Black Faculty and Staff Association
Proposed Goals
2017-2018

Rebranding
In order to change the perception and create a new perception of the organization, it will be necessary for the organization to:

- Create and theme/slogan for the year in order to give vision and on-going reminders of the mission, purpose, and focus of the organization during the academic year
- Create a presence on social media (or at least BFSA TU Website)
- Update website (regularly) to allow individuals and campus community to see efforts of the organization
- Positive energy and vibes conveyed by executive board members and representatives of the organization – focus on being action-oriented.

Recruitment and Retention
There is a need to reach more faculty and staff on campus in order to represent for and understand their needs and perspectives:

- It will be necessary for the association to limit its outside/outreach efforts temporarily in order to fully focus on membership and providing direct support for current members. It may be necessary to share different volunteer and involvement opportunities outside to connect with the Black and African American opportunities
- Create marketing & welcome materials for incoming faculty and staff
- Identify reoccurring meeting times that will allow people to know when meetings are
- Create online assessment that will assess their needs

Advocacy and Representation
After attending the meeting with President Schatzel (May 2016):

- The Black Faculty and Staff Association needs to create a list of recommendations that were requested by the President by the September 1, 2016.
- Continue to receive feedback from current members and campus community (possibly add space on website for input to be received)
- Allow opportunity for dialog and action planning especially societal events that can impact members of our community.
- Continued communication is needed with members of the black faculty and staff to show progress and steps made in order to show their feedback, thoughts, and experiences have been shared with individuals in the position to make the change that’s needed.

Programs and Initiatives

- Professional Development Series.
- Address the unique professional development needs of faculty and needs staff
- Mixers to allow members of the community to meet up
- Spotlight success of staff and faculty (promotions, tenure, etc.)
- Creation of Newsletter and calendar of events
- Collaborate with student organizations and other groups in a way that increases our presence on campus, build stronger relationships, and support the black community. This will include the collaboration with students and student groups

Executive Board

- Redefine and understand Roles/Functions of Each Position
- Reevaluate committee structure and functions
- Continue efforts to raise money for the organization – set goal