



LONG RANGE PLAN

NATIONAL SOCIETY OF BLACK ENGINEERS

IOWA STATE UNIVERSITY

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Fields of opportunities...harvesting leadership for the future.

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INTRODUCTION

MISSION

To increase the number of culturally responsible Black engineers who excel academically, succeed professionally, and positively impact the community.

VISION

The NSBE experience empowers its members 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 will 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 engineering, science and mathematics students. We maximize our potential collectively to facilitate the development of accomplished Black engineers.

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

Academic Excellence GPA

Objective: Assist the Iowa State University NSBE membership in enhancing their academic performance

Goal: Have a cumulative chapter GPA of 3.25 for every member in the chapter

Strategy:

1. Develop a method or system to collect and track GPA data
2. Implement at least 4 hours of study tables per week
3. Conduct workshops on academic excellence each semester
4. Maintain an updated test file system

Measures:

1. Obtain the cumulative GPA's of 50% the chapter General assembly
2. Have 50% of GA members recognized nationally as Torchbearers
3. Have on file at least 75% of tests in the basic engineering program from previous semester.

Technical Excellence

Objective: Increase professional, graduate and undergraduate research opportunities & experiences for NSBE members.

Goal: Have at least 75% of members exposed to research by senior year

Strategy:

1. Hold subscriptions to at least two academic journals
2. Form strategic partnerships with research centers on campus
3. Invite professors to come and speak at general assembly meetings

Measures:

1. Have at least 5 professors and or research centers identified as partners

2. At least 2 members sent to FRC to compete in USTR

1. Fifty percent of members have research experience by junior year

Leadership
Continuous Development of Effective Leadership Skills

Objective: All chapter executive board members and committee chairpersons will develop skills that are characteristic of effective leaders.

Goal: One hundred percent of all NSBE leaders will participate in ongoing leadership training and development.

Strategy:

1. Strengthen representation at RLC
2. Have workshops dedicated to leadership skills

Measures:

1. Seventy-five percent representation at RLC
2. Conduct 2 evaluations every semester for leaders

Leadership
Knowledge of NSBE History, Long Range Plan, Constitution & Bylaws

Objective: Officers have a working knowledge of NSBE's background.

Goal: One hundred percent of CEB pass NSBE 101 certification program at RLC

Strategies:

1. Require CEB members to attend RLC

2. Compile a chapter history manual and have chair emeritus administer a chapter history exam to CEB

Measures:

1. At least 75% of CEB attend FRC

2. All CEB members pass certification exam with a score of at least 85%

Communications Information Lag Time

Objective: Develop habits and practices to decrease lag time between information origination and dissemination

Goal: Members and affiliates informed of society events within 72 hours

Strategy:

1. Post dates of events on website
2. Have a calendar of events developed for the semester by the first week of the semester
3. Use email list serve effectively to inform members in a timely manner
4. Use newsletter to promote and announce dates

Measures:

1. General assembly is notified of event at least twice prior to the event, one at least a week before the event and the other at least two days prior.
2. Information is posted on website at least 24 days from receipt

**Financial Vitality
Cash, Income and Revenue**

Objective: Diversify and balance income sources

Goal: A diversified portfolio that breaks down as follows:

- Source of Income
 - 60% Corporate sponsorship
 - 30% Fundraisers
 - 5% Membership dues
 - 5% Grant proposals

Strategy:

1. Host corporate networking meetings
2. Increase the number and quality of fundraisers throughout the year
3. Increase incentive for the payment of membership dues
4. Research and complete grant proposals

Measures:

1. Collect 95% of membership dues by FRC
2. Receive 75% of corporate sponsorship by November 1
3. Schedule at least three quality fundraisers per semester
4. Complete at least three grant proposals per year

**Financial Vitality
Sound Expenditures**

Objective: Ensure chapter makes sound financial expenditures aligned with the other key business areas of the long-range plan

Goal: Maintain 20% of income from previous year in safety reserve

Strategy:

1. Maintain accurate records of expenditures
2. Track all income sources
3. Ensure an effective transition between old and new financial officers
4. Maintain a balanced budget

Measures:

1. Publish monthly financial reports
2. Have a preliminary budget by May 15th
3. Review budget at the end of the month

Financial Vitality Training of Financial Officers

- Objective:** To ensure financial officers are properly trained to manage financial matters
- Goal:** To have at least two members who are properly trained and knowledgeable in financial managerial duties and have two more members that can adequately fill their duties at any time.
- Strategy:**
1. Ensure proper transition from previous cabinet positions
 2. Attend campus treasurer training
 3. Attend treasurer training at conferences
- Measures:**
1. Successful completion of training
 2. Host cabinet elections in March
 3. Complete campus treasurer training by May 1

Cultural Awareness Community Service

Objective: NSBE will contribute to the community by lending technical expertise, financial resources, personal effort and attention.

Goal: At least 80% of NSBE members involved in some form of organized community service projects, i.e. mentoring, PCI activities, AWFE etc.

Strategy:

1. Work with the Boys and Girls Club of Ames
2. Volunteer at Ames community service event such as Families of Ames
3. Generate a list of service projects or service opportunities
4. Reward members with points and incentives for participating in events
5. Maintain a mentorship program with PCI chapter
6. Host Middle School Science & Engineering Expo

Measures:

1. Complete a local AWFE before FRC
2. Have 50% of membership complete at least 4 hours of community service by December 1st
3. At least 75% of PCI members have collegiate mentors
4. Participate in at least two major community service event

Academic Education & Career Access

- Objective:** To facilitate and encourage long range career planning & professional development for all NSBE members
- Goal:** Increase the number of members who get involved in undergraduate research and internships.
- Strategy:**
1. Inform member about and encourage members to pursue research opportunities for undergraduates.
 2. Increase our corporate sponsorship.
 3. Invite more corporate recruiters to our chapter's meeting and events.
 4. Set up corporate mentors who can help member develop professionally
- Measures:**
1. Tracking members summer activities/internships and
 2. Keep track of alumni to see how the NSBE has helped them or how it could have helped more
 3. At least 50% of members with internship or coop experience by start of senior year