

Post-APR Action Plan - Africana Studies				
29-Apr-2021				
Gloria Chuku, Pat McDermott, Kimberly Moffitt, Tony Moreira, Sarah Shin, and Colleen Rebeiro				
Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
Elevate the Community Involvement Track	X			We will resume the review in spring 2022; change the title to "Community Involvement and Leadership" track; overhaul the elective requirements; work collaboratively with the Public Humanities Minor, Masters in Professional Studies, and community engagement scholarship programs/units to build an internship infrastructure and cultivate internship opportunities with local organizations, institutions and businesses. Get the revised Community Involvement (CI) curriculum through the approval process. By deadline: spring 2023
Programmatic Initiatives and Curriculum Revision				
1) Two Certificate Programs: African Studies and Race and Social Justice Studies	X			Concepts Papers were unanimously approved by the University Program Concept Group in fall 2019. We will resume work on the proposals and forward them for formal review process. By deadline: spring 2022
2) Study Abroad Program	X			We plan to work with the Center for Global Engagement and other entities with Study Abroad Program experience on campus to tailor the needs of AFST students. We plan to get this program initiative through the approval process. By deadline: fall 2023
Maximize Available Resources				
1) Expand Adjunct Instructors' Roles	X	X		Whenever possible, one or two adjunct instructors have responded favorable to invitations to participate in some of the department's initiatives. We will continue to invite them but cannot compel them to take on additional responsibilities without additional incentives such as financial compensation.

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2) Affiliate Faculty	X			Since 2016, the department has identified and reached out to faculty members from other departments/programs to apply for affiliate status; resulted in the increase of AFST affiliate faculty from 3 to 6. We plan to continue the tradition of identifying new hires who might want to identify with the department. We plan to start holding annual meetings with our affiliate faculty beginning fall 2021 to consult with them on ways that they could be more involved with the department. We will also consider engaging affiliate faculty from other colleges.
3) Increase the 30-student class Enrollment Cap	X			We have not had more than 30 students at the end of the semester in almost all of our classes, nor have we had any pressure enrollments, therefore, it makes no sense increasing the cap beyond 30. Many of our courses require extensive reading and writing and constant feedback from the instructors. Quality instruction is a priority of the department.
Strengthen the Relationship between the Department and Students				
1) Africana Studies Council	X			The department plans to intentionally expand ways to involve its students in departmental affairs. One of such ways is to invite them to our departmental meetings, at least once a year, to ascertain their needs and input on a variety of issues related to the department, college and the university. We plan to hold the inaugural meeting in fall 2021. We will work with the American Studies department to secure a meeting space for AFST students at our common conference room.
2) International Model African Union(IMAU)	X			We will continue to mobilize more students for the program. For the last two consecutive years, UMBC delegates have won awards at the IMAU summits.
3) Taste of Africa	X			We will continue to organize the annual 'Taste of Africa' every March, which is open and free to the university community.

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4) Assessment Measures and Process	X			The department will continue to use both indirect and direct methods for assessing student functional competencies in critical thinking, written communication, and information literacy using our lower and capstone courses. We have started discussions on developing a new interdisciplinary assessment tool, capstone assessment via a reflective portfolio, and the re-introduction of the Student Exit Survey. We plan to resume our collaborative work with the former Faculty Development Center, now Center for the Advancement of Learning and Teaching (CALT), which we began in 2019 but halted due to COVID-19, to make use of the Blackboard platform to administer as many of the above assessment tools as possible, including the maintenance of the portfolio folder, starting in spring 2022 through fall 2022; and also to pilot the above assessment measures, and if found reliable, consider extending them to AFST minors, and also to the AFST certificate students when the programs become available.
Acquire Adequate Departmental Facilities				
1) Space for AFST Students		X		A space for students to congregate is important for strengthening the department's intellectual culture and for facilitating a sense of community among AFST majors, minors, and the many students who take our courses and whom we unofficially mentor or advise.
2) Africana Collection and Cultural Exhibit Depository		X		If we have a space, we would readily establish a room for Africana cultural materials, an Africana Collection and Cultural Exhibit Depository (ACCED), which would allow us to house important books, videos/DVDs, and other artifacts and also enable us to provide instruction to our students on how to examine and interact with such cultural materials.
Enhance Linkages between the Department and the Broader Community in Baltimore				

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1) Linkages with the Broader Baltimore Community	X			We already have linkages with the Broader Baltimore Community through our course offerings; AFST 490 requirements; the W.E.B. Du Bois annual lectures and outreach opportunities targeting rising and prospective students and their families as a regular feature of the lecture in collaboration with the Office of Undergraduate Admissions and Orientation; co-sponsorship of the Second Generation Scholarship Program; and guest lectures at community colleges and high schools.
				Given the planned revision of the CI track, we plan to continue to build on and strengthen our linkages with the business community, and governmental and non-governmental organizations and institutions. By deadline: fall 2023
2) External Fundraising Prospects	X			In 2022, the department will work with the Office of Institutional Advancement to identify and establish relationships with appropriate funding sources.
3) AFST Alumni Relationship	X			The department will continue to work with the Office of Alumni Relations to increase the AFST alumni relationship with it. It will continue to invite its alumni to its annual events such as the 'Taste of Africa' and the Du Bois lectures.
4) The AFST 50th Anniversary Celebration	X			The department will collaborate with the Office of Alumni Relations to plan for its 50th anniversary in fall 2022.
Allocation of Critical Resources				
Need to Hire Two Full-time Faculty Members		X	X	The department agrees with the recommendation of the external reviewers to fill the vacant line created by the departure of Dr. Belilgne last August; and also hire a lecturer to cover our CI courses. By deadline: next 2-3 years