

KCC Academic Plan 2020- 2025 Update

November 29, 2023

ENGAGING
LEARNERS
WHERE THEY
ARE

RESOURCING
TEACHING
AND
LEARNING

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INVESTING IN
FACULTY
AGENCY AND
GROWTH

RENEWING AND
DEVELOPING
PROGRAMS FOR
EVOLVING NEEDS

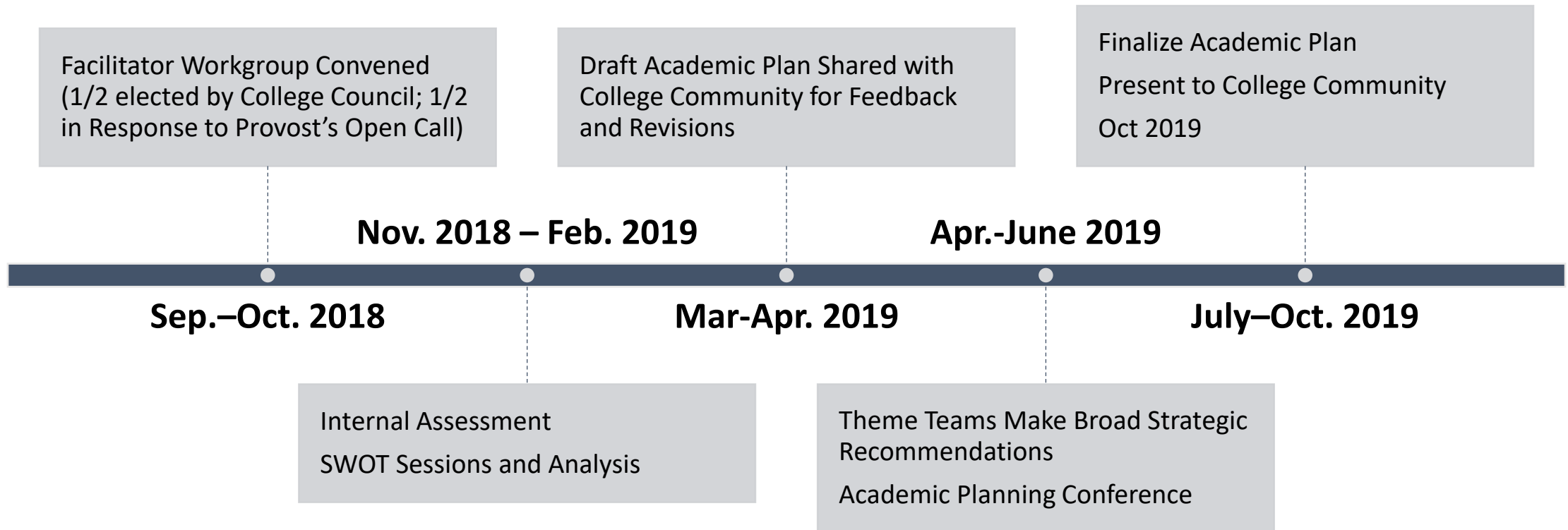
Agenda

- Introduction
- Review of the four themes/progress to date
 - Engaging Students Where They Are
 - Investing in Faculty Agency and Growth
 - Resourcing Teaching and Learning
 - Renewing and Developing Programs for Evolving Needs
- After each theme, pause for input and discussion

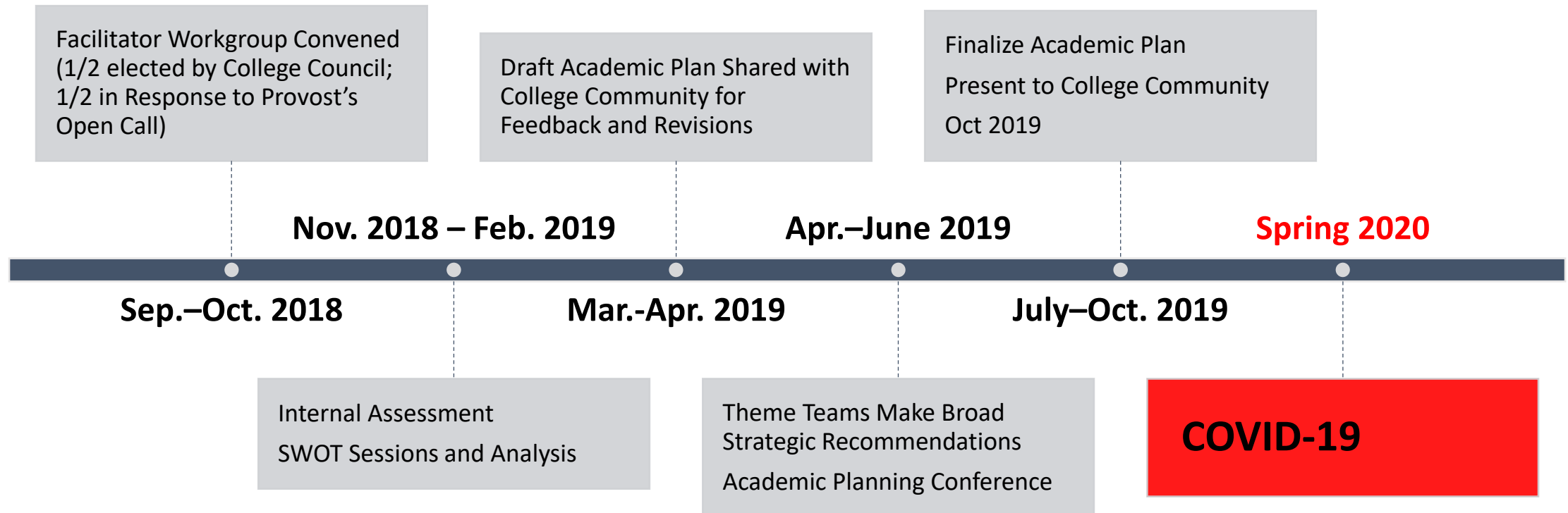
Academic Plan: Purpose

- Provides a framework for academic planning and decision-making; essentially, a strategic plan for academic affairs.
- Guides resource allocation, program planning and facilities planning
- Inform priorities for identifying funding opportunities
- Clarify action plans for improvement of academic and support programs
- *While also:* Promoting collaboration, organizational learning, and a shared vision for the academic goals of the College


Academic Plan: Process



Academic Plan: Timing



I. Engaging Students Where They Are



1. *Redesign and expand learning communities to varied meaningful pathways through majors and programs*
2. *Provide varied, evidence-based, first year seminars in order to bolster students' academic skills.*
3. *Design processes and structures to inform student choice and enable student agency*
4. *Develop innovative, flexible, high quality, culturally responsive and integrated academic and non-academic supports for students horizontally (across all disciplines and vertically over the course of the student life cycle).*

Redesign and expand learning communities to varied meaningful pathways through majors and programs

- Since 2020, there has been an effort to align LCs with degree pathways. For example:
 - BIO 11/ENG 12/12AO
 - EDC 200 / PSY 11/ SD 10
 - BA11/BA 60
 - CRJ 63/ENG 12
 - SPE11/ENG 12
- LCs are offered in multiple modalities: fully online, hybrid, in person
- About 15-20 LCs offered each semester
- Introduction of first-semester LCs for Liberal Arts students, Fall 2024 (eventually required for first- time LA freshmen)

Provide varied, evidence-based, first year seminars in order to bolster students' academic skills.

- *Revisioning Liberal Arts program under Theme 4: Create either a First Year Seminar and/or Opening Doors Learning Community program for every Liberal Arts student*

*Design
processes and
structures to
inform
student choice
and enable
student
agency*

Increase training on technological tools to enhance student planning and choice

- Degree Works
- Degree Maps
- Schedule Builder
- Transfer explorer
- Starfish- students are connected to student support network; can raise hands for assistance

Student voice

- Re-launched student evaluation of classes
- Advisement and tutoring surveys
- Regular opportunities in meetings with VP Sharon Warren Cook, Student Town Halls
- Representation on the College Council and the Judicial Affairs Committee in Student Affairs
- Members of Student Government have direct access to KCC administrators

Develop innovative, flexible, high quality, culturally responsive and integrated academic and non-academic supports for students horizontally (across all disciplines and vertically over the course of the student life cycle).

- CAWS, CMAT and Center for Tutorial and Academic Services was integrated in 2020 to form the KCC Learning Center
- Enhanced tutoring services to students in distance learning and online formats; in person and online tutoring provided by KLC tutors; Tutor.com provides 24/7 tutoring
- Expanded the use of Starfish and hired a Student Success Technology (Starfish) Manager who started in June 2022. Students can raise hands for assistance, or be referred to advisement, tutoring, Career Services, Financial Aid or ARC
- Continue and develop new strategies for working with special populations (men of color, athletes, single parents, first generation students, probation students) to increase enrollment and success, and decrease equity gaps
- Expand existing New Student Engagement initiatives/activities to increase a sense of campus belonging and retention

Challenges/Areas Not
Met/Areas Needing Additional
Discussion

II. Investing in Faculty Agency and Growth

1. *Increase institutional support for scholarship and faculty development*
2. *Foster community, dialogue and collaborative problem solving*
3. *Cultivate faculty leadership*
4. *Strengthen shared governance*
5. *Increase service and resources for part-time faculty*

Increase institutional support for scholarship and faculty development (1 of 4)

- Professional development structures were expanded to meet the needs of faculty at different ranks.
 - Fall 2021: Open call for cohort leaders; material development
 - Spring 2022/Ongoing: KCTL hosted four seminars: Adjunct Faculty, Nontenured Faculty, Tenured Faculty, and Lecturers; assessed, redesigned and funded by KCC for 2023-2024
- Writing Circles
 - Spring 2022/Ongoing: CUNY Office of Academic Affairs to grant offer semester-long writing circles for tenured assistant and associate professors seeking advancement; assessed, redesigned and funded by KCC for 2023-2024
- Presidential Awards for Excellence in Scholarly and Creative Work (funded by the President):
 - Fall 2021: Developed timeline and committee for solicitation/review
 - Spring 2022: 6 proposals were funded for 2022-2023; Spring 2023: 5 proposals were funded for 2023-2024
- Process for providing access to faculty research tools improved
- [Faculty Software and Vendor Information Page](https://www.kbcc.cuny.edu/its/services.html) (<https://www.kbcc.cuny.edu/its/services.html>)
- [Brightspace software](https://brightspace.cuny.edu/d2l/home) – (<https://brightspace.cuny.edu/d2l/home>)
 - Practice site to design new courses; practice only, not exportable
 - Questions reach out to KCel1@kbcc.cuny.edu

Increase institutional support for scholarship and faculty development (2 of 4)



New Faculty Onboarding and Development, overseen by the Office of Faculty Affairs: yearlong faculty orientation sessions to help new faculty in their new roles as instructors (e.g., special needs students, personnel file curation, extra-curricular involvement, online course design)



Submission of and support with tenure and promotion materials: Developed electronic processes for submission and processing of faculty promotion materials; five file review/promotion sessions thus far this summer/fall; implemented an email address RPTMatters.KCC@kbcc.cuny.edu for faculty to contact with questions



Scholarship of Teaching and Learning (SoTL) one-to-one mentoring took place 2022-23 and winter will begin a new cohort working this Winter/Spring with plans to keep this work ongoing



HURFS-RC, led by faculty Directors with reassigned time, provides programming, mentoring, and support for underrepresented faculty and staff (e.g., Promoting Resilience Retreat, Advancing your Scholarship, Mentorship Circle, File Review, FireS.I.D.E. Chats)

Increase institutional support for scholarship and faculty development (3 of 4)

Foster community, dialogue and collaborative problem solving

President and Provost conducted a series of listening sessions with faculty at different ranks, KCTL, and KCeL

COACHE Task Force made recommendations to the Provost and President in December 2020; recommendations are being implemented (many connect to Academic Plan); process will be repeated with current COACHE survey

Opportunities for data-sharing and dialogue have been provided

Faculty and Staff Satisfaction Survey conducted each year, and results compared to previous years

Strengthen shared governance

Governance review with external facilitator was completed in 2021-2022

Governance ad-hoc committees made proposals based on the recommendations in 2022-2023; proposals being reviewed/refined

Governance ad hoc committee is reviewing the constitution

Increase institutional support for scholarship and faculty development

(4 of 4)

Cultivate faculty leadership

- Academic Affairs developed a process for requesting Letters of Interest for appointments/leadership/service opportunities; piloted for the first time in SP 2021; ongoing

Increase service and resources for part-time faculty

- Spring 2022: KCTL offered a mentoring circle for part-time faculty
- Part-time faculty are frequently invited to participate in college wide professional development
- The workload guide and faculty guide are being reviewed and revised
- A group of adjunct liaisons is being solicited (one from each department)

Challenges/Areas Not Met/Areas Needing Additional Discussion (Part 1 of 3)

III. Resourcing Teaching and Learning

- 1. Collaborate to design inclusive learning spaces*
- 2. Reaffirm teaching as meaningful institutional value*
- 3. Promote a college-wide culture of continual learning*
- 4. Expand and develop HIPs as a core feature of teaching and learning*

Collaborate to design inclusive learning spaces



Examples of where this has been successful:

- Redesign of KCeL to provide more spaces for faculty development
- Equipping classrooms for HYFLEX teaching
- Student Union and Intercultural Center renovations- the Cove, meeting rooms
- Redesign of Nursing classrooms
- Installation of new computer lab for CIS

Reaffirm teaching as meaningful institutional value

- Fall 2020- SP 2021: Listening/input sessions to hear from faculty, KCeL and KCTL to determine next steps
- In SP 2022, the Presidential Awards for Teaching Innovation solicited proposals for use in 2022-2023 academic year, committee made 4 recommendations to the President, which were approved; 5 awards were granted for 2023-2024 academic year
- Smart Evals tool for student evaluations of faculty has been procured and was administered for the first time in Spring 2021; ongoing, with efforts to increase response rate
- The contribution of teaching excellence in promotion and tenure decisions will be discussed during the review of promotion and tenure guidelines (almost completed)

Promote a college-wide culture of continual learning

- EquiTeas: ATD and HURFS cosponsored a campus-wide reading series to explore common themes across relevant texts.
- Sixth annual Student Success Summit was held in May 2023
- Academic Assessment work: General Education Assessment Coordinators, Departmental Assessment Liaisons; now Civic Engagement Assessment Liaisons
- KCeL has sponsored two summer workshops on Universal Design for Learning
- KCTL, KCeL, and the Office of Academic Affairs offered a 10-week faculty development seminar on equity-minded teaching practices in collaboration with Achieving the Dream
- KCTL's Winter Workshop focused on the new book, *The New College Classroom*, which spotlights and shares newly emerging equity-minded teaching practices.
- Faculty Initiative on Teaching Reading (FITR)

Expand and develop HIPs as a core feature of teaching and learning

- KCTL held a Winter Workshop, January 2022 on: *High-Impact Practices Designing And Improving For Elements Of Quality* with Jillian Kinzie
- KCTL offers faculty interest groups on high impact practice pedagogies
- We have been focusing on three HIPs: Undergraduate Research, Civic Engagement, and Learning Communities
- Undergraduate Research
 - Funding for undergraduate research comes primarily from CUNY via the CUNY Research Scholars Program and C-Step program, very successful programs
 - Seeking additional funding to expand opportunities

Expand and develop HIPs as a core feature of teaching and learning (cont'd)

- Civic Engagement
 - Clarified civic engagement course designation, and assessing student work
 - Established the role of “civic engagement fellow” in which faculty implement a civic engagement project in one of their classes, share the project and outcomes at a Faculty Forum, and work with other fellows on a publication
 - Prof. Jason Leggett is serving as the inaugural faculty Director of the Center for Civic Engagement, working closely with Helen-Margaret Nasser, Director of the Student Union and Intercultural Center as we extend the focus of civic engagement to cocurricular activities and experiences.
 - Researching the use of a co-curricular transcript and other similar platforms for co-curricular student engagement
- Learning Communities (discussed earlier)

Challenges/Areas Not Met/Areas Needing Additional Discussion (Part 2 of 3)



Renewing and Developing Programs for Evolving Needs

1. *Develop seamless transfer, articulation agreements, including pre-college articulation agreements*
2. *Review existing and develop new programs using labor market data to respond to trends in job development and engage with workforce/industry partners*
3. *Build capacity to better serve non-traditional populations.*
4. *Provide students with career and future education information as part of their program of study*
5. *Renew commitment to the Liberal Arts program by celebrating its values, reviewing its structure, and linking program values, structure and learning outcomes to students' interests, career aspirations or future educational goals*

Develop seamless transfer, articulation agreements, including pre-college articulation agreements

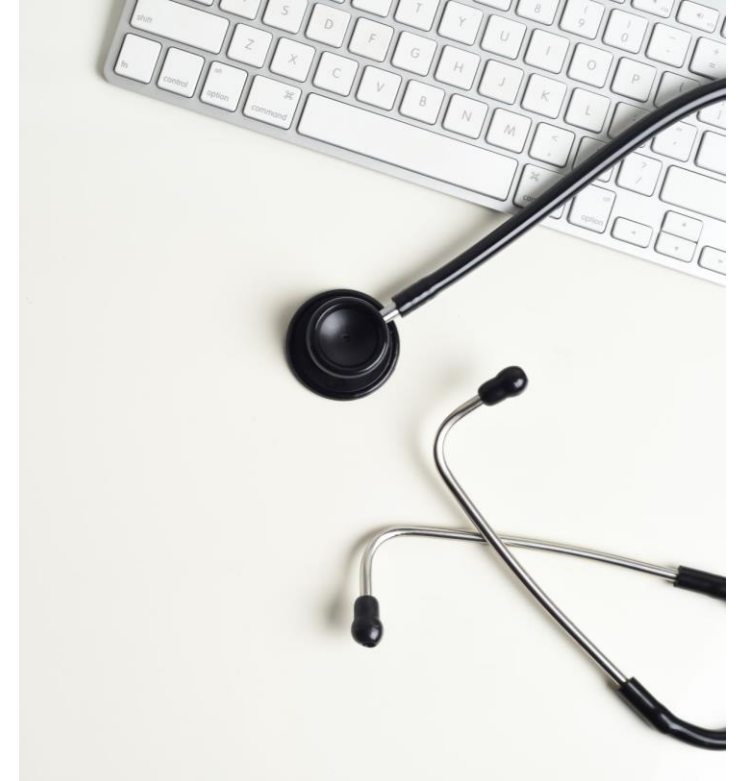
- With a Graduate NYC grant, developed a pipeline opportunity for online students to transfer to CUNY SPS
- Juliana Dorcelus hired as Transfer Manager in April 2022, and works with all advisement areas to promote transfer programs
- Enhanced relationship with Brooklyn College (BC)
 - Completed articulation agreements for Biology, Chemistry, Special Education, Early Childhood Education, Childhood Education, and Women and Gender Studies programs
 - Host in-person and Zoom meetings for students with BC Admissions staff
 - Expedited transcript evaluation upon applying to BC
 - KCC and Brooklyn College identified “problematic equivalencies” for high enrolled courses, made corrections

Develop seamless transfer, articulation agreements, including pre-college articulation agreements (cont'd)

- CUNY is leading a systemwide review of transfer in the following programs: Accounting, Business Administration, Computer Science, Education Studies, and Psychology. Kingsborough faculty are represented on each committee
- Advisors and program faculty were trained in the use of Transfer Explorer. Sixteen faculty completed an inventory of courses from their department that transferred to top transfer institutions, noting problematic equivalencies.
- KCC initiated the administration of a transfer interest survey for incoming students beginning in fall 2022 semester. In Fall 2022, over 500 students completed the survey with 159 noting interest in transferring to Brooklyn College; survey is being expanded
- A part-time data analyst was hired with grant-funding to support analysis of transfer data
- High school partnership programs
 - Developed articulation agreements with DOE schools for Maritime technology and Fashion Design
 - College Now programming is transitioning to focus on career paths (health sciences, business, education and other)

Review existing and develop new programs using labor market data to respond to trends in job development and engage with workforce/industry partners

- New programs have been approved
 - UX/UI Concentration in Graphic Design and Illustration
 - AS Health Sciences
 - AS Community Health, concentration in Coordinated Care
 - Significant revisions in the Education program were approved through are in place for Fall 2023; includes a concentration in Special Education
- Surgical Technology Program has been expanded
- Bridge Programs
 - CST to Surgical Technologist
 - LPN to RN (approved for Fall 2024)
- Microcredentials
 - Customer service
 - Facilities management
- Working with CEWD to expand non-credit to credit opportunities



*Build capacity to
better serve non-
traditional
populations*

- Primary focus has been adult learners through KCC FLEX, and single mothers (parents) through funding from ATD and JP Morgan Chase
- Funding from JP Morgan Chase has allowed us to hire a Single Mother “Student Navigator” to connect students to campus resources, and provided emergency funding
- KCC FLEX continues to expand: this fall, 827 students enrolled

Provide students with career and future education information as part of their program of study

- Career coaches were embedded in Advising Academies during 2019-2020 with funding from the Robin Hood Grant. Unfortunately, KCC did not receive renewed funding to continue the career coaches.
- Advisement areas are infusing early career and transfer planning into our advising sessions
- Advisement academies partner with Center for Career Development to offer career-related information sessions
- CUNY has funded Faculty Fellows as part of the “Careers across the Disciplines” initiative. KCC has three fellows: Prof. Midori Yamamura, Prof. Richard Legum, and Prof. Luz Martin del Campo

Renew commitment to the Liberal Arts program by celebrating its values, reviewing its structure, and linking program values, structure and learning outcomes to students' interests, career aspirations or future educational goals

- Extensive work has been done to improve the identity, coherence, and purpose of the Liberal Arts Program Effective fall 2024:
- All concentrations have the same structure (9 credits)
- All have been aligned with transfer institutions (primarily Brooklyn)
- Revisions were made the existing concentrations- Political Science, Philosophy, WGSS, Secondary Education, Spanish
- New concentrations developed: Creative Writing, Psychology, History and Music
- Approval of an introductory 1 credit, 2 hr./week class that would be the anchor of a first semester Learning Community
- Capstone course in development

Challenges/Areas Not Met/Areas Needing Additional Discussion (Part 3 of 3)
