



FACULTY DEVELOPMENT, including Center for Excellence in Teaching (CET) and Faculty Development Grants and Awards (FDGA) Program

Annual Report, 2015-2016, Submitted by Elaine Maldonado on June 9, 2016

Section I: NARRATIVE

The faculty development program includes the Center for Excellence in Teaching (CET) and the Faculty Development Grants and Awards Program (FDGA). Professor Elaine Maldonado is the Director of Faculty Development and CET. She reports to Dr. Yasemin Jones, AVP for 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 2014-15, Ryan Robin served as part-time technical aide for the CET lab.

Center for Excellence in Teaching (CET)

CET program activities are designed to promote faculty development and excellence in teaching across the disciplines. Selected activities are conducted in B502, however, most activities are held at locations throughout the campus.

Information on faculty development activities and CET services are disseminated via the CET web site (www.fitnyc.edu/cet), Google calendar, FIT Direct, FIT portal, listservs, paper advertisements, plasma displays, posters, CET newsletter, presentations at Deans Council, department and chairs' meetings and at college-wide events such as mini-retreats, 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.

CET web site <http://www.fitnyc.edu/cet>

The CET web site is continually updated and enriched. It contains monthly calendars, videos of FIT master teachers in the classroom, event presentations and recordings, workshop resources, tutorials and a wide range of internal and external links. One page is dedicated to SUNY Chancellor's Awards and faculty FDGA awards for travel, research, seminars and creative activities. A new CET Facebook page has been added. Faculty Development annual reports and annual survey results are posted on the site, as well program description/resources and CET contact information.

Assessment

The faculty development program relies on a range of metrics in order to assess its outcomes and future strategies are based on these results. The CET conducts an overall yearly survey that is now combined with its survey of faculty technology needs. Feedback is routinely garnered from selected events, both electronically and/or in hard copy, and sign-in sheets provide on-site event attendance. B502 lab usage is electronically recorded by IT Labstats, and web site usage is recorded/analyzed by Google. Results are forwarded to the director monthly. Also, an "old school" suggestion box is available in B502.

Based on data and outcomes, the director, with the AVP for Academic Affairs and CET staff, determine future strategies for the program.

Faculty Development Grants and Awards (FDGA)

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. Its yearly budget is augmented by AA (up to \$10,000) to expand faculty research funding. The FDGA Committee makes recommendations on all submissions to the Office of Academic Affairs, For the 2015-16 academic year, the committee included Karen Pearson, Sandra Markus, Nancy Ostroff, Charlotte Brown, Brenda Cowan, Jennifer Miller, Helene Verin, Allison Wade Wermager and Susan Breton. The 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 and Adjunct Teaching.

The FDGA Committee met 7 times and reviewed 104 applications for funding. A total of 103 faculty were awarded a total of \$120,569 for conference travel, research, creative activities and professional practica through the FDGA Program.

Faculty who receive awards via this program are listed on the CET's FDGA web page, and project descriptions, when applicable, are summarized and posted. Funded faculty are invited to present their research findings and/or experiences at CET events. Elaine Maldonado works closely with faculty who are developing research projects.

Personnel

Director: Elaine Maldonado oversees and sets the direction for the faculty development program, including the CET, FDGA, SUNY Chancellor's Awards for Excellence and Distinguished Professorships. She is responsible for the planning and implementing of faculty training, professional development events such as roundtables, workshops, seminars and conferences, budgets, CET publications, materials and web sites. She meets with faculty individually to develop teaching/learning projects, structure research proposals, consult on tenure/promotion applications, explore educational strategies and to assist faculty with teaching improvement plans. Her schedule accommodates evening, as well as day faculty. She manages the New Faculty Orientation for Academic Affairs.

Coordinator: Jeffrey Riman lends teaching experience and provides a broad range of technical support to CET initiatives. Daily, he assists colleagues, individually and in groups, with the integration of technologies into their teaching. He also designs and conducts a wide range of teaching with technology workshops and maintains the CET web site. Professor Riman trains faculty who use the LMS to enhance their classes, providing group and individual support. He played a key role in the CET's transition from Angel to Blackboard and has produced many Angel/Bb resources, including web-based tutorials. He coordinates regularly with IT and Online Learning.

Celia Baez is the associate coordinator for the faculty development program, which includes the CET and FDGA and reports to the director. She is the CET's newsletter editor and provides support for a wide range of activities. She produces/maintains the monthly calendar, invitations, advertising materials, attendance records and data summaries. She also coordinates with Human Resources, Facilities, Purchasing/Accounts Payable, Media and Federal Work Study. As coordinator for FDGA, SUNY Chancellor's Awards and the SUNY Distinguished Professorships program, Ms. Baez provides key administrative services for these processes. She also manages timesheet and scheduling activities for part-time technical aide, Ryan Robin.

Programmatic Changes or Additions

2015-16 Metrics:

- CET facilitated 83 faculty development events focused on teaching/pedagogy, professional development and/or technology for education. See attachment for full details.
- Of these 83 events, 55 sessions addressed teaching with technology, including Blackboard training.
- A total of 815 faculty participated in CET events.
- A total of 5,261 faculty computer log-ins were recorded in the CET lab from July 1, 2015-June 8, 2016. Tracking was done by FIT LabStats.
- CET web site recorded 12, 615 visits. (This is a close approximate due to inconsistent Google Analytics reports during 2015-16.)
- A total of 131 faculty responded to the CET annual survey. See attachment.

Teaching with Technology Certificate Program has been redesigned as a one-day immersion in order to be more convenient for faculty and to ensure more effective tracking.

A total of 50 faculty are currently participating in the institutionalized Syllabus Connect online syllabus program.

CET web has been expanded to include Facebook. It has been updated with new links, recordings from 2015-16 events, Syllabus Connect templates, Reflective Teaching Portfolio templates and Blackboard tutorials.

CET lab has been upgraded. New conference table, carpeting, storage and seating have been installed. Academic Affairs provided the funds to upgrade the coordinator's office. Updated monitors have been added and 2016 Microsoft has been installed on all terminals.

New technical aide, Patrick Obando Polio began working in the CET on June 1.

Special Initiatives

CET's Sustainability Council grant, Syllabus Connect, was institutionalized in 2016 and relaunched on April 8. The project was presented at Deans Council, Faculty Senate and Faculty Senate Curriculum Committee.

Elaine Maldonado was awarded a \$5,000 National Education Association (NEA) grant, in collaboration with Brian Fallon, for the academic year 2015-2016. The project, "Pathways to Global Communication" is providing classroom strategies that promote global communication. In addition to the NEA cross-campus event that attracted 65 participants, 15 adjunct faculty are receiving grant-funded stipends for full program participation.

Elaine Maldonado was also awarded a \$2,000 Student-Faculty grant for student-faculty roundtable luncheons on the topic of cultural diversity in the classroom. A total of 89 attendees participated in these events. A renewal of this funding for 2016-17 is pending on the topic of international study.

CET facilitated events with external speakers. Anne Pomerantz (University of Pennsylvania) and Nicole Houser (Saint Peter's University) were presenters at the Adjunct Summer Institute on supporting ESL students; Jacqueline Royster (Georgia Tech) was the invited speaker for the NEA cross-campus event on global communication and inter-disciplinarity; Luz Rodriguez (Foundation Center) was the speaker for the session on grant writing with Grants Office and Sarah Pearson (Creative Commons) was the speaker for an event on copyright. A total of 172 attendees were recorded at these events.

In addition to regularly offered workshops such as Talking about Teaching, Google, It's Your First Day of Class!, and Blackboard, new CET sessions included: workshop with Museum at FIT on integrating Museum collections into the curriculum, faculty panels on international teaching, workshops on rubrics and writing learning outcomes (with Office of Assessment) social media, Zotaro, with regard to plagiarism, (with Library) and give-back sessions by faculty who received FDGA research funding. Examples included: On the Trail of American Designers in Paris (Lourdes Font) and Practical Ways to Sustainable Development (Karen Pearson and Theanne Shiros).

International Activities

The Director and Coordinator attended 2016 COIL Conference. Two faculty panels on international teaching, in collaboration with Office of International Education, were conducted with 67 faculty in attendance. Meetings were held in fall, 2015 with FIT Italian program directors Lisa Feurherm and Madeleine Kaplan in contemplation of formalizing faculty development resources for overseas partners.

Student-faculty Roundtables on cultural diversity in the classroom, Adjunct Summer Institute on addressing the needs of students for whom English is a second language and NEA grant, "Pathways to Global Communication," all focused on cultural diversity and the integration of globalism into classroom practice. A total of 204 attendees participated in these events, in addition to 15 adjunct faculty who are participating in all aspects of the project. This activity was awarded a Diversity Council Stamp.

A overall total of 286 attendees participated in international activities during 2015-16.

Noteworthy Awards and Recognition

SUNY Chancellor's Awards (SCA)

Elaine Maldonado manages the SUNY Chancellor's Awards program. The Chancellor's Awards Committee, with the FDGA Committee at its core, met on December 8, 15 and May 10. Chancellor's Awards for Excellence 2015-16 were conferred on all five of FIT's nominees: Andrew Weinstein and

Takashi Kamiya (Teaching), Emre Ozsoz (Scholarship), Susan Rietman (Faculty Service) and Michele Nagel (Professional Service). SUNY also conferred awards for Excellence in Adjunct Teaching on both adjunct nominees: Anne Finkelstein and Jerilyn Zulli. On May 10, the SCA Committee for Excellence in Adjunct Teaching reviewed and recommended one nomination to the President for consideration for the 2016-17 cycle, Hamilton Johnson.

The Distinguished Professorship Selection Committee met on January 21. Professor Judith Ellis was recommended and subsequently named Distinguished Teaching Professor by the SUNY Board of Trustees. She is one of FIT's two Distinguished Professors.

Director

Elaine Maldonado was elected to the Executive Committee of the UCE; She is currently a member of Faculty Senate Executive Committee; Served on Faculty Senate Search Committees for Executive Director of Continuing Education, Dean for Liberal Arts and Dean for Art and Design; Served on Presidential Search Committee for Executive Director of Grants; Chair, New Faculty Orientation Committee; Member, Faculty of the Future Committee and Faculty Grants Council; Contributor to non-classroom release time initiative; In collaboration with Brian Fallon, wrote and won a \$5,000 National Education Association Learning and Leadership Grant and was profiled on the NEA Facebook site in relation to this project; Secured a \$2,000 Student-Faculty Corporation grant for Student-Faculty Roundtables on the topic of cultural diversity in the classroom; Submitted Student-Faculty Corporation proposal for renewal of roundtables on the topic of international study; Attended SUNY- COIL Conference. Member of the following SUNY-wide groups: Department Chairs, Faculty Development Community of Practice, Teaching/Learning Certificates Advisory Group; Member of SUNY Assessment Advisory Group listserv; Member of the editorial board of *Common Good, SUNY Plattsburg Journal of Teaching and Learning* (<http://digitalcommons.plattsburgh.edu/commongood/editorialboard.html>).

Coordinator

Jeffrey Riman continued to serve on the SUNY FACT Council and as one of FIT's FACT2 campus representatives; As a FACT 2 Council member, he contributed to the design of the SUNY-CIT Conference and FACT2 Innovation Grants Program; Implemented and manages the new FIT on-line syllabus template, Syllabus Connect; Conducted Teaching with Technology Certificate Program workshops; Created Blackboard online tutorials; Represented the CET at Faculty Senate IT meetings ; Led a UCE working group to develop a strategic plan for the UCE; Served as consultant to Library's LibGuides; Served a focus group member for Google; Presenter at SUNY-CIT Conference in Potsdam with S. Goetz and with Lynda.com; Attended SUNY-COIL Conference; Attended regional Adobe Symposium.

Administrative Coordinator

Celia Baez was formerly a member of the UCE Staff Committee; Currently serves as student advisor to the FIT Chabad Club; Produces Chabad newsletter and volunteers clerical hours to student activities and fund-raising; Distributes CET materials at Convocation and manages Q&A.

Upcoming Plans and Initiatives

FACULTY COMMONS: CET is proposing the creation of a Faculty Commons. Should the CET move to the new 28th Street building, a dedicated faculty space is envisioned that will promote faculty innovation and collaboration. A Commons would include CET lab, faculty lounge, workshop and meeting spaces and close proximity to Office of Faculty Services, Grants Office and innovation center facilities. A Faculty Commons would promote interdisciplinary thinking, collaborative research and collegial exchange. It would also promote campus connectedness and networking opportunities and offer a sense of place to FIT's large number of adjunct faculty.

NEW ADJUNCT ORIENTATION: Plans for an AA new adjunct orientation are in process with Academic Affairs. We look forward to implementing a compensated adjunct orientation that will offer part-time faculty a similar experience to that currently being provided to new full-time faculty.

CEU PROGRAM FOR EDUCATORS: FIT is perfectly positioned to offer CEU programming in Arts Education to NYC public school teachers and college faculty. I look forward to more discussion regarding the possibilities of offering this type of programming through Continuing Education.

CET will begin publishing a journal of FIT faculty teaching practices, *FIT Faculty Journal of Teaching Practice*. A compilation of reflective teaching writings, CVs and photos will be included.

CET scheduling for 2016-17 will continue to be built on faculty input. In addition, the director will attend a faculty development conference during the 2016-17 academic year to meet and brainstorm with faculty developers nationally and/or regionally. Please see Goals/Targets document for details.

Virtual reality equipment/software for faculty use, as well as the software, Labster, is currently being explored for CET lab.

Academic Affairs Annual Strategic Report Template (Spring 2016)

Goal One – Ensure Academic and Creative Excellence

A. Build Flexibility Into the Curriculum

- Revise Course and Program curricula to create maximum flexibility, elasticity and choice for students

CET faculty workshops (<http://www.fitnyc.edu/cet/calendar.php>) on topics such as integrating the museum collection into the curriculum, using clickers and Voicethread for lectures supported faculty in their efforts to promote flexibility and elasticity into the curriculum. The CET Sustainability Council grant (<http://www.fitnyc.edu/cet/grants/sustainability-council/syllabus-connect.php>), Syllabus Connect, funded an on-line syllabus pilot that was institutionalized in spring, 2016. This template interfaces with Banner and Courseleaf and is being considered for adoption by the Curriculum Committee. It streamlines the syllabus creation process and is an invaluable curricular tool for new and/or adjunct faculty and provides students with easy access to uniform syllabi. The expansion of this initiative was relaunched with an event on April 8 and 27 faculty attended.

- Develop a mechanism for advancing experimental courses in a timely fashion and exploring new ways of teaching to expose students to new and developing concepts, processes, niche topics and technologies and trends.

CET events introduce faculty to new educational research, developing concepts, trends and technology for the classroom. A recent example was NEA speaker J. Royster's April 29 talk that addressed teaching foreign language---as part of a career program---not just in support of it. Throughout the year, the CET introduces faculty to new technology-centric approaches to teaching. These have included workshops on topics such as Google Docs, Voicethread, MAC Tricks, Leveraging Your Social Media and Blogging. The Teaching with Technology Certificate Program provided faculty with innovative strategies for introducing technology into classes, coupled with reflective teaching practice. The program also provided faculty with a professional credential. Workshops such as Talking about Teaching and It's Your First Day of Class! (fall and spring) introduced faculty to the most current teaching practice and new research in education.

- Create interdisciplinary courses that allow for knowledge transfer, expand opportunities for experiential learning, and mirror collaborative approaches used in industry.

CET facilitates sessions that bring together faculty from across the disciplines to foster experimental and interdisciplinary match-ups. One good example is the work being done by Professor Kopelman and Keith Ellegrenbogen. Both are now

Academic Affairs Annual Strategic Report Template (Spring 2016)

engaged in exciting science/photographic teaching collaborations. Another example is the NEA talk (sponsored by CET and Writing Studio) with its overarching topics of interdisciplinarity and global communication (<http://www.fitnyc.edu/cet/grants/nea.php>).

- Build a formal process for assessing such courses and evaluating their outcomes and future feasibility.

CET conducted multiple sessions on Blackboard assessment tools, including Blackboard Grade Book and Blackboard rubrics. CET also schedules webinars on writing effective learning outcomes by presenters such as Linda Suskie. With the Office of Assessment, CET conducted a rubrics workshop on March 3 and a workshop on student learning outcomes on April 11. A total of 32 faculty attended these events. CET web-based assessment resources are updated on an ongoing basis. (<http://www.fitnyc.edu/cet/resources/curriculum-and-assessment.php>)

- Provide more opportunities for undergraduate participation in research, working in collaboration with or under the guidance of faculty and graduate students.

CET director, with EMSS, Grants Office and faculty, facilitated 2 student workshops on writing grants on March 8 and March 29. The director provided a students grants review in May. In collaboration with the Library, the CET conducted two faculty workshops that supported undergraduate research: The Benefits of an Embedded Librarian and Zotero and the Plagiarism Problem. A total of 27 faculty attended.

B. Encourage Greater Participation in Minors and Electives

- Review learning outcomes with the goal of reducing academic redundancies and coordinating courses unto a more interdisciplinary format.

CET web resources on curriculum mapping and writing student learning outcomes provide valuable resources for faculty. Updated web resources include curriculum mapping examples, syllabi and links to like work being done at other universities. The CET also holds sessions on writing student learning outcomes such as the workshop held on April 11, in collaboration with the Office of Assessment, with 14 faculty in attendance. (<http://www.fitnyc.edu/cet/events/curriculum-mapping.php>). Office of Assessment materials are available for faculty in B502 and these materials are included in new faculty orientation folders.

- Establish minors in the School of Art and Design conducive to the fields of study pursued by students in the School of Business and Technology; similarly, create minors in Business and Technology of interest to Art and Design students.

Faculty Development Grants and Awards Program funds faculty innovation, including seminars and presentations that reach across Schools. Recently, Brenda Cowan and Susan Breton received FDGA funding for cross-disciplinary activities on campus. One addressed 9/11 Museum exhibitions and the other was on the Parisian Salons of the Belle Epoch. As a result of CET advertising, faculty from B&T along

Academic Affairs Annual Strategic Report Template (Spring 2016)

with CIC arts practitioners traveled to Sao Paolo for the Fashion Colloquium 2016 Conference in Brazil to facilitate sessions.

SUNY opportunities in programs such as Quality by Design, What Faculty Should Know about Innovation and Entrepreneurship and Business Intelligence Training are routinely forwarded to the faculty by the CET.

C. Expand Programs in the School of Liberal Arts

- Build new liberal arts programs that take advantage of existing expertise at the College and are complementary to current programs.

FDGA funds projects that support innovative liberal arts activities that are complementary to existing programs. Examples include Celia Berghoffen's project focused on Ancient Art Through Artifacts and Lourdes Font's Paris research on Mochbacher. Also, throughout the year faculty experts are invited to deliver presentations drawn from FDGA research funding. Professor Font, History of Art, offers professional development activities through the CET that are of interest to the entire faculty. Another example is the FDGA-funded research on sustainable development that was presented on March 10 by Liberal Arts faculty Theanne Shiros and Karen Pearson.

A substantial amount of CET programming depends on the expertise of FIT faculty. An event with the Museum at FIT, provided strategies for incorporating the Museum's collection into the curriculum and also built on last's year's related presentation by the MET. Held on February 11 and facilitated by Tanya Melendez (Museum at FIT), 25 faculty attended.

Throughout the year, faculty experts are invited to deliver presentations related to their areas of expertise and /or funded projects. Most recently, Tom McManus, Communication Design, facilitated a workshop on social media. Charlotte Brown, Ed Skills, and Brian Fallon, writing studio, facilitated workshops for the CET on writing and ESL.

- Expand current liberal arts minors to include new interdisciplinary areas.

See entry above.

- Continue to emphasize the development of excellent written and oral communications skills by incorporating a focus on these areas not only in School of Liberal Arts but also in courses across all FIT's schools and programs.

CET continues to facilitate the year-long NEA faculty development grant, in collaboration with the Writing Studio, "Pathways to Global Communication." Included in this work is a workshop series on communication and global English. In addition, the September workshop "Let's Talk about Teaching," addressed effective teaching methodologies that include writing across the curriculum.

The June 1 Adjunct Summer Institute focused on strategies to promote writing across the curriculum and addressed the challenges students face when English is not their

Academic Affairs Annual Strategic Report Template (Spring 2016)

first language. A total of 50 adjunct faculty and 6 students attended this all day event on June 1.

The Foundation for Critical Thinking publications, “Critical Thinking” and “Active and Cooperative Learning” have been purchased for faculty take-aways in the CET.

- Require a Third-Year Shared-Experience Course built around such topics as sustainability and/or diversity that encourage participation by students and faculty from multiple disciplines.

See CET sustainability presentation by FDGA-funded Professors Pearson and Schiros.

E. Recruit, Develop and Retain and Outstanding Faculty

- Through FIT’s Faculty of the Future initiative, ensure that faculty expertise and capabilities continuously promote curricular innovation.

During the 2015-16 academic year, the CET facilitated 83 faculty development events and 815 faculty attended. Activities were designed to develop and retain outstanding faculty and promote the faculty competencies of globalism, instructional design, learning enrichment, professionalism and technology, as well as support curricular innovation. Workshop examples include: Using Voicethread to Create Lectures, Making the Most of Your Mac, Getting Started on Grants, Teaching with Technology, Tips for Teaching, Integrating the Museum Collections into Your Curriculum, Supporting Cultural and Linguistic Diversity in the Classroom and When a Student’s behavior Worries You. Faculty of the Future faculty panels on international teaching were facilitated with International Education. Larger events included Creative Commons, NEA presentation, Foundation speaker on developing grants and Adjunct Summer Institute. CET book purchases included Evocative Objects (Sherry Turkel, editor), Teaching at its Best (Linda Nilson) and Student Engagement Techniques (Elizabeth Barkley)

The director and coordinator meet with faculty individually and in small groups to develop teaching improvement plans, research proposals and to integrate technology into their teaching. On average, over 1,500 one to one sessions were held with faculty during 2015-16.

- Undertake systematic recruitment of faculty candidates from underrepresented groups in order to increase and enrich the diversity of faculty.

n/a

- Systematically identify faculty development needs in light of revised course and program curricular; experimental courses and teaching methods; increased interdisciplinary courses, new forms of experiential learning; and greater emphasis on faculty research and the involvement of undergraduates in research activities.

CET conducts a yearly survey of overall faculty needs. A total of 131 faculty responded to the 2015-16 CET faculty survey, and programmatic changes are based on faculty feedback. Surveys are conducted after key events and this feedback

Academic Affairs Annual Strategic Report Template (Spring 2016)

is also used to guide future planning. CET Director is a member of the Grants Council, chairs New Faculty Orientation Committee and is a member of the Faculty of the Future Committee. CET events such as Reflective Teaching Portfolio, Flipped Classroom, Teaching with Technology Certificate program and grant funded educational research projects such as the NEA project, bring current research to campus.

FDGA funding criteria is updated yearly to meet changing faculty needs. In 2015-16, A total of 103 faculty were funded an overall \$120, 569 to conduct research, travel to conferences and participate in industry practica.

- Provide particular focus on emerging educational technologies that have the potential to reshape the learning environment for liberal arts, art and design, and business and technology.

CET annual survey queries faculty on their technology needs, and technology purchases and technology-centric workshops are based on this feedback. During 2014-15 academic year, CET conducted 83 faculty developments events. Out of this number, 55 were technology-centric. Examples include Voicethread, Your Social Media Presence, Clickers, Blogging, Google Docs and multiple Blackboard sessions. The online syllabus, Syllabus Connect, is reshaping syllabus coordination in a number of FIT departments. The coordinator attends a wide range of instructional design events in order to keep the CET ahead of the curve. These include, CIT, FACT 2 meetings, COIL, GOOGLE and ADOBE seminars. CET routinely applies for and implements intrnally and/or externally funded educational research funding. A total of \$7,000 in grant funds supported the Faculty Development program during the 2015-16 academic year (\$5,000 NEA +\$2,000 Student/Faculty Corporation).

The CET tests new technology for teaching in its lab. Currently, the CET is exploring virtual tecghnology equipment/software and the software, Labster. Also, CET initiated the move to a single sign-in process for Lynda.com. CET holds regular meetings with VP for IT and the Director serves as consultant to the Faculty Senate IT Committee.

- Create forums for faculty to share their experiments and experiences across schools and programs and to explore how new approaches to teaching and learning can be expanded across the College.

CET provides forums for faculty to share experiences. Two faculty panels were held on the topic of international teaching in collaboration with the Office of International Education. Information sessions on current faculty research were presented at the new faculty orientation and at fall and spring sessions of It's Your First Day of Class! Multiple FDGA-funded faculty presented their work at CET sessions, and the CET web lists FDGA awardees, including summaries of faculty research and creative activities.

CET conducts ongoing workshops on reflective teaching practice. Most recently, on May 18, a session was held on the reflective teaching portfolio with 19 attendees. Portfolio resources and templates are on the CET web.

Academic Affairs Annual Strategic Report Template (Spring 2016)

Event assessments ask faculty” How will your participation in this event change your teaching?”

- Define research and publication/ production expectations for new and continuing faculty, while concurrently exploring how workload, release time, and sabbatical polices might be modified to support a greater level of research.

CET event with Creative Commons senior counsel Sarah Pearson provided faculty important information on publishing, copyright and intellectual property protection. A total of 33 faculty attended. Faculty research is highlighted at the New Faculty Orientation. For example, in August 2015, Melanie Reim and Anna Blume shared their research. In August 2016, Keith Ellenbogen and Renee Cooper will share their work and research with new fulltime faculty.

Faculty who apply for FDGA funding meet with Elaine Maldonado to develop funding applications for research and projects. She also served on the AA committee to explore release time for non-classroom faculty.

On March 31, CET conducted a faculty development session on tenure and promotion in collaboration with Faculty Services and UCE. A total of 15 faculty attended.

- Promote research and scholarship on teaching and learning.

Faculty who apply for FDGA grants meet with Elaine Maldonado to develop funding applications. Also, CET forwards funding opportunities to faculty as a result of its grants listserv memberships (SMARTS and COS) and membership on the SUNY Faculty Developers Listserv.

The current National Education Association grant provides stipends to adjuncts participating in this CET/Writing Studio NEA Learning and Leadership research project.

CET uses its listserv to apprise faculty of teaching/learning research and presentation opportunities. These include conferences such as CIT, the Teaching Professor, Foundation for Critical Thinking, Assessment Network of New York and LILLY Conference on Teaching and Learning. CET also forwards SUNY online workshop opportunities on assessment, pedagogy and communication (SUNY Professional Development Center) and publication opportunities through Open SUNY.

CET library was enriched with books on teaching/learning by authors Linda Nilson and Elizabeth Barkley and subscriptions to the Chronicle on Higher Education, NEA journals and Campus Technology are maintained. CET library of webinars was expanded with presentations such as Tools and Techniques for Promoting Academic Integrity (Teaching Professor) and Creating Meaningful Assignments for Students (Magna Mentor).

F. Develop a Visiting Faculty/Distinguished-Practitioner Program

Academic Affairs Annual Strategic Report Template (Spring 2016)

- Attract distinguished faculty, business thought leaders, accomplished artists and designers.

CET invites distinguished educators and industry leaders to speak at events. During the 2015-16 academic year, Drs. Jacqueline Royster (Georgia Tech), Nicole Houser (St. Peter's University) and Anne Pomeranz (University of Pennsylvania) facilitated events. Sarah Heathcliff Pearson, senior counsel for Creative Commons, was an invited speaker and Luz Rodriguez of the Foundation Center was the presenter for a grantwriting workshop in collaboration with the Grants Office.

- Create opportunities for visitors to engage in short-term research at FIT in addition to being in residence for a full semester or academic year.

n/a

- Create mechanisms and incentives for FIT faculty to teach and conduct research as visiting faculty at other institutions.

n/a

Goal Two – Be an Innovation Center for Creative Industries Worldwide

A. Establish an Innovation Center@FIT to Foster Research, Creative Work, and Strategic Partnerships

n/a

B. Create an Organizational and Information Infrastructure That Promotes Innovation and Experimentation

- Use visiting professorships, artist residencies, and graduate fellowships to develop clusters of innovators and thought leaders focused on similar research interests.

CET facilitates yearly workshops with Grants Office. These events also highlight residency opportunities such as Mc Dowell Colony Residency, Fulbright and the Rome Prize Program, in addition to grantmaking. This past year, CET facilitated 2 panels with International Education where faculty shared experiences as visiting professors overseas. Opportunities both within, as well as external, to SUNY are shared with faculty. Examples include Labster Webinar, What Faculty Should Know about Innovation and Entrepreneurship, SUNY Open Education Resources (OER) and Business Intelligence Training.

- Build partnerships with the numerous SUNY and New York City area incubators to leverage their experiences and ensure the strongest positioning for FIT.

CET director is a member of multiple SUNY faculty development “think-tank” groups and committees. These include SUNY Chairs Group, Teaching and Learning Certificates Advisory Group and Faculty Developers Group; She is a member of the

Academic Affairs Annual Strategic Report Template (Spring 2016)

SUNY Provost's Assessment Advisory Group Listserv (former committee member);
Serves on the Editorial Board for Common Good, SUNY-Plattsburg Journal of
Teaching and Learning

<http://digitalcommons.plattsburgh.edu/commongood/editorialboard.html>

The CET Coordinator is a member of the SUNY FACT 2 Council, contributing to
SUNY Innovation Grants and CIT Conference design, he is and one of two FACT 2
representatives on campus. He also serves on Google industry focus groups.

- Develop an FIT faculty scholar database, modeled on the similar SUNY database, to
serve as a resource for researchers and artists within and outside fit and to raise
external awareness of fit faculty activity and achievements.

CET maintains web site for faculty merit awards and research funded through
FDGA, as well as SUNY Chancellor's Awards for Excellence in Teaching,
Scholarship, Librarianship, Faculty Service and Professional Service and
Distinguished Professorships.

- Create faculty incentives for innovative and creative work, including support for
teaching release and recognition for external and internal grants.

CET web site and advertising promotes funding opportunities through the FDGA
program. Open Mic materials are distributed at CET events and faculty research is
presented at the New Faculty Orientations. A wide range of internal and external
faculty opportunities are disseminated cross-campus via listserv, portal and flyers.
The CET web site recognizes faculty funded with FDGA monies.

C. Increase the Visibility and recognition of the Research and Creative Activities of FIT Faculty, Students, and Partners

- Develop a campus-wide culture of research and innovation, focused in the School of
Graduate Studies, through such initiatives as a visiting scholars program, research
fellowships for faculty and advanced students, expanded grant opportunities for high-
potential projects, links to the undergraduate schools, and enhanced collaborations
with industry and other external partners.

Director manages FDGA and funding for faculty research and scholarship. Funding
opportunities are circulated with flyers, at Convocation, via listserv and on the CET
web site. A total of 103 faculty were awarded research and scholarship funding
during the 2015-16 academic year for a total of \$120, 569.

CET aco-facilitated workshop on grant opportunities on February 25 with 24 faculty
in attendance.

- Undertake a comprehensive identification of research and creative work campus-
wide and develop a database of current activity.

CET web site showcases the work of FDGA faculty awardees, as well as current
Chancellor's awardees, including Distinguished Professorships. Research summaries
are also posted. Selected recipients of FDGA funding offer sessions on their funded

Academic Affairs Annual Strategic Report Template (Spring 2016)

work. Examples include Lourdes Font on American Design in Paris and Karen Pearson/Theanne Shiros on Sustainable Communities.

- Establish the centrality of the Museum at FIT and the Gladys Marcus Library as resources for scholars, artists, and designers in and outside of FIT and increase collaboration between the museum and library and IT's schools.

CET conducts collaborative events with the Museum at FIT and the Gladys Marcus Library. The February event on museum resources was designed to help faculty integrate the museum collections into the classroom. This February 11 event attracted 25 faculty attendees. Multiple events are conducted with the Library. These included Zotero and Avoiding Plagiarism and The Embedded Librarian. Librarian Greta Earnest will introduce Open Mic to new faculty at the upcoming New Faculty Orientation. She recently introduced the program to adjunct faculty at the June 1 Adjunct Summer Institute.

- Launch the FIT Global creative Content Portal, in collaboration with Gladys Marcus Library, as an access point for internal and external communities interested in research and creative work at FIT.

CET Global reached out to programs in Italy to provide online faculty development to FIT faculty overseas. Follow-up was conducted at the April COIL Conference.

- Develop a series of public events related to research and creative work at the college, identifying them as FIT's Innovation Symposium Series, thus providing coherence for the many FIT events currently fragmented into individual presentations or small series.

Not identified as a symposium series, FDGA-funded faculty presentations are offered throughout the year under the umbrella of faculty development.

- Create FITalks, modeled after TED Talks, to showcase faculty, student and staff experts, and industry partners and stimulate greater understanding of FIT's capabilities and achievements.

See above.

Goal Three – Provide an Empowering Student Experience in a Cohesive Community

A. Promote Greater Academic and Co-curricular Intellectual Engagement for Students

- Create learning communities around such interdisciplinary societal issues as sustainability, diversity, and culture.
n/a

Academic Affairs Annual Strategic Report Template (Spring 2016)

- Encourage all students to take fullest advantage of the growing flexibility and interdisciplinary opportunities in the FITY curriculum as well as participate in the overall FIT experience.
n/a

- Expand opportunities for intellectual/academic engagement through conferences, lectures, and symposia, hosted on the FITY campus.

FDGA provides faculty with funds to host seminars on-campus. Most recently, these funds enabled Professor B. Cowan to engage Drs. Ross Laird and Jason McKeown in support of her 9/11 Museum research entitled Psychotherapeutic Object Dynamics. FDGA funds also are supporting key note speaker Dr. Sylvia Kahan for Susan Breton's collaborative project with the Museum at FIT project, Museum on fashionable Muses: Reimagining Parisian Salons of the Belle Epoch.

CET hosted symposia on campus. These include NEA Presentation (with Writing Studio), Creative Commons, Foundation Center (with Grants Office) and Adjunct Summer Institute.

- Offer a greater range of opportunities for students to provide meaningful feedback on courses, curricula, and programs.

Yearly Student-Faculty Roundtables provide a forum for student faculty exchange and student feedback. This year's topic focused international students and global communication. Recordings of student feedback can be found on the CET web site under "Grants"/Student-Faculty Corporation at: New topics are drawn from student surveys.

- Incorporate the study and practice of sustainability into the fabric of FIT curricula and the college community.

The establishment of the Syllabus Connect online template was the result of a \$5,000 CET Sustainability Council grant (2014-15) project that sought to reduce the use of paper syllabi by over 1,000 instructors yearly. Over 50 faculty are currently participating in this 2015-16 institutionalized program.

CET also hosted a faculty presentation by Professors Pearson and Shiros focused on the sustainability research they conducted in Costa Rica.

- Increase dialogue outside of the conventional "silos" of graduate and undergraduate students, alumni, faculty, staff, and administrators.

Faculty from all of FIT's Schools are invited to faculty development events and attendance is recorded from across the disciplines.

B. Make International Perspectives and Understanding Fundamental to the Student Academic and Co-Curricular Experience.

Academic Affairs Annual Strategic Report Template (Spring 2016)

- Take advantage of the significant cultural diversity of FIT's student body to introduce perspectives on cultural differences and similarities into the curriculum.

Student-Faculty Roundtables provided a forum for understanding cultural diversity in the classroom. Adjunct Summer Institute focused on ESL teaching strategies and NEA project focused on understanding global communication in order to better prepare students for the future.

- Enhance the connection with and support of international students.
See above.
- Provide more academic and personal support services tailored to the specific needs of international students.

Pending Student Faculty Corporation proposal (Round Table expansion) will address international study. Dean Deirdre Sato and Erika Rohrbach are listed as project consultants.

- Leverage FIT's international alumni to connect international students to the College before their arrival and throughout their time at FIT.
n/a
- Foster an ethos of inclusiveness that encourages sharing of cultural experiences among and between international and U.S. students at FIT.

CET facilitated a \$2,000 Student-Faculty Corporation grant, Supporting Cultural and Linguistic Diversity in the Classroom Roundtable Luncheons. A total of 80 students (American and international) and 9 faculty attended. Recordings of student feedback can be found on the CET web site, under "Grants-Student Faculty Corporation".

CET, with the Writing Studio, was awarded a \$5,000 National Education Association Pathways to Global Understanding grant for 2015-16 to promote cultural understanding and better communication between diverse cultural groups. A total of 15 adjuncts are participating in the project and a total of 65 attended the campus-wide presentation by NEA guest speaker Dr. Jacqueline Royster on April 29. This event won a Diversity Council Stamp.

- Increase the number of students participating in FIT's rich array of study abroad opportunities.

A \$2,000 Student-Faculty proposal is currently pending for 2016-17 Round Tables on the topic of international study. If funded, a total of 60 students and 20 faculty will participate.

- Increase the number of visiting faculty/practitioners from other nations and cultures.

CET's open web site, focused on teaching and learning, attracts visitors from across the globe. On average, Google records over 300 "hits" per month on the CET site.

Academic Affairs Annual Strategic Report Template (Spring 2016)

C. Build and Enhance Physical and Virtual Spaces That Promote a Deeper Sense of Community

- Create a well-defined campus commons for members of the FIT community and visitors.

During the 2015-16 academic year, CET updated B502. Carpeting was replaced in August and in January, a new group meeting table was added to better enable faculty group work. The faculty lounge area sofa was replaced for hygienic reasons and extra storage has been added. New books for the lending library were purchased and extra storage installed. Also, Academic Affairs replaced the office furniture and storage for the CET coordinator, making this faculty meeting space more inviting.

- Create spaces on campus that encourage interaction of faculty and students outside of offices, including, for example, collaborative work spaces in the library, unreserved studio space and lounges.

CET facilitated two Student-Faculty Corporation-funded roundtable luncheons to promote student faculty exchange on topics of common interest. Two roundtables were held during the 2015-16 academic year with a total of 89 participants.

- Bring together, in a common physical location, departments with similar functions for example, creating a learning commons in the Library that would include the Math Emporium, Writing Studio, Academic Skills Center, and research assistance.

n/a

- Provide an IT infrastructure that encourages virtual communities and networking among FIT students regardless of their physical location.

n/a

D. Increase Alumni Engagement with FIT

- Promote the success stories of FIT students on campus, among alumni, within the industries the College serves, and to external audiences generally.

n/a

- Leverage the loyalty alumni have to the programs and departments in which they studied as a means of increasing their connection with and support of the College as a whole.

FIT alumni who are currently teaching are called upon to facilitate a wide range of faculty development activities. For example, Renee Cooper has shared her Fulbright experiences with faculty on numerous occasions and is scheduled to speak to new faculty in fall 2016. Margaret Bishop presented her Teaching with Technology teaching portfolio, Eileen Karp served as a member of the international teaching panel and Su Ku is a member of the adjunct faculty participating in 2015-16 NEA activities.

Academic Affairs Annual Strategic Report Template (Spring 2016)

- Create a broad range of opportunities for alumni to contribute to the College beyond their financial donations, including such activities as mentoring current students, providing internship and career opportunities, aiding in the identification and recruitment of prospective students, and the like.

n/a

- Bring accomplished FIT alumni to campus for special events in their areas of expertise, doing so in ways that create interaction with other alumni, current students and faculty.

FIT alumni are sought as presenters for CET events.

- Promote lifelong learning opportunities for alumni, positioning FIT as the first stop for all of their professional development needs.

n/a

Section III: FACULTY/STAFF ACCOMPLISHMENTS 2015-16

Director

Elaine Maldonado was elected to the Executive Committee of the UCE; She is currently a member of Faculty Senate Executive Committee; Served on Faculty Senate Search Committees for Executive Director of Continuing Education, Dean for Liberal Arts and Dean for Art and Design; Served on Presidential Search Committee for Executive Director of Grants; Chair, New Faculty Orientation Committee; Member, Faculty of the Future Committee and Faculty Grants Council; Contributor to non-classroom release time initiative; In collaboration with Brian Fallon, wrote and won a \$5,000 National Education Association Learning and Leadership Grant and was profiled on the NEA Facebook site in relation to this project; Secured a \$2,000 Student-Faculty Corporation grant for Student-Faculty Roundtables on the topic of cultural diversity in the classroom; Submitted Student-Faculty Corporation proposal for renewal of roundtables on the topic of international study; Attended SUNY- COIL Conference. Member of the following SUNY-wide groups: Department Chairs, Faculty Development Community of Practice, Teaching/Learning Certificates Advisory Group; Member of SUNY Assessment Advisory Group listserv; Member of the editorial board of *Common Good, SUNY Plattsburg Journal of Teaching and Learning* (<http://digitalcommons.plattsburgh.edu/commongood/editorialboard.html>).

Coordinator

Jeffrey Riman continued to serve on the SUNY FACT Council and as one of FIT's FACT2 campus representatives; As a FACT 2 Council member, he contributed to the design of the SUNY-CIT Conference and FACT2 Innovation Grants Program; Implemented and manages the new FIT on-line syllabus template, Syllabus Connect; Conducted Teaching with Technology Certificate Program workshops; Created Blackboard online tutorials; Represented the CET at Faculty Senate IT meetings ; Led a UCE working group to develop a strategic plan for the UCE; Served as consultant to Library's LibGuides; Served a focus group member for Google; Presenter at SUNY-CIT Conference in Potsdam with S. Goetz and with Lynda.com; Attended SUNY-COIL Conference; Attended regional Adobe Symposium.

Administrative Coordinator

Celia Baez was formerly a member of the UCE Staff Committee; Currently serves as student advisor to the FIT Chabad Club; Produces Chabad newsletter and volunteers clerical hours to student activities and fund-raising; Distributes CET materials at Convocation and manages Q&A.