

Kingsborough Community College

Faculty and Staff Survey Committee
Recommendation Report

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Prepared by:

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Overview

The 2021 Faculty and Staff Satisfaction Survey addressed eight important domains of experience at Kingsborough. In addition to questions addressing the eight domains above, respondents were also asked to provide additional comments at the end of the survey, which were reviewed and arranged into categories according to the themes that emerged from the commentary.

The majority of these comments fell into 4 groups; *academic environment, senior leadership, DEI, and COVID-19.*

In response, a diverse committee of 14 faculty and staff members was established to prepare a list of recommendations to address the most pertinent issues. Below are the recommendations that resulted from dialogue amongst the committee members. COVID-19 was not addressed as these policies are largely decided by CUNY Central.

Recommendations:

1. *Remote/Hybrid learning environment and Academic Integrity*
 - a. In order to address faculty concerns around the academic integrity in remote/hybrid classes, KCEL should coordinate and promote professional development workshops around teaching in a remote environment.
 - b. KCC should leverage Communications and Marketing to reach students and disseminate the KCC's Academic Integrity Policy on Blackboard or other digital platforms, as well as encourage faculty to provide and review the policy with students at the beginning of the semester.

2. *Senior Leadership Communication*
 - a. To increase awareness of role changes on campus, Senior Leadership should consider providing the campus community with updates regarding staffing changes (i.e., retirements, role changes, departures, and new hires) to help ensure seamless communication and a more efficient working environment.
 - b. Senior Leadership should build upon the success of the regular VP update emails to foster more dialogue with departments.
 - i. The regularity of town halls should be increased in order to drive dialogue on specific themes
 - ii. Senior administration should increase their outreach to departments, namely to have a member of senior administration attend a department meeting at regular intervals
 - iii. Leverage technology (ZOOM) to increase participation and foster more civil dialogue

3. *DEI Efforts*
 - a. To increase participation and dialogue around DEI efforts, KCC should consider a brief DEI-specific survey or add a DEI-specific question block to the existing Faculty and Staff Satisfaction survey. This will also help establish a benchmark level of "inclusiveness" on campus.
 - b. A DEI taskforce composed of mindfully selected faculty and that also includes key campus staff members could better explore DEI issues on campus and prepare next-steps to foster a more inclusive and equitable focused campus community. Including staff in meaningful DEI work recognizes their importance in fostering the campus community.