

# **General Faculty Meeting 30-Sep-15**

## **Academic Affairs Update**

**Dr. Anny Morrobel-Sosa**

**Provost & Sr. Vice President for Academic Affairs**



**General Faculty Meeting  
30 September 2015**



# New Faculty

- ◆ Benjamin Burton-Pye, Chem.
- ◆ Donna McGregor, Chem.
- ◆ Pamela Mills, Chem.
- ◆ Kimberly Vanderbuilt, ECCE
- ◆ Iris Schneider, Econ/Bus
- ◆ J. Bret Maney, English
- ◆ Kate Gardner Burt, Health Sci
- ◆ Sarah Ohmer, LALPRS
- ◆ Martha Lerski, Library
- ◆ Javier Alonso Lopez, Math/CS
- ◆ Sherry Deckman, MHSE
- ◆ Tiffany DeJaunes, MHSE
- ◆ James Mahon, Philosophy
- ◆ Amanda Sisselman, Soc. Work

# Administrative Positions

- ◆ **Dr. Stefan Becker, Vice Provost for Academic Programs**
  - ◆ Replacing Dr. Robert Whittaker
- ◆ **Dr. Davina Porock, Vice Provost for Academic Personnel**
- ◆ **Dr. Joseph Rachlin, Interim Vice Provost and Dean of Research; since 2013; search on-going**
- ◆ **Ms. Reine Sarmiento, Vice President for Enrollment Management and Vice Provost**
  - ◆ Replacing Dr. Robert Troy



# Academic Personnel: Portfolio

## ACADEMIC PERSONNEL

### PROCESSES

- FAC. SEARCHES - JOB DESCRIP.  
STRAT. HIRING PLANS  
OFFER LETTERS; WORK-PERMITS
- NEW HIRES ← PROFESSIONAL PLAN (3YR)  
ORIENTATION, ONBOARDING
- FAC. ADVANCEMENT  
1<sup>st</sup> YR > DM  
T, P  
SUCCESSION PLAN.
- GOVERNANCE  
DEPT P+B = CHAIR + 4 (TENURED)  
CHAIR - 3YR TERM (TENURED)  
SCHOOL EXEC CMTE  
COLLEGE P+B (27 CHAIRS + PRES + PROVOST)  
T+P SUB CMTE

### POLICIES

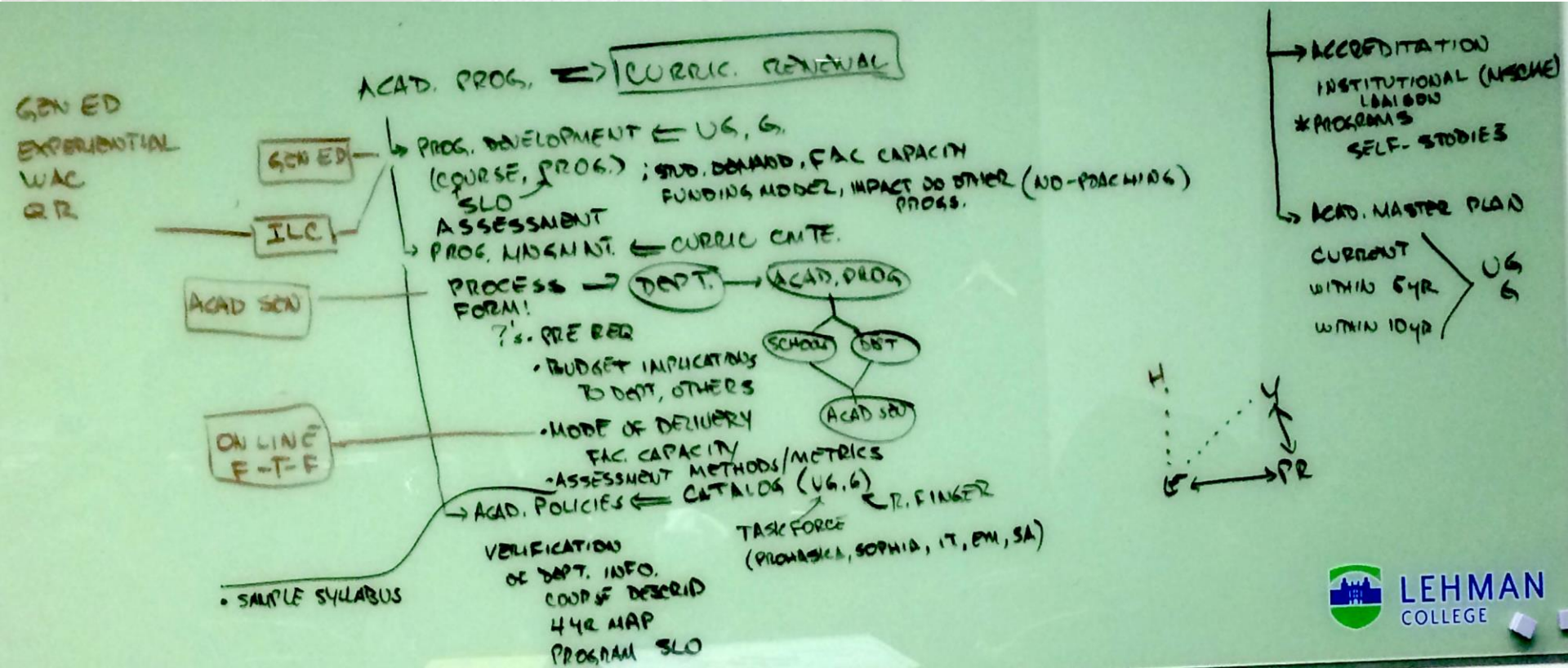
- FAC. MANUAL
- CHAIR MANUAL
- T, P PORTFOLIO (T+P CMTE)  
SUB  
3YR PROFESSIONAL PLAN  
FAC. WORKLOAD (ANNUAL)  
ANNUAL EVAL (CHAIR OR DEP)  
7<sup>th</sup> REAPPOINTMENT (+EXTERNAL)  
CHAIRS' REPORT (CONFIDENTIAL)  
DECANAL REVIEW (PRE-TENURE?)  
CANDIDATE'S STATEMENT(S)
- FELLOWSHIP LEAVES (SABBATICALS)
- TRAVEL POLICIES
- AWARDS, RECOGNITION(S)
- VISITING SCHOLARS

### FUNCTION

- ADMIN. POLICIES
- PROCESSES ASSOC.  
w/ FAC. DEVELOPMENT
- PROVIDE SUPPORT  
SERVICES FOR  
FAC. ADVANCEMENT
- PROMOTE RECOGNITION  
(IMPACT, REPUTATION)  
OF LEHMAN FAC.
- T-R-S
- LEADERSHIP DEVELOPMENT



# Academic Programs: Portfolio





# **Self-Study 2018-19 Update**

## **Middle States Commission on Higher Education (MSCHE)**

# Organizational Structure

- 🔹 **Dr. Deirdre Pettipiece – Chair, Steering Committee; (Chaired successful PRR in 2014)**
- 🔹 **Steering Committee, Standards-Focused Working Groups – faculty, staff, students**
- 🔹 **Kick-Off Meeting (Nov. 2015)**
- 🔹 **Steering Cmte. and Working Groups (Spring 2016)**
  - 🔹 **Much preliminary, baseline work already done through Prioritization Process**
- 🔹 **Regular Briefings (Updates) – website, each semester**

# Standards-Focused Working Groups

- ◆ **Std.1 – Mission and Goals**
- ◆ **Std.2 – Ethics & Integrity**
- ◆ **Std.3 – Design & Delivery of Student Learning Experience**
- ◆ **Std.4 – Support of Student Experience**
- ◆ **Std.5 – Educational Effectiveness Assessment**
- ◆ **Std.6 – Planning, Resources, & Institutional Improvement**
- ◆ **Std.7 – Governance, Leadership, & Administration**



# **Collaborative on Academic Careers in Higher Education (COACHE) Faculty Survey Update**

**Dr. Davina Porock  
Vice Provost for Academic Personnel**



**General Faculty Meeting  
30 September 2015**



# Survey Method

## Purpose: faculty job satisfaction

- ◆ Resources to support faculty work
- ◆ Benefits, compensation, work/life balance
- ◆ Interdisciplinary work & collaboration
- ◆ Mentoring
- ◆ Tenure and promotion
- ◆ Leadership & governance
- ◆ Departmental collegiality, quality, engagement
- ◆ Appreciation and recognition

## Analysis

- ◆ Comparative analysis with
  - ◆ Brooklyn College (CUNY)
  - ◆ Montclair State University (NJ)
  - ◆ Queens College (CUNY)
  - ◆ Stockton University (NJ)
  - ◆ UNC-Wilmington
- ◆ Comparative analysis with CUNY

# Lehman College vs. Benchmarks

## Areas of comparative strength

- ◆ Tenure clarity
- ◆ Departmental collegiality
- ◆ Departmental engagement

## Areas needing attention

- ◆ Nature of work: research
- ◆ Nature of work: teaching
- ◆ Facilities and work resources
- ◆ Collaboration
- ◆ Promotion



# Within Lehman College

- ◆ **Tenured faculty scored lower satisfaction than pre-tenured faculty:**
  - ◆ Nature of work: teaching, research and service
  - ◆ Appreciation and recognition
  - ◆ Divisional leadership
- ◆ **Full professors scored lower satisfaction and assoc. profs:**
  - ◆ Departmental leadership
- ◆ **Assoc. profs scored lower satisfaction than full professors on:**
  - ◆ Interdisciplinary work, collaboration
  - ◆ Promotion
  - ◆ Departmental engagement

# Comparison: CUNY & CUNY Senior Colleges

## Highest Ranking Issues

- 🟢 Geographic location
- 🟢 Quality of colleagues
- 🟢 Diversity

## Lowest Ranking Issues

- 🟢 Compensation
- 🟢 Teaching load
- 🟢 Assoc. Prof. were most dissatisfied of all ranks

# Next Steps: Lehman Task Force

- 🟢 **Develop a communication plan**
- 🟢 **Review findings**
- 🟢 **Identify & prioritize areas/issues for improvement**
- 🟢 **Recommend strategies for change**
- 🟢 **Recommend metrics & methods for evaluation**



# **Experiential Learning Opportunities (ELO) Update**

**Dr. Stefan Becker**  
**Vice Provost for Academic Programs**

# CUNY's Working Definition

**At CUNY, experiential and applied learning opportunities should be a transformational component of the undergraduate experience. Educational research indicates that high-impact practices that take ideas and concepts beyond the classroom can increase rates of student retention and student engagement, and can be beneficial in shaping their longer-term personal development as critical and creative thinkers. These practices, known at CUNY as Experiential Learning Opportunities (ELO), take many different forms, all of which allow “learners to have direct experience and focused reflection in order to increase knowledge, develop skills, clarify values, and develop individual capacity to contribute to communities” (Association for Experiential Learning).**

# Experiential Learning Opportunities

- 💧 **State (Governor) mandate:** Increase availability of experiential/applied learning activities to students beginning in Fall 2016.
- 💧 **CUNY Task Force** (Lehman College's Provost is a member): Assess current opportunities; identify models of excellence and areas for improvement; expand the reach and impact of programs.
- 💧 **College Survey:** Report to Task Force due 04-Nov-15



# CUNY Experiential Survey (AY14-15)

## Baseline inventory

- ◆ Internships
- ◆ Cooperative Education and Community Service
- ◆ Clinical Preparation/Practicum and Research/Field Study
- ◆ Campus-Based Work, Civic Engagement, and International Opportunities

## Lehman's Approach to ELO

- ◆ Graduation requirement (?)
- ◆ Faculty Role (?)
- ◆ Assessment (?)
- ◆ Mid-October DEADLINE

# **Institutional Themes for AY 2015-2016**

## **Academic Master Plan: Academic Advising Curriculum Renewal & Innovation**

# ACADEMIC MASTER PLAN

SEMP!

**STUDENTS**  
HS, CC, ADULTS  
INTERNATIONAL

ADVISING

**FACULTY**  
+  
DEVELOPMENT  
SUPPORT

**ACAD PROG**  
UG, G, OTHER

RENEWAL!

RENEWAL!

**WORKFORCE**  
NEEDS/DEMANDS  
INDUSTRY

**DELIVERY MODES**  
F-T-F, ONLINE  
HYBRID, FLIPPED

**ACCRED., REV.**  
MSCHE, NYSED  
CUM,  
PROG. ACCRED



# **Academic Advising**

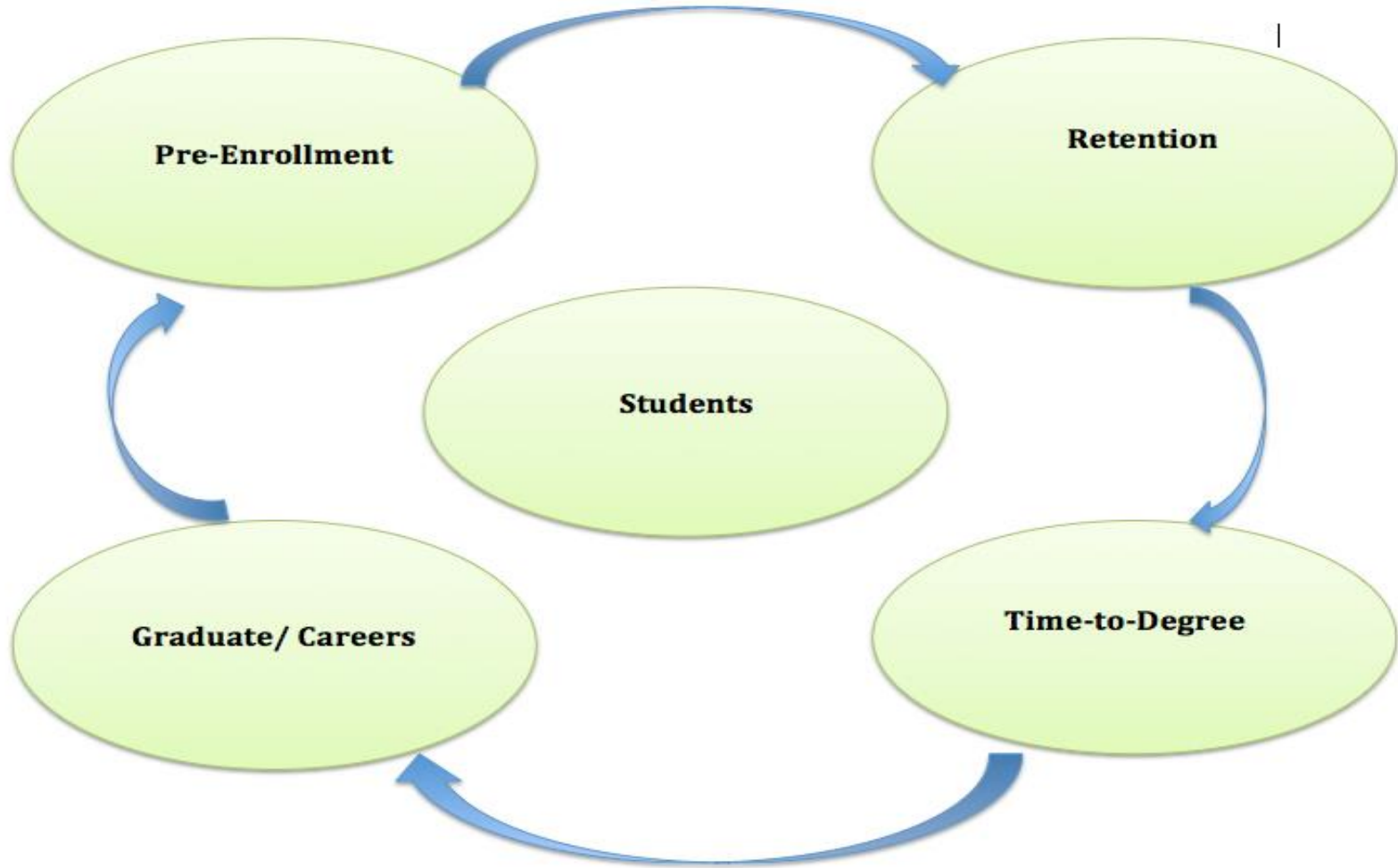
**Mr. José Magdaleno**

**Vice President for Student Affairs**

**Ms. Reine T. Sarmiento**

**Vice President for Enrollment Management  
and Vice Provost**

Conceptual Framework  
**Academic Advisement**



**Why do this?**

**Who is engaged?**

**Progress/status to date?**

**Next steps?**

**Regular updates?**



# Curriculum Renewal and Innovation

**Dr. Stefan Becker**  
**Vice Provost for Academic Programs**

# Curriculum Renewal & Innovation

## ◆ General Education – Developing 21<sup>st</sup> Century Skills

- ◆ Characteristics of a Lehman Graduate: *Educated, Empowered, Engaged*
- ◆ Integrative Learning Council: Assessment of learning opportunities & outcomes.

## ◆ Academic Programs – undergraduate, graduate & blended

- ◆ Existing – current & relevant....professional/scholar/career oriented
- ◆ New – specific/interdisciplinary, combined BS/MS

## ◆ Online Education – course(s) and programs

- ◆ Ensuring quality/qualifications & assessment
- ◆ Expanding capacity

# Enrollment Update

**Ms. Reine Sarmiento**  
**Vice President for Enrollment Management**  
**and Vice Provost**



Fall 2015 Enrollment September 17, 2015	Fall 2014 FINAL ENROLLMENT	Fall 2015 Actual	Fall 2015 Target	% to Target
<b><u>Continuing Students</u></b>				
Undergraduates	6,318	6,591	6,184	107%
Graduate Students	1,261	1,283	1,171	110%
Nondegree	454	165	172	96%
<b>Total Continuing Students</b>	<b>8,033</b>	<b>8,039</b>	<b>7,527</b>	<b>107%</b>
<b><u>New Students</u></b>				
Freshmen	674	641	646	99%
Transfers	1,899	2,078	1,932	108%
Graduate Students	585	576	565	102%
Re-admits	629	614	627	98%
Nondegree	578	317	811	39%
<b>Total New Students</b>	<b>4,365</b>	<b>4,226</b>	<b>4,581</b>	<b>92%</b>
<b><u>Enrollment - Headcount</u></b>				
Total Undergraduate Headcount	10,326	10,262	10,161	101%
Total Graduate Headcount	2,072	2,003	1,945	103%
<b>Total College - Headcount</b>	<b>12,398</b>	<b>12,265</b>	<b>12,108</b>	<b>101%</b>
<b><u>Enrollment - FTEs</u></b>				
Total Undergraduate FTEs	7,126	7,409	7,082	105%
Total Graduate FTEs	1,272	1,198	1,194	100%
<b>Total College - FTEs</b>	<b>8,398</b>	<b>8,607</b>	<b>8,276</b>	<b>104%</b>