

**Faculty Development Committee
End-of Year-Report
2020-2021**

Chair: Rifat Salam

Secretary: Joanna Giza

Liaison: Jennifer Longley

Committee Members: Warren Benfield; Henry Bulley; Ruth Guirguis; Shamira Malekar; Serine Ndiaye; Emmanuel Paki; Erica Seidel; Lourdes Serrano

Brief Summary: The committee is tasked with organizing and hosting BMCC's Faculty Development Grant program and two professional development events: Faculty Development Day and the Joe Doctor Colloquium. The committee had a budget of \$65,000 to fund these programs. Because of the COVID-19 pandemic, all meetings and both professional development events were held virtually, via Zoom. Overall, the Chair (Dr. Rifat Salam) worked with subcommittees to facilitate and ensure successful implementation of assigned tasks and goals.

1. Committee meetings:

The committee met seven times during the 2020-2021 academic year. The meetings consisted of an initial organizational meeting, breakout time for each subcommittee to work, and whole committee reconvening to share the work that occurred during the subcommittee sessions.

2. Faculty Development Day 2020:

Subcommittee members

- Ruth Guirguis
- Jennifer Longley (Coordinator)
- Shamira Malekar

Summary:

The event was held on November 13, 2020 from 10 AM – 12:45 PM via Zoom. The event theme was "Strategies for Self-Care". Dean Jim Berg offered welcoming remarks. Professors Lesley Rennis and Precious Sellars delivered the keynote address "Honing the Power within to Master Outward Challenges". Concurrent, repeated 25-minute breakout sessions were offered and six to seven sessions were offered per time slot. Breakout sessions were offered by the following faculty presenters: Albert Bramante, Jonathan Cabrera, Alexander D Carney, Lalitha Jayant, Cara Kronen, Holly Messitt, Christina Neubrand, and Shane Snipes. Participants expressed appreciation: 1) for the opportunity to learn techniques that focused on their well-being, 2) that a forum on self-care was offered during the pandemic, 3) for the opportunity to self-select the sessions to attend, and 4) that they learned more about the expertise and skillsets possessed by their colleagues who presented. After each break out session, participants were asked to complete a Zoom poll. In total, 93 polls were completed. The results indicated that 88% of respondents reported the session they had just attended was very beneficial, 98% responded it was very or somewhat beneficial, according to a four-point Likert

scale. Ninety-seven percent of respondents said they would recommend to a colleague the session in which they had just participated. When asked how frequently they would use the strategies learned from the session they just attended, 62% reported they would use the strategies daily/several times a week, and a total of 72% indicated they would use the strategies daily/several times a week or weekly/several times a month

Sixty-five (65) people attended the event.

Changes Implemented in 2020-2021:

- The event was held virtually, over Zoom
- Concurrent 25-minute sessions were offered
- Concurrent sessions were repeated
- Participants selected the sessions they wished to attend
- Participants completed surveys after each session

3. Joe Doctor Colloquium

Subcommittee members

- Ruth Guirguis
- Jennifer Longley (Coordinator)
- Shamira Malekar

Summary:

On March 5, 2021, Dr. Djanjo Paris gave the speech entitled, “Enacting Culturally Sustaining Pedagogies in a Time of Pandemic and Uprising” from 1 to 3 PM. Dr. Paris was scheduled to speak at the 2020 Joe Doctor Colloquium; however, the event was cancelled due to the COVID-19 pandemic. President Munroe offered opening remarks and Dr. Paris was introduced by Jennifer Longley. BMCC’s Library collaborated with the committee for this event by procuring 10 of Dr. Paris’ books which were raffled to anonymously selected participants at the end of the event. A survey was created for participants but was not shared due to a technical issue.

Eight-seven (87) people attended the event.

Changes Implemented in 2020-2021:

- The event was held virtually, over Zoom
- BMCC’s Library collaborated with the committee for the event by providing 10 of Dr. Paris’ books to raffle
- A survey was created for participants

4. Faculty Development Grant (FGD)

Subcommittee members:

- Henry Bulley
- Joanna Giza (Coordinator)
- Serine Ndiaye
- Erica Seidel
- Lourdes Serrano

Summary:

Faculty Development Grants applications were due by March 12, 2021 at 5 PM. The committee collaborated with CETLS to offer a panel discussion on “Tips for a Better Faculty Development Grant Proposal” on February 25, 2021. This event was moderated by Joanna Giza and Henry Bulley, to help faculty prepare their Faculty Development Grant proposals by sharing information on the application process, eligibility criteria, and success stories from past awardees.

Twenty-nine proposals were submitted. The committee solicited reviewers using a Google Form in which reviewers indicated their area of expertise. Reviewers were matched with proposals based on area of expertise. Fifty-eight people volunteered to review proposals; thus, each reviewer was assigned two proposals. The subcommittee developed a double-blind review process where each application was coded so reviewers and committee members reviewed de-identified proposals. Reviewers were sent their assigned proposals on April 9, 2021 and reviews were due on April 26, 2021. Each proposal was reviewed three times. The ranked list of proposals by average score was sent to Academic Affairs on May 18, 2021.

Changes Implemented in 2020-2021

- The committee collaborated with CETLS to offer a workshop on preparing a Faculty Development Grant proposal
- The scoring rubric for reviewing proposals was revised
- The scoring rubric for reviewing proposals was reformatted into a Google Form
- A Google Form was created to solicit reviewers
- Presentations and posters were suggested as means for faculty to share their results
- The subcommittee developed a double-blind review process

Recommendations for the 2021-2022 Faculty Development Committee:

- It is suggested that the committee collaborate with Academic Affairs to ensure transparency in the Faculty Development Grant process. Creating clear guidelines regarding grant allocations, funding qualifications, how the funding will be disbursed, and more comprehensive post award reporting guidelines is crucial for the integrity of the program, faculty development, and student success.
- It is recommended that the committee review the Faculty Development Grant rubric to reduce the possibility of disparate scores among reviewers
- Because of the time and effort involved in the Faculty Development Grant process, it is advised that the committee reconsider the timeline for submission.
- Since students' excellence is directly related to faculty scholarship, we strongly suggest the Academic Senate work with Academic Affairs to identify sustainable funding mechanisms for the Faculty Development Grants.
- As noted in the previous year's report, this committee requires robust representation from across the college and active participation on the part of all members. We suggest that next year's committee actively promote and recruit

interested members in advance of the committee selection process at the end of the next term.