BFSA Mission

• The purpose of this organization shall be as an advocate for educational equity, with emphasis on African-American students, and the professional needs of its members. In the accomplishment of this general purpose, the organization shall promote and provide opportunities for networking among individuals and groups to articulate mutual concerns and advance educational opportunity.
The State of BFSA

The financial, program, social justice advocacy, and other objectives established for the BFSA Association for the 2020–2021 Academic Year.

"We build on the wisdom of those who came before us, and we move forward with the strength of those to come" CLJ

Academic Year 2020–2021
The Executive Board

DR. ANDRE’ DENHAM
Vice President

MRS. LISA YOUNG
Parliamentarian

MS. CYNTHIA MOORE
Treasurer
Agenda

1. Finances
2. Funding Base
3. Membership
4. Committees
5. Programming
6. Social Justice Series
7. Community Service
8. Events
BFSA Finances

1. 2019-20 Program Funding
2. 2020-21 Projecting Program Funding
3. BFSA Banking
4. BFSA Endowments
5. BFSA Funding Opportunities
BFSA Finances

• Previous Year 2019-20 Expenses for programing: $31,352.04 98% by Division of DEI
• Current Year Expenses and programming: $34,400 pre COVID/ $25,571.00 ($8,830)/
• 2020-21 Funding request sent to Dr. Taylor 5/31/2020. No Response to date/ BFSA GA funding cut from BFSA
• BFSA Bank Account $7,036.65 from Kente’ Stole’s and other projects –
• Goal is $25k PER year in savings
BFSA Finances

- BFSA is currently undergoing a 3rd party Audit (UA Systems): First in BFSA History
- Per New Audit – Internal Controls, accounting structure, and maintenance of BFSA Endowments accounting protocols to be advised by UA Systems. (auditors)
- When Audit Report is complete, it will be shared with the E-Board, then paid membership
- Thank you, Ms. Cynthia Moore, for assisting the Audit team
BFSA Funding Sources:
1. Operating Account (Fund) $5,075
2. Checking Account $7,036.00
3. Sponsorship $12,000.00
4. DEI Funding $32,000.00
BFSA Endowment
Goals
The goal is to get each Corpus up to a $100,000.00

Doing that will increase the Income(award) of each endowment and allow us to better serve our students through scholarship awards

We currently have one endowment that meets that metric:

Vivian Malone Jones $108,140.00
BFSA Endowments

- Black Faculty and Staff Association Quasi-Endowed Scholarship
  Corpus: $27,713 $28,133
  Income: $236.09 $276

- Vivian Malone Jones Endowed Scholarship Fund
  Corpus: $108,140 Same
  Income: $47,410 $47,675
BFSA Endowments

- Aurtherine Lucy Foster Endowed Scholarship
  Corpus: $28,728 $28,768
  Income: $29,323 $29,878

- James A. Hood Endowed Scholarship for Diversity
  Corpus: $22,192 $23,787
  Income: $1,473 $1,714

June 11th, 2020 BFSA/CCS did fundraiser for this endowment. $3,900.00 was raised through donations. Once those process, that amount will be added to the Corpus of this Endowment
BFSA Endowments

Black Faculty and Staff Association Annual Support Fund
Balance: $4,668 $5,075
BFSA Funding Base

- Corporate Sponsors /Campus Partners Buy in/Commitments/Collaboration - BFSA Programming through Sponsorships
- Sponsorship Banquet/ Collab with CCS Conference Services Contract
- Research Fund Raising Opportunities to cover budget cuts and sustain programs
- Having an official Audit will aide in BFSA’s Bid for funding, grant, and award opportunities: Category of funding; needs based scholarships, STEM, Marginalized/Underrepresented Sustainability Programs
Members will be able to purchase directly from the site and the site will handle shipping, customer service, and returns.

BFSA Collects Profits
BFSA Membership

• Per BFSA Bylaws, the membership period is from August to July of the next year.
• Membership Drive began August – October on all Media Platforms
• 3 methods of Payment: PayPal, Check, Payroll Deduct
• Digital Membership Cards will be issued in October 2020 to reflect paid status and membership term
• Listserv/Social Media reach is up significantly from our Social Justice Series – Goal is Conversion through Advocacy
BFSA Committees

- The BFSA will have five (5) standing committees. They are as follows:

- **Program Committee** – will be responsible for educational, cultural and social programming for the university community.

- **Finance Committee** – will be responsible for scholarship, fundraising and financing support of all committees.

- **Faculty/Staff Development Committee** – will be responsible for policy issues of recruitment, retention and promotion of faculty and staff, including addressing membership issues.

- **Campus & Community Outreach Committee** – will be responsible for facilitating student development through mentoring, advising and expanding inclusiveness in university programs, e.g. Honors, and reach out across campus and into larger community to promote education equity.

- **Communications Committee** – will be responsible for BFSA publicity and communication updates via website and social media abiding by all UA policy and procedures regarding approval and use of UA logo/brand within communication forums.
BFSA Committees

• BFSA E-Board members have been asked not to Chair a Committee
• Leadership opportunities for members
• Each committee to elect Chairs per Bylaws
• Committee sign-up through 9/15/2020 due to not having retreat
• We welcome fresh ideas and innovation due to Virtual presence
• Email interest to blackfsa@ua.edu
BFSA Committees

- Ad’Hoc Committees
- **Bylaws Ad’Hoc** to review and recommend modifications –
- Adding Historian & Recording Secretary
  Mrs. Carol Agomo, Mr. Jerran Hill Co-Chairs
- **Presidential Advisory Council**
  This council is comprised of past BFSA Presidents, Vice-Presidents, and a select few to advise the current president on current issues and processes.
BFSA Programming

- Collaboration with Dr. Taylors Office Multicultural Platform
- Diversify What programs need to remain stand-alone / New Faculty and Staff Reception and New student Reception are two that will be decided by the program committee
- Ensure that all Programs remain efficient and relevant to the mission statement and Students even while virtual
- Partner with Honors college to get increase of Students of Color in the program/ Thank you Ms. Andrea Early and Dr. George Daniels for heading up the BFSA Scholars
- Increase mentoring and program support for the BFSA Ambassadors, thank you Mrs. Tara Campbell and Dr. Andre Denham for being advisors for that group
- Develop program for peer and level up mentorship between BFSA members
BFSA Nyansapo

- Nyansapo Spring/Summer 2020 was held virtually on 7/30/2020
- BFSA Program Committee, Ms. Latoya Scott from DEI, Dr. Andre Denham for the production work.
  - Link to be uploaded to BFSA website
BFSA Social Justice Series

Events that will be held on BFSA Zoom platform to discuss Systemic Racism, Social Injustice, and advocacy against police brutality

  • Dr. Charles Steele Jr.
  • Dr. Doris Vaughans
  • Hosted by Mrs. Janice Palmer

July 27th, 2020
3:00pm-4:30pm
BFSA’s Webinar to discuss Systemic Racism and COVID-19’s effects on Anxiety, Depression, and overall Mental Health via Zoom

Mrs. Janice Palmer (top), BFSA Chair, Faculty and Staff Professional Development Committee; UA HR Learning and Development Workforce Development Specialist, will host DR. Charles Steele Jr. (middle), National President of the Southern Christian Leadership Conference, to give an address on the current international advocacy movement against systemic racism.

She will then host Dr. Doris Vaughans (bottom), PhD, LPC, NCC, Licensed Professional Counselor, who will discuss the impact of Systemic Racism and COVID-19 Pandemic has on Anxiety, Depression, and overall Mental Health.
BFSA Social Justice Series

- Black in the Ivory
- September 14, 2020 5:00pm-6:30pm
- BFSA Zoom Platform
BFSA Upcoming Events

• BLM vs ALM the Discussion 9/28/2020
• Financial Literacy in the Black Community 10/26/2020
• Homophobia in the Black Community, Our own Bias 11/16/2020
• Dr. Cassie Simon will do a presentation for the Social Justice Series: TBA
• Re-Naming Proclamation/ BFSA
• UA Athletics Team to march at Malone Hood Plaza August 31, 2020 4pm / please wear a mask
BFSA Community Service

- Benjamin Barnes YMCA - program to support underprivileged youth with access to tutors, WIFI, and Nutrition during the first 9 week of virtual learning for schools in Tuscaloosa. BFSA gave $500.00 Sponsorship

- Black Student Leadership Council, of SGA, did a drive through give away for K-12 students 8/22/2020 @ McDonald Hughes Center $250.00 Sponsorship

- Dr. Trudier Harris, over the summer, did a Writing and Analytical Skills Course in partnership with BFSA. This effort was featured in the Crimson White and on BFSA Social Media, gained over 36K reaches: Likes, Comments, and Shares
BFSA Events

• All BFSA events and meetings will be held virtually through October 2020.

• The E-Board will evaluate if in-person meeting and event should resume at that time

• Look for information from the Program Committee, they are meeting September 1, at 11 am via zoom. Please email Mrs. Lisa Young for the link.

• All Events are on our BFSA Website under Events

• We have a new tab for Zoom Recordings should you miss an event that was recorded, please go there to view the content.
Welcome to the University of Alabama

BFSA WELCOME YOU

On behalf of BFSA's Executive Board, and all of our Members, we collectively welcome you and invite you to join our Association. We will send you a personal invite to a reception that will be held virtually in the coming month (TBA).

We invite you to visit: 
BFSA.UA.EDU
for our events and sign-up

BFSA Events

• Faculty and Staff New Hires sent an email advising the change of platform for the annual event. Program Committee will schedule, and updates will be posted on BFSA Website
BFSA Campus Concern COVID-19

- COVID-19 Concerns among Faculty & Staff
- Student Testing at Coleman Coliseum
- Additional Restrictions announced 8/28/2020 including 14-day moratorium
- Faculty Concerns addressed at https://healthinfo.ua.edu/faculty-faqs/
- The University of Alabama's number is 1,200
BFSA Thank you

Thank you