Taking a New “PATH”:
Integrating Human Resources with
Academic Success

Presenters
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LaGuardia Community College/CUNY
Session Goals

• Gain insight into how HR can play a significant role in the growth and development of faculty

• Give you the techniques to create an effective and measurable program directly linked to your institutional goals
LaGuardia Community College, located in Queens, New York City has a diverse student body -

• Representing 153 countries & 117 different languages are spoken
• 55% of students are foreign born
• Total Fall 2009 Credit Enrollment - 17,028
• Total Fall 2009 Non-Credit Enrollment - 20,702
• The College offers 55 degree programs & 4 certificate programs
• Full-time Faculty headcount – 305, July 2010
• 123 tenure track faculty and instructors
• 31 new full-time faculty hired in September 2010
Hall of Flags
What is “PATH”

PATH (Publishing And Tenure Highway) to Success Program – A professional development course for new and relatively new tenure track faculty at the College
Human Resources: A Strategic Partner

- Path to Success Program
- Departmental Goal
- College Strategic Plan
- Mission
Our Institutional Mission

❖ LaGuardia Community College of the City University of New York is committed to:
  ❖ Maintaining a dedicated and highly qualified faculty and staff, while promoting their professional development;
  ❖ Upholding high standards through a focus on program assessment and innovative approaches to teaching and learning.
LaGuardia Community College Strategic Planning

College Goal 1: Raise Academic Quality

University Objective 2: Attract and Nurture a strong faculty that is recognized for excellent teaching, scholarship and creative activity

University Target 2.1: Colleges will continuously upgrade the quality of faculty, as scholars and teachers

College Target 2.1.2: Offer PATH program to support faculty publishing and grant writing
HR Mission: To Recruit, Retain and Develop Excellent Faculty

- Why does the Department of Human Resources need to be proactive in retaining faculty?
  - Data shows that 35% of faculty are between the ages of 56 – 65
  - 6% are >=65
  - Potentially 41% of faculty may be retiring within the next decade
  - Early Retirement Incentive - 2010 could potentially lead to an even higher retirement rate than projected
Primary Goal of PATH

• To Raise Academic Quality by Increasing Faculty Research and Scholarship
Program Objectives

◆ Providing basics of writing for the world of academic publishing to new tenure track & relatively new faculty

◆ Developing superior presentation skills that will help faculty to present their work at academic conferences

◆ Offering techniques for Grant writing

◆ Networking Opportunities and Cross-Departmental Collaboration
Internal Partnerships

- Center for Teaching & Learning
- Senior Tenured Faculty
- Grants Development Office
- Library Media Services
External Partnerships

Experts in the field of Academic Publishing and Scholarship

Communications & Advanced Presentation Skills Consultant

Reputed Guest Speakers
Our goal was to design a comprehensive program that would provide new faculty with basic tools to academic publishing and presentation skills.

- Short but Intensive Time Span – Month Long Program
- Three Full day Workshops – Limited to Fridays to accommodate most faculty schedules
- Three afternoon discussion series during club hours
- Closing reception and acknowledgement of participation
Program Implementation

- Top-down Support from President and Vice President of Academic Affairs
- Buy in from Academic Chairs
- Budget (limited)
- Internal and External Resources
- Space Issues
- Selection Process
Selection Process

- Invitation from the Vice President of Academic Affairs to all eligible tenure-track faculty

- Invitation includes application form which specifically asks what skills the participants were particularly interested in developing

- Application form co-signed by the Chairperson to ensure buy-in from the supervisor

- Application packet including program calendar sent out semester prior to the commencement of the program.

- Attendance strongly recommended to all 6 sessions for maximum benefit

- First 30 applications accepted – 28 Participants in 2009 and 28 in 2010
## PATH 2010 Program

<table>
<thead>
<tr>
<th>Session</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kick-off</td>
<td>Program Introduction &amp; Welcome by the President, Vice Presidents of Academic Affairs &amp; Administration, &amp; Executive Director of Human Resources</td>
</tr>
<tr>
<td>Session 1</td>
<td>Getting Yourself Published: Writing for the World of Academic Publishing (Part 1) – Why Write; What to Write; Where to Publish; Editing and Grammar; What if I am Rejected?</td>
</tr>
</tbody>
</table>
| Session II  | Discussion Series I  
Guest Presentation – Meet the Author of “How to Write Your Journal Article in Twelve Weeks - A Guide to Academic Publishing Success” |
<p>| Session III | Getting Yourself Published – Writing for the World of Academic Publishing (Part II) |</p>
<table>
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<th>Session</th>
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</table>
| Session IV | Discussion Series II  
An Introduction to Grants Writing  
Art of Grant Writing  
Common Components of a Grants Proposal |
| Session V | “Speaking and Writing to Persuade” - Designing powerful abstracts, proposals and presentations  
Writing Persuasive Abstracts and Proposals  
Drafting a Clear Thesis Statement & Total Article Content  
Advanced Presentation Skills - powerful openings and closings, handling Q & A, Visual Aids |
| Session VI | Discussion Series III  
“Combining teaching, service, and scholarship: Perspectives of LaGuardia faculty” – Senior tenured Faculty |
| Closing | Reception  
Conferring of Certificates & Speaker Acknowledgements |
PATH 2009 Overall Program Evaluation – 14 Respondents
PATH 2009 Evaluation: Comments & Feedback

- “It has taken the mystery out of “how to get published”, I think I can easily do this.”
- “It has definitely put the pressure on us to write and gave us the resources”
- “PATH got me back to working on my project and in particular, I located someone to help with a part of it”
- “It clarified to me the process of going from an idea to an article, and helped me to organize the writing process”
- “I think we should have only shorter/half day sessions.”
PATH 2010 Overall Program Evaluation – 10 Responses to date

Bar chart showing the evaluation results for various program components. The chart includes categories such as 'Getting Yourself Published', 'Speak and Write to Persuade', 'Meet the Author', 'Introduction to Grant Writing', and 'President Mellow & Faculty'. The evaluation categories are 'Right On Target', 'Needs Improvements', and 'Expectations Not Met'.
PATH 2010 Evaluation: Comments & Feedback

- “Provided an understanding of the writing and publishing process. It made it more believable.”

- “The Path seminars provided me with the opportunity to better understand the process to write for publishing.”

- “It was a good opportunity to meet and talk with colleagues in other departments.”

- “It was beneficial to see how faculty in the same institution have successfully navigated through promotion and tenure.”

- “Perhaps the time devoted to the sessions could be reduced. The scheduling could be improved; It would be easier to spread the sessions over the semester.”
“Follow-Up” questionnaire to all of the PATH 2009 participants distributed in January 2010 asked:

- If participants had submitted any writing for publication & the status of the submission
- If they were currently working on a submission of an abstract/thesis/article/book chapter
- Have they presented or been accepted to deliver a presentation at a conference
- Future presentation/publishing plans
### 6 month Follow Up Survey

13 Participant Responses

<table>
<thead>
<tr>
<th>Respondent/Department</th>
<th>Submissions Accepted</th>
<th>Pending/Under review</th>
<th>Pending Submission</th>
<th>Accepted for presentation/Presented</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/Library</td>
<td>Book chapter proposal accepted</td>
<td></td>
<td></td>
<td>Presented Book Chapter</td>
</tr>
<tr>
<td>2/MEC*</td>
<td>Paper Accepted</td>
<td>Article submitted</td>
<td></td>
<td>Presented at 2 conferences</td>
</tr>
<tr>
<td>3/Social Science</td>
<td>Article submitted</td>
<td></td>
<td>2 articles &amp; early stages of book</td>
<td>Presenting at 2 conferences</td>
</tr>
<tr>
<td>4/Health Science</td>
<td>Thesis submitted</td>
<td></td>
<td>Article</td>
<td></td>
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</tbody>
</table>

*MEC – Math Engineering Science*
<table>
<thead>
<tr>
<th>Respondent #/Dept</th>
<th>Submissions Accepted</th>
<th>Pending/Under review</th>
<th>Pending Submission</th>
<th>Accepted for presentation/Presented</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/MEC*</td>
<td>3 Articles</td>
<td></td>
<td>1 abstract, 2 research papers</td>
<td>3 Conference Presentations Accepted</td>
</tr>
<tr>
<td>6/ Health Science</td>
<td>Article: in the in-house journal</td>
<td></td>
<td>1 Article</td>
<td></td>
</tr>
<tr>
<td>7/Health Science</td>
<td>Article</td>
<td>Article</td>
<td>Article</td>
<td></td>
</tr>
<tr>
<td>8/MEC*</td>
<td>2 Articles (External &amp; In-house)</td>
<td></td>
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</tbody>
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*MEC – Math Engineering Science  **B& T – Business & Technology
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<th>Pending/Under review</th>
<th>Pending Submission</th>
<th>Accepted for presentation /Presented</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/B &amp; T**</td>
<td>Conference Paper</td>
<td></td>
<td>Article</td>
<td>1 conference presentation</td>
</tr>
<tr>
<td>11/MEC*</td>
<td></td>
<td>2 Articles</td>
<td>Conference Proceedings</td>
<td>4 conference presentation</td>
</tr>
<tr>
<td>12/MEC*</td>
<td>Abstract</td>
<td></td>
<td>Conference Proceedings</td>
<td>1 conference presentation</td>
</tr>
<tr>
<td>13/ Natural Science</td>
<td>Article</td>
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<td>Article</td>
<td></td>
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</tbody>
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*MEC – Math Engineering Science

** B & T – Business & Technology
2009 Follow up Survey

Outcomes/Accomplishments

- Submissions Accepted: 13
- Pending Acceptance: 4
- Pending Submission: 12
- Conference Presentations: 14
Measure of Success

- Promotions – 3 PATH 2009 Participants were recommended to the Board of Trustees for Promotion from Assistant Professor to Associate Professor.

- Tenure – 4 PATH Participants were recommended for reappointment with Tenure to the Board of Trustees.

- Participation in PATH is noted in annual faculty evaluation.
## Measure of Success – Grant Applications & Awards

<table>
<thead>
<tr>
<th>PATH Participant Grant Activity</th>
<th>Status of Grant Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications Awarded</td>
<td>44% Applications Awarded</td>
</tr>
<tr>
<td>Applications Pending</td>
<td>25% Applications Pending</td>
</tr>
<tr>
<td>Applications Denied</td>
<td>31% Applications Denied</td>
</tr>
<tr>
<td>Total Grant Applications</td>
<td>16 Total Grant Applications</td>
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</tbody>
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### Cost Savings for PATH

#### Average cost of off-campus training
- $168,000
- ($500 X 56 participants)

#### Total Cost for PATH (2009 & 2010)
- $20,600

#### Net Savings
- $147,400

![Bar chart showing cost comparisons]

- **AVERAGE COST FOR OFF-CAMPUS TRAINING**
- **TOTAL COST FOR PATH (2009 & 2010)**
- **NET SAVINGS**
PATH Closing Reception
PATH Closing Reception
PATH Closing Reception
PATH
Certificate of Participation

Department of Human Resources
Certificate of Participation
Presented to

Jane Published

PATH
Publishing And Tenure Highway
June 2010

College President
Vice President, Academic Affairs
Executive Director, Human Resources

LAGUARDIA
COMMUNITY COLLEGE
PATH Closing Reception
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