Office of Science and Technology Policy, and the White House Office of Public Engagement, to expand the conversation on the role of minorities in the energy sector. It was at this event that the Department of Energy announced its Ambassadors for the Minorities in Energy Initiative. The Ambassadors are key leaders in industry, government, academia, and nonprofits, who are committed to lending their voices and vision to inform and inspire Americans about the critical need for greater diversity in STEM professions, energy entrepreneurship, and climate adaptation and mitigation. Dr. McPhail is among the 18 individuals who accepted this invitation from Secretary Moniz to serve as one of the MIE ambassadors.

On November 19, 2013, the Congressional Forum on Minorities in Energy was jointly hosted by the Department of Energy and the Honorable Bobby Rush, Ranking Member for the Subcommittee on Energy and Power. This event drew NACME Alumni Ray C. Dempsey, Jr., Vice President, External Affairs, BP America, and Sandra Begay Campbell, Principal Member, Technical Staff, Sandia National Laboratory as speakers for the STEM Education/Workforce panelists. They were joined by Greg Gershuny, Chief of Staff, Office of Energy Policy and Systems Analysis for the Department of Energy, Dimitri Kusnezov, Ph.D., Senior Advisor to the Secretary for the Department of Energy, and Ray Mellado, Founder and CEO of Great Minds in STEM.

November, 2014, marks the one year anniversary of the Minorities in Energy Initiative. Dr. McPhail was among the notable speakers participating in the Annual Recognition Program on November 18, 2014, at Lockheed Martin’s Global Vision Center in Arlington, Va.
Celebrating Successful Partnerships: Applied Sciences NYC Project Panel Discussion

Prior to its Awards Dinner, NACME held a unique panel discussion entitled, “Celebrating Successful Partnerships: Applied Sciences NYC Project” with all of the key partners in the groundbreaking initiative that will help make New York City the “Silicon Valley” of the east. The in-depth panel discussion opened with remarks from former New York City Deputy Mayor for Economic Development, Robert K. Steel, who is now the Chief Executive Officer at Perella Weinberg Partners.

40th Anniversary Awards Dinner and Celebration

The NACME 40th Anniversary Awards Dinner and Celebration took place on Wednesday, October 15, 2014, at the legendary Waldorf Astoria, New York City. The event was attended by more than 500 individuals representing NACME’s corporate supporters, academic partners, NACME Scholars and Alumni, and other special guests. As always, NACME took the time during its anniversary celebration to honor those outstanding individuals and corporations that have been instrumental in helping NACME continue to pursue its mission and vision.
Through the generosity of individuals, corporations, and educational institutions, NACME raised more than $1 million prior to the anniversary celebration. These funds will be used to support NACME’s scholarships and programs. Sue Barsamian, Senior Vice President at HP, and Vice Chairman of NACME Board of Directors, and John Hinshaw, Executive Vice President at HP, surprised everyone by announcing that NACME would be receiving an additional gift from HP of $50,000 that will be used to help attract more URMs to computer science. HP then challenged NACME’s other supporters in attendance to match its generous gift.
Statement of Financial Position

As of August 31, 2014 (with comparative totals for 2013) NACME, Inc. (a not-for-profit corporation)

<table>
<thead>
<tr>
<th>ASSETS:</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 8,498,136</td>
<td>$ 9,168,183</td>
</tr>
<tr>
<td>Short-term investments</td>
<td>9,605,697</td>
<td>8,114,263</td>
</tr>
<tr>
<td>Promises to give</td>
<td>443,350</td>
<td>203,800</td>
</tr>
<tr>
<td>Long-term investments</td>
<td>970,421</td>
<td>895,517</td>
</tr>
<tr>
<td>Leasehold improvements, office furniture and equipment</td>
<td>323,685</td>
<td>109,831</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$ 19,841,289</strong></td>
<td><strong>$ 18,491,594</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LIABILITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sloan Foundation – program fund advance</td>
<td>$ 5,642,253</td>
<td>$ 6,049,194</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>27,032</td>
<td>14,208</td>
</tr>
<tr>
<td>Deferrals</td>
<td>1,267,768</td>
<td>503,128</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$ 6,937,053</strong></td>
<td><strong>$ 6,566,530</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$ 11,260,030</td>
<td>$ 9,315,488</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>1,182,777</td>
<td>2,152,749</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>461,429</td>
<td>456,827</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$ 12,904,236</strong></td>
<td><strong>$ 11,925,064</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$ 19,841,289</strong></td>
<td><strong>$ 18,491,594</strong></td>
</tr>
</tbody>
</table>

Management’s Statement of Financial Responsibility

The management takes full responsibility for the integrity and accuracy of the NACME financial statements presented in accordance with generally accepted accounting principles.

Our corporate governance policies and practices include the following:

- A majority of our Board is comprised of independent directors.
- Only independent directors are members of the Executive, Governance, Policy, Development, and Finance Committees.
- The Executive, Governance, Policy, Development, and Finance Committees make appropriate use of charters that clearly detail each Committee’s responsibilities.
- The Finance Committee retains the independent auditor and regularly reviews the financial condition of the company. The independent auditor has free access to the Finance Committee.

We are committed to providing financial information that is transparent, timely, complete, relevant, and accurate.

Irving Pressley McPhail, Ed.D.
President and Chief Executive Officer

Michael T. Pan
Vice President, Finance/Administration, and Chief Financial Officer
40 Years: Inspiring Excellence

Statement of Activities
For the year ended August 31, 2014 (with comparative totals for 2013) NACME, Inc. (a not-for-profit corporation)

PUBLIC SUPPORT AND REVENUE:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Grants</td>
<td>$3,699,841</td>
<td>$4,034,734</td>
</tr>
<tr>
<td>Contributions in kind</td>
<td>3,582,401</td>
<td>3,868,422</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>242,634</td>
<td>200,046</td>
</tr>
<tr>
<td>Other income/events</td>
<td>603,104</td>
<td>1,380,420</td>
</tr>
<tr>
<td><strong>TOTAL PUBLIC SUPPORT AND REVENUE</strong></td>
<td><strong>$8,127,980</strong></td>
<td><strong>$9,483,622</strong></td>
</tr>
</tbody>
</table>

EXPENSES:

PROGRAM SERVICES:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarship programs</td>
<td>$5,610,948</td>
<td>$5,825,708</td>
</tr>
<tr>
<td>Pre-engineering education programs</td>
<td>441,291</td>
<td>448,167</td>
</tr>
<tr>
<td>Information dissemination</td>
<td>484,863</td>
<td>462,484</td>
</tr>
<tr>
<td>Research and policy</td>
<td>422,942</td>
<td>377,326</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$6,960,044</strong></td>
<td><strong>$7,113,685</strong></td>
</tr>
<tr>
<td>Development</td>
<td>649,642</td>
<td>609,644</td>
</tr>
<tr>
<td>Management and general</td>
<td>992,124</td>
<td>926,506</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$8,601,810</strong></td>
<td><strong>$8,649,835</strong></td>
</tr>
</tbody>
</table>

Excess public support and revenue over expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$ (473,830)</strong></td>
<td><strong>$833,787</strong></td>
<td></td>
</tr>
</tbody>
</table>

OTHER INCOME:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net gains on investments</td>
<td>$1,453,002</td>
<td>$1,019,557</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$979,172</td>
<td>$1,853,344</td>
</tr>
<tr>
<td>Net assets at beginning of year</td>
<td>$11,925,064</td>
<td>$10,071,720</td>
</tr>
<tr>
<td><strong>NET ASSETS AT END OF YEAR</strong></td>
<td><strong>$12,904,236</strong></td>
<td><strong>$11,925,064</strong></td>
</tr>
</tbody>
</table>

These financial statements are a condensed version of the audited statements of the National Action Council for Minorities in Engineering, Inc., for the year ended August 31, 2014. For comparative purposes, certain report classifications have been changed to conform to the reporting convention used in 2014.

NACME will be pleased to provide complete copies, along with all footnotes and the unqualified report of our independent auditor, upon request.

You may obtain a copy of the latest annual report filed with the New York State Board of Social Welfare by writing to the Secretary, State of New York, 162 Washington Avenue, Albany, New York 12231, Attention: Charitable Registration Division.
Donors and Partners

Corporate, Foundation, and Combined Federal Campaign (CFC) Donors

$500,000 to $1,000,000
- ExxonMobil Foundation

$200,000 to $499,999
- AT&T Inc. & AT&T Foundation
- BP America, Inc. & BP Foundation

$100,000 to $199,999
- 3M
- Bechtel Corporation
- Chevron Corporation
- The Dow Chemical Company
- The General Electric Company
- Hewlett-Packard Company
- Johnson Controls, Inc.
- Marathon Oil
- Lockheed Martin Corporation
- Northrop Grumman Corporation & Northrop Grumman Foundation
- Procter & Gamble Company

$50,000 to $99,999
- Anonymous
- ARCADIS
- The Barkley Fund LLC
- S.D. Bechtel, Jr. Foundation
- The Boeing Company
- Bristol-Myers Squibb Company
- Broadcom Corporation
- Cisco Systems, Inc.
- Consolidated Edison Company of New York, Inc.
- Cravath, Swaine & Moore LLP
- Deloitte & Touche LLP
- EMC Corporation
- Ford Motor Company
- Intel Corporation
- Merck & Co., Inc.
- The New York Community Trust
- Pentagon Federal Credit Union
- Rolls-Royce
- Shell Oil Company
- Raytheon Company
- United Parcel Service, Inc.
- U.S. Department of Energy
- Xerox Corporation

$25,000 to $49,999
- Crowell & Moring LLP
- DuPont
- Entergy Corporation
- IBM Corporation

$10,000 to $24,999
- Celestica
- Computer Sciences Corporation
- Gannett Foundation
- Georgia-Pacific Corporation
- Hess Corporation
- Kelley Drye & Warren LLP
- The Norris Foundation
- Pitney Bowes Foundation
- PPG Industries Foundation
- Praxair, Inc.
- Seagate
- Skanska USA Civil Northeast, Inc.
- SME Education Foundation
- UL

$5,000 to $9,999
- Americas Styrenics
- Emerson Electric Company
- Fujitsu Network Communications, Inc.
- PTC, Inc.
- Rockwell Collins, Inc.

$1,000 to $4,999
- Celgene Corporation
- CFC National Capital Area - Global Impact
- Emulex Corporation
- HAKS Engineers, Architects and Land Surveyors, P.C.
- John Wiley & Sons, Inc.
- L-3 Communications Holdings, Inc.

up to $999
- CFC Brevard County, Inc. United Way
- CFC Central Florida Area
- CFC Central Ohio
- CFC Chesapeake Bay Area
- CFC Chicago Area
- CFC Eastern Pennsylvania and Southern New Jersey
- CFC Greater Kansas City
- CFC Gulf Coast
- CFC Hawaii Pacific Area
- CFC Huntington
- CFC New York City
- CFC Northeast Florida, Jacksonville
- CFC Northern California
- CFC of Greater North Carolina Area
- CFC of North Central Texas
- CFC of South Hampton Roads
- CFC Onslow County/Camp Lejuene
- CFC Peninsula
- CFC Pikes Peak Region
- CFC Richmond
- CFC San Antonio Area
- CFC Tennessee Valley Huntsville
- CFC United Way of Greater Atlanta, Inc.
- CFC Unknown
- CFC/United Way of the CSRA
- Consumers Union

University Partners

$500,000 and over
- Polytechnic University of Puerto Rico

$200,000 - $499,999
- Georgia Institute of Technology
- New York University Polytechnic School of Engineering

$100,000 - $199,999
- Louisiana State University
- New Jersey Institute of Technology
- Rose-Hulman Institute of Technology
- University of Arkansas
- University of Colorado at Boulder
- University of Illinois at Urbana-Champaign
- University of Michigan

$50,000 - $99,999
- The City College of New York
- University of Akron

$25,000 - $49,999
- Kansas State University
- Milwaukee School of Engineering
- Missouri University of Science and Technology
- University of Alaska Anchorage
- University of Maryland, Baltimore County
- University of Texas at El Paso

$10,000 - $24,999
- Bucknell University
- Kettering University
- Michigan Technological University
- Rutgers, The State University of New Jersey
- Stevens Institute of Technology
- Tennessee Technological University
- University of Kentucky

$5,000 - $9,999
- Cornell University
- Florida International University
- University of Houston
- University of Texas at Dallas
- West Virginia University

$1,000 - $4,999
- State University of New York at Oswego
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- Richard D. Baily
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- Kimberly S. Admire
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- Lamont Truttling
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- Philip T. Woodrow
- William A. Wulf
- Sandra Wyatt
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- Laura Zeno

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- IBM Employees Charitable Contribution Campaign
- Christopher T. Jones
- Patricia A. Strickland
- Peter B. Wiley

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- Richard D. Baily
- Michael J. Barber
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- Joseph C. Geagea

**Patron ($500 to $999)**
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- Donald P. Timlin, II

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- Anonymous
- Andrew Abeysinghe
- Arthur P. Bunyon, Jr.
- Matthew Carrillo
- Gerald T. Charles, Jr.
- Felicia J. Fields
- Ronald Glover
- Shelton A. Howard

NACME 40th Anniversary Awards Dinner & Celebration

**Leadership Level**
- Bechtel Corporation
- Procter & Gamble Company

**Benefactor Level**
- General Electric Company

**Patron Level**
- Chevron Corporation
- EMC Corporation
- Hewlett-Packard Company
- Lockheed Martin Corporation
- AT&T, Inc.
- The Boeing Company
- BP America, Inc.
- Brocade Communications Systems, Inc
- Exxon Mobil Corporation
- IBM Corporation
- Marathon Oil Corporation
- Merck & Co., Inc.
- Northrop Grumman Corporation
- Raytheon Company

**Contributor Level**
- Seagate
- Shell Oil Company
- United Parcel Service, Inc.
- 3M
- AMDocs
- ARCADIS
- Ciena
- Cravath, Swaine & Moore
- Dell
- The Dow Chemical Company
- DuPont
- Ericsson, Inc.
- Flex-N-Gate
- Florida International University
- Ford Motor Company
- HGST, Inc.
- Intel Corporation
- Johnson Controls, Inc.
- Juniper Networks
- New Jersey Institute of Technology
- Pentagon Federal Credit Union
- Tech Mahindra (Americas) Inc.
- Xerox Corporation

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- Wayne Frost
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- Georgia Institute of Technology
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- Hilton Worldwide
- Hon. Jerry M. & Jill Hultin
- Jabil Circuit, Inc.
- Jeanine Kunz
- L-3 Communications
- Donald Leo
- Managed Business Solutions Systems, LLC
- Merrill Lynch

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- Timothy Pinkston
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- Rutgers, The State University of New Jersey
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- Robert D. Scott
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- Sprint Corporation
- State University of New York at Oswego
- Stevens Institute of Technology
- United Airlines
- University of Michigan, College of Engineering
- Wendy Vincent
- West Virginia University
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(as of October 2014)

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(as of October, 2014)

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Aileen Walter
Vice President, Scholarships and University Relations

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Development Manager, Annual Gifts

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Program Manager
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Mailroom Administrator

Brenda O. Krulik
Manager, Public and Media Relations

Carolina Sanchez
Director, Information Technology

Melonia A. Simpson
Program Manager, Undergraduate Scholarship Programs

Christopher Smith
Director, Research and Program Evaluation

Rosalie Hershfield
Executive Assistant to President and CEO

Laura Zeno
Manager, Office Operations

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NACME, a nonprofit 501(c)(3) organization, welcomes your tax-deductible contribution.

Watch Your Investment Grow
Watch thank you messages from NACME Scholars at nacme.org/information#scholarvideos
Our Promise
We 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.

Shaping an American STEM workforce where diversity drives innovation and global competitiveness

National Action Council for Minorities in Engineering, Inc.
White Plains, New York, 10601
(914) 539-4010
(914) 539-4032 Fax

Visit us online: nacme.org

Connect with us:

A PDF version of the NACME 2014 Annual Report can be found online at nacme.org/annual-reports.