



ABOUT NSBE BIRMINGHAM

The National Society of Black Engineers (NSBE) Birmingham Professionals Chapter is a 501(c) (3) non-profit association dedicated to the academic and professional success of African American engineering and technical students and professionals

Our mission is to increase the number of culturally responsible black engineers, who excel academically, succeed professionally and positively impact the community. **NSBE-Birmingham** fulfills the mission of NSBE by organizing, sponsoring, and attending an array of workshops, community activities, scholarship funding, mentoring, and networking events.

We facilitate the development of strong technical professionals and leaders, encourage minority students to eagerly seek out degrees in Science, Technology, Engineering and Mathematics related fields, and empower the community with the knowledge and foresight to strengthen the very foundation that enables our community as a whole to achieve greater heights.

CHAPTER OBJECTIVES:

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

Visit us at
www.nsbephham.org

Follow us on Twitter, LinkedIn, YouTube, and Facebook

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Popular Career Related New Year's Resolutions



Here are 11 career-related resolutions, along with tips for sticking to them.

1. Get a raise or promotion. Talk to your manager now to really understand what it will take and what the timeline is for receiving a raise or promotion. When you have specific, tangible, measurable goals they are much more realistic to achieve.

Before you pursue this one, you'll want to consider your request from the company's viewpoint. What are you doing or what do you offer that is addressing a big issue or need for the company? Promotions and raises have two parts: what you bring and what the company needs. No matter how fabulous your skills are, if the company doesn't need them, it can't justify a promotion or pay raise.

The best way of proving that you offer what the company needs is to come up with a list of your daily responsibilities, the major projects you've worked on, projects you've worked on that you weren't asked to do, recommendations or endorsements from others inside or outside the company, future responsibilities, examples of how you've made your boss's job easier, and, if possible, quantify your accomplishments.

Once you have a compelling story about the value you bring to the organization, rehearse your request and present it to management.

2. Reduce stress. Ask yourself if the stress is coming from outside sources (your supervisor, colleagues, etc.) or if it's self-induced. Perhaps you're putting too much pressure on yourself. If so, step back and start with the simple things like sleeping and exercising more. Don't place the weight of the world on yourself... you can't do everything so don't try to.

One excellent way to reduce stress is to gain better control by managing up. Most bosses barely have time to get their job done, save overseeing yours. In the process, hasty decisions can be made; not enough time may be spent upfront on a project; your wishes may not be heard; there may be misalignment with what you can achieve and when, and so on. So here is your opportunity to take your boss by the proverbial hands and set meetings, goals, and your agenda. If you are reactive, don't be surprised if you also are more stressed out, juggling more than you can handle. But if you present logical to-do lists and provide leadership, you will thrive.

3. Be more organized. "Getting a head start on organization coming into the New Year is wonderful, however maintaining it is a little more difficult," Meador says. "Don't overwhelm yourself into a whole new way of doing everything. Rather, focus your efforts on one or two key areas where you want to be more organized and maintain them throughout the entire year."

There are two key areas that are very important to keep organized in all jobs: your calendar and your desktop, she says. Once you determine a system that works for you to manage your time effectively, the more you will be able to accomplish at work, and, in turn, the better you will be at your job. "If you use an online calendar system, consider color-coding various tasks to track how you are spending your time, actively using the task management function as your checklist (instead of thousands of post-it notes), and utilizing the meeting tracking function to stay on top of the agendas and attendees."

Your desktop is a direct reflection on how you manage your job, and management and executives do pay attention to this, Meador says. "Your office or desk is the first impression for anyone that is working with you to see how you manage your workload and how you take pride in your professional presence."

4. Quit your job/get a new job. Consider this one if you feel stuck, you hate your boss or your company, or there's no opportunity for growth and you have skills that match needs in the marketplace. Take matters into your own hands and look for a place or a role where there's buzz and excitement.

If you're simply unhappy with your position or responsibilities—seriously consider a new

role within your current company, Meador says. "Instead of looking for a way out this year, it may be worthwhile to focus your efforts to creating a plan to stay. An internal move is usually an easier and quicker way to achieve your career progression goals. You have an advantage at your current company because you are a known entity."

Whether you stick with your employer or pursue a job elsewhere, you need to take the time to figure out exactly what you want in a new job—and then ensure that your personal brand is accurately and professionally reflected in three key mediums: your online presence (your LinkedIn profile or Google search links), your on-paper presence (your résumé and cover letter), and your in-person presence (your elevator speech), Meador says.

If you're unhappy with your current role but unable to find a new job—consider modifying your job description within the same company to do more of what you enjoy. Your company has invested in you so a slight shift in your responsibilities may be a win-win.

5. Improve your work-life balance. Get clear on what your boundaries are, and stick to those boundaries so your colleagues start to know how best to work with you.



Part of this might be working more or fewer hours. If you work late every night, vow to leave the office earlier. One solution is to come in earlier. If you can get things done first thing in the morning, perhaps it will allow you to leave earlier each day. Another solution is to delegate more and prioritize. Don't try to please everyone because then you'll end up pleasing no one. Work on the most important projects and realize that you can't finish everything in one day. There's always tomorrow.

[\(Continued on next page\)](#)

CHAPTER ANNOUNCEMENTS



Congratulations to **Adrienne Newton** on her new role as Asset Manager for Southern Power

Congratulations to **Armon Carter** for his new role as Project Manager in Southern Company New Generation Construction



Welcome new members **Valerie Jones** and **Jeremy Wiley**. Also welcome back **Darryl Jones**

2016 Scholarship Banquet



The 35th Annual NSBE Scholarship Banquet will be held on May 7, 2016. This year's Speaker is **Dr. Kelley Castlin-Gacutan**, Superintendent of Birmingham City Schools.



The MC for the event will be **Mr. Randall Woodfin**, assistant city attorney for the City of Birmingham and president of the Birmingham City School Board

MORE NSBE SITES

NSBE National

<http://www.nsbe.org>

NSBE Region 3

<http://www.nsbe.org/Regions/Region3/default.aspx>

NSBE Montgomery

<http://www.nsbe-mae.org>

NSBE of North Alabama

<http://www.nsbe-northalabamae.com>

Popular Career Related New Year's Resolutions (Continued)

6. **Network more effectively.** You might want to tweak your approach to networking. As you embark on professional networking, you need to drop the 'me' perspective and go into your interactions with other professionals with a partnership perspective. Remember that both of you are there to share, learn and help each other out professionally.

Once you've got that down—try to become more active on LinkedIn or other professional social networks. Schedule 10 to 15 minutes three times a week to set up a great profile, make connections and surf around to see where you can add value.

If you are more of a face-to-face networker, stay involved with your college alumni networks and your regional professional associations. Start with a realistic goal, like attending one networking event a month. Find events that really appeal to you, with great speakers or at fun venues.

7. **Improve work relationships.** If there's one relationship that you should constantly be focused on, it's your relationship with your boss. They control your destiny so it behooves you to develop a really strong professional relationship with them and to work at improving that relationship. How do you accomplish this? It all comes down to communication. Stay in touch with your boss throughout the day by letting them know about your progress on important projects. Let them know that you're there to help them in any way possible. Ask them how you can be better at your job and what their expectations are. Anticipate your boss's needs and by focusing on them, you should be able to improve your relationship with your boss.



8. **Improve communication skills.** It is difficult to improve professional relationships if you're a poor communicator. If that's the case, resolve to enhance that skills in 2016.

Consider taking local adult education classes for presentation or communication skills.

If you think your business writing could use a refresher course, consider an online college or adult education class. You can also pick up a book and learn the ropes if you're self-motivated. Strong communications skills is often what separates great employees from good ones.

9. **Get a degree.** The number of people who go back to school late in life find they are highly successful, motivated students—which is often quite the contrast to their first school experience.



There are endless options for online or flexible degree programs for those who want to go back to school later in life—so get the wheels in motion in 2016 by researching programs and setting a date by which you want to complete the program

10. **Be better with e-mail and voicemail.** Many workers vow to return phone calls and e-mails faster. One quick way to hurt your work reputation is to not return phone calls and e-mails in a timely manner. If you don't, you will have a lot of unhappy campers on your hands.

When you return from a meeting or lunch, and you have a list of people who called or e-mailed you, make an effort to get back to them promptly, in the same day if possible, depending on your workload and what their request is, Teach says. It's critical to prioritize by their deadline, importance of the project, and title of the person making the request.

11. **Have a better attitude.** A positive attitude can bring you great career success in 2016. People want to do business with people who are proactive, positive and enthusiastic, so a good attitude will attract more people and opportunities your way. If you want to be more optimistic this year, take good care of yourself; spend more time with family and friends doing the things that make you most happy; appreciate what you have in your personal and professional lives.



Give the
 ee
 gift GREAT
 ee of a FUTURE.

VOLUNTEER

Become a Mentor in Birmingham

StudentMentor.org

Spark a passion! Impart your life-long learning and experience to mentor college students in your field.

Online or In-person

[Learn More](#)

Reading Tutors Needed

[American Youth Literacy Foundation](http://AmericanYouthLiteracyFoundation.org)

Have you ever wanted to do something AMAZING to change the world but didn't know where to start? Here is an opportunity to help...

Central Library or another approved location

[Learn More](#)

Motivators of Reading Volunteer

Better Basics, Inc.

Volunteers encourage a designated class of 4th graders to read independently through weekly classroom visits.

Various Birmingham Elementary Schools

[Learn More](#)

Glen Oaks Elementary Homework Assistant

Better Basics, Inc.

HOPE is an afterschool program in the Fairfield community administered by Better Basics. Daily, the program offers each enrolled K-6th...

1301 Highland Drive Fairfield, AL 35064

[Learn More](#)

Updates on FEA

Save the Date

The Next FEA Meeting is December 13th

The next FEA meeting is scheduled for December 13, 2015. The agenda will include a presentation **Electrical Engineering** and a College Prep "Next Moment" presentation on **Social Media**

FEA meetings are held at the Alabama Corporate Headquarters. Located at:

600 North 18th Street
Birmingham, AL 35203

Those interested in volunteering as FEA advisors should contact the PCI co-chairs at pci@nsbeham.org



Scholarship Opportunity

Engineering Council of Birmingham (ECOB)

Each year the Engineering Council awards scholarships to high school students planning to attend an engineering program at an ABET accredited Alabama University or college. The Council awards scholarships through a Foundation and the amounts and number issued are dictated by available funds. ECOB's current practice is to award a minimum of three scholarships: two for \$1,500, one for \$1,000 for a total of \$4,000 as long as the funds are available and may change without notice.

This year's program is getting under way for senior applicants who are planning to enroll and are accepted to an Alabama ABET accredited engineering college or university. The criteria for selection are scholarship, curriculum, and activities or work experience.

Submit applications using the information at <https://ecob.wildapricot.org/Scholarships>

Future Engineers of America is led by PCI co-chairs Julian Grant and Kreana Pye



Julian Grant



Kreana Pye

2015-2016: NSBE Birmingham Planned Events



Sign Up!



January 18, 2016

Be The Change. VOLUNTEER.
www.handsonbirmingham.org

The time is always right to do what is right.
-Martin Luther King Jr.



NSBE Birmingham will volunteer with **Hands on Birmingham** for its annual MLK Day of Service. The project this year will be at **Robinson Elementary School** located at 8400 1st Ave S, Birmingham, AL 35206

Volunteers will be asked to clean-up or perform gardening activities such as applying mulch and planting trees or shrubs.

Volunteer hours are from 12:00PM and 3:00PM

To sign up please accept the calendar entry or contact Jermaine Clements at programs@nsbebbham.org

NSBE Birmingham is excited about the upcoming programs and events that will be offered this year!

Mark your calendars for planned activities

2016

January

- Future Engineers of America (Jan 10)
Alabama Power HQ
- MLK Day of Service (Jan 18)
Inhabit Bush Hills

February

- Future Engineers of America (Feb 14)
Alabama Power HQ
- General Body Meeting (TBD)

March

- Future Engineers of America (March 13)
Alabama Power HQ
- Scholarship Application Review Process

April

- Future Engineers of America (Apr 13)
Alabama Power HQ
- Scholarship Interviews

May

- Future Engineers of America (May 1)
Alabama Power HQ
- 35th Annual Scholarship Banquet (May 7)
McWane Science Center

June

- NSBE Birmingham Executive Board
Nominations & Elections

July

- NSBE Birmingham Family Fun Day
(TBD)

To volunteer to help organize events please contact the Programs & Membership Chair, **Jermaine Clements**, at programs@nsbebbham.org



Jermaine Clements

Visit us at
www.nsbebbham.org

LinkedIn

<http://www.linkedin.com/groups/NSBE-Birmingham-Professional>

Give Us Your Feedback!

What can we do to improve your membership experience?

Please send comments and suggestions to our Programs/Membership Chair at membership@nsbebham.org

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Birmingham Professionals

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http://www.linkedin.com/groups/NSBE-Birmingham-Professional-Chapter-4083403?split_page=2



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