


HBCU Business Dean's Roundtable Strategic Plan at a Glance 2023-2026

Foundation	Goals, Objectives and Initiatives	Success Criteria
<div style="text-align: center;">  <p>National HBCU BUSINESS DEANS ROUNDTABLE</p> </div> <p style="text-align: center;">Mission</p> <p>Provide a forum for deans of HBCU business schools to address opportunities and challenges associated with enhancing business programs and initiatives. Strengthen and develop strategic partnerships and alliances with corporations, government, and national organizations to provide the essential tools and resources for student success.</p> <p style="text-align: center;">Vision</p> <p>To become the premier forum for exchanging information and ideas related to maximizing the value of management education at HBCUs.</p>	<p>Capacity Building</p> <div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Member School Capacity Building. Process improvement and enhanced technology adoption at HBUC business schools.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Emerging Curricula Development. Gather feedback on curriculum trends & identify enhancement opportunities.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Existing Curriculum Strengthening. Perform benchmark studies on curriculum to share enhancements.</p> </div> </div> <p style="text-align: center;">Student Preparation</p> <div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Student Development Enhancement. Enhance and expand HBCU Business Deans Roundtable programming for student engagement.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Student Retention Maximization. Develop and share initiatives to maintain student retention in the business school programs at HBCUs.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Cross Disciplinary Programming. Explore collaborations for HBCU business schools with other Colleges & Schools across disciplines.</p> </div> </div> <p style="text-align: center;">Faculty and Administrator Development</p> <div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Faculty R&D Growth. Evaluate and share faculty research development strategies across HBCU business schools.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Administrative Skills Enhancement. Develop programming to support qualified candidates to move from the classroom into academic leadership.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Innovative Instructional Training. Develop and share strategies among member schools around offering online courses.</p> </div> </div> <p style="text-align: center;">Partnership Expansion</p> <div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Partnerships Sustainability. Identification of local, national, and international organizations & assessment of potential HUSB business dean partnership.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Collaborative Member Relationship Effectiveness. Develop strategies for expanding collaborations among HBCU campus programs.</p> </div> <div style="border: 1px solid black; padding: 5px; width: 30%;"> <p>Corporate Sponsorships Expansion. Identify and list potential sponsors to support current and ongoing initiatives related to Roundtable programs.</p> </div> </div>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <p>Measured improvements in school processes, infrastructure & curriculum.</p> </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <p>Measured increased in student engagement, retention rates & academic preparedness.</p> </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <p>Increased faculty research output, training opportunities and number of administrative advancements</p> </div> <div style="border: 1px solid black; padding: 5px;"> <p>Increased number of partnerships, sponsorships & collaborations</p> </div>



Strategic Plan 2023-26

HBCU business schools have a significant role to play in the placement of future leaders in global management. Most important to our contribution is the continued development of faculty, directors and Deans. Over the years, the member schools of the HBCU Business Dean's Roundtable have trained countless students who have become successful entrepreneurs and organizational leaders that have diversified the business workforce throughout the world. It has also created opportunities for faculty and administrators to grow through sharing research and experiences.

The Roundtable has developed a strategic plan that reinforces a path for future growth that includes building strategic alliances, preparing students for academic and career success, creating opportunities for administrative skill development, and establishing and sharing best practices among partner institutions to enhance competitive positioning, and forecasting technological expansion that will advance constituents' adaptation, innovation and utilization in a way that improves structural capacity.

Mission

The purpose of this organization is to provide a forum for deans of HBCU business schools to address opportunities and challenges associated with enhancing business programs and initiatives. The organization also seeks to strengthen and develop strategic partnerships and alliances with corporations, government, and national organizations to provide the essential tools and resources for student success.

Vision

To become the premier forum for exchanging information and ideas related to maximizing the value of management education at HBCUs.

This strategic plan reinforces initiatives that focus on creative objectives that will sustain the growth and implementation of the organizational mission. The combined experiences of the member institutions coupled with our shared commitment to academic and career excellence for our constituents places us in a unique position to maximize our impact at our schools. This aspirational plan articulates clear and measurable objectives along with success criteria that will facilitate organizational growth. The strategy is an emergent and will evolve as we experience shifts in environmental, global, societal, political, and market dynamics that will influence the educational landscape. Our primary goal is to position the HBCU Business Dean's Roundtable to be innovative and bold global leaders in the development of students, faculty, and administrators in the ever-changing business world.

<p align="center">Strategic Goal 1:</p> <p align="center">Promote the development of curricula capacity across all HBCU business schools</p>		
Objectives	Initiatives	Success Criteria
<i>Member School Capacity Building</i>	Strategize on process improvement and enhanced technology adoption at HBCU business schools. Perform benchmark analysis on peer institutions to share opportunities for enhancement.	Measured improvement in HBCU business school processes and technology usage in classrooms and infrastructure (e.g., websites, social media, etc.) directly related to Roundtable initiatives.
<i>Emerging Curricula Identification and Development</i>	Gather feedback from stakeholders (e.g., alum and industry experts) on current curriculum trends and identify emerging areas of enhancement.	HBCU business curriculum demonstrated alignment with emerging trends in management industry.
<i>Existing Curriculum Strengthening</i>	Perform benchmark studies on curriculum at HBCU business schools to share opportunities for quality, relevance, and difficulty enhancement.	Prepared report and recommendations on state of current curriculum across the HBCU business education landscape.

<p align="center">Strategic Goal 2:</p> <p align="center">Prepare students to effectively perform academically and position them to compete in business careers</p>		
Objectives	Initiatives	Success Criteria
<i>Student Development Enhancement</i>	Enhance and expand HBCU Business Deans Roundtable	Increased student engagement in the organization workshops and seminars

	programming for student engagement to include: 1) Development of a mentor network, 2) Establishment of peer networking meetings, 3) Collection of data and development of research reports to share with recruiting firms	and skills development as measured by surveys as well as growing opportunities for internships and career placement.
<i>Student Retention Maximization</i>	Develop and share initiatives to maintain student retention in the business school programs at HBCUs	Reduced number of students that leave of the HBCU Business schools due to financial hardship or academic unpreparedness related to Roundtable programming
<i>Cross Disciplinary Programming Development</i>	Develop plans to explore collaborations for HBCU business schools with other Colleges and Schools across various disciplines. Share cross-disciplinary grants/research (faculty/students) with peer HBCU business schools.	Increase number of collaborations with business schools across disciplines on HBCU campus resulting from roundtable actions

<p align="center">Strategic Goal 3:</p> <p align="center">Promote, support and guide the growth and development of faculty and administrators</p>		
Objectives	Initiatives	Success Criteria
<i>Faculty Research and Development Growth</i>	Evaluate and share faculty research development strategies across HBCU business schools	Increased measurable capacity and research output and grant funding among faculty at HBCU business schools
<i>Administrative Skills Enhancement</i>	Develop programming supporting and developing qualified candidates to move from the classroom into academic leadership.	Increase in number of diverse candidates in successions for academic leadership positions.
<i>Innovative Instructional Training Operationalization</i>	Develop and share strategies among member schools around offering online courses. Create guidelines for promoting different operational, technologies, methodologies and pedagogies in classroom instruction.	Increased courses at member schools that involve active learning, learner-centered teaching, problem-based learning, competency -based education, new pedagogies.

<p align="center">Strategic Goal 4:</p> <p align="center">Encourage and facilitate networking between HBCU Deans, corporate and government partners</p>		
Objectives	Initiatives	Success Criteria
<i>Corporations and Government Agencies Partnerships Sustainability</i>	Identification of local, national, and international organizations and assessment of potential HUSB business dean partnership.	Increase in working partnerships and research projects with leading organizations.
<i>Collaborative Member Relationship Effectiveness</i>	Develop strategies for expanding collaborations among HBCU campus programs through existing and new relationships.	Expanded involvement by HBCU business deans in collaborative programs identified by the Roundtable.
<i>Corporate Sponsorships Expansion</i>	Identify and list potential sponsors to support current and ongoing initiatives related to Roundtable programs.	Increased number of partnerships and corporate sponsors to support the summit and ongoing activities.

