

NATIONAL SOCIETY OF BLACK ENGINEERS

University of Illinois at Chicago

Long Range Plan

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1.0 Introduction

Stated in this document, is the Long Range Plan (LRP) for the National Society of Black Engineers (NSBE), University of Illinois at Chicago (UIC) Chapter, through the year 2000 as developed by the Executive Board of the UIC Chapter. This document was written using the Long Range Strategic Plan as outlined by the LRP committee (Version 1.2), the Region IV plan (Version 2.0), and the National plan.

This document will serve to focus the direction of the UIC Chapter. The LRP will enable this chapter to be in sync with the direction of the Regional and National LRPs. It also allows this chapter to be original in its method of implementation.

This document, as well as the plan itself, are only effective if the chapter unites as one to ensure the proper implementation, which in turn will bring about success.

2.0 Ongoing Responsibility

Chapter President

1. Establish responsibility during your term of office to specific positions to achieve the objectives, goals, strategies, and measures set forth.

General Membership

1. Hold yourselves and your leadership accountable to the LRP. As such, make sure that you and this organization is moving in the direction of our mission and vision and while accomplishing the objectives of the LRP.

3.0 Ongoing Measurement

Future

1. Evaluate and measure the chapter's success based on the LRP every summer. Make necessary revisions and continue to update the LRP. Are we accomplishing the objectives set forth?

Incorporation into Awards

1. Membership achievements toward the LRP objectives will be incorporated into the awards judging process.

4.0 NSBE Mission & Vision

****MISSION****

NSBE's mission is to increase the number of culturally responsible Black engineers to excel academically, succeed professionally and positively impact the community.

****VISION****

The NSBE experience empowers every member to reach their full potential. We are encouraging our membership to continue the legacy while maintaining leadership roles in NSBE, black communities, and other professional organizations. We instill pride and add value to our members which cause them to want to give back to NSBE in order to produce a continuum of success.

NSBE sets the standard of excellence in providing services to science and engineering students. We maximize our potential collectively to facilitate the development of quality Black engineers.

We are advancing a cultural paradigm which inspires the Black community to achieve greater engineering and scientific feats than ever before.

5.0 Key Business Areas with Subgroups

1. Academic Excellence
 - v Grade Point Average
 - v Programs and Services
2. Technical Excellence
 - v Student Opportunities
3. Leadership
 - v Effective Leadership Skills
 - v Leadership Should Expand NSBE's Sphere of Influence

- 4. Communications
 - v Information Log Time

- 5. Financial Vitality
 - v Sound Expenditures
 - v Training of Financial Officers
 - v Cash Income

- 6. Cultural Awareness
 - v Community Service
 - v Enhancing Cultural Awareness and Activities Among NSBE members

- 7. Academic Education and Career Access
 - v Increase Black Faculty Participation
 - v Career Planning and Documentation

6.0 Long Range Plan

Academic Excellence

Grade Point Average

Objective:

- v Increase GPA for the University of Illinois at Chicago NSBE Chapter students

Goal:

- v By the year 2000, have 65% of UIC Chapter GPAs above 4.0.

Strategies:

- v Identify vital statistics (GPA distribution, avg. GPA, etc.) for all black engineering students in general and for current NSBE students.

Measures:

- v Academic Excellence Chairperson to develop a plan by January 1, 1998.

Programs and Services

Objective:

- v Identify and implement successful Academic Excellence programs and services.

Goal:

- v Academic Excellence Chairperson will develop programs and services by January 1, 1998.

Strategies:

- v Recognize academic performance of members through awards and scholarships (Awards dinners, Book Scholarships, movie tickets, etc.)
- v Provide members with academic excellence services such as an academic survival kit, academic course files, and workshops.
- v Supply listing of undergraduate and graduate school scholarships and fellowships.

Measures:

- v Stress to 100% of members the importance of academic excellence.
- v Increase the number of academic course files.
- v 85% of members utilizing academic survival kit.
- v 85% of members utilizing academic course files.
- v 85% of members utilizing undergraduate and graduate school scholarship ad fellowship listing.
- v 85% of members attending study sessions each week.

Technical Excellence

Student Opportunities

Objective:

- v To increase the awareness of technical research importance.

Goals:

- v Increased awareness of 25% of membership.
- v Maintain at least two technical excellence programs and develop additional programs by November 1997.
- v establish mechanism by November 1997.

Strategies:

- v Informational workshop on stressing the importance of acquiring research and how to do it for students and faculty.
- v Get members to actively participate in Region's Academic Technical Bowl, Technical Paper Contest, and Technical Project Contest Programs.

Measures:

- v Initiate informational workshop as topic of a general meeting.
- v 5 - 10% of members participating in each program offered by Region IV.

Leadership

Effective Leadership Skills

Objective:

- v NSBE officers will obtain skills as an effective leader.

Goal:

- v 100% of NSBE officers trained in leadership skills.

Strategies:

- v Use chapter meetings, workshops, and all NSBE Regional and National conventions to train officers.
- v NSBE officers attend at least three training workshops per academic year.
- v Communicate list of workshops to members.

Measures:

- v Implement fall semester workshops by Fall 1997.
- v Implement spring semester workshops by Spring 1998.
- v 100% NSBE officer participation in workshops.

Leadership Should Expand NSBE's Sphere of Influence

Objective:

- v Expand NSBE's sphere of influence.

Goal:

- v 100% of NSBE members join and actively participate in other organizations.

Strategies:

- v Identify list of appropriate (strategic) organizations.
- v Seek offices with other (strategic) organizations.
- v Stress the importance of being represented in other organizations.

Measures:

- v Complete and distribute a list of (strategic) organizations by December 1997.

Communications

Information Lag Time

Objective:

- v Assist members in establishing e-mail accounts.

Goal:

- v 100% of members have access to and are utilizing e-mail.

Strategies:

- v Distribute manual on how to effectively use e-mail and NSBENet.
- v Stress the importance of using e-mail and NSBENet.

Measures:

- v Complete manual by March 1998.

- v Have NSBENet and e-mail workshop at general meeting.

Financial Vitality

Sound Expenditures

Objectives:

- v Ensure chapter makes sound financial expenditures aligned with the LRP.
- v Increase expenditures with African-American and minority owned businesses.

Goals:

- v 90% of expenditures aligned with the LRP by the year 2000.
- v 70% of expenditures with African-American and minority owned businesses.

Strategies:

- v All funding requests reviewed by financial committee.
- v Implement a plan to perform cost/benefit analysis.
- v Develop an African-American and minority owned business database.
- v Develop and distribute an annual chapter financial report to Minority Engineering Advisory Board, Alumni, and contributing companies.

Measures:

- v 100% of funding requests will be budgeted appropriately with justification of funding.
- v 100% of funding requests reviewed by financial committee.
- v Cost/benefit plan identified by January 1998.
- v Database completed by March 1998, updated annually.
- v Annual financial report completed by July of each year to be sent out with solicitation packets.

Training of Financial Officers

Objective:

- v All financial officers are trained and completely understand the functions of the NSBE financial account.

Goal:

- v 100% of finance zone trained in NSBE financial practices annually.

Strategies:

- v Develop and maintain a chapter financial and treasurer position manual including guidelines for solicitation and fundraising.
- v Send finance personnel to the university functional workshops.

Cash Income

Objective:

- v Diversity and balance income sources.

Goal:

- v Diversified portfolio in the year 2000 that compares with 1996.

<u>1996</u>	<u>2000</u>	<u>Source</u>
5%	30%	Corporate Income
15%	10%	Membership Income
0%	10%	Black Business Income
80%	45%	Fundraising Income
0%	5%	Investments Income

Strategies:

- v Finance Chairperson will develop action plan to achieve the LRP income goals.

Measures:

- v Finance Chairperson to develop action plan by November 1997.

Cultural Awareness

Community Service

Objective:

- v UIC Chapter will contribute to the community by lending technical expertise, financial resources, personal effort and attention.

Goal:

- v To have the UIC Chapter name be recognized in the community due to service projects.

Strategies:

- v Generate a list of service projects or service opportunities.
- v Create a registry of services contributed.
- v Create a service form. Complete the form upon completing service goal.
- v Provide incentives for performing service.

Measures:

- v List four or more projects by November 1997.
- v Service forms developed by November 1997.
- v Develop and implement service incentives by February 1998.

Enhancing Cultural Awareness and Activities Among NSBE Members

Objective:

- v Enhance cultural awareness and activities among chapter members.

Goal:

- v Develop cultural awareness programs.

Strategies:

- v Obtain and develop a list of interests, workshop speakers and facilitators.
- v Have workshops available at general meetings and evaluate them for effectiveness.

Measures:

- v 70% of members attend workshops.
- v Complete membership surveys to evaluate workshops and facilitators effectiveness.

Academic Education and Career Access

Increase Black Faculty Participation

Objective:

- v Facilitate Black Faculty Participation with the UIC Chapter.

Goal:

- v Develop a working relationship between technical UIC black faculty members and the UIC Chapter.

Strategies:

- v Invite black faculty members to UIC Chapter meetings, outings, and other functions.
- v Request that black faculty members give workshops on their field of specialty.
- v Develop an alternative counselor/mentor program.

Measures:

- v Build a black faculty database for completion by October 1997.
- v Develop a working relationship between black faculty members and the Chapter Executive Board.

Career Planning and Documentation

Objective:

- v Facilitate Long Range Career Planning.

Goal:

- v 100% of programs implementing long range career planning activities.

Strategies:

- v Distribute career planning documentation.
- v Develop an alumni database and have them give workshops at general meetings.

Measures:

- v Build an alumni database for completion by November 1997.
- v Distribute documentation by October 1997, updated annually.