FIT Fashion Institute of Technology
Center for Excellence in Teaching

Annual Report 2018-2019

FACULTY DEVELOPMENT, including Center for Excellence in Teaching (CET) and Faculty Development Grants and Awards (FDGA), July 1, 2018-June 20, 2019

Submitted by Elaine Maldonado on June 28, 2019

CHAPTER I- UNIT PROFILE

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), supports faculty in the development, use and assessment of effective instructional and curricular strategies. The Faculty Development program provides support for teaching innovation and seeks to foster 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

Key Functions and Overview

Key functions

Promote excellence in teaching
Provide effective faculty development activities
Increase participation in faculty development
Support adjunct faculty
Manage Chancellors Awards for Excellence (faculty) and Distinguished Professorships
Manage Faculty Development Grants and Awards program
Foster faculty technology skills with regard to teaching
Provide in-lab and online faculty teaching resources
Provide 24/7 lab access
Manage New Faculty Orientation for Academic Affairs and CBA teaching intervention

Faculty Development/CET

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. She reports to Dr. Yasemin Jones, AVP, Academic Affairs. Professor Jeffrey Riman is the CET's coordinator and instructional designer. He reports to Elaine Maldonado. Celia Baez is the associate coordinator for both the CET and FDGA Program and for 2018-19, Daphne Lee and Kelly Wang served as part-time technical aides for the CET lab.

Program activities that include workshops, seminars and round tables promote faculty development and excellence in teaching across the disciplines. Consultations with faculty are conducted in the B502 lab, however, activities are held at locations throughout the campus. Grant-funded activities expand the scope of selected CET programming.

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, presentations at Deans Council, department and chairs' meetings and at college-wide events such as Convocation, new faculty events and at 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 web site (http://www.fitnyc.edu/cet) is continually updated and enriched. 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, tutorials and a wide range of internal and external links. One page is dedicated to FDGA, the program that provides professional development funding to faculty; Another page is dedicated to the SUNY Chancellor's Awards. Faculty Development annual reports and annual survey results are posted, as well as program descriptions and CET contact information.

The director manages the Academic Affairs two-day New Faculty Orientation and the online Adjunct Orientation and related activities that include program planning, resources/materials development, campus introductions and tour, mentoring and receptions.

Faculty Development Grants and Awards (FDGA) is FIT's funding arm for faculty development and covers research, scholarship and creative activities, as well as travel to professional conferences (to attend or present papers), industry practicums and the facilitation of campus seminars and projects. The addition of SUNY PDC "points" enables faculty to participate in SUNY training workshops. Managed by the Director, the FDGA Committee makes recommendations on faculty funding to the Office of Academic Affairs. For the 2018-2019 academic year, the committee included Catherine Geib, Ron Amato, Emre Ozsoz, Erica Moretti, Brendon Leach, Christine Pomeranz and Michael Bowen.

Faculty who receive awards are listed on the FDGA web page and project descriptions, when applicable, are summarized and posted. Faculty are invited to present their research findings and/or experiences at CET events. The director works closely with faculty who are developing research/creative projects. A new brochure highlighting completed 2017-2019 FDGA-funded research, scholarship and creative activity will be distributed at fall 2019 Convocation.

Selected via faculty governance election process, FDGA Committee also forms the core of the local review committee for the SUNY Chancellor's Awards for Excellence. Committee make-up is tailored, when necessary, to meet SUNY criteria for Professional Service, Librarianship or Adjunct Teaching.

CHAPTER II: ANNUAL ACTIVITIES AND NEXT YEAR'S GOALS/PLANNING

Summary of unit activities and progress on 2018-19 goals

Special Initiatives

In fall 2018, Elaine Maldonado completed, with Kyunghee Pyun, a $50,000 SUNY IITG grant project, which included the regional conference, *Beyond the Bamboo Canvas: Innovative Technology for a Globalized Classroom.* Held at FIT on November 2, 2018, Executive Director, International Institute for Education, Allan Goodman, and J. Wilson, Curator for Chinese Art at the Smithsonian Institution, served as keynote speakers. The director was also awarded a $1,000 Student-Faculty Corporation (SFC) grant for student-faculty roundtable luncheon on the topic of student-faculty communication. The Online Adjunct Orientation continues to attract adjunct faculty users. User profiles and site usage have been implemented, as well as extra authentication for in-house visitors.

As suggested by New Faculty Orientation Committee, tenure guideline materials were created and are now included in new faculty orientation folders; An interview focused on department mentoring was conducted with Robin Sackin in July 2018, and was posted this past fall. Two Adjunct Orientation videos were redone/posted.

CET curates events with external speakers. Dr. Justin Freedman, Rowan University, was the keynote speaker at the 2019 Adjunct Summer Institute on May 29, which was conducted in partnership with FITABLE: *Neurodiversity in the Classroom: Teaching Strategies that Work!* Additional guest speakers included Jacqueline Leber, CUNY and Achmat Akkad, NYC Department of Health.

CET facilitates faculty development events with other units across campus such as IT/Faculty Research Space, EMSS, Faculty Services, Online Learning, Library, Grants, FITABLE and President's Sustainability Council; Examples include events such as Copyright, Pathways to Innovation, Creating Harmony in the Classroom, Neurodiversity and Tenure & Promotion. Recently, CET pledged support for the new NEH proposal authored by Professors, Pyun, Levinson-Wilk and Quan.

In addition to regularly offered pedagogical workshops on critical thinking, the syllabus, *Voicethread*, *It's Your First Day of Class!* and *Blackboard*, CET designs/facilitates new sessions such as infusing gender and politics into writing assignments, the flipped classroom and integrating sustainability into curriculum.

New books were purchased for the CET mini-library: How Learning Works, Ambrose, Bridges, Lovett, Di Pietro and Norman; Engaging Ideas, Bean; Small Teaching, Lang; Online Teaching at Its Best, Nilson

Metrics

- CET annual survey accepted faculty responses from December 2018-February 2019; 107 responses were received.

- A total of 55 faculty development activities were facilitated in 2018-19, with a total of 736 attendees. See attached list of activities and sample flyers.
- The director and coordinator conducted approximately 10 individual consultations with faculty per week.

Faculty Development/CET

Additional program metrics reported by CET coordinator for 2018-19

- CET lab usage: FIT Labstats is no longer reporting accurate B 502 computer usage. This has been reported to IT multiple times. However, based on past 2018-19 monthly data, approximately 500 computer log-ins, minimally, are reported monthly.
- CET web site visits: A total of 3,179 visits were recorded from July 1 208-June 30 2019..
- Concourse syllabus usage: 371 templates are currently in use.
- Online Adjunct Orientation visits: Approximately 75 monthly visits are reported.

Faculty Development Grants and Awards

FDGA OTPS budget for 2018-19 was $89, 325.95 (includes supplemental $10,000 AA research funds). Between September 2018 and May 2019, FDGA Committee met 7 times and reviewed 111 applications. A total of 107 faculty were approved for a total of $ 111, 625 for conference travel, research, creative activities and industry practicums. However, $20, 500 of these funds were approved for *FY 2019-20.* (Note: Also, approximately $1,800 reverted to the budget due to underspent/canceled awards.)

FDGA stipend budget for 2018-19 was $9,000. A total of $9,000 was used for Adjunct Institute participation and adjunct review/editorial web work in the CET.

SUNY Chancellor's Awards

Materials to elicit award nominations were disseminated at both fall and winter Convocations. Follow-up emails were sent by Human Resources to the entire FIT community. The SUNY Chancellor's Awards Committee, with the FDGA Committee at its core, met on December 4, 2018 and on May 7, 2019. Chancellor's Awards for Excellence 2018-2019 were conferred on Kyunghee Pyun and Amy Werbel, both for Scholarship. Rena Sussman-Silverman received the adjunct faculty award in teaching. Marvin Clawson, Deborah Hernandez, Reginald Rodgers and Nicolas Barratt were recommended to the President for adjunct teaching awards 2019-20. The Distinguished Professorship Selection Committee did not meet in 2018-2019.

Faculty/Staff Accomplishments

Professor Elaine Maldonado, Director, Faculty Development and CET: Served on Faculty Senate Executive Committee, Emerging Technologies Committee and FRS Advisory Group; Chair, New Faculty Orientation Committee; Consultant to Faculty Senate IT Committee; Elected to Faculty Senate Sabbaticals Committee 2019-2021; Co-directed/ completed $50,000 IITG grant with K. Pyun, culminating with regional November 2018 conference at FIT; Awarded, $1,000 Student-Faculty Corporation grant; Member, OER Task Force; Two CIT 2019 Conference presentations accepted; Member, Benita Moore T&P Committee; Managed CBA faculty intervention; Managed (including writing summaries) for multiple cycles of Chancellor's Awards process; Met individually with tenure/promotion candidates; Faculty Guild, subscriber

Professor Jeffrey Riman, CET Coordinator: Chair, FACT 2 Council; Chair, Faculty Senate IT Committee; Member, FRS Advisory Group; Two presentations accepted at 2019 CIT conference; Serving on ADA Compliance Committee; Served as guest critic at MFA Fashion Design event; Provided oversight for CET/AA mentoring video; Lynda.com, administrator; Adjunct instructor at Parsons---recipient of their Distinguished Teaching Award; During 2018-19, Jeffrey spent 203 hours on FACT 2 commitments. 2019-20 will be his last year conducting FACT 2 activities, after almost 13 years.

Faculty Development/CET

Celia Baez, Administrative Coordinator: Trained on new Finance Enterprise system software; Student Chabbad Club advisor; Reformatted FDGA materials to Google Drive; Secretary, FDGA and SUNY Chancellor's Awards; Facilitator, Holocaust Memorial video.

Assessment

The faculty development program relies on a range of metrics in order to assess its outcomes and design future strategies. The following assessment tools are used:

1. Yearly faculty online survey (http://www.fitnyc.edu/cet/about.php)

2. Google Analytics for CET web usage

3. IT Labstats for B 502 lab usage

4. Reflective teaching portfolios for self-evaluative teaching development (http://www.fitnyc.edu/cet/teaching-with-tech.php)

5. Built-in Concourse usage tools to track digital syllabus usage

6. Miscellaneous event follow-up surveys

7. Pharos print tracking (replacement system about to be launched by IT)

8. Event sign-in for attendance

2019-20 GOALS
See attachment.

2018-19 MISC. ATTACHMENTS (zipped file)

1. 2018-19 annual survey
2. Web analytics sample (Google)
3. Event listing
4. Sample event flyers