INTRODUCTION

Herein lies the Long Range Plan (LRP) for the Northern Illinois University Chapter of the National Society of Black Engineers (NSBE) for the year 2015. This vision defines where the organization is going and what it will be when it gets there. The mission defines the purpose of the organization and as such determines the society’s priorities. The LRP will only prove effective if every chapter board member incorporates the LRP into our planning processes. Each member remains accountable to the success of the chapter; and as such, we must all take ownership of our organization and its mission and vision. The success of this organization is in our hands. I challenge every member to bring NSBE to the greatest realm of success the university has ever known!!!

AREAS OF FOCUS

1. Academic Excellence
2. Professional Development
3. Chapter Structure
4. Membership
5. Finance
6. Community Awareness
7. Chapter Recognition
ACADEMIC EXCELLENCE

Objective:
- Increase the Cumulative Grade Point Average (GPA) for all members.

Goal:
- To have at least 75% of the membership maintaining a GPA at or above 3.0, and possessing quality study skills.

Strategies:
- Identify vital academic statistics (avg. GPA) for all members.
- Utilize strategies for NSBE Retention Program
- Implement academic skill teaching sessions - 4.0 in the Fo’ Program
- Develop and implement student mentoring program, upperclassmen mentoring underclassmen.
- Hold group study sessions
- Create a scholarship and internship list, motivating members to achieve academic success to qualify for the majority of applications

Measures:
- Implement progress report system for all members, to evaluate individual progress and current grades
- Members winning academic awards (deans list, scholarships, etc.)
PROFESSIONAL DEVELOPMENT

Objective:
- Help facilitate professional engineering exposure, and improve business and engineering skills for members to help them be prepared and successful in their careers.

Goal:
- Have all members exposed to a professional engineering environment (networking, workshop, tour, conference, etc.).
- Develop an engaging in group projects or research.
- Have 75% of membership obtain at least 1 internship before their senior year
- Have all members get jobs after graduation.

Strategies:
- Facilitate technical professional forums where corporate representatives come to meetings and speak to members.
- Provide membership with research and hands on engineering opportunities through a group a project.
- Hold career and professional development workshops (soft skills, resume, professional attire, time management, ect.)
- Encourage members to attend all NIU Career fairs and professional networking opportunities.

Measures:
- Have recognition for group research/project (placed in competition, published article)
- Have 75% of members obtain internships before senior year.
- Have 100% of members find jobs after graduation.
CHAPTER STRUCTURE

Objective:
- Run an effective NSBE chapter with business like policies without having majority aid from an advisor.

Goal:
- Limit the governing of chapter advisors and establish more membership control with organization operations
- Start meetings on time, and have an agenda
- Elect our own officers
- Keep track of meeting minutes and other records
- Construct chapter constitution, and rules of order
- Increase the level of accessibility of information of society events for members and affiliates outside of just attending meetings

Strategies:
- Set up rules of order for meetings and other NSBE business
- Define bylaws that outline the structure of the organization and rules for operations and roles within the chapter.
- Develop chapter telecommunications systems such that it fully supports the timely deliverance of information to members and affiliates of the organization (website, social media, ect).
- Establish and maintain an electronics documents archive (electronic library or filing cabinet)

Measures:
- Have elected officers run all meetings and communication with organized structure and not an advisor
- Have an organized document the governs the chapter
- Have a website having upcoming events, and important chapter documents (memos, proposals, constitution, by-laws, etc.)
- Have regular communication between members about NSBE business outside of weekly meetings
MEMBERSHIP

Goal:
- Increase membership to 50 active members

Strategies:
- Sign up for a table at NIU organization fairs, expos, and open house
- Advertise chapter in flyers, handbills, Northern Star, and department emails
- Acknowledge new people in meetings
- Put on programs and events around campus (social and academic)
- Hold an Chapter Informational every semester
- Invite people to meetings
- Target all students

Measures:
- Have 50 active members participating in meetings and events.
FINANCIAL VITALITY

Objective:
- Ensure that the chapter makes sound financial expenditures.

Goal:
- Implement more organized financial strategies to increase revenue and sponsorship by 25%.
- Record all financial acquisitions and funding
- Establish a steady cash inflow to cover expenses and build a safety reserve

Strategies:
- Base budgets on a maximum range of prior year actual expenses
- Conduct a cost/benefit analysis on a monthly basis.
- Monitor cash flow quarterly along with policy to adjust the budget accordingly
- Establish a bank account
- Evaluate all costs before planning events.
- Prepare budgets promptly and orderly.
- Keep track of ALL financial transactions.
- Come up with good fundraising strategies and get the whole membership involved.
- Seek sponsorship early and from as many sources as possible.
- Set up an Organizational Finance Packet.

Measures:
- Have a safety reserve
- Have corporate sponsorship
- Have structured budget with adjusted and detailed transaction notes
- Have funds to be able to accomplish all programs and activities without coming out of pocket.
COMMUNITY SERVICE

Objective:
- Contribute to the community through lending personal effort and attention

Goal:
- Take an active role in stimulating and encouraging pre-college students to pursue engineering and other technical disciplines.
- Conduct activities having a positive effect on the DeKalb/NIU Community.

Strategies:
- Implement TORCH program
- Document all activities and evaluate their effectiveness
- Generate a list of service projects or service opportunities
- Create a registry of services contributed
- Create a service form, have members complete the form upon completing service goal
- Provide incentives for performing service projects

Measures:
- Have members fill out community service forms
- Documented service hours
- Chapter exposure through media (northern star, ect)
CHAPTER RECOGNITION

Objective:
- Have the NIU NSBE be more well known

Goal:
- To be an established and well known student organization within NIU and Region IV through recognition of awards.

Strategy:
- Get the Dean of CEET involved in the organization
- Update chapter on NIU website and IMPak every year
- Host a Regional Leadership Conference
- Communicate with Region IV Chapters and NIU faculty on a regular basis
- Go to other student organization meetings
- Collaborate with bigger orgs
- Advertise successes through media
- Apply for every chapter award

Measures:
- Having other organizations look to us for advice or help
- Win an award from Region IV
- Win an award from NIU