WHAT IS FORTNIGHT?

A **fortnight** is a unit of time equivalent to 14 days. The term derives from the Old English *fœrwortyne niht*, meaning “fourteen nights.” Inspired by the opportunities and challenges of Middle States Standard 14 and the desire to share information and best practices, **FORTNIGHT** is a communication vehicle, which is distributed online to the campus community.

**COLLEGE OF STATEN ISLAND DIVERSITY STRATEGIC PLAN**

The College of Staten Island’s Faculty Diversity Strategic Plan, currently in draft form, is being developed by the new Campus-Wide Diversity Council that was created this semester as one component of the University’s Diversity Action Plan. This council, which has representation from faculty from various ranks as well as professional staff, a student, and administration, consists of Zakhar Berkovich (Dean’s Office, H&SS Division), Hope Berte (Human Resources), Christopher Cruz Cullari (Center for Student Accessibility), Katie Cumiskey, (Psychology), Danielle Dimitrov (Diversity & Compliance), Candace Gittens (student), Wilma Jones (Library), Eugenia Naro-Maciel (Biology), Terry Rowden (English), and Christine Flynn Saulnier (Academic Affairs).

The Faculty Diversity Strategic Plan draws on multiple sources, including the Collaborative on Academic Careers in Higher Education survey (COACHE), annual affirmative action reports, and the CUNY Faculty Diversity Climate Survey of 2011 (designed with input from the Diversity Study Steering Committee, the University Office of Recruitment and Diversity, and external consultants Cambridge Hill Partners). More information on diversity and recruitment at CUNY can be found at [www.cuny.edu/about/administration/offices/ohrm/diversity/study.html](http://www.cuny.edu/about/administration/offices/ohrm/diversity/study.html).

The general charge of the Council is to monitor and support the enhancement of College policies and practices that advance an inclusive learning and working environment for all members of the campus community and promote the vision and mission of CSI. Its first project in this regard has been the drafting of this Plan, which also responds to Target 2.4 of the CUNY Performance Management Process (PMP), “Colleges will recruit and retain a diverse faculty and staff.” The Plan moves forward the College’s vision of increasing its ability to serve a diverse campus community, and it addresses the segment of the Mission that commits the College to “embrace the strength of our diversity.”

In large part, the Faculty Diversity Strategic Plan is an implementation blueprint for several recommendations contained in the College of Staten Island Strategic Plan, *Many Voices, One Vision*. The Plan relates to the following seven recommendations to faculty and staff diversity: 2.A.2 – improve institutional support to specific needs and timelines of different disciplines, so searches are approved to begin and employment offers are made in a timely fashion; 2.B.2 – define mentoring programs for junior faculty that include clear goals for success and continuing support and review; 2.B.3 – strengthen mid-career faculty through reassigned time and other means of support for research, scholarship, and service; 2.B.6 – create policies and practices that address retention of underrepresented faculty; 2.C.3 – identify, support, and provide additional incentives for interdisciplinary collaboration; 2.C.9 – expand the opportunities for the scholarship and the practice of pedagogy, including a faculty Center for Professional Development; 4.E.3 – create new initiatives to attract and retain faculty and staff from traditionally underserved populations.
The Faculty Diversity Strategic Plan contains action steps and identifies offices responsible for implementation; it also lists dates by which tasks will be completed, clarifies the resources needed to meet goals, and identifies potential barriers or resistance to goal attainment. The Plan will be reviewed by various faculty and administrative constituencies of the college before implementation.

**CLOSING THE LOOP**

As an ongoing response to the findings of both the department self-study of 2011 and to the recommendations of their external reviewers, the English Department has revised the guidelines for ENG111 and ENG151, increasing the specificity of learning objectives and assessment guidelines.

**CUNY NEWS**

Each year the CUNY Institutional Research Council and the CUNY Assessment Council hold an annual joint retreat, where professional issues relating to the intersections between the two fields are discussed. This year’s retreat, to be held at Queens College on June 14, includes panels on supporting Middle States accreditation and self-studies, post-graduation outcomes of CUNY students, and the new and changing resources for Assessment and Institutional Research reporting in a CUNYfirst world. Breakout sessions will cover analyses of transfer students, the experiences of Master’s students at the CUNY Graduate Center, the complex logistics of surveying students, and the faculty assessment institute initiative at Queensborough Community College. The College of Staten Island will be represented by Warrick Bell and Sam Michalowski of the Office of Institutional Research and Assessment, both of whom will be speakers at the event.

**CAMPUS UPDATES**

**Academic Self-Study Calendar** – The continuous improvement and renewal of academic departments and programs is guided by Self-Studies, and the College’s Self-Study calendar shows how active we are in this process. The Calendar displays the last decade of self-study activity, and lays out when programs are scheduled to undertake a self-study for five years into the future. See the Calendar online at [www.library.csi.cuny.edu/assessment/pdfs/Self Study Calendar.pdf](http://www.library.csi.cuny.edu/assessment/pdfs/Self Study Calendar.pdf).

**International Studies Self-Study** – External evaluators Dr. Erick Castellanos, Associate Professor of International Studies, Anthropology, and Latin American Studies at Ramapo College of New Jersey, and Dr. Benita Mehata, Chairperson of the French Department and Director of the International Studies Program at Manhattanville College, visited the College of Staten Island on April 26 to act as external reviewers of our interdisciplinary Program in International Studies. After reviewing the Self-Study prepared by the program, Drs. Castellanos and Mehata had a full day meeting with administrators, faculty, and students to discuss the program and its operations. The reviewers will prepare a report and provide recommendations for enhancement of the International Studies Program at the College. The Program faculty will incorporate the findings of these peer faculty into a self-study action plan that will help guide their future directions.

**FORTNIGHTLY NOTES**

The public library systems of Sandwell, Dudley, Walsall and Wolverhampton councils in the northwest of England are gearing up for their annual Big Book Fortnight which runs from 11 to 25 May, 2013. Author events are planned, along with informative contextual talks by audio book narrators and police forensic investigators for fans of true-crime and detective stories.

Everyone is invited and encouraged to submit items related to departmental assessment projects, College institutional effectiveness activities, committee announcements, and best practices by May 24, 2013, for consideration to appear in the next communiqué.