

The African American Cultural Center at NCSU

Progress Update

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This report describes progress to date in areas of need that were identified in recent reviews of NCSU's African American Cultural Center (AACC).

1. Leadership

- The position description of the AACC Director has been up-graded to reflect an enhanced focus on strategic planning, resource development, fiscal management, coalition building and research.
- A comprehensive evaluation of the current director's performance was completed in August 2002. Performance goals and professional development plans were identified at that time.

2. Governance and Management

- The new AACC Advisory Council held its first meeting on February 24, 2003. Dr. Craig Brookins is serving as Advisory Council chair. The group has already made significant contributions to program planning for 2003-04. The Council's focus for 2003-04 will be on developing resources to support the AACC's mission. The next meeting is scheduled for later this month. At that time, committee assignments will be confirmed and plans will be made for next year's Council activities.
- A team approach to management of the AACC was adopted in September 2002 with the creation of the AACC Management Team. This team, which is comprised of Dr. Theresa Edwards, Dr. Ilu Moses and Ms. Toni Thorpe, meets weekly for planning, problem solving and general review of all unit activities.
- Revision of the unit's standard operating procedures manual is scheduled for completion this month.
- With the addition of new staff, office management responsibilities have been distributed more effectively.

3. Programming

- Strategic plans for more effective program marketing are being implemented. The first step was the development of a new brochure and logo, a project that was completed in December 2002 by an undergraduate graphic design student. This was done through an internship that was created in collaboration with the College of Design. A new website is also being developed. The contributions of student organizations will be highlighted along with up-to-date activity schedules and information on the unit's academic resources.
- The 50th anniversary of the Brown v. Board of Education decision is the foundation of the AACC's program planning for 2003-04. The programmatic theme is tentatively entitled: *The Black Presence in American Education*. The proposed program schedule is complete and work to confirm lecturers, gallery exhibitions and films is under way. The AACC hopes to feature Marian Wright Edelman and Cheryl Brown Henderson for two of the unit's major programs. Having the program schedule set this far in advance is providing ample opportunity for the AACC to cultivate the campus and community partnerships that are needed for the broad-based visibility and impact that the AACC seeks.
- Plans are being developed for the first *MLK Youth Leadership Conference*, scheduled for January 2004. In keeping with the intent of the original MLK Cultural Festival, the Youth Leadership Conference is a community outreach and engagement event.
- *AACC Heritage Tours*, scheduled for September 2003 and March 2004, will feature historic NC sites that are associated with the year's theme. Proposed tour stops include the Palmer Institute, the Charlotte Hawkins Brown Memorial, Laurinburg Institute and Greensboro's Civil Rights Museum.
- A collaborative effort with the College of Education and Africana Studies is underway to develop and implement an Educational Summit, tentatively entitled *African Americans in Education 50 Years After Brown v. Board: Where Do We Go From Here*. The primary focus of this summit will be to facilitate the development of partnerships and concrete plans for initiatives that will address the achievement gap and related issues.

4. Financial Resources

- Financial resources have been re-allocated. Ineffective programs that typically drain the unit's budget have been modified or eliminated. Some of these re-directed funds have been used to replace badly worn carpeting. The entire unit will be painted and the library will get new shelves.
- Work is under way to draft grant proposals that will be used to seek external funding for programmatic and research activities.
- The team approach to making fiscal decisions has helped to contain spending.

5. Human Resources

- A proposal for re-structuring and enhancing the staff was presented to the Provost along with requests for additional funding to implement the needed changes. This request was approved in October 2002.
- Personnel changes to date include
 - Development of enhanced job description for Director position
 - Creation of Program Coordinator position, currently filled by Ms. Toni Thorpe
 - HR has approved the request for a full time SPA Facility Services Coordinator.
 - Elimination of receptionist position (November 2002).
 - Hiring of new Administrative Secretary, Mr. Robert McGee (March 2003).

6. Campus and Community Relations

- Strengthening strategic partnerships with other campus units has received priority focus. Collaborations are underway with the College of Design, Africana Studies and University Libraries. The product of a recent collaboration with the College of Design is the AACC's new logo and brochure design.
- A semester-long community service project will begin in August 2003 and will culminate with a campus/community Kwanzaa celebration in December 2003.