

**York College Strategic Planning
Faculty Caucus Forum April 4, 2019 - NOTES**

1. What top accomplishments did YC achieve with the last plan (2010-20) – by breakout table?

Accomplishments Notes by Breakout Table	
1	<ul style="list-style-type: none"> • New grad programs
2	<ul style="list-style-type: none"> • Expanded grad programs • Smart classrooms (but didn't get enough input) • Key access to rooms • Small student common areas (e.g., Muslim space) • More proactive announcements about tutoring, etc. • Advisement improved? • Financial aid and registrar improved?
3	<ul style="list-style-type: none"> • Office of Undergraduate Research (e.g., Summer Research Program) • Whiteboards, Smartboards (not all working)

2. What do you think are YC's current strengths and challenges? (For example: what facilitates or gets in the way of student success, faculty/staff/administrator excellence, and strong programs/operations?)

	Strengths (by breakout table)	Challenges/Weaknesses (by breakout table)
1	<ul style="list-style-type: none"> • Faculty – diversity • People (overall) 	<ul style="list-style-type: none"> • Supporting new graduate programs • Strategic plan – good ideas – not implemented, except for new grad programs • Recognizing input of people • Inconsistency of allocations – to departments, to faculty
2	<ul style="list-style-type: none"> • Classroom is open more time 	<ul style="list-style-type: none"> • Not enough faculty, especially in view of increasing number of students • Money • Bathrooms and other facilities. ADA compliance? • Clocks should all tell the same correct time always • Are off-hour resources enough? • A debate over more online courses. Enough training? • More advanced faculty training (e.g., Faculty 202) needed
3	<ul style="list-style-type: none"> • Diversity of student body and faculty • Genuine <u>caring</u> for students • Goal 2 from last strategic plan – strength in some ways, needs to be evaluated • Interactions with science judging, science fair • Specialized professional programs 	<ul style="list-style-type: none"> • Everyday maintenance (e.g., computers in classrooms) • Cleanliness of hallways and bathrooms • Academic advisement for freshmen, sophomores • Hiring – administration versus faculty hiring

3. Given this, what top 5 major activities should YC prioritize for the next five years?

Top 5 Major Activities for YC to Prioritize 2020-25 (by breakout table)	
1	<ol style="list-style-type: none"> 1. Lecturers (promotions) 2. Engage/breakout silos 3. Exchange of information – need more fluidity 4. Need actionable ways to address problems (no bandaids) 5. Adjuncts (\$7,000/class)
2	<ol style="list-style-type: none"> 1. Improve the balance of resource allocation between faculty and administration 2. Improve bathrooms and other facilities 3. Non-key room access extended 4. Professional development 5. Debate over student graduation rates
3	<ol style="list-style-type: none"> 1. Facilities 2. Student services 3. Strengthening number and quality of full-time faculty 4. Fundraising and grants 5. Improve student retention/career placement

4. Large group discussion – highlighting additional observations/things to prioritize.

- There are still many good faculty here, but many are going.
- York is chasing away “big ticket” professors and the money and students, reputation, and esteem go with them. This starts with how we announce our jobs, including stacking hiring committees with those who have their own agendas.
- At the same time, the administration continues to grow.
- If you have a strong faculty core – some that are publishing, some high profile, some bringing in money, some attracting students – this helps solve our problems (institutionally) and helps (serve as a counter balance) standing up to the administration
- We feel there’s intentional fracturing of faculty (e.g., hiding announcements)
- Advisement challenges exist – students are misplaced and ill-advised on what they need to take, which results in courses being cancelled. Advisement works against us. Sometimes deregistration is about financial aid issues.
- The advisement center, in its concern for students dropping out and in response to the push for students to graduate in 4 years, pushes students to easier courses.
- We all need to get on the same page about what’s best for the students when it comes to pushing for more 4-year graduates (when and how much to emphasize that). Overall we need to determine – how do we both improve the graduate rate while promoting quality opportunities to learn?
- Overall, the advisement center needs to work with departments (it currently isn’t) and we need to deal with lack of expertise in scheduling.
- Pathways – that has not solved all the problems it was intended to solve (did it maybe create more problems than solve?) Although there may be fewer transfer advisement issues. Will Gen Ed assessment help with any of this?
- Resources in off hours aren’t enough.
- We need to improve the balance of resource allocation between faculty and administration.
- Faculty are expected to meet scholarship demands. But they can’t write for grants without in-house resources to analyze data, publish, etc. This has implications for new faculty in their tenure promotion processes.
- Our graduate programs are our money makers – but they’re not well resourced.

- We say we're student centered, but if we're losing faculty who are alumni, how is this consistent with this mission/vision?
- Where is space/voice/agency for lecturers?
- How can we make sure our mission and vision come alive in this next plan. Does the mission need to name our specific efforts in our community too?