



National Society of Black Engineers
Massachusetts Institute of Technology
77 Massachusetts Avenue, Building 5-225
Cambridge, Massachusetts 02139
nsbe-eboard@mit.edu



Introduction:

The Massachusetts Institute of Technology Chapter of the National Society of Black Engineers, hereby referred to as NSBE-MIT, utilize the long range plan to make an effort to address the needs of the members of the chapter. In the context of the seven key business areas—Academic Excellence, Technical Excellence, Communications, Financial Vitality, Leadership, Cultural & Community Awareness, and Continued Education & Career Access—this long range plan attempts to establish goals, strategies, and a means for measuring the success of the chapter. This document also takes into account both the Regional and National Directives of the organization, in an attempt to guide the development of the chapter.

National Directives:

The purpose of the National Objectives is to further the mission of the society. The National Directives of the society are established by the National Executive Board and thus implemented at the Regional, Zone, and Chapter levels.

2008-2009 Academic Year

- Professional Excellence
- Outreach
- Worldwide Impact
- Engineering Excellence
- Recruitment & Retention

Chapter Objectives:

Each year the Chapter Executive Board, hereby referred to as the CEB, defines the chapter's objectives for the academic year. Typically, these objectives are direct descendants from various aspects of the long range plan. The goal of the chapter objectives is to provide a means of efficiently utilizing the chapter's resources.

2008-2009 Academic Year

- Reinforce the Importance of a Good Academic Record
- Increase Committee Involvement
- Solidify Chapter Communication
- Encourage Participation in Technical Research



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Academic Excellence:

Objective

Prepare members for higher education and degrees with the implementation of programs and events that stress the importance of a strong academic record.

Goals

- Provide members with all necessary resources to be successful at MIT.
- Reinforce the importance of a good academic record.
- Increase the number of members applying to graduate school.
- Increase the average GPA of the Chapter and the cumulative GPA of each member.
- Increase membership participation in Academic Excellence programming.

Strategies

- Have a workshop series to increase the academic GPA of members.
- Provide benefits for members participating in AE programs, e.g., ATB, USTR, etc.
- Distribute scholarship and other academic information to members on a continuous basis throughout the school year.
- Encourage members to participate in tutorial programs offered by the MIT Office of Minority Education.
- Collect academic statistics from all NSBE-MIT members.

Measures

- Have **all** eligible members apply to be torchbearers.
- Have **all** members increase their academic GPA through the course of the school year.
- Have **75%** of members obtain a cumulative GPA of a 4.0 or higher.
- Have **20%** of members receive an academic scholarship.
- Receive recognition for chapter participation in Academic Excellence programming.



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Technical Excellence:

Objective

Implore members to participate in cutting-edge research and have members excel and develop their technical skills.

Goals

- Promote NSBE-MIT's participation in cutting-edge research and technical research.
- Encourage a spirit of innovation and creativity within our members.
- Help members develop computer expertise.
- Increase awareness of other professional development programs on campus.
- Increase awareness of research and technical internship opportunities, both at MIT and in the industry.

Strategies

- Make members aware of and encourage participation in the Undergraduate Research Opportunities Program and provide information via the chapter web page.
- Encourage faculty to provide UROP's for members.
- Identify funding from outside sources for minority UROP's and internships.
- Sponsor workshops on how to use computer applications.
- Increase member participation in departmental colloquia.
- Increase interaction with professional organizations such as SHPE, SWE, and NSPE.
- Make members aware of departmental professional societies.
- Maintain a record of member's research and summer internship opportunities.

Measures

- Have 75% of members participate in undergraduate research for at least one term.
- Have 10% of members publish research in journals in their field.
- Have members enter National Technical Excellence programs, particularly Undergraduate Students in Technical Research and the Boeing Flight Contest.
- Have 75% of members join and become active members of professional societies within their majors.



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Communications:

Objective

Inform members and organizations, both inside and outside of NSBE-MIT of our progress toward our goals and of chapter events.

Goals

- Promote major NSBE-MIT events to the entire MIT community.
- Maintain a professional, up-to-date webpage with information regarding to chapter goals, accomplishments, and resources.
- Increase undergraduate, graduate, and alumni involvement with NSBE-MIT.
- Increase faculty and administration awareness of NSBE-MIT.
- Increase faculty and administration involvement with NSBE-MIT.
- Increase interaction of NSBE-MIT members with other NSBE chapters.

Strategies

- Post minutes and event announcements through the executive board email address (nsbe-eboard@mit.edu), the chapter email address (nsbe@mit.edu) and the NSBE-MIT webpage (<http://web.mit.edu/nsbe/www>).
- Announce all NSBE-MIT events at least one week in advance.
- Distribute monthly newsletter posted via webpage and hard copies to members, alumni, and sponsoring faculty.
- Establish a strong Research and Communications Committee.
- Establish an efficient way to distribute emails to general body.
- Have at least one NSBE-MIT member attend Black Graduate Student Association meetings monthly.
- Hold at least one faculty reception per semester.
- Maintain an alumni database that list contact information,

Measures

- Conduct a survey including an evaluation each semester to determine how well NSBE-MIT's impact on the community is being felt as well as members' preferences in means of communication.
- Monitor attendance at events to help implement point system and determine best ways to publicize events.
- Document all programs for future executive boards and committees.
- Continually assess and measure all programs for their effectiveness in realizing chapter goals and objectives as well as the NSBE-MIT mission.



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Financial Vitality:

Objective

Identify new ways and improve old ways of increasing income in order to improve and develop programs and activities in NSBE-MIT.

Goals

- Increase carryover funds during each fiscal year.
- Solidify our accounts by soliciting foundation sources.
- Have more than 50% of funds come from non-Institute sources.
- Make chapter more self-sufficient.
- Make the NSBE-MIT community aware of financial matters.
- Maintain a close relationship with all sponsors.

Strategies

- Add NSBE-MIT to Institute departments' yearly budget.
- Solicit corporations based on the company's fiscal year; have database list the fiscal year of veteran corporations.
- Sponsor fundraisers to increase funds.
- Update corporate sponsors' information yearly.
- Obtain personal contacts by talking with NSBE members at companies.
- Have workshops on current financial topics.

Measures

- Obtain a list of minority businesses: ensure that 15-25% of expenditures are from minority owned businesses.
- Maintain an annual portfolio of all income resources.
- Have more than 50% of corporate responses from solicitation.
- Have carryover funds increase by 10% annually.
- Publish a finance report in the chapter newsletter once a semester.



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Cultural & Community Awareness:

Objective

To give back to the community by inspiring youth to enter college and technical fields, and to augment the percentage of members who are active in existing programs.

Goals

- Actively support other minority organizations.
- Become a focal point for information on the technical presence of minorities at MIT and in the community.
- Make members aware of any cultural events occurring in our community.
- To increase the number of participants and improve sponsorship of NSBE Jr.
- To improve the quality and effectiveness of these programs.
- Apply for chapter community award.

Strategies

- Co-sponsor an event with other professional organizations.
- Recognize and publicize cultural and community awareness related achievements of minorities on campus.
- Re-engineer existing programs to be more successful and efficient.
- Encourage members to attend meetings and be involved in other organizations.
- Encourage members to attend PCI Chapter meetings.

Measures

- Track the progress of PCI students in our programs through the use of surveys.
- Have 100% of membership participate in at least one NSBE program.
- Have 30% increase in student participation in NSBE Jr.
- Have 25% of our members participate in other organization's programs.



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Continued Education & Career Access:

Objective

Give our members access and insight into today's corporate world and encourage them to pursue advanced degrees.

Goals

- Increase membership interest in graduate school
- Help members understand their options following graduation.
- Prepare MIT members for industry, graduate and professional schools.
- Have workshops on current higher education issues.
- Make members aware of any career opportunities available for the community.

Strategies

- Plan and implement Graduate/Professional school preparation program.
- Plan and implement discussion series with company representatives and professors.
- Encourage members to attend various workshops so they will be well prepared for the professional world.
- Begin a pilot mentor program to give members access to professionals in industry, professors, and graduate students.

Measures

- Have 75% of members obtain professional internships or research positions.
- Have 50-75% of members interested in pursuing education beyond bachelor's degree, measured by surveys.
- Have 50% of members utilize the MIT's Careers Office.



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Leadership:

Objective

Foster and develop leadership skills in our members and encourage members to acquire leadership positions.

Goals

- Encourage all members to attend leadership programs such as Leadershape at MIT.
- Increase chapter leadership in the Zonal, Regional, and National positions.
- Increase the number of NSBE-MIT members on Institute Committees.
- Increase participation and leadership in combined NSBE chapter activities.
- Increase the number of NSBE-MIT members holding leadership positions in other community organizations.

Strategies

- Hold leadership seminars focusing on important leadership qualities.
- Encourage members to shadow officers; increase grooming for positions.
- Create opportunities for members to be active in Zonal, Regional, and National levels.
- Hold leadership seminars with other engineering and minority organizations.
- Participate in leadership activities with nearby NSBE chapters.

Measures

- Have 50% of members hold a leadership role within NSBE-MIT chapter.
- Have 5% of members hold positions in the Zonal, Regional, and National levels.
- Have 50% of members hold a leadership role in other community organizations.
- Have 15% of members sit on an Institute Committee.