

Faculty Development Committee Report 2019-2020

Submitted by Cara Kronen, Teacher Education

May 27, 2020

Members: Members Present: Miguel Castro, Monica Foust, Evelin Gamarra-Martinez, Deborah Gambs (chair Fall 2019), Cara Kronen, (Liaison/Chair Spring 2020) Yolanda Medina, Manita Pavel, Warren Benfield, Abel Navarro, Emmanuel Paki, Thaddeus Radell. Usual Visitors: Gina Cherry, Siddharth Ramakrishna

Brief Summary: This academic year was marked by the COVID-19 Pandemic. Generally, the committee runs 2 main professional development events for faculty, and the Faculty Development grant. Each meeting included a brief update from Liaison roles and the subcommittees. This committee has \$75,000 in funding through the BMCC Foundation. Some of this money was taken back by the college to assist in providing students with technology during the campus closure.

Faculty Development Day

Co-coordinators: Miguel Castro, Evelin Gamarra Martinez, Yolanda Medina

Date: Wednesday Dec 4, 2019 10:00AM- 2:00PM

Theme: “Decolonizing Higher Education” (Topics: Race & Language, Climate issues, Scholar Activism, Social Class, Gender, Ungrading, Decolonizing the syllabus)

65 people in attendance

Jo Doctor Colloquium

Coordinator: Monica Foust Subcommittee: Yolanda Medina and Manita Pavel

Speaker: Django Paris, Educational Foundations scholar from the University of Washington. Agreed to be speaker for \$4,000. This event was to take place on March 7, 2020. Event was postponed by speaker and then cancelled due to COVID-19

Faculty Development Grant

Coordinator: Cara Kronen Subcommittee: Warren Banfield and Thaddeus Radell. The committee would like to thank Dean Berg’s office and Robert Gizis in Public Affairs for their assistance with this award. We would also like to thank the 50 reviewers for this award. This grant was originally cancelled in March of 2020 to move funds to support students during the COVID-19 crisis. Funds were reinstated by the BMCC administration in April of 2020 and awards were announced in May 2020.

Changes for 2019-2020

- This year we added an additional reviewer (total 3) for each application to limit vast differences in scores. This only helped nominally. See recommendations below for fairness issues.
- With the help of Robert Gizis and Siddharth Ramakrishna, we moved to an online Google Doc for the application process. This was a much more seamless process.
- The committee hosted an information session about the grant at CETLS on February 5, 2020. Henry Bulley and Marilyn Rivera Ayala presented their winning research from 2018-2019 and Abel Navarro spoke about the grant process.

34 applications were submitted, 4 were disqualified because the applicant was ineligible, or the application was a duplicate. There 13 awards funded. The committee chair spoke with Dean Berg about having the names of winners published on the Public Affairs webpage.

This year we still had an issue with applications from the STEM field not being funded. The 2020-2021 committee should take steps to address this. This has been ongoing for four years and needs to be addressed. See below

Looking forward:

- The FDC needs more than 9 members to be effective. Cara has mentioned this in Executive Committee and has reached out to the 2020 Committee on Committees to consider adding additional members to the FD Committee for 2020-2021.
- Speak to Robert Gizis in PA about the 2021 FD Grant Application in December
- Continue to host information sessions for the Faculty Development Grant in February

Highly Suggested Goals for 2020-2021 Committee:

- **Institute a policy of 2 co-chairs for the faculty development grant. It is too big of a job for one person and there is too much risk of error.**
- **There is an issue with the rubric for the faculty development grant. Issue must be addressed. The score column does not total correctly. Co-chairs should be sure to have the rubric corrected before the grant period begins and still be sure to check the reviewers' math. We had an issue this year with the rubric incorrectly tallying. This must be addressed.**
- This year we still had an issue with applications from the STEM fields not being funded. The 2020-2021 committee should take steps to address this. Suggestions included: setting aside a number of awards for the STEM fields, dropping the lowest of the 3 review scores, and/or having nobody from the applicant's department score their application in order to bolster anonymity. The 2020-2021 committee should address this.
- The 2020-2021 committee should work directly with Robert Gizis in Public Affairs about posting awarded grants from 2019 and 2020 on the BMCC Faculty Development Grant website. Applications should be visible to future applicants as guiding documents.

- Contact Django Paris about speaking at the 2021 Joe Doctor Colloquium since we postponed the original event and the legwork was already done.
<https://education.uw.edu/people/dparis>
- See about joining the National Center for Faculty Development and Diversity. Provides many resources/writing mentorships for faculty of color. Hunter College is a member, as well as NJCU