



## **Black Faculty and Staff Association Frequently Asked Questions**

### **Who can be a member of the Black Faculty and Staff Association (BFSA)?**

Full membership in the Association includes current Baylor faculty, staff, graduate students and administrators who are committed to the mission of the Association. Associate membership is available to former Baylor faculty, staff, administrators, Baylor University alumni, and others committed to furthering the mission of the Association.

### **How does the BFSA enhance the faculty, staff, and student experience?**

BFSA will serve an integral role in welcoming and supporting Black faculty and staff during their transition as well as their time at Baylor by facilitating collaboration and networking, providing mentoring opportunities, and support. Enhancing the faculty and staff experience will positively impact the student experience.

### **Is the BFSA only for Black people?**

The focus of the BFSA is to provide support, professional development, mentoring and networking opportunities to Black faculty, staff, and graduate students. All who are committed to furthering BFSA's mission are welcome to join the Association.

### **How did the BFSA get started?**

Beginning in 2007, an informal network of Black faculty and staff met for lunch to welcome new faculty and staff. Over the years, those lunches highlighted a need and desire for more opportunities to network, connect, and mentor.

### **What is the Vision of the BFSA?**

The BFSA is dedicated to providing Black faculty, staff, and graduate students professional development, support, and mentoring through critical dialogue, cultural awareness, networking, recruitment, and retention in order to further enrich our academic excellence, worldwide leadership and service, and Christian commitment within a caring community.

### **What is the purpose of the BFSA?**

The purpose of the BFSA is to provide professional development, support, and mentoring to Black faculty, staff, and graduate students.

### **How do I join? Is there a cost associated?**

To become a member of the BFSA, you must pay \$25 membership dues per year. The dues support the quarterly lunches, initiatives, and special programming.

### **What are the goals of the BFSA organization?**

#### 1) Professional Development

- Cultural Awareness

- Critical Dialogue

- Education/Training

#### 2) Support Recruitment/Retention

- Advocacy

- Onboard policy and procedures

- Collaboration

- Networking

#### 3) Mentoring

- Faculty

- Staff

- Graduate Students

- Students

- Post Doc

- Cultural Integration