

BCC COACHE Recommendations - Spring 2020

	<u>Responsible and Related Units</u>	<u>Point-Persons/Follow up</u>	<u>Comments</u>
Recruitment			
1. Prioritize BCC adjunct recruitment by advertising positions internally, mentoring qualified adjuncts for permanent positions, and developing a hiring line	<u>OAA / HR / OAACD</u> PSC-CUNY		Explore multiple ways of advertising in-house
2. Strengthen affirmative action office by hiring additional staff	<u>President Office</u> OAACD		P/T non-teaching adjunct recommended
Training/Mentoring			
1. Develop a faculty mentoring program (teaching, promotion, service, publications, etc.) at a wide range of levels	<u>OAA</u> CIPD, CTLT, New Faculty Seminar, Latino Assoc., Unity & Strength, OAACD, Council of Chairs		High priority item Extend New Faculty Seminar One on One Mentoring Include budget training
2. Develop Dept. P&B training	<u>OAA / Legal</u> OAACD, Council of Chairs, Governance		High priority item President, Provost, Legal and faculty leaders to coordinate
3. Develop Diversity & Inclusion Training	<u>OAACD / HR</u> Latino Assoc., Unity & Strength, Governance, Student Life		High priority item Jessenia to develop with OAA LO and Rubric created
4. Develop Faculty Governance Leadership Training including faculty who want to transition into administrative roles	<u>President Office</u> Legal, Governance		Include budget training
5. Develop chairperson training	<u>OAA</u> Legal, OAACD, Council of Chairs		
6. Create a Chairpersons handbook	<u>OAA</u> Legal, OAACD, Council of Chairs		

BCC COACHE Recommendations - Spring 2020

	Responsible Person/Office	Point-Persons/Follow up	Comments
Nature of Work (Retention, Reappointment & Promotion)			
1. Clarify what constitutes appropriate research/publication for each department to help guide P&B	<p align="center"><u>OAA</u> Academic Departments Diversity & Inclusion Committee, FC P&B Task Force</p>		<p>High priority item Evidence-based rubric Review Medgar and Hostos materials</p>
2. Clarify what is needed for promotion/tenure/leave; this should be done by Department P&Bs, updated and shared with faculty regularly	<p align="center"><u>OAA</u> Academic Departments Diversity & Inclusion Committee, FC P&B Task Force</p>		<p>High priority item</p>
3. Provide promotion workshops for faculty at both the assistant and associate levels, an extended New Faculty Seminar, and a Faculty Development Seminar for promotion to full	<p align="center"><u>OAA</u> Academic Departments Diversity & Inclusion Committee, FC P&B Task Force</p>		<p>High priority item Support FOC and Women in particular</p>
4. Establish minimum requirements/definitions for service	<p align="center"><u>OAA</u> Academic Departments Diversity & Inclusion Committee, FC P&B Task Force</p>		<p>High priority item</p>
5. Make available sample CVs, briefs and materials for promotion	<p align="center"><u>OAA / College P&B</u> Academic Departments Diversity & Inclusion Committee, FC P&B Task Force</p>		<p>High priority item</p>
6. Support faculty research by offering grant writing workshops and advertising grant opportunities in a clear and updated space on the BCC website and beyond	<p align="center"><u>OAA / Grants</u> Marketing, CIPD, CTLT, IR</p>		<p>Other than broadcast Funding needed</p>
7. Make connections within the campus and with other colleges/campuses for support and collaboration on research in all disciplines	<p align="center"><u>OAA / Cabinet</u> CIPD, CTLT</p>		<p>STEM seems particularly disadvantaged</p>
8. Identify funding sources and discretionary funds to help conduct research and publications	<p align="center"><u>OAA / Cabinet</u> CIPD, CTLT, Grants</p>		<p>STEM seems particularly disadvantaged</p>

BCC COACHE Recommendations - Spring 2020

	Responsible Person/Office	Point-Persons/Follow up	Comments
Campus Climate			
1. Publish Diversity Reports: Department P&Bs, Senate & committee leadership and members, Charis & Deputy Chairs, etc.	<u>Diversity & Inclusion Committee</u> IR		High priority item Gender, race, ethnicity, length of service
2. Provide consistent and transparent messaging from the top and in multiple ways	<u>Cabinet</u> Marketing		High priority item Finalize improvement of Broadcast capabilities
3. Develop an anti-bullying statement for our Governance Plan	<u>Governance</u> Diversity & Inclusion Committee, Cabinet		
4. Create an affinity group for diversity, inclusion and equity, such as LGCC - Showing Up for Racial Justice	<u>OACD</u> Diversity & Inclusion Committee		Nancy and Franklin to follow up with Jessenia
5. Celebrate results - appreciation and recognition; Publicize accomplishments	<u>Cabinet</u> Marketing		Revive Nota Bene, Events
6. Find ways to improve faculty & staff engagement and collaboration	<u>OAA / Cabinet</u> Marketing		community building, social events
7. Ensure equity in distribution of space and resources	<u>Cabinet</u>		
8. Enhance work-life services	<u>Cabinet</u>		lactation stations, gender-inclusive bathrooms and accessibility to all buildings regardless of physical ability