Fashion Institute of Technology
Center for Excellence in Teaching

Faculty Development Annual Report 2021-2022

**FACULTY DEVELOPMENT (FD), including Center for Excellence in Teaching (CET) and
Faculty Development Grants and Awards (FDGA), July 1, 2021 – June 23, 2022**

Submitted by Elaine Maldonado on June 23, 2022

Executive Narrative

The Faculty Development (FD) Program includes the Center for Excellence in Teaching (CET) and the Faculty Development Grants and Awards (FDGA) program. Professor Elaine Maldonado is the Director of Faculty Development and CET. Reporting to Elaine Maldonado, Assistant Professor Jeffrey Riman is the CET's coordinator and instructional designer, and Celia Baez is the associate coordinator for both the CET and FDGA Program. For 2021-2022, Alice Garsia served as part-time technical aide for both the CET program and the CET Perkins project.

The FD/CET program includes a 24/7 faculty lab and facilitates activities such as workshops, seminars, consultations, roundtables, presentations and diverse grant-funded initiatives. All activities for faculty are led by faculty--- with the goals of promoting excellence in teaching, professional development and collegial exchange. As a result of the pandemic, a large number of consultations with faculty continued to take place online, and all large group activities were conducted remotely.

The Faculty Development Grants and Awards (FDGA) program supports faculty research, scholarship and creative activities, including travel to professional conferences (to attend or present papers), industry practica and the facilitation of campus seminars and projects. Managed by the director, the FDGA Committee makes recommendations for funding to the Office of Academic Affairs. For the 2021-2022 academic year, the committee included Karen Pearson, Craig Berger, Charlotte Brown, Margaret Joseph, Stephen Keating, Johannes Knoops, Ellen Simpao, Madhumeeta Roy and Rajasekhar Vangapaty. The CET's SUNY CPD "points" (cash equivalents) enable faculty to participate in SUNY training workshops and conferences. Also, the continuation of traditional reimbursement policies has allowed the program to move forward and to continue to support FIT's faculty.

The director works closely with faculty who are developing research/creative projects. Faculty who receive awards through this program are listed on the FDGA web page and project descriptions, when applicable, are summarized and posted. Faculty are also invited to present their research findings and/or experiences at CET events.

Selected via the faculty governance election process, FDGA Committee forms the core of the local review committee for the SUNY Chancellor's Awards for Excellence in the categories of teaching, faculty service, scholarship and creative activity, professional service, librarianship and adjunct teaching. Committees are tailored to meet SUNY requirements.

Information on faculty development activities and CET services are disseminated via the CET website (www.fitnyc.edu/cet), Google calendar, FIT Direct, FIT portal, listservs, paper advertisements, plasma displays, posters, and at college-wide events such as Convocation and Faculty Senate meetings. SUNY professional development opportunities, as well as national and international professional development opportunities, are disseminated to faculty via CET listserv.

The program website (https://www.fitnyc.edu/cet) is regularly reviewed and updated. It includes the Online Adjunct Orientation, teaching/learning resources, monthly calendars, videos of FIT master teachers in the classroom, event presentations and recordings, workshop artifacts, grant reports, recorded online workshops and tutorials. One page is dedicated to the Faculty Development Grants and Awards program and another to the SUNY Chancellor's Awards. Annual reports and annual surveys are posted on the CET website, as well as program descriptions and CET contact information. The landing page showcases recent individual faculty accomplishments that were supported by FDGA. Another page is dedicated to the SUNY Chancellor's Awards. Access to Lumen Circles, a cross-SUNY faculty forum, has

been added. Also, in part due to the pandemic, an unusually large number of remote teaching resources have been added to all aspects of the program.

Most years, external and/or internal grants written by the director support the work of the CET. For 2021-22, a $30,000 Perkins-Vatea grant provided expert industry software workshops to faculty teaching AAS level classes. Workshop participants generated model teaching resources that are posted on the CET's Perkins project web page: https://www.fitnyc.edu/gateways/employees/faculty-academic-support/cet/grants/perkins-vatea/2021-2022.php

Software workshops included, but were not limited to, CLO, Photoshop (Introduction and Intermediate), Browzwear, Rhino (Introduction and Advanced), EXCEL (Introduction and Advanced) and Illustrator (Introduction and Advanced).

Section One

I. Unit's Mission Statement

With the goal of improving teaching and student learning through professional development, the FIT Faculty Development Program, anchored by the Center for Excellence in Teaching (CET), assists and supports faculty in the development, use and assessment of effective instructional and curricular strategies. The Faculty Development program provides support for innovative educational exploration across the curriculum and fosters a community of shared teaching practice. CET also works with faculty to explore new academic technologies and integrate pedagogically sound technology into the classroom.

"You cannot teach today the same way you did yesterday to prepare students for tomorrow."
John Dewey

II. Unit's Key Functions

- Promote excellence in teaching
- Provide effective faculty development activities
- Foster faculty innovation
- Increase participation in faculty development
- Support adjunct faculty
- Manage Chancellors Awards for Excellence (faculty/professional service) and Distinguished Professorships
- Manage Faculty Development Grants and Awards program
- Foster faculty technology skills with regard to teaching
- Provide on-site and on-line faculty teaching resources
- Facilitate grant funded projects that support work of CET
- Provide 24/7 lab access to faculty

III. Overall School /Unit Accomplishments

The pandemic continued to have an unrelenting impact on the work of Faculty Development and the CET. All meetings and activities were held remotely through June, 2022. However, in August 2022, the B502 lab reverted to providing in-person, pre-pandemic 24/7 access. Prior to the August return to campus, staff member Celia Baez utilized a VPN to continue work with Accounts Payable, Budget, Purchasing and data reporting.

CET facilitates activities collaboratively, as well as independently. For example, NFT events were facilitated with Online Learning, the Concourse digital syllabus sessions were presented with the Office of Curriculum and Instruction. The 2022 adjunct institute was produced in collaboration with the Writing & Speaking Studio. Smaller events on topics such as French fashion history with History of Art professors, copyright with the Library and critical thinking with Daniel Levinson-Wilk and the General Education Committee were also delivered. See attachments for sample flyers.

The second year of the CET's Perkins Vatea project was very successful. A total of 8 multi-session, industry technology workshops were delivered during the 2021-22 academic year, with 77 faculty participants. The project website was maintained throughout year two, and 27 new model teaching resources were posted on the project web site this year---to be shared with colleagues who want to infuse their teaching with cutting edge industry software.

Faculty Development Grants and Awards

Between September 2021 and May 2022, FDGA Committee met seven times and recommended a total of $56, 624 (OTPS) to support 54 faculty for conference travel, research, creative activities, industry practica and two guest speakers. An additional $3,700 (PS) was paid in adjunct stipends.

During 2021-22, only a portion of the FDGA-671 budget was visible. Speculating on the number of faculty who "might" apply for funding was unsatisfactory. Also, far fewer faculty traveled during 2021-22 due to the pandemic, but it is expected that activities/expenditures will return to pre-pandemic levels in 2022-23.

SUNY Chancellor's Awards

In fall 2021, Human Resources (HR) circulated campus-wide invitations to nominate full-time faculty for 2021-22 Chancellor's Awards. However, no nominations were received. In January 2022, HR circulated campus-wide invitations to nominate adjunct faculty for 2022-23 awards, and three nominations were received. In February, 2021-22 adjunct nominees received notification that they all had received Chancellor's Awards. The Distinguished Professorship Selection Committee did not meet in 2021-22.

IV. Individual Faculty/Staff Accomplishments

Professor Elaine Maldonado directs the College faculty development program and CET, including the Faculty Development Grants and Awards (FDGA) program and the SUNY Chancellors Awards for faculty, Distinguished Professorships, Online Adjunct Orientation. She also manages the new fulltime faculty orientation for Academic Affairs. Professor Maldonado provides mentoring for tenure and promotion candidates, and during 2021-22, she served as a member of the Emerging Technology Committee, the OER Task force, Advisement T&P Committee, FRS Advisory Committee and the Diversity Collective (Academic Affairs sub-committee). She is the unit's consultant to the Faculty Senate IT Committee. She was also a member of the President's Strategic Planning Roundtables that were held in March. She also meets regularly with the SUNY-wide Faculty Developers Committee. Her art work, *Inconsolable*, was exhibited by DAB Art for its exhibit, Art in the Time of Corona and is currently listed on Artsy, https://www.artsy.net/artwork/elaine-maldonado-inconsolable

In spring 2021, Professor Maldonado secured a 2021-22 Perkins faculty development grant proposal for $30,000. Throughout 2021-22 academic year, she served as project director for the grant. Also, in March, she was interviewed at the Middle States campus visit.

Professor Jeffrey Riman is the CET Coordinator and Instructional Designer. He is a member of the FRS Advisory Group, ADA Compliance Committee and Bright Space implementation group. He is one of the campus Lynda.com administrators, provides faculty training for Concourse digital syllabus and provides tech support for all CET faculty development activities. Professor Riman independently facilitates a wide range of CET tech-related workshops, including the Teaching with Technology Certificate Program. He coordinates the Perkins workshops and maintains the CET website. He is also an adjunct at Parsons School of Design.

Celia Baez, Associate Coordinator for CET and FDGA: Student Chabad Club advisor; Coordinates FDGA and SUNY Chancellor's Awards; Project coordinator for Perkins-Vatea grant; Recording secretary, FDGA Committee and SUNY Chancellors Award Committees.

Section Two

 I. Summary, 2021-22 Goals

The Faculty Development and CET programs have clear goals.

- Promote faculty excellence in teaching, scholarship and creative activity
- Provide faculty with a broad range of faculty development opportunities
- Increase faculty participation in professional activities
- Bring academic expertise to campus
- Maintain faculty lab with current and emerging technology access
- Serve as campus crossroads, providing professional exchange and promoting collegiality
-

Throughout the 2021-22 academic year, the CET continued to run a full program of faculty development offerings----remotely. The Perkins faculty workshop project played a major role in event scheduling, and the associated project website is currently rich with faculty-created resources to assist with the integration of high-end software into the curriculum.   http://www.fitnyc.edu/cet/perkins-twt.php

New books were purchased for the CET and two computers capable of 3D activities were installed. A new copy machine was also installed. IT delivered equipment for live, off-campus streaming, but as of this writing, faculty have not used these items. A work order to have the CET painted during the summer has been submitted.

II. Assessment, 2021-22 Goals

The faculty development and CET programs rely on a range of metrics to assess program performance and strategize for the future. *Please see selected examples attached.

2021-22 program metrics

- Faculty Development events: A total of 425 faculty enrolled in 37 FD/CET events. *See attached event flyers.
    - Large-scale sessions included the NFTs collaborative roundtable with guest speaker Syama Meagher and the Adjunct Institute, *Theory to Practice: Decolonizing the Curriculum and Culturally Responsive Pedagogy*, with Dr. Srivi Ramasubramanian, Syracuse University.
    - Examples of smaller scale sessions included Copyright for Creators, It's Your First Day of Class!, Faculty Forum---back to teaching!, Teaching with Technology, Critical Thinking---make your students argue!, Digital Syllabus, 3-D Runway Design, Building Rubrics in Blackboard and Fashion and Power: Modern Women and Modern Art in Impressionist Paris.
    - Of the 37 events, eight were Perkins "teaching with industry software" workshops.

- CET website visits: 1,211 CET web site entrances were recorded with Google Analytics.
- Online Adjunct Orientation web visits: 274 entrances were recorded with Google Analytics.
- CET/B509 lab usage: After closing to walk-in use in March 2021, the lab reopened for 24/7, in-person service on August 2, 2022. From July 1, 2021-June 27, 2022, a total of 2,317 computer log-ins were recorded and 96 Leostream log-ins were recorded. Note: FIT LabStats does not consistently report on B502 computer usage.
- Concourse syllabi templates: As of spring, 2022, a total of 1,504 Concourse templates are in use---an increase of 280 templates since the same time last year.
- The director and coordinator each conducted, minimally, 10 individual consultations with faculty per week.

III. Lessons Learned

The success of the Perkins-Vatea workshop program demonstrates that the goal of effectively integrating emerging industry technologies into the classroom requires ongoing faculty training and support.

In large part, due to the convenience of remote activities, the number of faculty participating in events has been high.

However, faculty-to-faculty conversation is needed about transferring the more profound aspects of in-person experiences to the remote environment.

Oversight for the 671 and 673 budgets has not been fully returned to the department, and disallowing reimbursements challenges department management. Without addressing recent budget changes, it will be more difficult to realize the program's stated goals for 2022-23.

IV. Goals for Next Year, 2022-23

In addition to overarching goals listed in *Section Two*, the following specific goals are sought:

- Return to more in-person faculty events.
- Schedule more pedagogy-centered events
- Advertise and better support SUNY's Lumen Circles
- Seek external educational grants to support the work of the CET
- Seek to restore time-tested budget processes
- Revisit the committee make-ups for the SUNY Chancellor's Awards
- Re-institute the Student-Faculty Roundtables
- Work to re-organize the current CET website
- Continue with bi-annual publication of faculty accomplishments supported with FDGA funding
- Upgrade B502 complex

V. Implementation and assessment Plan 2022-23

The following assessment tools will be used in 2022-23

- Yearly faculty online survey (http://www.fitnyc.edu/cet/about.php)
- Teaching with technology reflective teaching portfolios https://www.fitnyc.edu/gateways/employees/faculty-academic-support/cet/resources/reflective-teaching-portfolio.php
- Google Analytics for CET website usage
- Google Analytics for Adjunct Orientation usage
- Built-in Concourse usage tools to track digital syllabus usage
- Miscellaneous event surveys
- Attendance

Notes and other recommendations

- CET coordinator should work with College Relations to better align the new website with CET programming.

- New funding sources should be identified to reintroduce Student-faculty Roundtables. Pending an exploration of grant objectives, this initiative might thrive with Perkins funding.

- Regular communication with the Grants Office should be implemented to produce ideas for external funding.

- Committee make-up and review process for SUNY Chancellor's Awards should be revisited to better align with SUNY criteria.

- Ongoing assessment and reporting help ensure program excellence and further growth. Bi-monthly reports closely monitor the CET's progress toward meeting its goals. The annual survey, conducted at the end of the fall semester, as well as selected event surveys (including narrative feed-back) and ongoing data reporting (website use, lab use, event attendance, etc.) provide formative/summative as well as qualitative/quantitative assessment.

Attachments:

CET events 2021-22; Web analytics example; Selected event flyers; Selected assessment and survey