

OFFICE OF THE PROVOST
GENERAL FACULTY REPORT FOR FALL 2014

The Provost's Office has made three significant new appointments since our report of spring 2014. Last April, Erec R. Koch joined our office as Associate Provost for Academic Administration and Faculty Development. Dr. Koch's distinguished career includes having served on the faculty of Tulane University, the University of Tennessee-Knoxville, Hunter College, and the Graduate Center of the City University of New York. His administrative experience includes service as Associate Dean for Academic Affairs of Tulane; Head of the Department of Modern Foreign Languages and Literatures at the University of Tennessee-Knoxville; and as Ruth and Harold Newman Dean of the School of Arts and Sciences at Hunter College. Most recently he was Senior University Fellow in CUNY's Office of Academic Affairs. As Associate Provost, Erec will lead in issues associated with faculty appointments, promotion, tenure, and immigration status, supervise our funded research administration and compliance activities, and work with other members of our office, faculty, department chairs, and deans to promote the development of our faculty as teachers, scholars, and members of an academic community committed to shared governance.

This summer, as a result of a national search, Art King was appointed Assistant Vice President for Student Affairs and Dean of Students—the senior position in Student Affairs at Baruch. He will be a member of the President's Cabinet. Before coming to Baruch, Mr. King served as Associate Vice President for Student Affairs at San José State University. Previously, he worked as Assistant Vice President of Student Affairs for Diversity and adjunct faculty member in the College of Education at Towson University (Maryland). Prior to TU, he held progressively responsible management positions and adjunct faculty roles at George Mason University (Virginia) and Georgia Southern University. With more than 20 years of experience in higher education, Art will have administrative oversight for functional areas including Services for Students with Disabilities, the STARR Career Services Center, the Counseling Center, Athletics, Student Life, the Early Learning Center, and the Student Health Center, including Health and Wellness. In his role of Dean of Students, he will direct activities associated with student conduct and welfare.

In July Heather Samples became the new Director of the Bernard L. Schwartz Communication Institute. Ms. Samples has been the Assistant Director of Baruch's Writing Center for the past two years; prior to that she developed curricula for the Writing Center and did faculty development work at The Cooper Union. She taught for several years in the Core Curriculum at Columbia University, where she also received her MFA in Fiction. In her report below on the Institute's activities, Heather describes the current year as a pivotal one.

Several other developments and initiatives since the April report are worth noting. In May 2014, Baruch College moved the administration of student evaluation of courses and instructors online. With this first administration, the college encountered significant roadblocks to a hoped-for quick release of the results: the hard work of Vice President Downing overcame those barriers and the results were released in August before the beginning of the fall semester—earlier than results had been available in the past. We anticipate fewer roadblocks and earlier results in semesters to come.

In May, working with Interim Director of Affirmative Action Dr. Richard Orbé-Austin, the Provost reported on the first year of the implementation of the Faculty Diversity Strategic Plan to the Office of the Vice Chancellor for Human Resources Management. Data collection for the May 2015 report is already underway.

In this academic year the Provost plans to work closely with members of the Undergraduate Student Government on academic integrity issues, with special attention on group work. One project is to initiate a contest in which students are asked to create a video on that theme.

Having suspended all inductions of new members since September 2014 in the wake of the last winter's tragic loss of one of our students in a hazing incident, the Provost is convening a study group to consider the best course of action going forward with regard to fraternities and sororities on the Baruch campus.

In response to faculty requests for richer and more informative criteria regarding the evaluation of teaching and service by campus P&B committees, Associate Provost Koch worked with two task forces to generate suggestions for discussion. Our office is sharing those ideas and recommendations with various faculty groups: after they have been thoroughly vetted, these guidelines will be brought to the College P&B.

The Provost's Office has asked our faculty governance bodies, including the Senate, to select faculty representatives to the three CUNY course review subcommittees that will discuss and ultimately vote on any changes to the Pathways curriculum, such as the addition of new courses or disciplines to any of the Pathways categories.

Members of the Provost's Office are at work with members of the Office of Communications, Marketing & Public Affairs on a revamped Provost's Office website that should be ready before the end of the fall semester. The new version of the site will bring together information of particular importance to faculty, chairs, and deans.

The report that follows begins with items from the Division of Academic Affairs and is followed by those from the Division of Student Affairs.

Division of Academic Affairs

Academic Assessment

Accreditation Matters – As part of our accreditation process, in spring 2015 Baruch College will be sending the Middle States Commission on Higher Education our Periodic Review Report. A significant portion of this review is dedicated to assessment and student learning. The Office of Academic Assessment will be reporting on the College's assessment activities over the last five years as well as plans for assessing student learning going forward. This will include information about assessments of our majors, graduate programs, general education courses, and co-curricular activities.

Both the Zicklin School of Business and the School of Public Affairs submitted reports for reaccreditation to their respective organizations (Association to Advance Collegiate Schools of Business—AACSB—and the Network of Schools of Public Policy, Affairs, and Administration—NASPPAA) this summer. These included information about ongoing assessments in each school as well as how members of the faculty are using assessment results to inform curricular and programmatic decisions.

Assessment of General Education – The college is also beginning a new round assessment of all general education courses this semester. All departments with courses in our general education curriculum will be completing assessments in fall 2014 and analyzing and reporting on the results in January 2015.

Workshops and Website – The Office of Academic Assessment will continue to hold workshops and forums dedicated to helping faculty and staff better understand and perform assessments of student learning. In addition, information is being disseminated to all academic programs to support efforts of assessing and reporting on student learning. All are invited to the Baruch College Assessment website (<http://www.baruch.cuny.edu/assessment/>) to view the calendar of assessment events for the year and to find further resources on academic assessment.

Academic Personnel

Faculty Searches – Last academic year, Baruch College successfully concluded 31 faculty searches that resulted in appointments for the 2014-15 academic year. Twenty-five of those appointments were of tenure-track professorial faculty; one of a visiting professorial faculty member; one of a lecturer; three of distinguished lecturers; one of a CLT. The college also appointed ten new substitute faculty members for the 2014-15 academic year. The distribution of new members of the faculty among the schools is detailed in the table below.

Beginning this academic year, faculty searches will be conducted from the CUNYfirst Talent Acquisition Management (TAM) module. TAM will regularize the application and submission process for all candidates, ensure the compilation of data on applicants, and facilitate the review of all candidacies. The deployment of the TAM module will be coupled with increased training and preparation of faculty search committees. Both efforts will help us to fulfill our twofold commitment to both equity and excellence in identifying and appointing new faculty.

Reappointment, Tenure, and Promotion – The college granted reappointment with tenure to 12 faculty, and promotion to associate professor to 11. Five members of the faculty were promoted from associate professor to full professor. Finally, the College reappointed five lecturers with certificate of continuous employment (CCE). The distribution of those personnel actions among the schools is detailed in the following table:

Faculty Reappointments with Tenure, Promotions, and New Hires

	Zicklin	Weissman	SPA	Library	Total
Full Time Faculty Reappointment with Tenure effective 9/14	1	9*	1	1	12*
Full Time Faculty Reappointment with CCE effective 9/14	3	2	0	0	5
Full Time Faculty Promotion effective 8/14	4	10*	1	1	16

Full Time Faculty Promotion to Professor effective 8/14	3	2	0	0	5
Full Time Faculty Promotion to Associate Professor effective 8/14	1	7	1	1	10
Full Time Faculty Promotion to Senior CLT effective 8/14	0	1	0	0	1
New Hired & Appointed (Professorial) Faculty for AY 2014-15	7	16	2	0	25
New Hired & Appointed (Lecturers) Faculty for AY 2014-15	1	0	0	0	1
New Hired & Appointed (Distinguished Lecturers) Faculty for AY 2014-15	0	1	2	0	3
New Hired & Appointed (College Lab Technicians) Faculty for AY 2014-15	0	1	0	0	1
New Hired & Appointed (Visiting) Faculty for AY 2014-15	0	1	0	0	1
New Hired & Appointed (Substitute) Faculty for AY 2014-15	5	0	3	2	10
Total New Faculty Hired and Appointed for AY 2014-15	13	19	7	2	41

*1 CLT included in the count.

Baruch College Honors Program

Enrollment – The Honors Program welcomed an incoming cohort of 139 students to the Macaulay Honors Program (97 students), the Baruch Scholars Program (18 students), and the Provost Scholars Program (22 students). The high school average is the same for both the Macaulay and Baruch Scholars, and the average SAT score for Macaulay Scholars is 20 points higher. Although the high school and SAT averages of the Provost Scholars (who are admitted to the program only after they have taken courses at Baruch) are substantially lower, their Baruch GPAs at the time of application averaged 3.72. For additional details on each cohort, please see the following table.

Baruch College Honors Admissions: Entering Class Fall 2013 and Fall 2014

	Fall 2013			Fall 2014		
	Number	HS Average	SAT Average	Number	HS Average	SAT Average
Number applied	3091	91.1	1270	3665	91.2	1271
Number ranked Baruch 1st	n/a			1268	90.9	1283
Number accepted into MHC	261	92.9	1410	236	93.9	1411
MHC Number Enrolled	108	92.4	1380	97¹	93.7	1370
Number accepted into BS	44	93.2	1380	50	93.8	1383
BS Number Enrolled	17	92.4	1380	18¹	93.7	1350
New Provost Scholars	23	n/a	1196	22	85.3	1185

¹ Includes students who deferred

Exit Survey – The Honors Program conducted its second exit survey of graduating seniors. Students continue to graduate with little or no debt but find that the “sense of a Baruch

Honors Community” needs to be better defined. The Program received strong marks on the level of support provided by the advisors and the opportunities for academic and professional development.

Prestigious Scholarships and Fellowships – Fifty-six Baruch students and recent alumni applied for competitive national scholarships and fellowships. Nine Baruch students were awarded prestigious scholarships, including: two U.S. Student Fulbright Fellowships, one Venture for America Fellowship, three Gilman Scholarships for International Study, one U.K. Fulbright Summer Institute Award, and one Doris Duke Conservation Fellowship.

Creative Inquiry Day – With support from the Provost’s Office for Undergraduate Research (POUR), the Honors Program organized Baruch’s first Creative Inquiry Day to celebrate undergraduate research and creative endeavors. Thirty-nine students participated. Next year’s event is scheduled for May 14 from 12:30-2:30 in the Multipurpose Room.

Bernard L. Schwartz Communication Institute

For the Schwartz Communication Institute, this academic year is a pivotal one, marked by reflection, strategic planning, and program development. Following a year of interim leadership, the Institute welcomed a new Director, Heather Samples, in late July. In September, Heather was joined by Acting Associate Director Meechal Hoffman.

Annual Symposium – In May, the Institute hosted its 14th Annual Symposium on Communication and Communication-Intensive Instruction, featuring morning keynote speaker Danah Boyd of Microsoft Research and New York University. Bernard L. Schwartz, whose recent book, *Just Say Yes*, was published last year, was also interviewed in the afternoon by Provost Dave Christy about both his family and public life in management, political advocacy, and philanthropy. The Dinner Address was given by Tariq Khan, Founder and CEO of Global Diversity Marketing and Baruch College alumnus.

Self-study – Throughout the fall ’14 semester, the Institute will undertake a formal self-study of its programming portfolio, focusing especially on the nature of Communication Intensive Courses (CICs) and support for them. The self-study will also provide methodological structure to surveying and interviewing instructors, course coordinators, department chairs, and deans in order to identify the most effective faculty development programming for spring ’15 and beyond.

Faculty Advisory Council – In keeping with the Institute’s renewed commitment to faculty partnerships, this semester will see the creation of a Faculty Advisory Council. Council members from all three schools will lend their expertise to guide the self-study and shape implementation of its recommendations. Going forward, the Council will advise on all aspects of program development, and ensure faculty voices are at the forefront of the Institute’s activity.

Key Projects for Fall 2014 – These include deeper engagement with the Freshman Seminars, a new collaboration with the Great Works and Writing programs in the English department, the launch of support programs for the college’s Writing Across the Curriculum (WAC) Fellows, and our first faculty development programming designed especially for the School of Public

Affairs. Course-embedded support for communication in all forms also continues for 12 courses across the college.

Center for Teaching and Learning (CTL)

During the summer months the Center for Teaching and Learning moved to a new temporary location in the Research Room of the Subotnick Financial Services Center.

Faculty Seminars – In June the CTL led an Associate Faculty Fellows Summer Seminar in which adjuncts explored the implications of “hybridizing” two high-enrollment general education courses: Great Works (ENG/CMP 2800/2850) and Speech Communication (COM 1010). The seminar culminated in white papers published on the seminar blog, viewable at <http://blogs.baruch.cuny.edu/ctlsummerseminar14/>. In September, the CTL launched its second Faculty Fellows Seminar, in which five members of the faculty are designing new hybrid courses that will run in spring 2015. The CTL continues to support the 11 courses developed in the spring '14 Faculty Fellows Seminar, ten of which are currently running. The CTL also continues to work closely with the Zicklin Online Learning and Evaluation program, which is leading the charge to develop high-impact hybrid/online courses in the Zicklin School. At least three such courses will be developed with CTL and ZOLE support in spring 2015.

Blogs@Baruch – During the summer the CTL finalized the transition of oversight and support of Blogs@Baruch and Vocat from the Schwartz Communication Institute. Blogs@Baruch continues to grow, with nearly 19,500 users and more than 215 new sites launched this fall. Summer technical work included the migration to a new base url (from blsciblogs.baruch.cuny.edu to blogs.baruch.cuny.edu) and the upgrade of the platform to WordPress 4.0. Key new projects include the development of a student journal in collaboration with the Writing Center and a literary magazine in collaboration with English Department, the migration of the Schwartz Institute's long-running Cac.ophony.org blog to the system, and a collaboration with the Student Academic Consulting Center on a site that will house open educational resources to support math instruction at Baruch.

Vocat – Vocat is a web application that facilitates robust, asynchronous assessment of videos and various other media. The CTL completed the Vocat 3.0 pilot and launched a stable version of the software in June. Vocat 2.0 is no longer being supported, and all use is currently taking place on the new version of the software. More than 80 course sections are slated to use Vocat 3.0 in fall 2014. The successful pilot led this summer to a generous pledge from alumnus Walter Barandiaran that will enable continued Vocat development and the introduction of several new features in 2015.

Continuing and Professional Studies (CAPS)

The division of Continuing and Professional Studies has dedicated the past year to creating a more student-centered approach to our programs and services. We have expanded our programming in Finance and Banking. We have also significantly expanded our programming in Web Design, Graphic Design, and Programming Languages.

Our new approach ensures that all students in all courses have access to an online Moodle shell for communication, assignments, reading assignments, and a variety of activities in over 1,000

courses each year. The new system also enables our instructors the ability to teach online in the event of campus closings. These course shells are in addition to our online courses and our online hybrids. Students enjoy the easy access to fellow students and their instructors inside and outside of the classroom. The new online approaches also allow for stronger communication with students in regard to cancellations, room changes, and curriculum modifications.

CAPS has redesigned services to foster a more cohort-centered model for students pursuing certificates. The new approach has been widely accepted and is increasing completion rates. Students also report a stronger personal connection with other students and their instructors.

Fortunately our enrollments are on the rise especially in our international programs. We have welcomed over 50 Brazilian students and our Turkish student population has doubled. Both can be attributed to our new international recruitment efforts. In other expansion news, our partnership with the International School of Management in Paris will go from one cohort each in undergraduate, Master's level and Doctoral level students to five cohorts at each level in the coming months. The test cohort students this year report that our courses were the best in their program and we are happy to provide more.

In our most creative test, during summer 2014 we conducted a successful "live" case study class. The customer was Matt Frederick, a Confectioner and Chocolatier, who approached Professional Programs eager to find better ways of branding his product. Our instructor, Robert Allen, worked closely with Matt Frederick to ensure that the students worked in a real world setting, using the best instructional methods to guide the students through the live "simulation." Our partner gained excellent marketing research results and suggestions for effective marketing and our students gained a feather in their marketing portfolios.

The division has experienced an increase in both domestic and international partners this past year. Several are listed below.

International

- *Leadership Development for The Saudi Industrial Development Fund* - The Leadership Development program for the Saudi Industrial Development Fund is in its fifth year of implementation. The program focuses on providing SIDF trainees with the skills and competencies required to become effective leaders in the finance world. Eight SIDFs have registered for the fall 2014 semester.
- *Auditing Techniques and Standards of Practice in the United States for Delegation of Chinese Auditors* - Our Corporate Learning Services team developed and facilitated a customized Auditing Techniques program for an international group of Chinese auditors. The program featured best practices and auditing techniques, technology developments and industry updates.
- *SWUFE* - CAPS continues to partner with SWUFE in ESL training and conditional admissions into the college's undergraduate and graduate programs.

Public Sector

- *Corporate Showcase* - CAPS conducted a Corporate Learning Showcase for New York City agencies. The session was an opportunity to learn about their training needs, future training

initiatives, and their plans for development. After the session we gained a new client and two prospects that we remained in contact with throughout the year.

- *NYC Department of Buildings* - Our team concluded a widely successful series of Leadership and Management certificate programs for Buildings. The program received excellent reviews and the agency expressed interest in 2015 programs for clerical support, call center reps, as well as another supervisory and leadership programs. In October 2014 we will conduct the first time management program as part of the Leadership Series.
- *NYC Department of Transportation* - This October we start a new cycle of our Leadership series. This fiscal year the agency was first to adopt our newly developed Management Styles with DISC program and also a leadership and engagement program.
- *NYC Office of Emergency Management* - Our first Leadership and Management Development Series started in September 2014 with 21 participants.

Private Sector

- *Municipal Credit Union* - Our team is conducting the CFP Program for selected employees of MCU. We are also in discussion for a leadership program for late summer or early fall.

Partnerships

- *SCA* - The Advanced Mentor Training Program for the School of Construction is going well. The scope of work adopted with this partnership enables Professional Programs to conduct the official program evaluation and assessment via QA/QC. Our client is very pleased with the outcome and professionalism of this effort and will provide a general update to the School of Construction Authority in July.
- *Manhattan Chamber of Commerce* - We supported the implementation of the Manhattan Chamber of Commerce Marketing Week NYC 2014. The session was the first of four to be part of a Small Business training series. The conference was well attended and MCC was pleased with the results

Global Strategies

Global Strategic Plan – Dean Jeff Peck and the Global Policy and Planning Committee (Deans Peck, Huss, and Birdsell, VP Corpus, Ann Clarkson, Associate Dean of CAPS, Professor Terrence Martell, Director of Baruch’s Weissman Center for International Business, and Richard Mitten, Baruch’s Director of Study Abroad), in addition to Professors John Brenkman and Myung-Soo Lee (who led the College's strategic planning effort) completed a Global Strategic Plan for Baruch that will be presented to the President’s Cabinet in October.

Turkey – President Wallerstein signed agreements with Koc University and Bilkent last spring. The School of Public Affairs is working on project with municipal governments. Dean Peck plans to request proposals from faculty to create new faculty collaborations with our Turkish partners in spring 2015. These universities advertised at the Study Abroad Fair for the first time.

Brazil – Dean Peck took a delegation to Brazil with three faculty members from Department of Natural Sciences (Professors David Gruber, Pablo Peixoto, and William Merdian) and Professor Tschombe Miles from the Department of Black and Latino Studies, who had submitted applications in response to an RFP. They are establishing collaborations with faculty at the University of São Paulo and Pontifical Catholic University of Rio respectively.

Memos of understanding were signed with these two institutions. Follow-up meetings were also held with INSPER Business School in Rio and the Foundation Gettúlio Vargas in São Paulo for collaboration in public administration. With leadership from Jessica Leitner in College Advancement, Baruch also held a very successful alumni event in São Paulo for the first time and has received enthusiastic response from the participants—who would like to be involved in recruitment, scholarships, program building, and networking. We expect to establish a Baruch NYC-São Paulo Alumni Club.

World Class Cities, World Class Universities (WC2) – At the WC2 meeting in St. Petersburg, Russia, a number of faculty from Baruch and CUNY in general attended the 9th meeting of this global network. Aside from the substantive engagement of our faculty, the most important development was that the organization and goals of the WC2 were substantively modified. A mission statement, largely written by David Birdsell, and a refocus on research and educational collaboration have been established in order to produce more concrete output (e.g., joint publications, research symposia, and summer schools with faculty and graduate students). All of these new endeavors are moving the network ahead. There is now a more conscious branding of WC2 as a group of institutions whose philosophy aligns closely with CUNY and its explicit and engaged relationship with the global city where it resides. In fact, the role of the global university in a global city—the rationale of the network—is finally being exploited robustly and will help establish the unique identity of this 12-university group. Discussion has also taken place about establishing joint/dual degrees and study abroad relationships for the universities' students, as well as bi-lateral and multi-lateral agreements. Jeff Peck, who represents CUNY in WC2, is on the new Strategic Planning Committee and a member of the new Executive Committee. In sum, the WC2 will now offer more possibilities for richer research and teaching collaborations.

Human Research Protection Program (HRPP)

The CUNY HRPP is responsible for the protection of the rights and welfare of human subjects in research projects conducted at CUNY or by CUNY faculty, staff, and students. The program provides oversight, administrative support, and educational training to ensure that research at CUNY complies with federal and state regulations, university policies, and the highest ethical standards. The CUNY HRPP comprises four University Integrated Institutional Review Boards (IRBs) and 19 on-site HRPP offices. Baruch's HRPP Office processed 346 submissions in 2014, 128 of which were new. This represents a 16% increase in new submissions compared to the same period last year (January through September).

Upcoming Developments – We are currently in the process of revamping our program, which will include updating our website to make it easier to navigate. Due to the low turnout for many of our training and orientation events last year, we are investigating new ways of conducting training (such as webinars, YouTube videos, newsletters, etc.) to communicate effectively with the Baruch Research Community.

- We are preparing for the rollout of IDEATE in January 2015. IDEATE is the on-line IRB application submission program that will replace our current system, IRBNet. We plan to conduct targeted training for researchers and key personnel.

- For program evaluation and assessment purposes and to better meet researchers' needs, we will be sending out a survey to members of the Baruch faculty in spring 2015.

HRPP Liaison – Elliott Larson, a Ph.D student in the Psychology Department, is the current HRPP Liaison. He is available to assist faculty and students with the development and submission of protocols and will make classroom presentations regarding the IRB process. To make an appointment, please email him at Elliott.c.larson@gmail.com.

Website – The Baruch HRPP Website is an important resource for those investigators wishing to conduct human subjects' research. It is continually updated to reflect organizational/policy changes: www.baruch.cuny.edu/hrpp/index.htm.

Orientation for New Faculty

New full-time members of the faculty, including substitutes, were invited to a series of faculty development events to welcome them and help them adjust to our community. A full day of activities took place on August 19, beginning with welcoming remarks from colleagues and administrators from across the college and followed by extensive discussion about faculty life at Baruch. Since then, Associate Provosts Koch and Slavin, aided by faculty and administrative colleagues, have held several follow-up events, focusing in turn on teaching, research, service, and the reappointment, tenure, and promotion process. One event, entitled "When Academic Waters Get Muddy," was organized by Professor Mindy Engle-Friedman, the Baruch College Ombuds, and Professor Gayana Jurkevich, the Baruch College Grievance Officer, PSC-CUNY.

Sponsored Programs and Research (SPAR)

External Proposals – In FY 2013-14, Baruch College faculty members submitted 60 proposals, down from 70 in 2012-2013. Total funds requested in these proposals are \$17,256,146, up from \$16,793,818 last year. The Weissman School of Arts and Sciences submitted the most proposals, followed by the School of Public Affairs, the Zicklin School of Business, and other administrative units.

External Awards – For FY 2013-14, grants and contracts awards from all units totaled \$6,149,298.14, slightly below the College's goal of 6.4 million. In FY 2012-13 the total was \$6,685,971.31. The number of awards received in FY 2013-14 was 80, up from 67 in FY 2012-2013, with an average award amount of \$76,866.23. The School of Public Affairs led with 36 awards totaling \$1,901,229.33; the Weissman School of Arts and Sciences followed with 18 awards totaling \$743,205.71; followed by the Zicklin School of Business with 17 awards totaling \$1,847,259.29; the other divisions in the college combined, earned 11 awards for \$1,657,603.1.

PSC CUNY 44 Research Award Program – In FY 2013-14, 127 PSC applications were submitted by Baruch faculty members and a total of 101 applications were awarded for a success rate of 80%. The total amount awarded was \$391,615.

Provost's Initiative for Undergraduate Creative Inquiry and Research (UCIR) – Baruch undergraduates participated on Tuesday, September 23, 2014 in an International Conference on Undergraduate Research, organized through an alliance of Monash University in Australia and the University of Warwick in the UK. Students presented their own original research papers to

audiences around the globe linked up via teleconferencing. The other participating universities are Nanyang Technological University, Singapore Management University, the University of Washington, and the University of Western Australia. The College's first "Creative Inquiry" day was held on May 8, 2014 and the second annual Creative Inquiry Day is scheduled for May 15, 2015.

Louis Stokes Alliance for Minority Participation in Science, Technology, Engineering, and Mathematics – The National Science Foundation's LS-AMP program provides funded research opportunities for undergraduate students from underrepresented groups. Baruch's new LS-AMP coordinator is Guerry Perez. Interested faculty may contact her at 646-312-2203 or via email at guerry.perez@baruch.cuny.edu.

Joint Committee for Research – Members elected to the 2014 - 2015 Joint Committee for Research are: Professors Hector Cordero-Guzman (SPA), Vincent DiGirolamo (History), Stephanie Golob (Political Science), Guillaume Haeringer (Econ & Finance), Jennifer Mangels (Psychology), Prakash Sethi (Management), and Robert Wagner (Law). Alan J. Evelyn (Sponsored Programs) serves ex officio.

Student Academic Consulting Center (SACC)

In spring 2014, SACC served 2,907 students for a combined total of 11,858 hours, an increase of 13% in students served and of 15% in hours over the previous spring.

New and Recent Offerings – Working closely with Professor Ted Joyce and the Zicklin School's Skills Assessment Manager Project (SAM), five tutors are currently on hand to assist more than 1,500 students with Excel spreadsheet projects. SACC has increased the number of business course workshops available to students, specifically for ACC 3200, ACC 2101, ACC 3200, and ECO 4000. Our math offerings have also increased and now we support several 4000-level math courses.

Intermediate Algebra (CSTM 0120) – SACC is working closely with the Center for Teaching and Learning on a hybrid initiative to increase active learning in CSTM 0120 classes, which SACC now coordinate. In addition to offering three CSTM 0120/MTH 1030 intensive courses, SACC is offering four sections of 15-week CSTM 0120/with a weekly hourly recitation.

Calculus Boot Camp – Over the summer, SACC provided tutoring support for the Calculus Boot Camp, a summer prep workshop that equips students with the course fundamentals. 30 students completed the workshop; follow-up will be done in the spring to gauge effectiveness. Last spring SACC saw 1,151 students for math support for a total of 6,411 hours, which is comparable to spring 2013.

Tools for Clear Speech Program (TfCS) – SACC continues to offer a variety of oral communication services to the nonnative and English Language Learner (ELL) student populations at Baruch, with goals of clearer speech and higher intelligibility in the classroom and beyond. In fall 2014, with renewed support from the Tietz Fund as well as additional support from BCTC, we are able to offer: more than 70 hours of one-to-one speech tutorials per week in the TfCS Speech Lab; 20 hours of clear speech workshops; two sessions of Conversation Hour

weekly; and an increased presence on campus focused on enriching the culture of ELLs at the college. We are also excited to roll out our new oral communication video assessment. Designed specifically for Baruch students, our assessment will utilize CTL's Vocat software for scoring and reporting. TfCS plans to administer the assessment to 50 students this semester. TfCS continues its collaboration with the STARR Career Development Center on a workshop tailored to their students ("Intelligibility in the Interview"), and also supports the SEEK Transfer Seminar Program by providing a mandatory TfCS component of one-to-one and workshop sessions and participation in the oral communication assessment.

The Writing Center

The Writing Center supports all Baruch students in becoming more independent, confident, and versatile writers and readers of English. We fulfill this mission in intimate pedagogical contexts, partnering student writers with professional consultants who serve as engaged, interested readers.

In the 2013-14 academic year, the Writing Center worked with 2,355 unique students in almost 9,000 one-to-one appointments, online consultations, and workshops. Our utilization rate is close to 100%—demand for our services continues to be extraordinary.

To offer this programming, the Center employs 26 part-time adjunct consultants who are teachers of college writing, many of whom are also professional writers, scholars, and editors. The Center's full-time staff includes a Director (Keri Bertino) and Administrative Coordinator (Paul Hiller, a recent Baruch graduate, who joined our staff in July), who are supported by student workers who greet visitors and direct students to appropriate services. The Writing Center is currently conducting a search for a new Associate Director to begin in the spring 2015 semester; we offer our very warmest wishes to outgoing Assistant Director Heather Samples, who began her tenure as Director of the Bernard L. Schwartz Communication Institute in July.

A few highlights of our programming for fall 2014 include:

- *Walk-in appointments* – Students with contained writing questions can now walk in for 20-minute appointments at our site at the Newman Library Reference Desk, Monday-Thursday, 10am-3pm.
- *Multilingual Writing Support Specialists* – Three multilingual writing (ESL/ELL) support specialists join our staff this year; they will both consult with students one-to-one and develop new workshops and small-group programming.
- *New Workshop* – "Interpreting Assignments" joins our curriculum of 15 recurring workshops on writing, research, analysis, and critical thinking skills.
- *Faculty Open Houses* – On September 19 and October 7, we hosted events for members of the faculty and staff to meet our staff and learn more about our services and resources.

The Writing Center began a three-year strategic planning cycle last year. The plan is now available on our website at <http://writingcenter.baruch.cuny.edu/>. We're making steady progress on our goals: we have, for example, expanded our operating hours, established a new site in partnership with the library, hired multilingual writing (ESL/ELL) specialists, launched a new website, created a faculty referral form, developed new workshops, and deepened our staff

development programming. This year, we look forward to partnering with courses, departments, and student support units to build new programming; developing writing groups; and launching a public staff blog.

Division of Student Affairs

The newly formed Division of Student Affairs continues to focus on addressing student requests, adjudicating disciplinary matters through the student conduct process, and responding to reports submitted to the Campus Intervention Team (CIT). The Division also provides support to the initiatives and personnel within the division, which includes Athletics & Recreation, Counseling Center, Services for Students with Disability, Early Learning Center, Health & Wellness, Starr Career Development Center, Office of Student Life, and Office of the Dean of Students. Additionally, the Division of Student Affairs facilitates student learning by providing student-centered and engaging programs, services, and developmental opportunities. The faculty and staff in the division strive to cultivate an inclusive campus community that supports the educational mission of Baruch College.

The following are highlights of services and program opportunities the Division has produced or will present to the campus community in fall 2014.

Athletics & Recreation

The department's five fall sports' seasons have begun. These include women's volleyball, men's and women's cross country, women's tennis, and men's Soccer. Women's volleyball and men's soccer have very good opportunities to win their respective CUNY Athletic Conference (CUNYAC) championship tournaments. This would give them automatic bids to NCAA postseason tournaments.

Last year, Baruch College once again won the CUNYAC Commissioner's Cup with seven of our 13 sports teams winning championships. It was the fifth consecutive "Cup" and seventh in the past nine years. This past spring, the men's volleyball, men's tennis, and women's basketball teams received postseason NCAA bids by winning their respective CUNYAC Championship tournaments.

The almost 200 athletes on our 13 teams continue to maintain a GPA just short of 3.0 (2.988). Seven of our 13 teams maintained GPAs above 3.0 and 36% of our student-athletes had a GPA of 3.2 or better. One of them, Steven Coniglio, who achieved a 3.844 GPA in Actuarial Science, was named CUNYAC Scholar Athlete of the Year as well as being an NCAA Division III Academic All-American.

The department anticipates another successful year with the goal of recapturing the Commissioner's Cup, and gaining additional regional and national recognition for the college.

Counseling Center

The Counseling Center is responsible for providing free psychotherapy, psychiatric consultation, psychological testing, and referral services to all Baruch students. Faculty, staff and alumni may also use the Center's consultation and referral services. In a collaborative effort to boost

graduation rates, the Center coordinates with various departments within student services to provide guidance and emotional support to students struggling to meet their academic requirements. The Counseling Center's mission is to address the students' psychological and emotional needs in order to support the College's overall goals of cultivating future global leaders and promoting inclusivity. Special therapeutic focus is placed on addressing students' mental health needs that are interfering with their academic potential and/or their ability to engage cooperatively in the academic community. Some of its programs and outreach activities include Safe Zone, Peers Advocating Wellness Services (PAWS), Depression Screening Day, Alcohol Screening Day, group counseling and various workshops relating to mental health awareness.

From the period of September 2013 to September 2014, the Center's staff provided over 4,000 individual psychotherapy appointments and served approximately 450 unique students, an increase from the previous year during which the unit provided approximately 3,800 individual psychotherapy appointments and served some 400 unique students. While increase in traffic demonstrates a growing need for mental health services among the student body, a significant gap exists in the area of prevention and early intervention programs.

In an effort to promote preventive mental health care, the Center is in the process of expanding its outreach and programming activities. As of fall 2014, the successful acquisition of a \$180,000 grant over a two-year period from the van Ameringen Foundation will help broaden the scope of the unit's outreach initiatives by enabling the Center to hire additional staff to collect, organize, and analyze data relevant to our students' membership in diverse vulnerable populations, and assist in creating targeted programs that increase the Center's on-campus visibility.

Additionally, the Center is in its initial phase of creating an infrastructure within the doctoral internship training program that adheres to the American Psychological Association's (APA) accreditation requirements. APA certification of the program's educational standards will help attract even more outstanding doctoral internship candidates to its training program. An application and self-study have been submitted and are currently under review.

Early Learning Center

The Early Learning Center (ELC) welcomed 12 new families to the program this fall with most of the children under three years of age. To increase student awareness of the availability of child care on Campus, the Director attended several new student orientations including the one for veterans. A picnic at Hudson River Park was held to offer student families a chance to become more familiar with each other and with all members of the staff. The ELC also offered employment to three work-study students and is serving as an intern site for two CUNY students interested in the field of early childhood education. The director also attended Title IX training; she will in turn share the information and responsibilities associated with Title IX compliance with staff within the center.

Health & Wellness Initiatives - Student Health Center

The Baruch College Health Center provides a range of free or highly subsidized services to all enrolled Baruch students. These services include care for illnesses (e.g., the flu, coughs, colds), as well as vaccinations, STI/HIV testing, women's health (i.e., gynecological exams, pregnancy

testing), contraception, strains and sprains, and other services. These services are contractually administered by Mount Sinai Beth Israel Medical Center and Continuum Health Partners, Inc. During the spring 2014 semester, the Baruch College Health Center saw approximately 1,290 students, and has administered 60 MMR immunizations since the beginning of the fall 2014 semester. However, we remain concerned that these services may be underutilized by Baruch students. As such, we are working to create increased awareness of services and are actively seeking feedback from the campus community regarding how these services may be altered or marketed differently.

The primary mission of Baruch College's Health & Wellness Office is to promote a healthy student and campus environment. The office encourages healthy behaviors among undergraduate and graduate students that will not only enhance short term personal and academic achievement, but will lay the foundation for a healthy lifestyle for years to come. Health & Wellness programs for fall 2014 include the continuation of weekly activities of meditation and yoga, a blood drive, Freshman Orientation enrichment workshops, a domestic-violence awareness workshop, smoking cessation workshops, Safe Zone trainings, and finals-week activities. Further, the office remains committed to student leadership development and mentorship. P.A.W.S. (Peers Advocating for Wellness Services) is a peer health group that works to develop health and wellness initiatives on campus.

Office of Dean of Students

The Dean of Students Office in the newly formed Division of Student Affairs will continue to focus on addressing student requests, adjudicating disciplinary matters through the student conduct process, and responding to reports submitted to the Campus Intervention Team (CIT), as well as adjudicating matters centered on academic integrity. Additionally, the start of this semester included the arrival of Art King, the new Dean of Students and Assistant Vice President of Student Affairs. Art serves as chief student affairs officer for the College.

Thus far, the office assisted with welcoming new students and their families on Convocation Day as well as move-in day for 250 students in the Baruch College residence hall. The department continues to work with students facing medical and other challenges, distributing emergency funds, and enacting the college's disciplinary procedures. With new leadership in place, the office has begun its work within the division to develop a leadership team and set goals for the upcoming year.

Services for Students with Disabilities

Most recently, 80 students with disabilities have identified themselves to the Office of Services for Students with Disabilities. As customary, the office worked closely with the Office of Orientation and New Student Programs to ensure a seamless transition possible, ensuring that the students who need priority registration got the first available orientation date and were provided with accommodations pursuant to the Americans with Disabilities Act (ADA).

During the spring 2014 semester, on behalf of faculty the office administered 555 exams with accommodations. Many of the new students have been referred by faculty as they become more sensitive about the needs of students with disabilities. Faculty referrals and collaboration with

the office has led to its ability to provide ADA accommodations, which ultimately lead to student academic success.

During the spring and summer 2014 semesters, there was an increase in student visits to the assistive technology lab, and more students were individually trained in the use of assistive technology. One hundred and seventy pieces of assistive technology were lent to students.

Student requests for accommodations continue to become more complex and costly, with students needing multiple accommodations in more than one classroom and building. The Assistive Technology Manager met with the Center for Teaching and Learning to discuss the accessibility of on-line courses. He will also be testing the Baruch IOS app for accessibility when it is released to the college. A robust Microsoft Access database was created to manage and lend equipment more efficiently. The department especially thanks Arthur Downing and his staff for their collaboration and support, which allows the office to provide an exceptional level of assistive technology. Effective assistive technology allows students to successfully work around their functional limitations.

During this period the office more actively addressed the important and dynamic student life experience of students with disabilities. A club for students with disabilities, Baruch Difference Makers, was reestablished with 20 active members. This club supports a mission of increasing awareness concerning the removal of barriers for individuals with disabilities. Further, staff members of the office as well as Baruch students with disabilities collaborated with the CUNY Coalition of Students with Disabilities to produce an exceptional video celebrating the Supreme Court's Olmstead Resolution, which held that unjustified segregation of persons with disabilities constitutes discrimination.

Our LEADS advisor (Linking Employment, Academics, and Disability Services) resigned in the early spring. Our search for a new advisor is almost complete. The department looks forward to improving the implementation of this new and innovative position.

The department congratulates Raymond Perez, Assistive Director, for his accolades in providing leadership and guidance to the Baruch undergraduate community and his endless commitment to students with disabilities throughout CUNY. During spring/summer 2014, Raymond was formally honored on three separate occasions, including an award given to him by Governor Cuomo, for "building a better New York." The Director, Barbara Sirois, also was honored for outstanding leadership afforded to CUNY and the CUNY Council on Student Disability Issues.

Starr Career Development Center (SCDC)

On August 28, in preparation for the fall recruiting season, 200 seniors attended Starr's Senior Start Up. Ahmadu Gidado, a recruiter from BlackRock, was the featured speaker and he informed graduating seniors about how to prepare themselves to be excellent candidates for positions in major corporations.

Fall recruiting officially began with two career fairs, a CPA fair on September 5 and a general Career fair on September 19—with more than 100 employers and 1,400 students in attendance. Recruiting for undergraduates seems to be moving in a positive direction and employers who had pulled back from hiring during the last couple of years are returning to campus to hire. There are

164 on-campus recruiting positions currently posted on StarrSearch. Since July, over 2,000 non-OCR positions have been posted. This number is up from 1,853 last year, an increase of 12.4%. Additionally, companies have signed up to make 37 corporate presentations on campus this semester, an increase of 19% from the same period in 2013.

Once again, a record number of students are showing up for résumé reviews during walk-in hours from 3-5pm on Tuesday, Wednesday, and Thursday. Over 120 students showed up every week prior to the career fairs for a résumé review or a brief session with a counselor. Additional workshops have been scheduled to accommodate the increased numbers of seniors who want to gain entry to the on-campus recruiting program. New this year were workshops conducted for 450 Federal Work Study eligible students. These students can now apply for 53 work-study positions posted in StarrSearch for the first time, and campus-based hiring managers can see résumés for applicants online. This is an enhancement to the program which previously maintained hard copies of these positions in binders in the Office of Financial Aid.

The Rising Starr Sophomore Program (RSSP), the Path to Partnership (P2P), and the Financial Leadership Program (FLP) were launched with over 60 student participants, who are receiving assistance with résumé writing, interview practice, and networking events with recruiters. RSSP students will be participating in two new programs: the Accelerated Career Exploration Program through office visits during the winter intersession and a sophomore mentoring program. Target is a program sponsor for RSSP, and the SCDC for the seventh year received a Workforce Development Initiative grant to fund the prestigious Financial Leadership Program.

The Max Berger Pre-law advisor is working with the Pre-law Society to plan eleven student events in the fall, and for the first time administered three summer stipends of \$2,000 each for students who completed unpaid summer internships with the U.S. Attorney's Office, the New York County District Attorney's Office, and the Kings County District Attorney's Office. Thirteen Pre-law Fellows were assigned attorney mentors.

This summer Starr launched its newly re-designed website, a new YouTube channel, Live Tweeting, and cross social media marketing tactics; these resulted in an increase of roughly 50% in each of our social media outlets. Prior to the beginning of the school year, Starr staff conducted a week of training for five new Master's interns, a new staff member and 16 new and returning Peers. A new counselor, Alena Lygate, was hired and there are currently two staff vacancies in Starr. The Professional Feedback sessions conducted by volunteers will begin this semester, and students can sign up for brief mentoring from 5-7pm on Thursdays.

Based on employer activity, student appointments, and overall traffic in the office, we anticipate a very busy semester in the Starr Career Development Center.

Student Life at Baruch College

The fall semester embraces Student Life's commitment to the co-curricular development of Baruch students through educational programs in areas that include student leadership and civic engagement, ethical and social responsibility, health and wellness, residence life, new student programs as well as student activities planning.

A number of initiatives are well underway for the fall 2014. These included Baruch Beginnings-Convocation Day and an opening keynote by the author of the Freshmen Text, *How to get Filthy rich in Rising Asia*, Mohsin Hamid. Sixty sections of Freshman Seminar for 1,200 freshmen have been launched. This year, all entering freshmen will be taking the mandatory Title IX Sexual Assault Training workshop as part of the Health & Wellness section of Freshman Seminar. Leadership workshops are also well underway. Approximately 400 students have participated in BOLT (Baruch Officer Leader Training) thus far. Other Leadership Programs include Baruch's 32nd Annual Student Leader Training, which will be held in Bloomingdale, NJ, Adventure Day in October, as well as a hiking and apple picking field trip. Finally, the TEAM Baruch Leadership recruitment season is underway with training to take place in January 2015.

Other civic engagement initiatives include a campus-wide voter registration drive that began in August 2014 in preparation for the September 9 primaries, a community-wide Blood Drive in October, as well as the Feed Five Thousand initiative that occurs in late November and raises funds to go toward feeding the hungry in Africa. Celebration of Baruch's rich multicultural heritage will also continue in September with Latino Heritage Month, and in October with LGBT History Month.

Baruch College Residence Life opened the year on 97th Street with 246 Baruch students. The building currently houses students who attend Baruch, Hunter, LIM, John Jay and Marymount Manhattan Colleges. Live-in staff members serve as active resources and guides for our Baruch students. Besides implementing a peaceful and respectful standard of living, these staff members also develop engaging programs and workshops to foster community building and student engagement.