

## Kimberly Charles

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**From:** Allison Pease  
**Sent:** Monday, August 29, 2022 12:05 PM  
**To:** Allison Pease  
**Subject:** Announcing New Leadership Structure in Academic Affairs  
**Attachments:** Academic Affairs Restructure August 2022.pdf

Monday, August 29, 2022

Dear Academic Affairs Colleagues,

Thank you all who participated in the open forums and listening sessions we held over the last six weeks. I found them exceptionally valuable. I am excited now to announce an organizational structure for Academic Affairs that aligns with our priorities and addresses needs that many of you have articulated.

Through the Middle States process as well as our community discussions, we know our existing structure lacks the administrative depth and support to accomplish our goals without overburdening faculty. We have evaluated and considered less and more complex structures (e.g., schools) and find that reorganizing who and what structures we have while providing modest additional structure will help balance the work to be done, reflect the work already being done, and be a time and cost-effective starting point for our initial restructuring.

Most of the roles listed below are designated as *Interim* to conform with CUNY's regulations. We will be searching for some of these roles this year, and some we will search for next year.

### Our Goals

Taken as a whole, this new organizational structure is intended to promote academic excellence, successful student experiences, a supportive faculty environment, expanded support for staff advancement, enhanced administrative support, and simplified administrative processes.

### Academic Excellence and Student Success

Over the past decade, John Jay's Academic Affairs unit has greatly expanded our capacity to support students academically and built a robust infrastructure around student engagement, retention, and graduation. We realize there are many responsibilities within this infrastructure, and to balance role responsibilities, ensure attention to the curriculum, maintain our increased graduation rate momentum, and our fundraising capacity, we are reorganizing to create two deanships to provide focus on student success and the curriculum at all levels, graduate and undergraduate. We will have a **Dean of Academic Programs, Andrew Sidman**, to provide strategic leadership of all curriculum and academic partnerships, and a **Dean of Student Engagement and Retention, Janice Johnson-Dias**, to provide strategic leadership of our student academic cohort and support programs, student academic engagement, career preparation, and student retention. This revised structure brings renewed focus to the curriculum, scheduling, assessment of student learning, and ensuring students gain skills and credentials for the 21<sup>st</sup> century; it also ensures we enhance our focus on student support and engagement to help students make the most of their learning.

Working with Interim Dean Sidman in Academic Programs is **Associate Dean of Academic Programs, Katherine Killoran**, primarily focused on undergraduate curriculum, and an **Assistant Dean of Academic Programs, position open**, to oversee the administrative processes of the Committee on Graduate Studies, which includes all policies and curriculum related to graduate programs.

Working with Interim Dean Johnson-Dias in Student Academic Engagement and Retention is **Assistant Provost for Student Academic Engagement, Sumaya Villanueva** (same title), overseeing Academic Advising and the Center for Career and Professional Development as well as student learning support and technology, as well as our LEAP and CUSP programs. In recognition of her outstanding and important work we are elevating **Katalin Szur** to **Assistant Dean of Student Success and Retention**. Kate will continue oversee all Student Academic Success Programs for First-Year, Sophomore- and Transfer-Student programs, our CUNY Justice Academy, *iAdelante!* as well as our Apple Corps and Department of Corrections student programs, and will enhance our grantmaking and fundraising efforts for student success.

We intend to add even further dimension to student support by creating an area entitled **Student Professional Advancement**, entailing experiential learning and pre-professional preparation programs, many of these programs already exist at John Jay, but this new area of leadership creates an overarching and coherent vision on which to build fundraising capacity to propel student success. Dean **Anthony Carpi**, who currently leads our Research and Professional Studies operations, will also oversee this new area and provide strategic vision and leadership to the area. In recognition of his outstanding work to propel our students to post-graduate success, we are elevating **Charles Davidson** to **Assistant Dean of Student Professional Advancement**. Charles and Anthony will work with the cohort of programs at the college that create professional development opportunities designed to help prepare students for extraordinary careers beyond their degree. This new alignment will bring together and create fundraising opportunities for some of our most exciting pre-professional programs, such as the PRISM Science and Math Research Program, the CUNY 2X Tech Computer Science-Industry pipeline, the Pre-Law Institute, Moelis Social Entrepreneurship Program, and other programs that promote post-graduate success.

## **Administrative Excellence and Faculty Success**

The Academic Affairs structure currently succeeds in supporting many aspects of the student experience and the outstanding research and scholarship of our faculty, as demonstrated by strong increases in student graduation as well as university-leading faculty grantmaking and research productivity. However, years of survey data, the open sessions for feedback, and Middle States Self Studies indicate that Academic Affairs needs to improve its structures of support for Academic Department chairs, faculty onboarding and administration within the division. We have also heard the calls for faculty and staff development for professional advancement, and to create more effective intra-divisional communication and processes.

To address the need for improved faculty support and administrative effectiveness, we will move the Associate to the Provost for Faculty, **Angela Crossman**, into the title of **Dean of Faculty**. The Dean of Faculty will provide strategic leadership for faculty and chair development and will be responsible for all of the part- and full-time faculty personnel processes. She will also work with other offices to resolve faculty complaints and grievances. Working closely with this office will be our current Associate Dean of Faculty Operations and Financial Affairs, **Kim Chandler**, who will assume the title of **Associate Provost for Strategy and Operations** in recognition of the strategic importance and centrality to our success of the management and allocation of our financial, personnel and space resources. This office will centralize all AA budgetary matters and partner with the Dean of Faculty's office to streamline administrative processes.

Finally, our new **Associate Provost for Institutional Effectiveness, Nancy Velazquez-Torres**, will provide college-wide leadership for our assessment structure and processes, outcomes, and progress on our strategic plan and reaccreditation efforts. Additionally, Nancy will work with me to lay the foundation for John Jay's pursuit of the [\*Seal of Excelencia\*](#), a national certification for institutions that strive to go beyond enrollment to intentionally SERVE Latino students.

## **Thank You and Now the Work Begins**

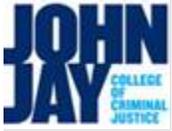
Please join me in thanking these talented and dedicated leaders for taking on their Interim titles and the exciting challenges involved in working with areas across Academic Affairs to continue to strengthen what works and to resolve some things that hold us back. This team is dedicated to excellence.

Best,

Allison

Attachment: organizational chart of new structure of Academic Affairs (listed, ECP and full HEO lines)

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