

BFSAA Approved Strategic Plan 10-14-16

A BFSAA Executive Committee member will be an ex-officio member of each committee

Audience	Objective	Strategy/Action Step	Begin	Committee
Students	Increase Persistence, Graduation Rate & Academic Success	Annual meeting with the President and Provost to discuss data, progress to date, and upcoming plans, changes, etc.	Fall 2016	BFSAA Exec Comm
		Annual meeting with the Associate Provost for Undergraduate Education and Dean of Undergraduate Studies to discuss data, progress to date, and upcoming plans, changes, etc.	Fall 2016	BFSAA Exec Comm
		Annual review of data from the Office of Planning and Budgets	Fall 2016	BFSAA Exec Comm
		Annual meeting with the Director of the Neighborhoods to see student usage of the programs and student performance and progress	Fall 2016	BFSAA Exec Comm
	Increase Recruitment	Annual meeting with Admissions Director to review recruitment goals and progress with regard to Black students	Fall 2016	BFSAA Exec Comm
	Student Concerns/Climate (S1)	Meet once a semester with leaders of Black student groups on campus to keep abreast of their issues and concerns and to assist when possible.	Fall 2016	
		Give awards with financial prize of \$1,000 to undergraduate and/or graduate students who are working to advance or improve the climate, retention, and/or graduation rate of African American students on campus.	S 2018	
Faculty, Staff, Administrators	Create Inclusive Climate (FSA1)	Annual meeting with Senior Advisor to the President and Director Office for Inclusion and Intercultural Initiatives	F 2016	BFSAA Exec Comm
		Give awards (plaques only) each year to recognize those individuals and units working to advance Blacks on campus.	S 2017	
		Annually recognize folks who've had a sustained, historical effort that was instrumental in helping Black advancement at MSU	S 2017	
		Establish working relationship with leaders of other underrepresented faculty/staff groups on campus.		
	Recognition (FSA2)	Feature retiring Black faculty, staff, & administrators on BFSAA website	F 2016	
		Highlight scholarly activities and creative works of Black faculty/staff/administrators on BFSAA website.	F 2016	
		Highlight teaching, service, and/or administrative accomplishments by Black faculty/staff/administrators on BFSAA website.	F 2016	
	Retention, Promotion, Advancement (FSA3)	Provide evening sessions that empower people beyond their positions at MSU. (Entrepreneurship, retirement planning, family planning, the art of negotiating)	S 2017	
		Encourage people to register with the mentoring program through MSU	S 2017	

Codes for committee identifiers are in parentheses: S1, FSA1, FSA2, FSA3, FSA4, BFSAA1, CS1

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	Recruitment, Retention, Promotion, Advancement	Annual Meeting with President and Provost	F 2016	BFSAA Exec Comm
		Annual meeting with leaders of MSU Human Resources and Academic Human Resources	S 2017	BFSAA Exec Comm
	Promote knowledge, & understanding of Black history, advancement, & contributions at MSU, statewide, nationally, & internationally (FSA4)	Discuss and make use of latest research and scholarship regarding Blacks in higher education Have a reading list and a book for those who're interested in keeping abreast of the issues affecting Blacks.	F 2016	
Greater Lansing Community	Community Engagement	Possibly work with NAACP to get out the Black vote for November 2016.	ASAP	
BFSAA	BFSAA Operations	Update the BFSAA website and keep it current		
		Have a person in charge of collecting MSU Black student/staff/faculty data	Dr. June	
		Further develop and provide an updated strategy on who we are and what we do	F 2016	BFSAA Exec Comm
		Work on member acquisition and retention.	F 2016	
		Use improved methods of communication.	F 2016	BFSAA Exec Comm
		Streamline and update communications	F 2016	BFSAA Exec Comm
		Define and create a culture of belonging for BFSAA members and Black student community at MSU so we may build a connected community	F 2016	
		Have a presence at MSU Board of Trustee meetings	F 2016	
	MSU Community Building (BFSAA1)	Host two social events a semester.	F 2016	
	Continue to promote the Zoom Mentoring: we should have 3 a year.	F 2016		
Crisis Situations	Flint Water Crisis (CS1)	Speakers to educate about what happened, what is happening, the effects of what happened ,and what BFSAA can do to help	S 2017	
	Voice for matters affecting Black folks	Appropriate response to other crises that affect the Black community		