



MEMORANDUM OF UNDERSTANDING

Between

The National Society of Black Engineers

And

The National Society of Professional Engineers

According to the US Bureau of Labor Statistics, in 2014, African Americans represented 5.2 percent of the US engineering workforce.

Overall, the percentage of black graduates among engineering degree candidates has been declining in the United States for more than a decade and was only 3.5 percent in 2014 — well below the 13.2 percent that represents parity for African Americans. To address this US engineering workforce development and innovation challenge, The National Society of Black Engineers (NSBE), as part of its 10-year Strategic Plan, entitled NSBE 2025, has made its primary goal to graduate annually 10,000 African American engineers by the year 2025.

NSBE and the National Society of Professional Engineers (NSPE) believe that we are uniquely and strategically positioned to provide the leadership needed, within the professional engineering community, to increase the number of African American engineer interns/engineers-in-training and professional engineers by 2025. This Memorandum of Understanding (MOU) outlines the collaborative and accountable actions we are committed to undertaking to increase African American representation in the engineering profession.

STRATEGIC PARTNER INTRODUCTIONS

The National Society of Black Engineers, founded in 1975 and incorporated in the state of Texas in 1976, is the largest student managed organization in the country and the premiere professional engineering society dedicated to increasing the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community. Representing over 30,000 collegiate, professional and pre-college members within 394 active chapters, nationwide and overseas, NSBE has accomplished more for black engineering students than any other organization in the world and is recognized as a tax-exempt organization under section 501(c)(3) of the Internal Revenue Code.

NSBE's objectives are to:

- Stimulate and develop student interest in the various engineering disciplines and to increase the number of minority students pursuing engineering careers at both the undergraduate and graduate levels;
- Encourage members to seek advanced degrees in engineering or related fields and to obtain professional engineering registrations;
- Encourage and advise minority youth in their pursuit of an engineering career; and
- Promote public awareness of engineering and the opportunities for blacks and other minorities in that profession and function as a representative body on issues and developments that affect the careers of minority engineers.

The National Society of Professional Engineers was established in 1934 to create an inclusive, nontechnical organization dedicated to the interests of licensed professional engineers, regardless of practice area. In partnership with its state societies, NSPE serves as the recognized and authoritative expert in licensure, ethics, and professional practice; promotes licensure and assists individuals in becoming licensed; and protects and enhances the value of licensure and the opportunities for the licensed engineer.

NSPE values:

1. Protection of the public health, safety, and welfare above all other considerations;
2. Ethical and competent practice of engineering;
3. Innovation through the creative application of math, science and engineering;
4. The PE license as the highest standard of professionalism in engineering;
5. Continuous learning for professional growth;
6. Growth in the number of licensed professional engineers;
7. Teamwork, unity, and fellowship of all PEs across all disciplines; and
8. Commitment to the future of the licensed professional engineer.

RECOGNITION

This MOU establishes a formal relationship between NSBE and NSPE as strategic partners and each organization will recognize the other as such in appropriate communications.

PURPOSE

With this MOU and membership reciprocity agreement, NSBE and NSPE pledge to work together to advance the mutual goals of both organizations through collaborative efforts, including, but not limited to, those outlined below.

MEMBERSHIP

NSBE will extend NSBE membership to any interested NSPE member by:

- Extending a complimentary NSBE national student membership to eligible NSPE collegiate members upon their annual NSBE registration process and provide contact information of NSBE collegiate members (enrolled full or part time) who meet NSPE's national student membership eligibility criteria; and
- Offering interested NSPE professional members a reciprocal NSBE membership. (NSPE professional members are not eligible for NSBE student membership or NSBE life membership.)

NSPE will extend NSPE membership to any interested NSBE member by:

- Automatically extending complimentary NSPE national student membership to NSBE student members who show interest in becoming a licensed professional engineer; and
- Extending membership at current dues levels to NSBE professional members who apply and qualify for a new NSPE membership for the first year and for each subsequent year.

Together, NSPE and NSBE will:

- Collaborate on mutually beneficial recruitment marketing campaigns to promote the importance of both affinity and multi-disciplinary-focused professional society membership and active involvement;
- Conduct an annual membership overlap analysis to determine if the membership reciprocity agreement is meeting mutual goals for membership growth;
- Conduct baseline and ongoing research every three years to determine membership satisfaction; and
- Host yearly update meetings to brief leadership on progress, status and results, and to make recommendations on how to best sustain our membership reciprocity agreement.

CONTINUING EDUCATION/PROFESSIONAL DEVELOPMENT

By collaboratively establishing a sustainable and market-driven continuing education program, NSPE and NSBE will undoubtedly broaden the footprint of our organizations within the larger engineering community while proactively ensuring that African American engineers have the tools, resources and credibility to address the innovation and economic vitality issues engineers face today.

NSPE and NSBE will work together to:

- Discover new ways to deliver professional development content to our members in ways that reemphasize the value of professional society membership and engagement;
- Enhance the professional and leadership development of members through jointly sponsored web-based and/or in-person courses covering topics such as the benefits of licensure, the engineering licensure process, preparation for the FE and PE exams, ethics, professional practice, risk management and professional liability, and employment issues; and
- Identify different ways of delivering and marketing continuing education to members.

STUDENT, SIG AND LOCAL SECTION/CHAPTER ENGAGEMENT

In support and recognition of our reciprocal membership agreement and to encourage greater engagement between our student chapters, NSPE and NSBE's technical divisions/special interest groups (SIGs) and local sections/state societies will promote and encourage:

- Mutually beneficial programming, events and information sharing sessions;
- Joint chapter meetings and professional development events;
- Scholarship, recognition, leadership and volunteer governance opportunities that highlight the importance of becoming a licensed professional engineer;
- Opportunities to conduct sessions at student leader workshops about how to serve more effectively, leverage professional society membership and develop through leadership roles with a professional society; and
- Students, staff and professional member leaders to participate in activities outside of the classroom that support students' use of their engineering knowledge, skills and abilities.

NETWORKING AND PUBLIC OUTREACH

NSPE and NSBE will increase interaction between NSBE engineering students and alumni and NSPE student members through a range of activities, including, but not limited to, the following:

- Promoting activities related to the NSBE 2025 goal of graduating 10,000 black engineers annually by 2025;
- Recommending speakers for sessions or other forums, including annual meeting and continuing education seminars of the respective Societies. Examples include NSBE's Technical Professional Conference (TPC) and Professional Development Conference (PDC);
- NSPE conducting activities at NSBE annual conferences and other events to educate students on the importance of becoming a licensed professional engineer;
- Improving the engagement, perception and accessibility of engineering by collaborating on projects in areas such as public policy, advocacy, and the regulation of licensed professional engineers;
- Exchanging booth space, promotional mailings, e-newsletter, web links and other such goods and services as deemed in the mutual interests of both organizations; and
- Providing one complimentary exhibit booth and two complimentary full registrations to one another to attend our respective national conventions. Additional fees incurred are the responsibility of the attending society.

TERM

This Memorandum of Understanding shall be effective as of the date given below, and it shall continue for a term of three years unless extended by mutual written agreement, or unless terminated earlier as provided herein.

MISCELLANEOUS

All activities of the parties hereunder shall be consistent with federal, state and local laws, including antitrust laws and Section 501(c)(3) of the Internal Revenue Code.

Neither party is authorized by the other under this agreement to act on behalf of or in the name of the other party. Neither party shall have the authority to bind the other in contract, debt or otherwise. The parties are and shall remain separate entities, and no partnership, joint venture or agency relationship shall be created under this agreement.

Any and all uses of a party's confidential or proprietary information, materials, or property, including specifically intellectual property, shall be subject to advance review and approval by the party.

Either party may terminate this agreement upon 30 days written notice to the other party.

Executed this 1 day of May, 2018



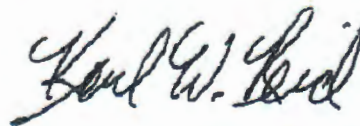
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NSPE President, 2017-18



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