NKU BLACK FACULTY AND STAFF ASSOCIATION

BFSA Annual Report
Academic Year 2021-22
BFSA Mission

The purpose of the Black Faculty and Staff Association shall be to facilitate and influence educational, administrative, and personnel policies in ways that enhance the welfare of Black members of Northern Kentucky University for the betterment of the University community as a whole.
Background

BFSA was established on May 23, 1988 and approved by then NKU President Dr. Leon Boothe. The original Executive Officers were:

Michael Mimms (President)
Dr. W. Neal Simpson (Vice President)
Beverly Burton (Secretary)
Leah Alexander (Treasurer)
Jim Wilson (Parliamentarian)

Historical and other information can be found on BFSA's website - https://inside.nku.edu/bfsa.html
The Executive Officers | 2021-22 Academic Year

Dr. Marquita Barron
President

Mic Carr
Vice President

Dr. Eric Jackson
Secretary

Chandra Brown
Treasurer

Bradley Dickerson
Parliamentarian
Goals for 2021-2022 Year

Treasurer’s Report

Funding Requests

Committee Activities/Events:
- Membership and Recruitment
- Program
- Student, Faculty, and Staff Retention
- Policy
- Publications and Public Relations

Future Planning 2022-2023 Year
Goals for 2021-2022 Year

- Black, Brown, Bruised Book Study ELC
- Students to Scholars (S2S): kick-off planning sophomore retention program for 2022-2023 year
- BFSA meeting with Provost Cecil
- Check-in Meeting with ROCKS
- BFSA Webpage Re-Launch: reimagining and add emeritus Elizabeth McMillian-McCartney’s photo to the home page as the final edit to the webpage
# Treasurer’s Report

**Sources**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Prior Year Balance*</td>
<td>$10,445</td>
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<tr>
<td>Sponsorships</td>
<td>5,400</td>
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**Uses**

<table>
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<tr>
<td>UJIMA Scholarship Banquet/Other</td>
<td>$5,833</td>
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<td>Scholarships</td>
<td>2,800</td>
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<td>Training and other supports</td>
<td>1,643</td>
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*expenditures for a virtual scholarship banquet, due to COVID, were less than an in-person event resulting in a remaining balance.
About BFSA Committees

BFSA consists of five (6) standing chaired committees, which include:

Membership and Recruitment – Dr. Arnie Slaughter
Involvement within this committee includes partnering with Human Resources and the Provost Office to share information about BFSA at new hire orientations.

Student, Faculty, and Staff Retention – Frank Robinson
This BFSA committee coordinates the faculty and staff mentorship program.

Program – Mic Carr
This committee coordinates the annual awards banquet, Ujima: Night of Black Excellence, as well as semester mixers and other signature events.

Publications and Public Relations – Bradley Dickerson
The Publications and Public Relations Committee recognizes the professional activities of the current Association members through monthly newsletters. This committee handles all aspects of BFSA social media as well as any campus publications. The Publications and Public Relations Committee also connects, build, and strengthen relationships with external stakeholders, including former faculty, staff, students, and alumni.

Policy – Dr. Eric Jackson
The Policy Committee will be involved with the University's development and implementation of all policies and procedures that will impact and enhance working environment, diversity, and equity of Black faculty, staff, and students.

Finance – Chandra Brown
The Finance Committee will assist the Treasurer with funding requests, sponsorships, and other duties.

All BFSA members are welcomed to join any one of these committees in support of our mission.
Committee Activities/Events

Membership and Recruitment
- All Black faculty and staff members are automatically members of BFSA

Student, Faculty, and Staff Retention
- Work on build of mentor program for faculty and staff members with support of Academic Affairs / Provost Cecil

Publications and Public Relations
- Monthly newsletters

Policy
- New committee; build of members

Finance
- New committee; build of members

It is important to note that this academic year involved the return to campus having undergone and still in midst of a COVID pandemic. Most activities were focused on maintaining engagement with membership via Programs Committee and other membership efforts.
Committee Activities/Events

Program

• Fall Semester Kickoff Mixer
• Ujima: A Night of Excellence = 195 attendees (152 in-person and 43 virtual)

Other

• Black, Brown, Bruised Book Study ELC = 25 registrants
• Girls’ Night Out @ Aronoff Center (Ain’t Too Proud) = 12 registrants
• Soul Palette (Paint & Wine) = 20 registrants
• Work on build of Students 2 Scholars (S2S) Program for 2022 – 2023 academic year
Newly Elected Executive Officers
2022-24 Academic Year – Effective July 1

Dr. Marquita Barron
President

Sylretta Jones
Vice President

Nycole Brundidge
Secretary

Audrey Reese Pipkin
Treasurer

Dr. Eric Jackson
Parliamentarian

Congratulations!!!
Future Planning | 2022-2024 Year

- **Plaque for Dr. Simpson**: initiate planning for purchase and location of plaque and hosting of a dedication ceremony in honor of Mr. Mimms’ request during Ujima 2022 event.

- **Students to Scholars (S2S)**: BFSA members as mentors for sophomore participants, sponsorship of breakfast as welcome to participants and parents for Fall and combined welcome with ROCKS participants in the Spring.

- **ROCKS**: extension of welcome breakfast in combination with S2S participants in the Spring.

- **Junior & Senior Opportunities**: begin connection with AASI for discussion on retention of population.

- **BFSA Website and Newsletter**: update look and feel of website to include more information, resources, and events, as well as structure of newsletter.

- **Onboarding / Welcome**: creation of email, meeting, etc. to ensure new members feel welcomed and engaged.

- **Lunch-n-Learns**: schedule learning opportunities for members and socializing.

- **Community Engagement**: options for members to give-back to the community organization of choice.

- **Faculty & Staff Mentorship Program**: agile approach supported, including financially, by Academic Affairs to increase professional development and opportunities for members (e.g., RFP process, etc.).

- **Girls’ Night Out**: Fall and Spring scheduled socializing with the female members.

- **BFSA Constitution**: opportunity to review and update constitution to meet the needs of today and tomorrow.

- **Breaking the Silos**: create connection between all Black organizations on campus for better awareness / collaboration.