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August 26, 2014

President Jeremy Travis  
John Jay College of Criminal Justice  
524 West 59<sup>th</sup> Street  
New York, New York 10019

Dear President Travis:

We are pleased to inform you that we have completed the review of your college's 2014 Progress Report for its Faculty Diversity Strategic Plan (FDSP). As a five-year plan, the FDSPs assist the University in initiating policies and developing programs and other activities supporting diversity, equity and inclusion in the workforce. Since FDSPs are reviewed annually, your campus's FDSP will help set future directions designed to assist the work of your deans, department chairs and program heads. The FDSPs are 'living' documents and Progress Reports are the assessment component, with the intention of meeting new, emerging needs that will provide support for faculty hiring, development and retention.

The 2014 FDSP Progress Report for John Jay College demonstrates progress in several areas. One example is the Office of Academic Affairs' workshops on reappointment, tenure and promotion which featured a diverse group of faculty speakers. Though challenges remain, these and other efforts are indicators of success and we look forward to additional achievements, such as the activities of the revitalized Committee on Diversity, as measured in next year's FDSP Progress Report.

Thank you for your continued support and commitment to the values of diversity, equity and inclusion. If you have any questions about any aspect of your college's 2014 FDSP Progress Report, please feel free to contact us. We wish you all the best for a productive academic year.

Sincerely,

Gloriana B. Waters  
Vice Chancellor

Jennifer S. Rubain, Esq.  
University Dean

cc: Provost Jane P. Bowers  
Ms. Silvia Montalban, Esq.

# **John Jay College of Criminal Justice**

## **Faculty Diversity Strategic Plan (FDSP)**

### **Goals Update**

Below are actions that have occurred, thus far, toward furtherance of some of the goals in the FDSP, as reported to the office of CUNY's Dean of Recruitment and Diversity on June 3, 2014:

In Spring 2014, the Provost's Office of Academic Affairs organized and held workshops on the topic of reappointment, tenure and promotion. The majority of speakers were female faculty, some of color/minorities and others of international origin. In addition, the works of successful female faculty members were utilized as exemplary models. **Goal 1/Recruitment, Strategy 3, Action Item 2**

The John Jay website has been enhanced to reflect the diversity of academic disciplines as well as to feature the activity of faculty in general including prominently highlighting the successes of many minorities among faculty. (Academic Affairs has collaborated with the Marketing & Development Department on this.) **Goal 1/Recruitment, Strategy 3, Action Item 3**

The comprehensive ORD search guidelines have been adopted into the campus search procedures. **Goal 1/Recruitment, Strategy 2**

Recruitment plans continue to be monitored to ensure search committees are diverse and are charged with the objective of broad outreach to garner a diverse applicant pool. **Goal 1/Recruitment, Strategy 2, Action Item 1**

HR continues to conduct CUNYFirst Talent Acquisition Management training for search committees, in support of proper search procedures. **Goal 1/Recruitment, Strategy 2, Action Item 2**

The Office for the Advancement of Research has held workshops on securing grants. Successful grant recipients were featured and there was a focus on disciplines in which faculty of color were successful. **Goal 2/Retention, Strategy 2, Action Item 1**

Conversations about some of these objectives, including to encourage the participation of faculty from underrepresented groups to collaborate in research with students, will continue to be raised with Deans during senior staff meetings. (The Provost Office will continue to collaborate with the Office of Undergraduate Research.) **Goal 3/Improve Climate, Strategy 3, Action Item 2**

The College President will be revitalizing the College's Diversity Committee (formerly the "Affirmative Action Committee"). **(Supports Goal 3/Improve Climate, Strategy 2 overall)**  
Some of the objectives the Committee will address are to:

- Reinvigorate community conversations on issues of diversity on campus and create forums for such community conversations
- Assist in executing the newly released *Faculty Diversity Strategic Plan* objectives of recruitment, retention and improving climate
- Assist in developing a similar Diversity Strategic Plan for staff (non-faculty)
- Fostering engagement and interest in these topics among peers
- Improve engagement of students through enhanced curriculums
- Enhancing resources for faculty and staff
- Encouraging professional development opportunities
- Widening the broad outreach to targeted groups in academic disciplines and administration