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Dear Faculty Colleagues,

I'm excited to welcome you back and wish you all a Happy New Year and Spring semester.

I would like to report on the progress our departments have made on faculty hiring: 1) we have completed two Lecturer position searches in Anthropology and Political Science, one tenure-track search Political Science, and are in the negotiation stage of a tenure-track search in Economics; 2) Modern Languages and Literatures and Psychology are conducting campus interviews of their finalists, and other departments will follow soon, 3) late in December, I authorized Security, Fire, and Emergency Management to begin to search for a Distinguished Lecturer position to accommodate a shortage of critical expertise. These searches are energizing departments with new ideas and I am pleased with their progress.

Our search for the Dean of Graduate Studies, chaired by Dean Anthony Carpi, is ongoing with the screening just begun. The search for the Dean of Faculty Affairs will begin soon. I will keep you updated as we progress.

Following up on President Mason's message on January 27, I'm eager to share the progress the campus community is making on the 2025 Strategic Planning led by Associate Provost Allison Pease. With our [four over-arching goals set](#), the Vice Presidents and the President's Leadership Council have been working through objectives (*the actions we will take to achieve the goals*) and key progress indicators (*the measures we will use to quantify whether we meet the goals or not*). Our shared goal is for the college to work cross-divisionally and inclusively, and as a result I believe we are strengthening the likelihood of success with this plan.

At the same time, I've begun to discuss Academic Affairs objectives with my leadership team, and I want to share them with you:

- 1) **Faculty Success:** I'm committed to diversity, faculty support, mentoring, and success, and see this as a threaded throughout the recruitment, hiring, promotion and tenure life cycle. In particular, as part of 2025 Plan, I'm committed to make the service of [National Center for Faculty Development and Diversity](#) available to John Jay faculty.
- 2) **Faculty Hiring and Cluster Hires:** the President and I are committed to the 5-year Faculty Hiring plan. For the 2020-2021 hiring year, I will begin discussion with chairs and faculty on collective efforts for faculty recruitment and development. In particular, I would encourage our departments to think of inter-department cluster hires which can align with our priorities for student, curricular, research, and faculty success. Areas of priority are decolonizing our curricula, enhancing the integration of

technological skills in our General Education offerings, climate justice research and education, and data analytics for social and criminal justice research.

3) **Student Success:** Academic Affairs will deepen our commitment to the President's Vision for Student Success via baseline support of some of our proven cohort programs and expanding such best practices to our transfer students, including those from the CUNY Justice Academy.

4) **International Collaboration, Education, and Training:** We will expand our capacity to work with international partners in research and training, as well as bring international students to John Jay.

I would like again to share my thanks and appreciation to our Teaching and Learning Center director Gina Foster, her staff, and especially our faculty who contributed and participated in our January Faculty Development Day. While I was only able to join you at the Collaborative Learning Session, lunch, and Empowering & Engaging Students in Participatory Democracy, I was truly impressed by our depth of expertise and practices, our shared passion for providing the best learning outcomes and experiences for our students, and the organization of the event—the College is simply impressive!

I also want to bring your attention to President Mason's recent update on the budget and the fact that we have closed our deficit for this year. While I'm very mindful of our on-going challenges, I'm also optimistic about our collective wisdom and capability to overcome these challenges. As President Mason made clear in her message, we will continue to "pursue operational efficiencies and identify additional revenue streams beyond our recent philanthropic successes." I look forward to on-going discussion with faculty, staff, chairs, and my senior staff on such initiatives.

As we start the new year and the new semester, we have much to be proud of, and much to look forward to. I thank you for all you are doing to make John Jay a success.

Sincerely,



Yi Li
Provost