Building the Future of STEM:
One Scholar at a Time
NACME: 2017 Year in Review

NACME provided a number of valuable opportunities for underrepresented minority students in the college-to-career space in 2017, thanks to the support of our corporate and university partners. Below are key highlights from the year.

NACME Scholars
NACME supported a total of 1,356 underrepresented minority students in the last school year. Our NACME Scholars continued to excel in the classroom, earning a cumulative GPA over 3.3.

NACME also hosted a number of scholar engagement events in 2017, at the following conferences:

- National Society of Black Engineers 2017 Annual Convention
- The Society of Women Engineers WE17 Conference
- 2017 Society of Hispanic Professional Engineers Conference

NACME also hosted the 2017 NACME Scholar Professional Development Program – Charting a Successful Career Path on the afternoon of October 18th, where Scholars received professional development advice from industry partners and non-profit CEOs.

Career Center
The NACME Career Center (NCC) was launched in December 2016. NCC is an electronic job board that currently has more than 900 resumes. The platform’s objective is to provide opportunities for NACME Scholars to engage in internships, co-ops, or full-time, entry-level positions in a real-world engineering or computer science work environment.

Within the first six months of the NCC implementation, Corporate Sponsors extended opportunities to 39 NACME Scholars to work in engineering roles. As of December 2017, 82 scholars from 33 universities across 20 states and the Commonwealth of Puerto Rico received offers. Fifty-six percent (46 positions) of the scholars received internship opportunities, seven percent (6 positions) of the scholars received co-op opportunities, and thirty-seven percent (30 positions) received permanent offers.

2017 NACME Awards Gala
On the evening of Wednesday, October 18th, the 2017 NACME Awards Gala was held at Cipriani 42nd Street in New York City. This event was held for all of NACME’s key stakeholders, including corporations, university partners, and NACME Scholars.

NACME provided close to $5 million in scholarships and support in the 2016-17 school year. This represents a 33% increase from 600 in 2016 to 900 at August 31, 2017.
NACME supports young women and men who have traditionally been underrepresented in STEM education and careers. We partner with like-minded entities to provide scholarships, resources, and opportunities for high-achieving, underrepresented minority students enrolled in Colleges of Engineering across the country. NACME is helping to build a diverse future STEM workforce, one scholar at a time.

NACME Scholar Profile
Morgan Hawthorne
University of Michigan

Major: Industrial and Operations Engineering

Expected Graduation Year: 2019

What does being a NACME Scholar mean to you?
The label of NACME Scholar is not something I take lightly. To me, it means that I have been identified as someone who has the potential to succeed academically and beyond. Corporations, academic institutions, and individuals have invested not only their funds, but their time, which is just as important, to ensure that scholars of minority backgrounds are equipped to complete an engineering degree. Having all this support, I expect a lot more of myself and hope that my actions reflect NACME’s investment and become a standard and expectation for future scholars to come.

I had the pleasure of participating in NACME’s first Executive Speaker Series for the academic year. Prior to the event, I had the opportunity to talk to our speaker, Ray Dempsey, Chief Diversity Officer of BP; I gained a lot of insight from hearing about his career and the measures he put in place to balance his personal and professional goals. If I were not a NACME Scholar, I would not have access to these one-on-one encounters which are both inspiring and a great means of shaping my career planning.

What would you tell prospective scholars about NACME?
NACME is a great network for minorities who are pursuing degrees and careers in engineering. I strongly encourage anyone who meets the requirements to apply but not to just stop at NACME. There are several resources that you can get in touch with on your individual campus. Professional groups, career centers, or faculty and staff can serve as mentors/coaches, ensure that you surround yourself with a valuable network that guide and empower you to achieve your goals.
NACME was founded in 1974 with the mission to create an engineering workforce that looks like America. The goal was to provide parity for underrepresented minorities—African Americans, American Indians and Latinos. With the support of the community, our board companies, and our university partners, we are closing the gap—one NACME scholar at a time. By 2050, URMs will comprise more than 40 percent of the population and there will be no majority race. In order for America to retain competitiveness in the global economy, URMs must be engaged in the science, technology, engineering, and math (STEM) workforce, or the demand for qualified professionals will continue to outpace supply.

Over the years, NACME has played a vital role in the minority engineering effort by providing educational and career opportunities to underrepresented minorities. NACME has awarded more than $150 million in scholarship and program support to more than 24,000 students since 1974.

The centerpiece of our efforts is the NACME Scholars (Block Grant) program, in which grants are awarded to universities who demonstrate a commitment to minority student success as evidenced by their recruitment, admission, retention, education, and graduation of underrepresented minorities.

These efforts, along with the efforts of many others, have resulted in the percentage of engineering baccalaureate degrees earned by URMs increasing to 14.2 percent—the highest in history! However, our mission is not complete. There is still work to be done to close the gap and achieve true parity.

Continued support from Board Companies, Corporate Council members, foundations, and individual donors is critical to NACME operations. Thank you for all that you have done to move the needle closer to success. I hope that I can depend on each of you to continue to fund access to education for URMs and assist in increasing the number of high-performing NACME Scholars that graduate each year.

Thank you to our dedicated NACME staff for your commitment to making a difference in the lives of NACME Scholars. Special thanks to Dr. Irving (Ir) McPhail for his leadership over the past 11 years, eight as President and CEO.

As NACME’s Chief Ambassador, Dr. McPhail has worked tirelessly to raise understanding of why NACME’s mission is so important. And during Dr. McPhail’s tenure, NACME has made real progress. NACME scholars continue to outperform their peers. NACME remains a “thought leader” in the STEM education space. We’ve made an important shift in expanding our reach to cover the critically important computer science and computer engineering disciplines, alongside other engineering disciplines, recognizing the enormous impact that technology makes in our economy today and going forward. We are grateful to Dr. McPhail for his service, his dedication, and his leadership.

As a former NACME Scholar, I am proud to serve as Chairman of the NACME Board of Directors and honored and humbled to have a hand in helping others, who have the desire and the drive, but lack financial resources. With your support, we can provide the resources and “Build the Future of STEM: One Scholar at a Time.”
BUILDING THE FUTURE OF STEM: ONE SCHOLAR AT A TIME

A Message from the President and Chief Executive Officer

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

As I reflect upon my eight years as President and Chief Executive Officer of the National Action Council for Minorities in Engineering, Inc. (NACME) and my 11-year history at NACME, I am extremely proud of the progress we have made in fulfilling our mission to create an engineering workforce that looks like America.

It has been a privilege to work with a talented staff, dedicated board members, and an engaged community of corporations, educators, and students in leading the minority engineering effort for the past 11 years.

I remain exceedingly proud of the three successful cycles of strategic planning that we have executed together during this period. From Middle School to Workforce Entry (2007-2010) positioned NACME for national leadership in targeted pre-engineering activity. Connectivity 2015 (2010-2015)—my magnum opus—defined a transformational leadership agenda for NACME based on four critical Key Results Areas (KRAs): Pre-Engineering, Scholarships and University Relations, Research and Program Evaluation, and Engineering Public Policy. The current strategic plan, Connectivity 2020 (2015-present), narrows the scope of NACME’s activities to a laser-like focus on college-to-career. The NACME Career Center is evolving as a powerful resource for connecting NACME Scholars to NACME Board Companies, and NACME Board Companies to NACME Scholars, with the goal of increasing opportunities for internships and first-time/full-time employment as engineers and computer scientists.

My passion and dedication to NACME’s founding vision of parity in the engineering workforce for African Americans, Latinos, and American Indians remains unchanged. I believe in NACME and know that you will continue to “build the future of STEM, one Scholar at a time!” Best wishes to NACME as it moves on to the next chapter in its distinguished history, led by a new President and Chief Executive Officer.

My parents always taught me to leave whatever enterprise I entered better off than where I found it. Emerson best captures what I hope will be my legacy at NACME, 2007-2018:

To laugh often and much; To win the respect of intelligent people and the affection of children;
To earn the appreciation of honest critics and endure the betrayal of false friends;
To appreciate beauty, to find the best in others;
To leave the world a bit better, whether by a healthy child, a garden patch, or a redeemed social condition;
To know even one life has breathed easier because you have lived. This is to have succeeded.

I believe in NACME and know that you will continue to “build the future of STEM, one Scholar at a time!”
The NACME Career Center (NCC) is an online job board and resume bank that includes services for NACME sponsor companies and NACME Scholars. Corporate users can view candidate resumes and manage job postings, as well as post recruitment advertising.

Our goal is to increase NACME’s value by providing access to NACME Scholar resumes for serving in summer internships, co-ops, and first-time, full-time positions with sponsor companies.

NACME Scholar NCC Participation

2000+ Registered Scholars
1,100+ Resumes
3.36 Average Grade Point

The first phase of NACME’s new strategy focused on connecting NACME Scholars with career opportunities. In order to gather information about our NACME Scholar experiences, we surveyed our scholars to learn about jobs received and accepted with NACME Sponsor Companies. The following are the results:

NACME Scholars Hired by NACME Sponsor Companies
2016-2017 (n= 82)

82 NACME Scholars accepted job offers
- 56% Internships
- 37% Full-Time positions
- 7% Co-ops

13 Areas of Engineering Majors
Top majors include:
- 33% Mechanical
- 18% Electrical
- 17% Computer Engineering/Computer Science

33 Academic Institutions and 20 states and Puerto Rico
- 29% from universities in Texas and Florida

25 NACME Sponsor Companies hired NACME Scholars
Top companies that hired NACME Scholars include:
- 18% Northrop Grumman
- 17% Lockheed Martin
- 07% General Electric

“NACME has helped me network with other scholars countrywide and open up career opportunities with companies. They also put me in a leadership position as an ambassador, which allowed me to talk with company recruiters and inform the other scholars about career development opportunities.”

– Alante D,
Virginia Polytechnic Institute and State University.

IBM Participation in NACME’s Executive Sponsor Speaker Series

Executives tell their stories and share their wisdom with the next generation of STEM leaders.

NACME Board member companies are invited to create a corporate presence among the NACME Scholars on the NACME Partner University campuses. Our objective is to provide the opportunity for our University Partners to create an academic support community with events and activities that foster NACME Scholar success toward graduation and ultimately making the transition to the engineering/technology workforce.

On May 10, 2017, Gina Loften, Vice President and Chief Innovation Officer, IBM Federal Business, was the featured speaker at New Jersey Institute of Technology. You may view the presentation at https://youtu.be/rBc1HfZZHk
New NACME Career Center Initiatives Launched in 2017

Expansion of Scholar Engagement through NACME Campus Visits
NACME Campus Visits were developed to provide the opportunity for NACME Partner Universities to create an academic support community with events and activities that foster NACME Scholar success toward graduation and ultimately making the transition to the engineering/technology workforce.

NACME Board companies are invited to create a corporate presence among the NACME Scholars on NACME Partner University campuses for the purpose of providing internships and entry-level positions in engineering and computer science.

Cisco Orientation Course for IT Professionals – Online Learning Event
NACME collaborated with the Cisco Academy to provide on-line guided exploration of career opportunities and certifications that can augment the NACME Scholar undergraduate program. This course was offered in the summer of 2017.

NACME’s objectives are three-fold:

1. To provide guided exploration of the professional opportunities possible in the Computer Science/Information Technology workforce
2. To expand NACME Scholar opportunities in the computer science industry
3. To provide awareness about computer science certificate courses to augment NACME Scholars’ undergraduate program

Eleven NACME Scholars participated in the course, and each received a certificate of completion.

“Overall great course and gave me more insight on what it means to be an IT Professional.”
—Ikenna E, U of Arkansas

NACME Scholar Engagement – Campus Visit Results:
Thirteen NACME Sponsor Companies (12 Board and 1 Corporate Council) met with NACME Scholars through the Campus Visit events. Approximately 130 NACME Scholars joined in the activities, and we leveraged the partnership at Georgia Tech and at the University of Michigan to join with existing campus events that included an additional 300 underrepresented minority students enrolled in the College of Engineering.

The implementation of the Campus visits included the following NACME Partner Institutions:
- North Carolina A&T State University
- Georgia Institute of Technology
- Texas A&M University
- University of Illinois at Urbana-Champaign
- University of Michigan

Virtual Career Fair

On August 29, 2017, NACME held its first virtual career fair. There were 300+ participants, and 45 corporate representatives attended. Overall, 620 conversations occurred during this event. The career fair, which provided the opportunity for initial screening and more than 600 conversations with interested students, was both time- and cost-efficient for all employers. The event served to accelerate the recruiting process by early identification of qualified scholars.

NACME Scholar, Dianté Hill participated in NACME’s Virtual Career Fair and accepted a co-op assignment with Dow following NACME’s recruiting event at the University of Michigan.

Dianté Hill
NACME Scholar
Mechanical Engineering Major
University of Michigan

NACME Virtual Career Fair – Sponsors

<table>
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<th>Gold</th>
<th>Silver</th>
<th>Bronze</th>
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<tr>
<td>DOW</td>
<td>Air Products</td>
<td>Pratt &amp; Whitney</td>
<td>BNSF</td>
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<td>Raytheon</td>
<td>Anthem</td>
<td>Con Edison</td>
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<tr>
<td>Apple</td>
<td>Air Worldwide</td>
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<td></td>
<td>UTC Aerospace</td>
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<td>Systems</td>
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</table>

nacme.org
In 2017, NACME partnered with 48 institutions across the country to support 1,356 underrepresented students pursuing their engineering bachelor’s degrees. NACME Scholars continued to thrive in the classroom, earning a collective 3.36 GPA. NACME thanks its institutional partners for cultivating the next generation of STEM talent.

Events
NACME held events that connected scholars and sponsoring companies at the National Society of Black Engineers Annual Convention, the Society of Women Engineers WE17 Conference, and the Society of Hispanic Professional Engineers Annual Conference. NACME also hosted the 2017 NACME Scholar Professional Development Program — Charting a Successful Career Path on the afternoon of October 18th. At this event, scholars received professional development advice from top industry, university, and non-profit professionals, including:

- Dr. Eugene DeLoatch, Morgan State University
- Jenny Diani, Autodesk
- Sarah EchoHawk, American Indian Science and Engineering Society (AISES)
- Alysia Green, Chevron
- Karen Horting, Society of Women Engineers (SWE)
- Dr. Karl Reid, National Society of Black Engineers (NSBE)
- Derrick Scott, University of Michigan
- Britney Smith, Lockheed Martin
- Raquel Tamez, Society of Hispanic Professional Engineers (SHPE)

Since 2001, NACME has partnered with the Alfred P. Sloan Foundation to manage the Sloan Minority Ph.D. (MPHD) and the Sloan Indigenous Graduate Partnership (SIGP) Programs. Both programs were established to increase the numbers of African Americans, American Indians, and Latinos earning mathematics, science, and engineering doctoral degrees (MPHD) and to increase the number of American Indian students pursuing Masters and Doctoral degrees in mathematics, science, and engineering (SIGP).

In 2017, the Foundation awarded Duke University with a three-year grant to establish a University Center of Exemplary Mentoring to expand the institution’s capacity to attract, retain, and graduate underrepresented STEM doctoral students.

In addition, NACME was awarded a three-year renewal grant to continue the management of the Alfred P. Sloan Foundation’s portfolio of graduate scholarships this past year. We are looking forward to continuing our trusted partnership.
The 2017 NACME development committee, led by Committee Chair Frederiek Toney, president, Global Ford Customer Service Division (FCSD) at Ford Motor Company; and Vice Chair Brian Cooke, group vice president, Products and Power Solutions JCI, began the year with a strong push on adding Board and Corporate Counsel members and executed their plan to drive development goals with the addition of four board companies and six corporate counsel companies. The committee is actively engaged in developing new corporate relationships to enable NACME to support more deserving students in their college-to-career journeys.

NACME welcomed the following companies to the NACME Board of Directors:

- **Adient** – Byron Foster, executive vice president, is the board director from Adient. Adient is the leader in automotive seating with unmatched global reach and scale.

- **Phillips 66** – Ann M. Oglesby, vice president, technology, is the Phillips 66 board director and sits on the NACME development committee. Phillips 66 is an energy manufacturing and logistics company. Phillips 66 processes, transports, and stores market fuel and products that enable their customers, and our nation, to do great things.

- **Boston Scientific Corporation** – Bruce Fiedler, IC vice president & global controller, is the board director from Boston Scientific Corporation. Boston Scientific’s mission is to transform lives through innovative medical solutions that improve the health of patients around the world.

- **Autodesk** – Scott Reese, senior vice president, Manufacturing, Construction and Production Products, is the Autodesk board director serving on the NACME board. Autodesk is a leader in 3D design, engineering, and entertainment software.

NACME welcomed the following corporate counsel members:

- **3M**
- **Burns & McDonnell**
- **Epitec**
- **MSX International**
- **Praxair**
- **Tenneco Automotive**

MITRE, Boston Scientific, Raytheon, and Dell host NACME Meeting

Boston was the site for the annual NACME board meeting held in late May and hosted by Peter H. Sherlock, senior vice president Programs and Technology Center for National Security at MITRE, with co-hosts, Camille Chang-Gilmore, global chief diversity office and vice president of human resources at Boston Scientific; Elizabeth Phalen, president & general manager, Data Protection Division, Dell; and Mark E. Russell, vice president engineering, technology & mission assurance, Raytheon. Thanks to these companies for their hospitality and contributions to a successful Board meeting.

Ford Customer Service Division Golf Outing raises over $50,000 for NACME scholarships

South Lyon Country Club and Tanglewood Golf Club in S.E. Michigan were the settings for the annual Global Ford Customer Service Division (FCSD) golf outing. Frederiek Toney, president, Global FCSD hosted the sold-out event which was split between two challenging courses.

Celebrity sports figures were on hand to greet guests and support the outing activities which included an on-site auction and dinner. Guests included foursomes from board company, JCI, and corporate counsel company Epitec. Trophies were awarded for first, second, and third place teams. A great time was had by attendees, and thousands of dollars were raised and donated to NACME and several other charitable organizations.
**An Elegant Evening**

The elegant setting of Cipriani’s 42nd Street provided a magical backdrop for the 2017 NACME awards dinner and celebration. Guests walked the red carpet as they entered the gala and captured the memory with personalized photos. The evening started with a general reception for attendees, and a private reception for NACME Scholars with guest and keynote speaker Robert Smith, founder, chairman, and CEO of Vista Equity Partners and chairman of the board of directors of Carnegie Hall.

NACME scholars were greeted personally by Smith, who spoke with each scholar and asked them about their goals for the future in the engineering field. As they shared their stories, he responded to each scholar with advice and suggestions for achieving their dreams. The scholars listened closely and engaged in Q&A and photos at the end of the reception. Following the reception, guests entered the ballroom and were captivated and energized by the music of Damien Escobar. Escobar is an American violinist who previously performed in the duo Nuttin’ But Stringz with his brother Tourie. His “crossover violin” musical style consists of a mix of classical, jazz, pop, R&B, and hip hop. Guests were rocking side-to-side and singing along as he moved through his repertoire of Motown, classical and pop hits.

**Robert Smith Emphasizes the Importance of STEM**

Following dinner, the guest of honor took the stage for a fireside chat with ABC newscaster Sandra Bookman. Robert F. Smith directs Vista’s investment strategy and decisions, governance, and investor relations. Vista is a U.S.-based investment firm with offices in Austin, Chicago, and San Francisco, with more than $31 billion in cumulative capital commitments, and it oversees a portfolio of over 45 software companies that employ over 55,000 employees worldwide. Since Vista’s founding in 2000, Mr. Smith has overseen over 300 completed transactions by the firm representing $97 billion in transaction value.

His message to the audience was focused on the importance of providing opportunities to underrepresented minorities in the STEM and engineering fields. He called on companies to do more, to engage more, and to hire more employees that represent the country that we live in.

In addition to Vista Equity partners, Mr. Smith is the founding director and President of the Fund II Foundation, which is dedicated to preserving the African American experience, safeguarding human rights, providing music education, preserving the environment while promoting the benefits of the outdoors, and sustaining critical American values. In January 2016, Cornell University honored Mr. Smith’s leadership by naming the Robert Frederick Smith School of Chemical and Biomolecular Engineering.

It was an enchanted evening that raised $1.1 million for NACME. Thanks to our presenting sponsor P&G, and the many other sponsors that made this evening a success!
NACME CEO Dr. Irving McPhail and his wife, Christine with NACME Scholar Denise Medina (and guests) from Florida International University, recipient of the McPhail Undergraduate Research Fellowship in Biomedical Engineering

Gwen Moore, Ford Motor Company NACME Board Liaison and Gala Chair, with Dr. Irving McPhail, NACME CEO, guest speaker, Robert Smith, CEO Vista Equity Partners and Frederiek Toney, Ford Motor Company NACME Board Director

Former NACME Board Chair, Sue Barsamian (second from left), and guests

NACME Board Liaison, Prenthis Aguillar, Northrup Grumman (left), and guest

Gala musical guest and Emmy Award winning violinist, Damien Escobar

NACME Scholars with guest speaker Robert F. Smith
Congratulations to the NACME Scholar Class of 2017! NACME’s supporters and staff could not be more proud of this year’s class of graduates, listed below, who earned an engineering bachelor’s degree.

Bucknell University
Maximillian Orobia, Civil
Jordan Jackson, Civil

California State University, Sacramento
Christopher Gregorio, Civil
Brandon Vazquez, Mechanical
Celia Andrade, Civil
Ernesto Salcedo, Electrical
Marco Antonio Ledeisma, Computer
Micaela Kapp, Electrical
Raymundo Preciado, Mechanical
Marcos Raymundo, Civil
Nestor Hernandez, Civil
Jose Guadalupe Aguiare, Computer
Eduardo Aniya, Computer
Pedro Avalos, Computer
George Cairo, Mechanical
Denisse Camacho Garcia, Civil
Ahribeen Gonzalez, Computer
Roberto Macias, Civil

The City College of New York
Hawa Camara, Biomedical
Gehovanny Baez, Mechanical
Rafael Duran, Mechanical
Nwabueze Onuorah, Mechanical
Karen Pena Lopez, Electrical
Eleazar Lopez, Civil

Cornell University
Paola Torres, Chemical

Fairfield University
Kenel Brown, Mechanical
Daniel Mansilla, Mechanical
Christina Ochoa, Electrical
Davina Phillips, Computer

Florida International University
Jason Cassera, Electrical
Jorge Cisternas, Mechanical
Matthew Mendez, Electrical
Alexandra Rodriguez, Biomedical
Isaak Abreu, Electrical
David Guerrero, Electrical
Dayana Manganese, Biomedical
Juan Marquez, Biomedical
David Vallejo, Electrical
Javier Cusicanqui, Electrical & Computer
Juan Pharm, Biomedical
Valeria Grisales, Biomedical
Andrews Guadron, Mechanical
Mario Mendoza, Biomedical
Jose Martinez, Mechanical
Wladimir Valdenegro, Mechanical
Jean-Carlo Drada, Mechanical

Louisiana State University
Victor Fernandez-Kim, Mechanical
Marahawna Guillory, Computer
Jasmin Jones, Chemical
Ryan Manley, Electrical
Jalynn Moli, Biological
Ashton Proctor, Electrical
Jacequeline Robinson, Computer
Science
Kameron Smart, Computer Science
Erick Perdomo, Electrical
Kayla Thuman, Computer Science
Kristopher Oubre, Computer Science
Richard Aguilar, Chemical
Terrell Anderson, Industrial
Breanna Bell, Civil
Alyssa Bienes, Civil
Natalie Burges, Chemical
Trenaty Cooper, Petroleum
Giuseppe Feo, Petroleum
Jake Gibson, Petroleum
Devin Manning, Chemical
Jeremy Williams, Other
St. Ennah Manson, Petroleum
Jade Somell, Chemical
Jeffrey Guillory, Petroleum
James Mendez, Electrical
Breanna Lee, Chemical
Daniel Miles, Computer
Khal Muse, Petroleum
Alesha Hector, Chemical
Stefani Maris, Bio
Bethany Sarapia, Chemical

Milwaukee School of Engineering
Lauren Hutton, Electrical
Elizabeth Lazama, Biomedical
John Reeves, Electrical

Bucknell University
Maximillian Orobia, Civil
Jordan Jackson, Civil

California State University, Sacramento
Christopher Gregorio, Civil
Brandon Vazquez, Mechanical
Celia Andrade, Civil
Ernesto Salcedo, Electrical
Marco Antonio Ledeisma, Computer
Micaela Kapp, Electrical
Raymundo Preciado, Mechanical
Marcos Raymundo, Civil
Nestor Hernandez, Civil
Jose Guadalupe Aguiare, Computer
Eduardo Aniya, Computer
Pedro Avalos, Computer
George Cairo, Mechanical
Denisse Camacho Garcia, Civil
Ahribeen Gonzalez, Computer
Roberto Macias, Civil

The City College of New York
Hawa Camara, Biomedical
Gehovanny Baez, Mechanical
Rafael Duran, Mechanical
Nwabueze Onuorah, Mechanical
Karen Pena Lopez, Electrical
Eleazar Lopez, Civil

Cornell University
Paola Torres, Chemical

Fairfield University
Kenel Brown, Mechanical
Daniel Mansilla, Mechanical
Christina Ochoa, Electrical
Davina Phillips, Computer

Florida International University
Jason Cassera, Electrical
Jorge Cisternas, Mechanical
Matthew Mendez, Electrical
Alexandra Rodriguez, Biomedical
Isaak Abreu, Electrical
David Guerrero, Electrical
Dayana Manganese, Biomedical
Juan Marquez, Biomedical
David Vallejo, Electrical
Javier Cusicanqui, Electrical & Computer
Juan Pharm, Biomedical
Valeria Grisales, Biomedical
Andrews Guadron, Mechanical
Mario Mendoza, Biomedical
Jose Martinez, Mechanical
Wladimir Valdenegro, Mechanical
Jean-Carlo Drada, Mechanical

Louisiana State University
Victor Fernandez-Kim, Mechanical
Marahawna Guillory, Computer
Jasmin Jones, Chemical
Ryan Manley, Electrical
Jalynn Moli, Biological
Ashton Proctor, Electrical
Jacequeline Robinson, Computer
Science
Kameron Smart, Computer Science
Erick Perdomo, Electrical
Kayla Thuman, Computer Science
Kristopher Oubre, Computer Science
Richard Aguilar, Chemical
Terrell Anderson, Industrial
Breanna Bell, Civil
Alyssa Bienes, Civil
Natalie Burges, Chemical
Trenaty Cooper, Petroleum
Giuseppe Feo, Petroleum
Jake Gibson, Petroleum
Devin Manning, Chemical
Jeremy Williams, Other
St. Ennah Manson, Petroleum
Jade Somell, Chemical
Jeffrey Guillory, Petroleum
James Mendez, Electrical
Breanna Lee, Chemical
Daniel Miles, Computer
Khal Muse, Petroleum
Alesha Hector, Chemical
Stefani Maris, Bio
Bethany Sarapia, Chemical

Milwaukee School of Engineering
Lauren Hutton, Electrical
Elizabeth Lazama, Biomedical
John Reeves, Electrical
Statement of Financial Position
For the year ended August 31, 2017 (with comparative totals for 2016) NACME, Inc. (a not-for-profit corporation)

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<thead>
<tr>
<th>ASSETS:</th>
<th>2017</th>
<th>2016</th>
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<tr>
<td>Cash and cash equivalents</td>
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<td>$ 9,350,850</td>
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<td>Unrestricted investments</td>
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<td>Grant receivable</td>
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<td>Promises to give</td>
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<tr>
<td>Assets restricted for long-term investment purpose</td>
<td>790,375</td>
<td>780,290</td>
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<tr>
<td>Leasehold improvements, office furniture and equipment, net</td>
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<td>238,187</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$ 20,663,930</strong></td>
<td><strong>$ 19,966,472</strong></td>
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<th>LIABILITIES AND NET ASSETS:</th>
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<th>LIABILITIES:</th>
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<td>Accounts payable and accrued expenses</td>
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<td>Deferrals</td>
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<td>Alfred P. Sloan Foundation – program fund advance</td>
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<td><strong>Total Liabilities</strong></td>
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<td>Permanently restricted</td>
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<td><strong>Total Net Assets</strong></td>
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<table>
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<td><strong>$ 20,663,930</strong></td>
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</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

12 NACME 2017 Annual Report
These financial statements are a condensed version of the audited statements of the National Action Council for Minorities in Engineering, Inc., for the year ending August 31, 2017.

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 N.Y. 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.

## PUBLIC SUPPORT AND REVENUE:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$3,122,503</td>
<td>$3,755,617</td>
</tr>
<tr>
<td>Contributions in-kind</td>
<td>4,323,907</td>
<td>4,476,834</td>
</tr>
<tr>
<td>Interest and dividends</td>
<td>247,238</td>
<td>208,531</td>
</tr>
<tr>
<td>Other income/events</td>
<td>179,135</td>
<td>234,095</td>
</tr>
<tr>
<td><strong>TOTAL PUBLIC SUPPORT AND REVENUE</strong></td>
<td><strong>$7,872,783</strong></td>
<td><strong>$8,675,077</strong></td>
</tr>
</tbody>
</table>

## EXPENSES:

### PROGRAM SERVICES:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scholarship programs</td>
<td>$6,200,241</td>
<td>$5,960,909</td>
</tr>
<tr>
<td>Pre-engineering education programs</td>
<td>61,346</td>
<td>245,950</td>
</tr>
<tr>
<td>NACME Career Center</td>
<td>390,443</td>
<td>411,108</td>
</tr>
<tr>
<td>Information dissemination</td>
<td>123,818</td>
<td>186,978</td>
</tr>
<tr>
<td>Research and policy</td>
<td>93,450</td>
<td>222,144</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>$6,869,298</strong></td>
<td><strong>$7,027,089</strong></td>
</tr>
<tr>
<td>Development</td>
<td>850,771</td>
<td>813,005</td>
</tr>
<tr>
<td>Management and general</td>
<td>941,508</td>
<td>984,020</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$8,661,577</strong></td>
<td><strong>$8,824,114</strong></td>
</tr>
<tr>
<td>Excess public support and revenue over expenses</td>
<td><strong>$(788,794)</strong></td>
<td><strong>$(149,037)</strong></td>
</tr>
</tbody>
</table>

## OTHER INCOME:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net gains on investments</td>
<td>$861,858</td>
<td>$228,455</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$73,064</td>
<td>$79,418</td>
</tr>
<tr>
<td>Net assets at beginning of year</td>
<td>$13,235,840</td>
<td>$13,156,422</td>
</tr>
<tr>
<td><strong>NET ASSETS AT END OF YEAR</strong></td>
<td><strong>$13,308,904</strong></td>
<td><strong>$13,235,840</strong></td>
</tr>
</tbody>
</table>
**Corporate, Foundation, and In-Kind Donors**

### $500,000 and Higher
- Boston Consulting Group

### $200,000 to $499,999
- Chevron Corporation
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- Flowserve Corporation

### Up to $4,999
- Pepsico Inc.
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**University Partners**

### $500,000 and Higher
- Polytechnic University of Puerto Rico

### $200,000 to $499,999
- Fairfield University
- Georgia Institute of Technology
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- NYU Tandon Polytechnic University
- University of Arkansas

### $100,000 to $199,999
- Rose-Hulman Institute of Technology
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### $50,000 to $99,999
- The City College of New York
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- University of Colorado at Boulder
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- New Jersey Institute of Technology
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- University of Bridgeport
- University of Southern California
- West Virginia University

### $5,000 to $9,999
- Cornell University
- Florida International University

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Visit [nacme.org/contribute](http://nacme.org/contribute) to support our work today.

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NACME, a nonprofit 501(c)(3) organization, welcomes your tax-deductible contribution.
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**From September 1, 2016 to August 31, 2017**

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- CFC Central Virginia Area (0900)
- CFC Coastal Empire Georgia (0218)
- CFC Eastern Pennsylvania and South Jersey (0751)
- CFC Greater Arkansas (0072)
- CFC Mid South (0809)
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Laura Zeno
Manager, Finance/Administrative Services, HR
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

The NACME 2017 Annual Report can be found online at nacme.org/annual-reports