



CUNY Strategic Innovation Fellowship

CALL FOR APPLICATIONS

JANUARY 2024

OVERVIEW

Achieving the bold goals presented in CUNY's strategic plan, [*CUNY Lifting NY*](#), will require the deep and thoughtful engagement of CUNY's world-class faculty. Whether it be embedding career connections from Day One into degree paths, supporting the K-16 pipeline, or modernizing CUNY's role as an accessible and efficient launchpad for New Yorkers, the voice of faculty leaders must inform and drive transformation. Faculty, too, should be given the opportunity to develop their leadership and academic administration abilities as they look to grow their own professional trajectory. To that end in FY24, CUNY will create the **CUNY Strategic Innovation Faculty Fellowship**. This **two-semester, full time** opportunity will embed faculty within key divisions of the Office of Academic Affairs (OAA) at CUNY's System Office.

Strategic Innovation Fellows will help to create and advance the development, delivery, and governance of university-wide solutions in a number of strategic areas that will strengthen the academic enterprise and outcomes for CUNY students.

FELLOWSHIP OPPORTUNITIES

Fellows

Fellows are expected to work full-time for a limited term of at least two consecutive semesters inclusive of a summer term (e.g. Spring and Summer Semesters OR Summer and Fall semester). In this pilot year, a Fall & Spring semester option is not available, though may be in future rounds. Fellows will be assigned to a single OAA Office, based on preference, demand, and alignment of skills/qualifications for open Fellowships. Fellows will also be expected to participate in occasional meetings with other fellows and additional professional development opportunities offered by host offices and CUNY Central, as appropriate.

While serving as a *Strategic Innovation Fellow*, the faculty member will receive full teaching release from their home college, but may continue appropriate departmental and college service. The fellow will maintain their active and official faculty appointment and continue to receive their contractual faculty salary and benefits, but they will be on full release to serve in an administrative role at the central office for the period described above. In addition, Fellows will receive 2/9ths of their annual salary as summer salary during summer 2024. The remaining 1/3 of the summer, distributed as mutually agreed, shall remain annual leave for the faculty member. Fellows may wish to continue their research through use of holidays and summer leave. CUNY OAA will provide the home college with funding to support the Fellow's full teaching release for one academic term and summer salary. This term may be extended upon agreement by all parties, provided there is sufficient funding available.

Ideal candidates will be:

- Full-time tenured professorial rank faculty or full-time lecturers with CCE with at least two years of experience at CUNY.



- Show strong evidence of emerging leadership and managerial skills, with potential to lead and manage teams, and use strategic and tactical judgement;
- Have strong analytical skills with experience analyzing data and budgets to drive decision-making;
- Have exceptional writing, verbal, and interpersonal communication skills with the ability to produce results as an individual contributor and as part of a team;
- Have strong organizational skills with the ability to independently establish plans and successfully execute multiple assignments with conflicting priorities and concurrent deadlines;
- Possess the ability to communicate and work effectively and collaboratively with diverse internal and external stakeholders from various organizations and organizational levels;
- Possess a strong work ethic, character and personal integrity with the ability to work with the utmost professionalism, discretion, and confidentiality;
- Faculty from all backgrounds, disciplines, abilities and experiences are encouraged to apply.

Participating Offices

Any office in OAA is welcome to indicate interest in hosting a Fellow. The following offices have confirmed their intent to accept at least one fellow in 2024. Projects and initiatives undertaken by the Fellow will advance the goals laid out in CUNY Lifting NY, CUNY's strategic plan, and be substantive in nature.

Office of K-16 Initiatives

About the Office

CUNY K16 Initiatives is home to more than a dozen innovative programs that seek to prepare students for postsecondary success with strong on-ramps including pre-college curriculum, dual enrollment opportunities, near-peer advisement, tutoring, and career-connected learning.

To enhance career-connected learning for high school students in courses and programs offered by CUNY, several significant challenges and strategic goals could be targeted. One major challenge would be to imbed comprehensive, interdisciplinary learning engagements that offer hands-on experiences and exposure to diverse career paths, into existing CUNY courses offered as part of College Now. Also, helping campus faculty and staff to establishing partnerships with industry professionals and local businesses to provide mentorship, internships, and workshops can significantly enrich students' understanding of real-world work environments. Another critical goal involves developing a flexible curriculum that integrates both academic learning and practical skills, emphasizing critical thinking, problem-solving, and "deeper learning". Aligning K16's strategic initiatives aimed at these areas could help bridge the gap between education and employment, better preparing high school students for the evolving demands of the professional world.

Potential Projects

- Develop a fellowship focused on supporting high school students that are struggling in College Now course. NYCPC teachers work one-on-one with a CUNY faculty coach to create a learning plan for one semester, including: engaging in observation-and-debrief cycles, analyzing your specific students and their needs, lesson planning together, and trying out new pedagogical practices presented at CN Professional Learning Sessions. Time will also be spent connecting with a peer mentor who is a current or recent College Now teacher to share experiences and best practices.



- Support the development and delivery of a Professional Learning experiences which allows College Now adjuncts to work in collaboration with a CUNY instructional specialist to develop and present best practices for the College Now classroom that contribute to the likelihood of HS student success in dual enrollment courses.
- Support CUNY campuses to better coordinate/align College Now course offerings around [FutureReadyNYC](#) pathways course development. For each industry and job title we design course sequences of 2 to 3 CN courses that tie directly to degree paths at CUNY. But knowing how CUNY courses connect with similar courses offered as part of the high school is imperative. Also, assessing articulation agreements for FRNYC high school courses could be assessed, as this is one way to ensure that NYC students matriculate to CUNY for specific degrees.

Office of Careers & Industry Partnerships

About the Office

The CUNY Office of Careers & Industry Partnerships (OCIP) reports to the Chancellor and the EVC/University Provost and is tasked with ensuring that 1) more CUNY students can launch and advance in careers of their choosing more quickly, and 2) more organizations can grow equitably thanks to CUNY talent, expertise, and assets. Guided by CUNY's seven-year strategic plan, *CUNY Lifting NY*, OCIP develops and implements partnerships, investments, and policies that are designed to increase the post-CUNY professional success of degree and non-degree students alike. Among the top priorities mentioned in the strategic plan is the alignment and integration of career aspirations into academic programming. Currently, only 25 percent of CUNY students visit a career services office. Only 10% of students participate in a paid internship. Yet, 100% of students interact with their professors. Though 94% of CUNY faculty respondents said that they see preparing students for careers as part of their job, the majority lack the tools and training to do so. More must be done to integrate careers into the place where students inherently find themselves – the classroom and degree pathways.

Potential Projects

- Working with academic leadership, build a vision and CUNY-wide plan for supporting faculty and campus staff to integrate career milestones into degree paths, including through advising tools.
- Advise CUNY-wide career success strategies, including those related to building campus capacity for employer engagement, building stronger pipelines between non-degree and degree programs, and expansion of paid work-based-learning.

Office of Academic Innovation

About the Office

Academic Innovation, a new division within the Office of Academic Affairs, advances CUNY's strategic initiatives for transformative pedagogy, academic technology, and online education.

Potential Project

The LMS transition (led out of OAA) is a CUNY-wide initiative to move the university from Blackboard to Brightspace over the next two years. For the LMS transition, our biggest challenge is training, and we aim to have a faculty fellow help with training our faculty on how to use



Brightspace.

Office of Health and Human Services

About the Office

The Office of Health and Human Services sponsors a number of innovative initiatives to accelerate entry and completion of incumbent staff and adult learners into high demand health professions. CUNY engages healthcare systems, workforce partners, and key stakeholders to form partnerships with CUNY to train students in health professions programs in exchange for a steady stream of new recruits in the midst of mounting workforce shortages.

CUNY is developing a series of alternative training models that offer apprenticeship-like experiences for students that combine rigorous academic program requirements plus immersive clinical training to provide a sturdy base to socialize students to the profession and prepare them for an in-demand and challenging career, while offering measurable benefits to students and employers that contribute to a resilient healthcare system.

One specific priority that aligns with several key objectives of CUNY's seven-year strategic plan, *CUNY Lifting NY*, is work underway with selected health system partners, 1199SEIU, and other stakeholders to develop a formal Student Nurse Internship for CUNY pre-licensure nursing students that provides employer-sponsored placements with payment for part to all of the credit-bearing clinical requirements.

Potential Project

Work with CUNY nursing programs and key partners to develop all aspects of the proposed Student Nurse Internship, including vetting the model with stakeholders and designing a phased implementation plan, with the goal of NYSED approval for pilot(s) to launch by Spring 2025.

In addition to working on discrete projects, participating offices will include the Fellow in additional office deliberations and activities to further boost their professional development and understanding of the opportunities and operations of the Office of Academic Affairs at CUNY Central.

FELLOW APPLICATION & SELECTION PROCESS

To apply, Fellow candidates must submit the following information [through this form](#) by 5:00pm EST on Thursday, February 29, 2024

- Brief personal narrative describing the applicant's professional focus and commitment, particularly as it pertains to educational innovation (400 words, max)
- Interest statement, including professional development goals and how this opportunity will help advance them (600 words, max)
- Assignment preferences (rating of available office assignments)
- An up-to-date CV
- A Provost Endorsement (approval of Provost at host campus)
- (suggested but optional) statement of recommendation from a CUNY Colleague (Faculty or Administrator)



Fellows will then be evaluated by any/all relevant offices, which will submit their rankings of fellowship candidates. Fellow preferences and offices rankings will be considered in order to make a final determination and assignment.

Timeline (subject to revision)

Milestone	Target Date (5pm EST)
Call for Fellows issued	Thursday, January 18, 2024
Fellow interest statements + endorsements due	Thursday, February 29, 2024
Fellows notified of Selection + assignment	Monday, March 11, 2024
Fellows return commitment form	Friday, March 29, 2024
Fellows begin term*	Monday, June 3, 2024
Fellows end term	Tuesday, December 31, 2024

* Fellows should work with host offices to confirm summer schedules

Budget

CUNY will utilize strategic funding provided by the State to cover summer salary and one semester (FALL) of full course release, with the option to renew pending available funding.

Questions

If you have any questions, please email University Associate Provost for Careers & Industry Partnerships, Lauren Andersen at lauren.andersen@cuny.edu