



N.S.B.E @ UT

STAKEHOLDER DEVELOPMENT

Action Statement:

Increase the resources, effort and attention focused on the development of the National Society's stakeholders through documentation, training, programs and activities.

Explanation:

NSBE's stakeholders are as varied as the very members that comprise this organization, but for the purposes of this directive, they are defined as members (PCI, student, alumni), chapters, leaders, and National Office staff. Realizing that these stakeholders are the core of this organization, it is imperative that NSBE offers institutionalized personal, professional, academic, and technical enhancement methods to help each stakeholder reach their full potential. Although some of the most beneficial lessons in NSBE are intangible or come from the experience of being involved, NSBE must do a better job at structuring learning experiences for its stakeholders. For this reason we are making a concerted effort to address this opportunity area. A membership/chapter taskforce has been formed to develop a separate member and chapter module that will serve as a "how to" development guide to NSBE excellence. A similar taskforce is being formed to develop a leadership assessment and evaluation process that will afford NSBE leaders the opportunity to assess their skills, work towards their enhancement, and evaluate their progress. There are also a variety of Pre-College Initiative enhancements being developed to increase our PCI efforts and the overall value of the program. Increased activities that further enhance our stakeholders are perfect actions for this directive, although your willing input and feedback to these taskforces when approached is the easiest way to assist in this effort. Additionally, once the taskforces have completed their modules, your active participation and adherence, as well as your feedback, will be much appreciated.

SPHERE OF INFLUENCE

Action Statement:

Increase the National Society's domestic and international sphere of influence through programs, activities, and events that positively position the organization to elevate our community.

Explanation:

The last statement in our mission is to "positively impact the community" and nothing can effect that statement more than our sphere of influence. I submit, it is our civic and organizational responsibility to continually strive to this goal. If we consider this organizations' greatest asset, our members, and the enormous knowledge base and talent pool we represent, it is clearly apparent that our influence can benefit our community. As our influence increases, so does our ability to effect the positive change our mission clearly states. To accomplish this, we have begun developing partnerships and alliances with other organizations that offer strategic organizational benefit. These organizations include government agencies, academic institutions, and community-based organizations. Additionally, NSBE is engaging in efforts related to closing the gap of the "Digital Divide". If these efforts successfully exit the planning and approval phase, NSBE will be launching a major campaign to correct the digital divides' adverse effects on minority communities by executing strategies to educate our community on the value and utilization of technology. The success of this pending program will rest on commitment and active participation of every member, supporter, and affiliate of NSBE, so be expecting detailed information shortly.

ORGANIZATIONAL MEASUREMENT

Action Statement:

Develop and execute measurement tools to appraise the National Society's membership demographics and program performance for organizational improvement.

Explanation:

Every NSBE program seeks to aid our members academically, personally, and/or professionally. However, our methods for evaluating program effectiveness in accomplishing their goals need to be improved. Additionally, we need to become proficient at collecting statistics for and about our stakeholders. This type of information not only allows us to understand exactly how effective we are at what we do and have a clearer picture of our demographics, but also positions NSBE as a research center for data on African and African-American engineers. As we grow older, larger, and more influential, these data become increasingly important and valuable. We are currently creating more precise measurement tools for capturing this vital information. Additionally, there will be an increased focus on collecting data of all sorts. Your help in this effort is extremely important to its success. Tracking membership demographics, program activities, offering feedback, communicating successful and unsuccessful ventures, etc. are all ways each and every one of you can help build a better NSBE. There is never too much information, but frequently too little information, so please help to eliminate this phenomenon.

FINANCIAL STABILITY

Action Statement:

Increase the National Society's financial stability through the development of sound financial processes, diversification of income sources, and objective based spending practices.

Explanation:

I think we all recognize the importance of spending, saving and investing wisely to accomplish our long-term financial goals. This philosophy of making sound financial decisions is crucial to NSBE and our financial dealings also. It is imperative that we make wise financial decisions today to afford future NSBE members the same opportunities we experience today. For this reason, we have begun an aggressive saving and investing strategy that should prove to benefit NSBE for years to come. The finance zone has developed Financial Policies and Procedures that ensure sound decisions are made. An investment committee has also been formed to identify investment opportunities for last year's reserves as well as the reserves planned for this fiscal year. Additionally, we are aggressively pursuing non-corporate income sources because not only is this diversification in the Long Range Plan, it simply makes good financial sense. Each entity of NSBE can assist in this effort by creating a realistic budget reflecting your objectives, adhering to this budget, and actively seeking a variety of funding options, as to prevent depending on one income source. If we diligently work towards this goal, overall NSBE will become the financially stable organization we strive to be.