

Faculty Diversity Strategic Plan (FDSP)

2017 Progress Report

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Chief Diversity Officer

In furtherance of its mission and its commitment to promoting a vibrant academic environment, John Jay College developed a Faculty Diversity Strategic Plan (FDSP) in 2013 in align of the College's Master Plan that include domains of excellence in teaching, scholarship and institutional effectiveness. The following annual report summarizes progress on the FDSP achieved through Summer 2017.

In alignment with the nine strategies outlined in the College's FDSP (attached) under three major goal areas of **Recruitment, Retention, and Improve Climate**, the College progressed through a myriad of activities that help foster a thriving environment for faculty members from diverse backgrounds. Allocation of significant resources for expansion of opportunities for diverse faculty, along with establishment of a new role in Academic Affairs, Associate to the Provost for Faculty, contributed substantially to advance many of FDSP objectives during academic year 2016 - 2017.

The report is divided into three main sections by each major goal and the actions that advance them. The number in parenthesis denotes the strategy and associated action item as identified in the original College FDSP. An initiative that supported complementary goal areas is separated by parentheses.

I. GOAL: RECRUITMENT

1. The Office of Compliance and Diversity (CDO), through financial sponsorship from the College's Committee on Diversity and Inclusion ("Diversity Committee"), organized an on-campus NYC Department of Citywide Administrative Services (DCAS) professional development trainings on *Structured Interviewing and Unconscious Bias Course* in May 2017. All faculty members, Department Chairs, and Office of the Provost were invited to attend the interactive workshop which focused on inclusive recruitment practices, including comprehensive job descriptions, and strategies to minimize implicit bias and attract diverse talent. The long-term intended outcome is to attract diverse qualified talent and eliminate underutilization. The short-term goal is to overcome unconscious biases that generate unconstructive work environment for current faculty. **(Strategy 3) (Additional Goal: Climate)**
2. The Office of Academic Affairs has integrated promising strategies to increase recruitment and retention of diverse faculty at the College. Diversity hiring training has been integrated into multi-part Chair orientation as well as for hiring and retention for all departmental personnel Committee members. An upcoming workshop on September 2017 is scheduled for all faculty on personnel and budget committees entitled "Best Practices for the Recruitment and Retention of an Anti-Racist Multicultural Workforce." **(Strategy 3) (Additional Goal: Climate)**
3. The College makes continuous efforts to diversify applicant pool by advertising all positions on the College website, CUNY-wide and external job search engines. To address issues of any underutilization, Academic Affairs manages recruitment for open positions through systematic advertising and outreach to Historically Black Universities and Hispanic Serving Institutions (HIS) with doctoral programs that correspond to openings. Additionally, faculty and staff positions are posted with the New York State Department of Labor, HigherEdjobs.com, Diversejobs.net, naaap.org (National Association of Asian American Professionals) and aaastudies.org (Assoc for Asian American Studies). **(Strategy 1, Action Item 2 and 3)**

4. The CDO's Office thoroughly incorporates the CUNY Office of Recruitment and Diversity's Search Committee Guidelines in all recruitment search procedures by monitoring job descriptions, offering search committee trainings and by posting supporting resources on the College's website. The CDO reviews and monitors recruitment plans to ensure that search committees are diverse and charges them with information for understanding the objective to garner a diverse pool of applicants and apply fair review practices. **(Strategy 2, Action Item 1)**.
5. CDO Silvia Montalban and Associate HEO, Adjunct Associate Professor Cheryl Franks attended the *Faculty Diversity Dialogue* on May 16, 2017 sponsored by Office of Recruitment and Diversity to engage in University-wide efforts to advance diversity. **(Strategy 2, Action Item 3)**

II. GOAL: RETENTION

1. The newly created role, Associate to the Provost for Faculty, in collaboration with the Teaching and Learning Center (TLC), supported a multitude of teaching challenges, both on a regularly programmed basis as well as an ad hoc basis in response to faculty demand (identified through the COACHE Working Group Report). These initiatives significantly reinvigorated the efforts on campus to foster professional development and mentorship for a diverse range of faculty members. Approximately **64** faculty participated in the paid, year-long development seminars and more than **250** faculty members participated in at least one TLC event. Below are key programs undertaken by Academic Affairs, TLC and the Office for the Advancement of Research (OAR) during 2016 – 2017 academic year:
 - a) The OAR and TLC jointly sponsored a year-long seminar series (eight sessions) in grant-writing for **20** professors who were paired with eight grant-writing mentors with the goal of submitting at least one grant proposal this year. This series will be offered again in the 2017-18 academic year. These efforts are part of a broader strategy to establish an institutional professional support resource and support faculty's scholarly agenda. **(Strategy 2 and 3)**
 - b) TLC sponsored a Writing Boot Camp for **11** faculties to jump-start writing up their research. **(Strategy 2, Action Item 2)**
 - c) Organized three workshops on standards for tenure and promotion as well as effective self-presentation in the personnel process; **36** faculty attended. **(Strategy 2, Action Item 2)**.
 - d) Academic Affairs held two workshops on moving from Associate Professor to Full Professor; **27** faculty attended. **(Strategy 2, Action Item 1)**
2. Academic Affairs has established a Junior Faculty Mentoring Program (JFMP) with a concentrated effort to recruit Black, Hispanic and Asian/Pacific Islander faculty. At present, the Program has **9** mentors and **9** mentees. The mentors received training and a handbook with a section on "Considerations for Effective Mentorship across Gender/Race/Ethnicity" adapted from Columbia University's Guide to Best Practices in Faculty Mentoring. In addition to one-on-one mentoring, the program includes four workshops on (1) building research networks (2) Form C (3) successful teaching (4) choosing service strategically. **(Strategy 1)**
 - a) A Handbook for Chairs, with special sections on how to support and mentor faculty, has been developed and distributed. **(Strategy 1, Action Item 2)**
 - b) The Office of the Provost changed reporting information on the college's personnel process Form C, allowing faculty to detail their mentoring of students, making visible the

work faculty of color report they are doing disproportionately. This supports retention of faculty who feel overwhelmed. **(Strategy 1).**

3. The College continued to offer robust orientations and development opportunities to full-time and adjunct faculty through a collection of interactive educational workshops. **(Strategy 1, Action Item 1 and Strategy 2, Action Item 1) (Additional Goal: Climate)**
 - a) The Office of the Provost successfully held two Faculty Development Day (FDD) events at August 2016 and January 2017 semesters, including interactive learning workshops that covered a wide array of topics. The upcoming FDD is scheduled for August 24, 2017.
 - b) The OAR and the Office of the Provost held orientation for all new faculty hires in August 2016 to offer a comprehensive overview of the College's support resources afforded through the OAR and TLC. The orientation for full-time faculty touched on key objectives for earning tenure and promotion. **(Strategy 2, Action Item 1)**
4. Knowledge-sharing scholarly initiatives are offered on campus regularly to foster engagement of faculty on current policies, including:
 - a) *Justice Nerd Lecture Series* -- a public forum on research practice related to race and policing. The Center of Policing Equity sponsored a total of 20 lectures with field experts between Fall 2016 and Spring 2017. **(Strategy 3, Action Item 3) (Additional Goal: Climate)**
 - b) In Spring 2017, the College sponsored *America's Gun Epidemic: A Question of Public Health, Security, and Freedom* with contribution from the OAR which organized the panel: *Gun Violence in NYC Neighborhoods: Complementary Solutions from Law Enforcement and Public Health*. These scholarly events help raise the College's prominence and support attraction of new talent. **(Strategy 3, Action Item 3).**
5. The OAR sponsors a variety of events to celebrate faculty accomplishments while building awareness of research and grant development opportunities. **(Strategy 3, Action Items 1,2, and 3)**
 - a) The OAR holds annual Grants Reception and Research Awards in April. At this year's reception, 101 honorees from John Jay College were celebrated. Half of the 2016-2017 research awardees were awarded to female faculty members.
 - b) The Office of the President and the OAR hosted a reception on March 2017 honoring over **34** diverse faculty members who published 38 books in 2016.
 - c) The OAR organizes book talks on a regular basis to feature a range of faculty authors. There were five book talks during 2016 – 2017. The information around these events are circulated widely garnering large audiences ranging over 80 (and up to 200 in some cases). **(Strategy 3) (Additional Goal: Climate)**
6. The OAR centralizes and disseminates information on professional development opportunities, including grants, awards and fellowship, on a regular basis using traditional newsletters as well as social media. In academic year 2016-17, OAR approved internal funding in the amount of \$255,000, representing a \$15k increase over 2015-16 figures. **(Strategy 3, Action Items 1 and 2)**
 - a) The Office of Sponsored Programs (OSP) publishes a monthly newsletter comprising of updates from the CUNY Research Foundation, research funding opportunities. The OSP

offers assistance to faculty members in the grant application process. **(Strategy 3, Action Item 1) (Additional Goal: Climate, Strategy 3)**

- b) A list of the distinguished faculty grants recipients for programs targeting underrepresented populations are provided in the addendum. **(Strategy 3, Action Item 3)**
 - c) The OAR increased its Twitter outreach by 47% in 2017 to 2,652 followers from 1800 followers in 2016. **(Strategy 3, Actions Item 1)**
7. The College continues to celebrate and publicize faculty's scholarly accomplishments widely through distribution of e-newsletters, website announcements and the College's internal magazine publication. **(Strategy 3)** Some featured faculty members during 2016 - 2017 included:
- **Professor Silvia Mazzula** (Psychology) selected to provide a field scan on behalf of RISE (Research, Integration, Strategy and Evaluation) for Boys and Men of Color.
 - **Associate Professor Kevin Nadal** (Psychology) was selected to receive APA's 2017 Early Career Award for Distinguished
 - **Professor Effie Papatzikou Cochran** (English) was awarded a Niarchos Greek Diaspora Fellowship to travel to Greece and work with the American College of Thessaloniki's English Programs.
 - **Professor Karin Martin** (Public Management) is the lead investigator for New York as part of a research project at nine universities that is exploring the role of monetary sanctions in the criminal justice system.
8. The Office of the President and the Office of the Provost hosted the annual Faculty Recognition Awards ceremony on April 26, 2017 honoring 13 faculty members in areas of 'Distinguished Teaching, Distinguished Services to Students, Outstanding Scholarly Mentoring and Research.' (The list of faculty is included in the addendum.) **(Strategy 3, Action Item 2)**

III. GOAL: IMPROVE CLIMATE

1. Academic Affairs, Associate to the Provost for Faculty and TLC developed and implemented multiple new programs targeting needs of minority faculty and advancing the strategies identified under improving climate. **(Strategy 1) (Additional Goal: Retention)**.
 - a. Created a Disrupting Implicit Bias Working Group of 24 faculties that met throughout Fall 2016 to discuss ways to address implicit bias in teaching and institutional life. Members of this group then led a workshop at Faculty Development Day January 2017 for 15 additional faculty members.
 - b. Held weekly lunches for **8** faculty members in the Faculty Dining Room to bring faculty together in support of community. **185** faculty attended a lunch in the 2016-17 academic year.
 - c. **38** faculty attended a reception celebrating the special contributions to the college by faculty of color in September 2016.
 - d. Created Provost's Affinity Listservs for Black, Latino/a, Asian and Asian American, and LGBTQ Faculty.

- e. Provided a confidential space for meeting to discuss individual concerns and provide mentorship. Had formal meetings with **51** full-time faculty; held many more spontaneously and informally and was in contact with still more via email.
 - f. Disseminated information to **11** Chairs and their P&B Committees that were hiring this year on how to increase diversity in faculty hiring to proactively support the College's Hispanic Serving Institution (HSI) identity.
2. Academic Affairs, the CDO Office along with the Diversity Committee supported dissemination of information around the 2017 CUNY Faculty Diversity and Inclusion Conference. Active responses by the College's faculty indicates successful implementation of the College's efforts to encourage participation in University-wide programs supporting professional development. **(Strategy 3, Action Item 3)**
 - a. John Jay College Associate Professor of Sociology Janice Johnson Dias, Ph.D. was a speaker in the panel *No Longer at the Margins: Black Women's Practice and Performance of Social Justice*.
 - b. Diversity Committee member, Dr. Cheryl Franks in collaboration with SEEK Director Dr. Nancy Velazquez-Torres also submitted a proposal *CUNY at the Crossroads: Diversity and Intersectionality in Action* to present in the same conference.
 3. Across the University, John Jay College faculty body submitted the second highest number (14) of proposals to 2016 – 2017 CUNY Diversity Projects Development Fund (DPDF) to support their endeavors around inclusiveness and equity. Six faculty members were awarded DPDF and three were selected for the CUNY Faculty Fellowship Publication Program (FFPP) See addendum for a complete list. This positive outcome reflects the College's culture to cultivate diverse faculty programs. Complete list of recipients included in addendum. **(Strategy 3, Action Item 1)**
 4. The College's Diversity Committee which is represented by distinguished faculty, staff and student leaders, remains committed to address issues of diversity on campus through interdepartmental collaborative programs. The Committee's collective initiatives support **Strategy 2** for improving climate. In the 2016 – 2017 academic year, the Committee, in collaboration with the CDO Office, continued to support cultural competency training opportunities, including: *Transgender Inclusion Training* with Callen Lorde Community Health Center, *Safe Zone* training, *Race and Disability Talk*, and *Disability Awareness in the Workplace* pilot training. **(Strategy 2)**
 5. As part of an ongoing effort to solicit feedback from stakeholders on campus climate, the Diversity Committee developed an online climate assessment survey which was distributed among students in Spring 2017. A similar climate survey has been drafted for distribution among faculty and staff in Fall 2017. One of the major intended outcomes of the climate survey is to assess current satisfaction around diversity initiatives and identify barriers that engagement. **(Strategy 1, Action Item 3)**
 6. The College Committee on Diversity and Inclusion, with support from the CDO Office, and in partnership with the Academic Affairs as co-sponsor, will sponsor a first-ever diversity training on November 3, 2017 by the University of Southern California (USC) Race and Equity Center for the College's leadership. This monumental initiative is a direct response to strong interest from the College community that there be support for the values of diversity and inclusion on campus on an institutional level. The **USC Race and Equity Center** will facilitate two training sessions one session for senior-level administrators (the Cabinet) and another for faculty and its leadership, including department Chairs. **(Strategy 2)**

Addendum

FDSP GOAL: RETENTION (See #6b)

GRANTS RECIPIENT

(2016 – 2017)

Lisette Delgado-Cruzata received a \$15,200 visiting professor award from The American Society for Cell Biology (ASCB) Minorities Affairs Committee (MAC).

Maureen Allwood received \$ 150,388 from the National Institutes of Health (NIH) for her project “Physiological Reactivity and Reactive Aggression among Violence and Trauma Exposed Youth.”

Phillip Goff received \$ 149,700 from the Foundation to Promote Open Society for the Baltimore Justice Survey: Popular legitimacy and 21st century policing.

Ann Jacobs received \$80,000 from the NYC Council for the CUNY Black Male Initiative – College Initiative.

Jodie Roure received \$80,000 from the NYC Council for the CUNY Black Male Initiative – Ronald H. Brown Law School Prep Program.

Karen Texeira received \$427,106 from the U.S. Department of Education for the Upward Bound Program.

Anthony Carpi and Katalin Szur received \$ 524,276 from the US DOE for their project, “Developing the Foundations of Post-Graduate Success: Engaging Hispanic Students in Experiential Learning and Integrated Academic and Career Planning.”

Katalin Szur received \$ 135,688 from the U.S. Department of Education via BMCC College for Title III: HSI STEM Articulation Digital Pathways Initiative.

Anthony Carpi and Katalin Szur received \$619,010 from the US DOE for their project, “A Success Pipeline for Hispanic Students: Expanding a Model Transfer Articulation Program by Supporting Cohort Identity, Academic Progress, and Learner-Centered Curriculum.”

Preeti Chauhan received \$ 501,813 from the Mayor's Office of Criminal Justice - Department of Information Technology & Telecommunications for Technical Assistance for Data Integration for Mayor's Office of Criminal Justice.

Lisette Delgado-Cruzata received \$5,000 from The American Society for Cell Biology (ASCB) Minorities Affairs Committee (MAC) for Increasing the Engagement of Minority Students in a New Cell and Molecular Biology Major.

Meredith Dank received \$ 163,661 from the National Institute of Justice via the Urban Institute for her project, “Sex Trafficking in Indian Country: Community-Based Participatory Needs Assessments of AI/AN Communities.”

FDSP GOAL: RETENTION (See #8)

2017 FACULTY RECOGNITION AWARDS RECIPIENTS

Distinguished Teaching

- Carla Barrett, Sociology
- Robert Faunce, English
- Alexander Long, English

Distinguished Services to Students

- Christen Madrazo, English

Outstanding Scholarly Mentoring

- Shy-Yuan Cheng, Sciences
- Silvia Mazzula, Psychology

Research

- Heath Brown, Public Management
- Michael Brownstein, Philosophy
- Elizabeth Jeglic, Psychology
- Peter Manuel, Art and Music
- Anthony Marcus, Anthropology
- Stephen Russell, History
- Chongmin Na, Criminal Justice

FDSP GOAL: IMPROVE CLIMATE (See #3)

DIVERSITY PROJECTS DEVELOPMENT FUND (DPDF) 2016-2017		
Lead Applicant	Collaborator	Project
Crystal Endsley, Assistant Professor, John Jay College of Criminal Justice	Carmen Kynard, Associate Professor, John Jay College of Criminal Justice; Elaine Richardson, Professor, Ohio State University Hip	Hop Literacies Conference
Katlyn Lee Milless, Graduate Assistant, The Graduate Center	Catherine Good, Associate Professor, Baruch College; Daryl Wout, Associate Professor, John Jay College of Criminal Justice	Assessing Sense of Belonging for Underrepresented Students in STEM
Kevin Nadal, Associate Professor, John Jay College of Criminal Justice	N/A	LGBTQ Scholars of Color Conference
Shona Trinch, Associate Professor, John Jay College of Criminal Justice and Barbara Cassidy, Adjunct Associate Professor, John Jay College of Criminal Justice	N/A	Acting for Justice: Staging Rape
Maria Volpe, Professor & Director, Dispute Resolution Program, John Jay College of Criminal Justice	N/A	Young Urban Muslims Speaking for Themselves

2017 Faculty Fellowship Publication Program (FFPP) Recipients

1. Crystal Endsley
2. Michelle Holder
3. Crystal Jackson