

Faculty Diversity Strategic Plan --- Progress Report
Submitted by Theresa Wade, Deputy Director of Diversity and Title IX Compliance
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Below is a brief summary of actions taken towards implementing the Borough of Manhattan Community College's (BMCC) Faculty Diversity Strategic Plan (FDSP) objectives.

Recruitment

Objective: Ensure diverse faculty members are actively recruited and retained.

BMCC continues to broaden the College's diversity recruitment and outreach efforts to hire and retain faculty members. The Chief Diversity Officer and Digital Recruiter coordinate resources to ensure that diversity outreach efforts to recruit faculty members are effective and strategic. This collaboration allows the Digital Recruiter to engage in targeted outreach and address underutilization in an impactful manner. The Digital Recruiter utilizes online tools, including social media recruitment opportunities on LinkedIn and Twitter, to establish BMCC as an employer of choice and to distribute BMCC faculty opportunities to a broad range of diversity recruitment sources. For example, when utilizing LinkedIn and Twitter for faculty applicant sourcing, the job opportunities are sent to diversity groups, including, but not limited to, Hispanic Professionals, National Black MBA Association, Woman 2 Woman Business, Professionals with Disability, The National Italian American Foundation, Recruit Military, and Minority Nurses. This ensures that faculty openings are widely distributed to a diverse applicant pool. Furthermore, faculty positions are advertised on the Smart Recruiter platform, which distributes the openings to sites, including, but not limited to, Hispanics Today, The Black Perspective, Diversityjobs.com, and Diversity in Education. Furthermore, BMCC personnel regularly attend webinars and trainings regarding best practices in faculty diversity recruitment, including *Hiring Diverse Faculty: Promising Practices*, as well as *Diversifying Academia: Challenges & Opportunities*. These recruitment efforts are designed to further enhance BMCC's faculty applicant pools of underrepresented groups. BMCC will continue to assess the results of these good faith outreach efforts and will continue to reshape its recruitment strategies for faculty.

Furthermore, BMCC continues to engage in affirmative outreach efforts to recruit members of the military. BMCC personnel attended *Hiring Our Heroes*, a job fair focused on hiring veterans and/or their spouses.

Additionally, the College continues to ensure that search committees are incorporating best practices in the diversity recruitment realm. This year, the College's Chief Diversity Officer and Associate Dean of Faculty attended the City University of New York's (CUNY) third biennial Faculty Diversity and

Inclusion Conference, which covered, among other diversity topics, best practices to enhance diversity in recruitment through search committees.

Finally, after examining utilization data and current faculty demographics, the Provost and a majority of the department chairs met to generate strategies for improving diversity recruitment. Two key strategies are to improve the interaction between chairs and Human Resources in relation to identifying targeted posting strategies beyond the default set of venues, and to strengthen the posting language about BMCC relative to the “majority minority” student demographics.

Retention

Objective: Design a mentoring program that could be used throughout the college.

The Center for Teaching, Learning and Scholarship (CETLS) established a mentoring program for tenure track faculty called the Teaching Academy. Cohorts of up to 20 tenure track faculty work in small groups with a Master Teacher, who is a tenured faculty member, over the course of four semesters. The Teaching Academy started in January 2015 with a cohort of 15 faculty members and introduced a second cohort of 13 faculty members in January 2016. In January 2017, the Teaching Academy introduced a third cohort of 12 faculty members.

In addition, several academic departments at BMCC offer mentoring programs that pair veteran faculty with new faculty members. For example, formal or informal mentoring programs are offered by several departments, including, but not limited to, Health Education, English, Academic Literacy & Linguistics, Nursing, and Science. The College will continue to analyze additional opportunities for faculty mentoring that can be applied throughout the College.

Objective: To enhance department chair and faculty professional development.

BMCC continues to support and enrich our talented faculty via professional development. In addition to the Teaching Academy initiative discussed above, BMCC utilized a multi-faceted approach to enhance faculty professional development:

(1) CETLS – BMCC continues to offer faculty members professional development offerings through CETLS. During the past year, CETLS offered professional development activities for faculty on various topics such as game-based learning, art across the curriculum, supporting and empowering students in the classroom, and queer communities at BMCC. As stated in last year’s report, the College began conducting a search for a new CETLS Director in 2016. To attract the best qualified candidates, the College revised the job description and increased the rank and salary of the role to a Full Higher Education Officer. In August 2016, the College hired a new CETLS Director. Furthermore, in order to ensure the effectiveness of CETLS programs, the College added an additional staff line to CETLS for administrative support. It is anticipated that this additional position will be filled by the 2017-18 academic year.

(2) Two related programs, both supported by the National Endowment for the Humanities, continued to provide professional development for faculty and enhance skills as well as diversity best

practices. The *Cultivating Global Competencies in a Diverse World* program, an interdisciplinary professional development and curriculum enhancing project, trains faculty to integrate global competencies into BMCC's humanities curriculum. Faculty members attended workshops and speaker series and received stipends to revise syllabi, assignments, and class activities to reflect global competencies. Faculty presented their revised syllabi and assignments in spring 2017. The *Building Asian American Studies* began with a Summer Institute for 15 faculty from five CUNY community colleges, including BMCC, in August 2016. The institute gave faculty the resources and tools to expand the teaching of Asian American Studies. The project continued with four special events featuring visiting scholars throughout the 2016-17 academic year.

Climate

Objective: To promote an inclusive environment that brings faculty together and builds a stronger understanding of diversity.

The College continues to take measures to promote an inclusive and welcoming environment for all faculty members. In support of this commitment to diversity and inclusion, on January 27, 2017, the College launched a new annual event, the Winter Faculty Convocation. The Convocation is intended to gather all faculty, including full-time and part-time faculty, in one place to discuss teaching, learning, and student success. All attending faculty were invited to hear an address by the Provost on Designing for Student Success and brief talks from three faculty who were awarded the first BMCC Distinguished Teaching Awards in spring 2016. In the afternoon, attendees had the opportunity to speak with their colleagues about pedagogy, service learning, and research. A faculty-staff team helped to organize the event, which will be held again in January 2018.

Additionally, to continue the ongoing commitment to diversity and inclusion, the College is proud to promote its *Balancing the Curriculum: Gender, Race and Class (BTC)* seminar. This program is designed to encourage faculty to incorporate diversity in their teaching materials and to address diversity related issues in the classroom. The spring 2017 seminar focused on the role of community colleges in American society, as well as building a culture of respect in the classroom. Coordinated by the Center for Ethnic Studies, this project will continue into the 2017-18 academic year. The professional development offered by the *Cultivating Global Competencies in a Diverse World* and *Building Asian American Studies*, discussed above, also play a strong role in promoting an inclusive environment for faculty members while increasing an understanding of diversity.

To help foster an inclusive atmosphere, the College has continued to develop its New Faculty Orientation program for newly hired faculty members. Forty new faculty members attended a day-long workshop in August 2016, prior to the beginning of classes. The program included remarks from the President and Provost, information on the demographics of BMCC students and the support systems available to them, and a panel presentation from department chairs on the expectations for faculty at BMCC. Attendees also received information about tenure and promotion procedures. Furthermore, new faculty participated in an interactive Equal Employment Opportunity (EEO) and Sexual Harassment training session, which included breakout sessions to discuss EEO scenarios. Follow-up orientation sessions were held in fall 2016 on topics such as active learning, educational technology, establishing a research agenda,

and grading policies. The next New Faculty Orientation session is scheduled for August 2017. An online course will be added to the fall 2017 meetings to provide additional resources and promote further engagement. The College plans on holding these sessions on an annual basis.

Additionally, in a continuing effort to learn about and address inquiries raised by Department Chairs, the Chief Diversity Officer attended several department chair meetings throughout the year. In fall 2016, the Chief Diversity Officer reviewed and discussed search committee procedures at a Department Chair meeting. In spring 2017, the Chief Diversity Officer presented a sexual harassment, Title IX, and EEO training for the Department Chairs. This training was presented to address compliance requirements, best practices, and common issues faced by Department Chairs. The Chief Diversity Officer will continue to work closely with the Department Chairs to discuss strategies for promoting diversity and inclusion.

Finally, the Provost held several planning sessions to establish a college-wide equity initiative at BMCC; the majority of participants were faculty. The preliminary goals for the initiative, to be formally implemented in fall 2017, include the following: a) Implement practices and processes to create a welcoming and inclusive environment for all; b) Eliminate performance gaps for Hispanic and black students; c) Eliminate job satisfaction gaps among faculty of different populations; d) Eliminate job satisfaction gaps among staff of different populations, e) Further diversify faculty (full-time and part-time) to better reflect the student population.