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October 5, 2017

Dear Colleagues,

I write with updates on three important matters: 1) Increasing Faculty Diversity; 2) Increasing Transparency---Academic Affairs Open House Schedule—the first ones are this Tuesday; and 3) a Faculty Personnel Committee and Faculty Senate facilitated discussion on Service.

Faculty Diversity

A comprehensive program to both recruit and enhance a supportive environment for a diverse faculty is in place at the college. We began with a workshop for chairs and P & B members on Best Practices in Hiring and retaining a diverse faculty on September 8th. There will shortly be a follow-up to this workshop where will talk about the nuts and bolts of hiring and retention. I am attaching herewith a *Best Practices* document that emerged from the facilitators and participants during the workshop. Anyone engaged in hiring this year will likely find it very helpful.

I have also sent letters to all provost and deans at HBCUs and HSIs that have doctoral programs in areas of our curriculum. My purpose was to introduce the college, describe our commitments to diversity and highlight our faculty openings. I will also be sending out letters to academic and professional associations as well as other interest groups that I believe can help us get the word out. I also ask for your help in the recruitment process. Please contact your colleagues and networks to tell them about the excellent tenure track opportunities that we have advertised this year. Please encourage applications from those you know who would be interested in these positions.

This year we are hiring 18 tenure track faculty in the following departments and programs. Three of the 18 positions are for chairpersons as listed below.

1. Chairperson, Department of Law and Police Science (1)
2. Chairperson, Department of Public Management (1)
3. Chairperson, Department of Modern Languages and Literature (1)
4. Department of Psychology (2)
5. Public Management (3)
6. Sciences (2)

7. Sociology (2)
8. Anthropology (1)
9. Gender Studies (1)
10. Library (1)
11. Philosophy (1)
12. Math and Computer Science—Cybersecurity (2)

All applicants should be directed to our employment opportunities webpage for further details: <http://www.jjay.cuny.edu/employment-opportunities>. Not all the ads are up yet; but they are in process. If you have any suggestions for the recruitment of a diverse faculty, please let me know. I am very eager to hear from you about this and anything else of importance to you. I can be reached at 212.237.8801 or alopes@jjay.cuny.edu.

Increasing Transparency—Academic Affairs Open Houses

Starting this Tuesday, administrative offices in Academic Affairs will begin holding Open Houses. These open houses are being held so that faculty can learn more about the work of the college's academic administration. Administrators who staff the offices will be on hand in their offices with information about what they do and with details about their office's priorities and initiatives. They seek to provide an opportunity for your ideas and feedback. **The schedule is attached.** Almost all—but not all of the open houses--are during the community hour. **Please consult the attached schedule.** We hope to see you at the first open houses on this Tuesday. **I've listed this Tuesday's Open houses below to facilitate your participation.**

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| John Jay Online | Tuesday, 9/19 2017 | 1:30 – 2:50 | 608 BMW |
| Professional Studies | Tuesday 9/19 | 1:30 -2:50 | 610 BMW |
| Pre-Law Institute & Center for Post- Graduate Opportunities | Tuesday, 9/19 | 1:30-2:50 | 8.66 NB |
| Student Academic Success Programs (SASP) | Tuesday, 9/19 | 1:30-2:50 | 100 Westport |
| Learning Technologies and the e-Portfolio | Tuesday, 9/19 | 1:30-2:50 | 100 Westport |

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| Program | | | |
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Faculty Service

Based on the COACHE report and faculty feedback, I recommended to the FPC last week in consultation with President Mason that the FPC and Faculty Senate form a working group to make recommendations to the FPC about clarification of the “Service” guidelines. The recommendation was greeted positively. The FPC membership will include Jay Gates, Amy Green, Jose Luis Morin, and John Pittman. I am very grateful for their interest and service. FPC members raised the following questions, among other, for consideration by the working group.

- How clear or unclear are the current guidelines?
- Do we want a broader definition of service?
- Should there be a difference between compensated and uncompensated service in the personnel process?
- What are the differences in service expectations at each rank?
- What’s the relationship in service and faculty leadership? Chairing, program directorships, Faculty Senate leadership, etc.?
- How does community service factor into service?
- How does professional service factor in? Editor of a journal or service to a professional association, for instance?
- Should we get away from the three-legged stool metaphor and think instead about a braid with three stands; by that is meant that we look at which strand/s are strongest? May outstanding performance in one area outweigh balance among the stands? We have historically only valued scholarship for promotion. How does service count?
- Should we look at service differently in large and small departments? How do we address these differences?
- Are there differences in service expectations for reappointment and promotion?
- Do we need to look at a shift in how we weigh teaching in this process?
- Can we provide clear guidance to junior faculty about what counts as service?

The working group will engage the entire faculty community in its discussion. I have requested a preliminary report to the FPC in December with recommendations to be brought to the FPC, Faculty Senate and larger faculty community in the Spring. As you know, President Mason has stated that we should have no changes to the FPC guidelines this year. I hope that you will have an opportunity to participate in these important discussions.

Other Matters

I provided a status report on the COACHE recommendations to the College Council last week. I will also post that on the Faculty Services website for your review along with our planning document for Academic Affairs administrative office 2017 priorities.

Please let me know how I can assist you. I look forward to meeting with you.

With all best wishes for a productive and enjoyable semester,

Anne

Anne Lopes
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