



UNIVERSITY OF LOUISVILLE
BLACK FACULTY/STAFF
ASSOCIATION

President's Report by Dr. Sherri L. Wallace

Monday, April 13, 2020
REMOTE COMMUNICATION

NOTE: This email farewell message shall serve as the President's Annual Report:

Presidential Farewell Message/Year-End Report 2019-2020

From: Black Faculty and Staff Association, Service Account <bfsa@louisville.edu>

Sent: Monday, April 13, 2020 5:31 PM

To: Wallace, Sherri <sherri.wallace@louisville.edu>

Cc: BFSA Executive Committee_group <bfsaexecutivecommittee_group@cardmail.louisville.edu>

Subject: The Black Faculty/Staff Association (BFSA) Election and Transitions...

Good Day Black Faculty/Staff Association Members, Allies and Affiliates,

Can you believe it's been two-years since a group of veteran, senior and selected faculty and staff were convened to reconvene BFSA? With the restructuring and revision of the Constitution and Bylaws, a new cadre of volunteer Executive Officers began the work of facilitating our mission.

Working together, we established BFSA as a leader, supporter and collaborator with and among our peer employee resource groups and our CODRE and COSW affiliates through our proactive teamwork, hyperactive social media, and interactive professional and social networking events aimed at building community and championing causes for 200+ members.

As BFSA president, it was important to me to build a robust infrastructure and establish social networks to build trust among our Black faculty, staff and allies. Many of us didn't even know each other prior to our coming together, which is why we created and held an annual **Welcome B(l)ack Meet and Greet** social networking event, annual **(Blended) Holiday Party** with our peer affinity groups, and our **annual meeting and reception** in support of area Black businesses. To support our students, we created our own funding stream and participated in UofL's annual **"RaiseSomeL" Campaign** to fund student scholarships and held periodic events in collaboration with the **Cultural Center** and **S.C.O.R.E** during Black History Month. For Black faculty and staff, we created a few **professional development seminars**, **"BFSA After Dark" socials**, and an annual Staff Recognition via **The Dr. Mordean Taylor-Archer (MTA) Service Award**. Remarkably, a lot of this was done via personal (monetary) donations, fundraising, and a budget from the office of Dr. Mordean Taylor Archer, now under the leadership of Dr. Faye Jones, the Interim Senior Associate Vice President for Diversity and Equity (SAVPDE).

Unfortunately, due to the Coronavirus pandemic and subsequent remote operations for physical/social distancing, we were not able to **formerly recognize** our **two inaugural "Bridging the Gap" student scholarship winners** nor the **MTA Service award winner** at our annual meeting and reception as planned. In addition, in the absence of a web master, we haven't been able to showcase them on our website, either. **We will hold a celebration in their honor when able.** In the interim, **please be sure to congratulate our three winners on their well-deserved achievements:** (My apologies for improper formatting upon loading)

		
<p>Aisha Wilson Undergraduate Major: Public Health</p>	<p>Mutiyat Ade-Salu Graduate MA Fine Arts: Theatre Department</p>	<p>Carrye Wilkins Associate Director REACH Math Resources</p>

Because “no one does it alone,” I must take this time to thank all those whom I’ve had the pleasure of working with in leading this organization. I can’t mention all our meeting guests and committee members by name because I’m sure to miss a few. Thus, **I wish to thank ALL those** who shared your expertise, made presentations, and served on (ad hoc) and standing committees. THANK YOU for **YOUR TIME and DUE DELIBERATION**. You’ve helped move us forward. To our (monetary) sponsors... **here goes the list:** Our **CODRE** (J.P. Mohsen, Chair & Karan Chavis, Co-Chair) and **COSW** (Sherry Duffy, Chair) **affiliates** for your early support, promotion, and donations, the entire **UofL Athletic Department, including S.C.O.R.E., L.I.F.E. and T.A.C.E. facility staff,** and **Louisville Catering (Aramark)** for your **enormous generosity** in in-kind donations, support, and use of space. This year, we had our first off-campus Black History Month celebration in partnership with **Brown-Forman Blacks United in Leadership and Development (BUILD)** employee resource group (ERG), thanks to **Karan Chavis, our Executive Champion**. We are so thankful to all our sponsors over the years.

Speaking of executive champions, I’m very grateful to our **own employee resource groups—Hispanic/Latin@ Faculty and Staff Association; LGBTQ+ Faculty and Staff Association; Older Adult Caregiver Support Group; Women’s Network and Young Emerging Professionals (YEP)—**for your support and ideas shared at our **ERG Leadership Team meetings**, under the leadership of Brian Buford and Meagan West in HR Employee Development and Success. The ERGs are now central to employee recruitment and retention and making UofL a great place to learn, work and invest.

It’s time for me to transition out of this role on May 1, 2020. **It’s been an exciting and fun ride for me!** I’ve learned new perspectives on leadership and committee personalities, power, and productivity that has enhanced my own professional growth. I still have much to learn, and I’m eager to do so. The **members of the appointed executive committee** started out with an enthusiasm that has carried us to date. We had a few executive officers and standing committee members leave UofL to pursue career opportunities elsewhere. We also lost those who resigned due to changing job duties, unforeseen circumstances or to pursue higher educational goals. Fortunately, others quickly stepped in to fulfill these roles, and **I am forever grateful to you. TO ALL WHO SERVED ON THE EXECUTIVE COMMITTEE AT ANY TIME: THANK YOU!!**

As you know, we recently held our election for new officers. I'm happy to see that some of our current officers will remain on the executive committee in either new or recurring roles. I'm also elated to see the new volunteers! **The outgoing (2018-20) and incoming (2020-22) executive officers are listed below this message.** CONGRATULATIONS TO ALL! We are in GOOD HANDS....

Finally, borrowing from the words of **Dr. Mary McLeod Bethune**: I leave you faith, love, hope, the challenge of developing confidence in one another, a thirst for education, respect for the uses of power, racial dignity, a desire to live harmoniously with all persons, and responsibility to our students, faculty and staff. **Most of all, I desire that you have MUCH SUCCESS!**

[Citation: https://www.cookman.edu/about_bcu/history/lastwill_testament.html]

Again, if I've missed calling your name, **please know my heart is exceedingly grateful for you**, even though my mind occasionally forgets.... **NOTE: Please know that this "Goodbye ain't Gone." It's just a transition... 😊**

Please be safe and stay,



Dr. Sherri L. Wallace, Professor
BFSA President 2018-2020

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Respectfully submitted,

April 27, 2020