

2022-2023
Unit Annual Report
Division of Academic Affairs
School of Arts and Sciences

I Mission and Goal/Outcomes Statement:

The School of Arts & Sciences merges scholarship and professional practice in a wide range of innovative programs. Our faculty inspire students to think and communicate clearly, to recognize and value diverse perspectives, and to act creatively when addressing complex problems in their communities and beyond. We prepare students to navigate a world of rapid change, while developing a foundation for a meaningful life.

II Personnel:

List all staff and note all personnel changes that occurred during 22-23.

<u>Name</u>	<u>Position</u>
Sara Levine	Dean of Arts and Sciences, New Appointment
Min Li	Assistant Professor of Sociology, Behavioral Sciences, New Hire
Eileen Kirk	Assistant Professor of Criminal Justice, Behavioral Sciences, New Hire
Jordana Lawton	Administrative Assistant, Humanities, New Hire
Melissa Daniels	Part-time Administrative Assistant, Police Program, New Hire
Joanna Nazro	Technical Theater Director, Communications Media, New Hire
Carla McGrath	Administrative Assistant Coverage, EHPS
Robin Dinda	Professor of Humanities, Retired
Keyvan Karbasioun	Associate Professor of Humanities, Retired
Katherine Hazen	Assistant Professor of Criminal Justice, Behavioral Sciences, Departed Institution
Keyna Thomas	Administrative Assistant II, Behavioral Sciences, Departed Institution
Megan Carkin	Administrative Assistant II, EHPS, Departed Institution

III Facilities/Equipment:

- Purchased supplies for Active Learning Classrooms
- Supported pilot program of Peerceptive in collaboration with the Deans of Education and Graduate and Continuing Education
- Purchase of Equipment for Humanities Department: Portable and Classroom PA System for Room 157, Compact Portable Mixer, and Field Recording Kit

IV Budget Expenditure Analysis:

Money was spent as budgeted.

V Programs/Activities:

The dean's office supported the staffing of approximately 675 Arts and Sciences courses this year and the dean conducted faculty evaluations and participated in the successful hire of five one year temporary faculty members (Political Science, Human Services, Music, Game Design, Photography). Additional School programs and dean activities for 2022-2023 included:

Committees, Working Groups, Boards

- JED Campus Taskforce
- AUC Curriculum Committee
- Program Area for General Education Program
- CTL Advisory Board
- Honors Advisory Council
- Corporate Engagement Working Group, Corporate/Community Partnership Development Subcommittee, Education Subcommittee
- Transfer Student Taskforce
- Global Ambassadors Scholarship Committee
- Deans' Anti-Racism Fund
- Center for Italian Culture Board Member
- Member of Negotiating Team for SIR IIs

Curriculum, Teaching, and Learning

● Curriculum Development (highlights)

- Passage of Creative Arts Enterprise Major through governance (AUC # 105)
- Passage of Expressive Arts Therapies through governance (AUC #103)
- Passage of Community Justice Concentration in MSCJ Program (GCE #15)
- Development of Latino/a/x and Latin American Studies minor supported by APR
- Passage of Political Journalism Minor through governance (AUC #32)
- Restructuring of Game Design Major (AUC #88)
- Restructuring of Human Services Major (AUC #58)
- Restructuring of English Studies Initial Licensure Concentration (AUC #28)
- Updates to Storytelling Pathway for DMI Curriculum (AUC #13)
- Approval of new courses in governance:
 - Drawing the Figure in Action, FA designation (AUC #111)
 - Latino/a/x Studies, DP & AIA designation (AUC #107)
 - IDIS Internship (AUC #102)
 - Arts in Community, FA (AUC #101)
 - Applied Music Lessons, Levels 1-4, FA (AUC #96-#99)
 - Instrumental Skills, FA (AUC #94)
 - Fundamentals of Expressive Arts Therapies, FA (AUC #93)
 - Fundamentals of Conducting (AUC #92)
 - Digital Media Innovation Capstone (AUC #89)
 - 2-D Game Development (AUC #87)
 - Mental and Behavioral Health Policy (AUC #84)
 - College Learning Foundation (AUC #71)
 - College Learning Integration (AUC #70)
 - Building Community Supports for Persons with Disabilities–addition of practicum (AUC #55)
 - Assessment in Human Services (AUC #56)
 - Aging Social Welfare Policy (AUC #53)
 - Writing the Series (AUC #34)
 - Issues in Digital Media Innovation (AUC #33)
 - Internship in History (AUC #31)
 - COMM Internship for 6cr (AUC #22)
 - Podcasting (AUC #9)
 - Community Reentry and Integration (GCE #12)
 - Beyond Incarceration: Community Justice Practices in Corrections (GCE #14)
 - AI in Communication Strategy (GCE #16)

- **Course/Program Removals**
 - Professional Responsibilities and Community Relations (GCE #1)
 - Removal of Applied Communications Studies Certificate Program from the catalog (GCE #19)
 - Removal of Interdisciplinary Studies: Applied Communication Concentration from the Catalog (GCE #20)

- **Transfer Pathways & Articulation Agreements**
 - Bunker Hill Community College's Associate in Arts English - Creative Writing was approved as a linked program for MassTransfer. Graduates of this program will be admitted into: B.S. English Studies - all concentrations except for Initial Licensure (5-12)
 - Bunker Hill Community College's Associate in Arts Global Languages was approved as a linked program for MassTransfer. Graduates of this program will be admitted into: B.S. Interdisciplinary Studies and other majors depending upon electives completed.
 - Articulation agreements signed with Holyoke Community College for transfer into our 4+1 Police Program from their Criminal Justice tracks.
 - Continuing to explore Articulation agreements for the 4+1 Police Program with 5 community colleges (NHTI—Concord's Community College, Middlesex CC, Mass Bay CC, Mount Wachusett CC)
 - Students graduating from the Lynn Vocational Technical Institute—Radio and TV Broadcasting program with at least a 3.0/B average will be granted Fitchburg State college credit for COMM 1120. Message Design and COM 3013 Multi-Camera TV Production courses. Credit can only be applied towards courses at Fitchburg State.
 - Game Design articulation agreement with Bristol Community College
 - Students graduating from the Mount Wachusett Community College in the Liberal Arts—Pre-Law Track Program with a qualitative grade point average of 2.0 or greater may transfer to the Fitchburg State Political Science—American Government/Law concentration with between 60 and 75 transfer credits.

Research and Creative Activities (selections)

- Launch of Perseverantia Podcast Network by Katherine Jewell and Kevin McCarthy (with support from an AIF grant)
- R.A. Salvatore returned to campus for a day-long residency that included addresses to student groups and a public audience on the topic of “The Future of Storytelling.” Talks are underway for a more extended residency in the spring of 2024.
- Harrod Lectures presented by Dr. Yasser Derwiche Djazerly (Humanities) and Dr. Elise Takehana (English Studies)
- Books authored by Arts and Sciences Faculty included *Why Study the Middle Ages?* by Kisha Tracy, *You Got a Phone! (Now Read This Book)* co-authored by Katherine Covino, *Challenging Bias and Promoting Transformative Education in Public Schooling Through Critical Literacy* co-authored by Katharine Covino and Lyndsey Benharrism, and *New to Liberty* by DeMisty Bellinger
- Amy McGlothlin released musical album entitled *Coffee Break* with Triage Woodwinds
- Panel talk "The Fifty-Year Fight over Roe v. Wade: Legal and Policy Perspectives" with Katherine Hazen and Paul Weizer
- Concerts and recitals included a joint recital for the Old Deerfield Sunday Afternoon Concert Series by Jane Fiske and Amy McGlothlin, the "Music Mega Mix" featuring the campus and community ensembles, the combined choirs of Fitchburg State University and Christ Church presented a joint concert featuring Gabriel Fauré's *Requiem*, The Pharos Quartet with Amy McGlothlin continued their performance season, and the Fitchburg State's choral ensembles performed a concert as "One Voice."
- *A Raisin in the Sun* and *Extremities* were produced by the Communications Media Department
- Donald Tarallo Jr. helped organize an international exhibition in recognition of World Kindness Day
- Students in Assistant Professor J.J. Sylvia IV's Communications Media classes worked with Fitchburg Historical Society Executive Director Susan Navarre to create the interactive tour, wherein visitors to Main Street may locate directions to significant buildings using their phone and be enlightened by voice or text about their history.

Partnerships and Grants and Outreach

- Aging Services of North Central Mass Grant—Grant under the Home and Community Based Services (HCBS) and Humans Services Workforce Development Grant
 - The Professional Pathways program formalizes and enhances a longstanding partnership between ASNCM and FSU. ASNCM’s goal is to host five interns from FSU each semester during the two year grant cycle, for a total of 25 internships. All interns will be provided a stipend equivalent to \$20/hour for their required 450 hour placements. The stipends are a key aspect of Professional Pathways, as they allow interns to devote their full time and attention to the learning experience without the stress and burden of seeking employment to cover living expenses while juggling studies and an internship. At the end of their internships, all FSU interns will be guaranteed an interview for a staff position at ASNCM.
- National Endowment for the Humanities award of their Infrastructure and Capacity Building Challenge Grant project for funding of the Black Box Theater Project at a level of \$500,000
- Submitted \$350,000 Human Services Workforce Development Grant with Megan Krell to support paid internships for Human Services students—unfunded
- Began discussion with the Department of Corrections regarding an undergraduate and graduate concentration in corrections
- Work detail program with Fitchburg Police Department, Chief Martineau
 - Juniors and seniors in the Police Program (in good standing) can apply for training and then be assigned details giving them the opportunity to work in the community, gain exposure to real life policing, and earn \$53 an hour
- Toured Montachusett Technical High School, participated in Monty Tech Day visit to Fitchburg State, and was an invited guest at the Graphic Communications Senior Showcase.
- Pathways and Internship discussions with LUK and Open Sky
- Internship discussions with American Picture House and Ribo Music

Professional Development

- Executive Leadership Institute, beginning summer 2023
- Center for the Study of Higher Education Academic Leadership Academy, June 12-15
- Allies in Deafhood workshop
- MA DHE OER Advisory Council Workshop: Getting Unstuck with Course Marking

VI Action Plan for 2022-23:

Planned Initiatives for 2022-23	Associated Strategic Plan Goal & Strategy	Indicate if a DEI initiative
Collaborate with academic departments to pursue curricular redesigns that differentiate the BA from the BS beyond the language requirement	Goal 1.1	
Collaborate with academic departments to undertake an evaluation of program course numbers to ensure numbers are consistently applied to indicate lower and upper-level courses	Goal 1.1 Goal 2.4	
Evaluate major requirements with programs to determine if more space can be created for electives	Goal 1.1 Goal 5.2	
Work with departments to develop strategies to increase diversity in faculty and staff, with support from Human Resources	Goal 4.1	X
Collaborate with each of the programs to explore the possibility of a more standardized department onboarding program	Goal 2.1 Goal 2.3 Goal 4.2 Goal 4.3 Goal 4.4	X
Support faculty teaching and scholarship	Goal 2.1 Goal 3.5 Goal 4.3 Goal 4.4 Goal 4.7	
Expand opportunities for student HIP	Goal 1.2	X
Continue to explore new transfer and articulation agreements with Community Colleges	Goal 2.4	X
Continued alignment of General Education with majors	Goal 1.1	
Work with HR on updating faculty hiring process	Goal 4.1	X
Complete development and see through campus governance two new IDIS majors: Expressive Arts Therapies and Arts Entrepreneurship and Management (formerly IDIS concentration in Humanities)	Goal 1.4	
Work with departments and CPS to explore options for additional certificate programs	Goal 1.5 Goal 5.4	
Complete and implement Articulation Agreement with Rhein Waal University in Germany	Goal 1.2 Goal 1.3	

Pending outcome of NEH Infrastructure and Capacity Building grant, develop academic programming for the Theatre Block and the Fitchburg Art Museum, providing high-impact internship and other learning opportunities in Economics, Professional Writing, Art/Music/Theatre programs. Increase participation in Community Ensembles	Goal 1.4 Goal 1.6 Goal 3.2 Goal 3.4 Goal 3.5 Goal 3.6	
With the Program Area for General Education, continue development and implementation of new model of General Education programmatic assessment	Goal 1.1	
Continue to support the development of new General Education courses, particularly integrative/high impact practice courses	Goal 1.1	
Support diversity pedagogies and campus programming through the Deans' Anti-Racism Fund	Goal 1.4	X
Work with Humanities Department, Media Team, and Enrollment Management offices to increase exposure and access to Fitchburg State music performance opportunities for current, new, and prospective students as well as community members and alumni.	Goal 3.6 Goal 5.5	
Continue work with Sociology Program to develop an applied learning capstone, after which all programs in Arts and Sciences will include an intentional culminating experience	Goal 1.2	X
Continue work with Communications Media and Humanities on renovation plans for Conlin	Goal 6.5	
Work with CTL to educate faculty regarding Active Learning Classrooms and work with Registrar to develop process for room assignments	Goal 4.3 Goal 4.4	
Implement work of HEIF grant, including Multilingual Peer Mentoring program	Goal 2.2	X
Expand departmental collaboration with colleagues on Davis Grant to identify career competencies	Goal 2.5 Goal 5.1	X
Strengthen city and regional collaborations related to the area's social and economic development through the Fitchburg Local Innovation Project	Goal 3.3 Goal 3.4	X
Strengthen regional collaborations in the Arts and Humanities with sister and 2-year campuses	Goal 3.6	X (perhaps)
Make Digital Humanities a distinction of Fitchburg State by expanding visibility and dedicated space in current CTL library room, for digitally-enhanced faculty and student work.	Goal 1.4 Goal 4.3 Goal 4.4	X (perhaps)
Continue work with other Deans, Institutional Research and Planning, and the Registrar on improving workload management	Goal 4.7	

VII Assessment Report for 2022-23

Planned Initiatives for 2022-23	Actions Taken
Collaborate with academic departments to pursue curricular redesigns that differentiate the BA from the BS beyond the language requirement	Supporting materials shared with departments. Preliminary discussions have begun and will continue next year.
Collaborate with academic departments to undertake an evaluation of program course numbers to ensure numbers are consistently applied to indicate lower and upper-level courses	Supporting materials shared with departments. Preliminary discussions have begun and will continue next year.
Evaluate major requirements with programs to determine if more space can be created for electives	Will be part of holistic examination of majors along with BA/BS and course numbering.
Work with departments to develop strategies to increase diversity in faculty and staff, with support from Human Resources	Worked with departments to integrate Leading for Change hiring process recommendations. Participated in a webinar presented by HERC related to their new Staff and Administrator Inclusive Hiring Toolkit. This work will continue.
Collaborate with each of the programs to explore the possibility of a more standardized department onboarding program	Ongoing
Support faculty teaching and scholarship	Roll out and expansion of Active Learning Classrooms. Spearheaded application process for NEH Summer Research Grants. Supported pilot program of Peerceptive.
Expand opportunities for student HIP	Additional capstone and internship experiences approved by AUC. Continuing to explore relationships with local agencies.
Continue to explore new transfer and articulation agreements with Community Colleges	New and updated agreements listed in the previous section.
Continued alignment of General Education with majors	Programs continue to submit courses for General Education attributes and MAJ designations.
Work with HR on updating faculty hiring process	Worked to ensure that departments complied with timelines and submitted required materials to HR before offers were made
Complete development and see through campus governance two new IDIS majors: Expressive Arts Therapies and Arts Entrepreneurship and Management (formerly IDIS concentration in Humanities)	Expressive Arts Therapies and Creative Arts Enterprise (formerly Arts Entrepreneurship and Management) approved by AUC. Submission to BHE will continue next year.

Work with departments and CPS to explore options for additional certificate programs	Development of two new certificate programs: AI & Data-Based Communication Strategy and Data-Driven Social Media Strategy. This work will continue.
Complete and implement Articulation Agreement with Rhein Waal University in Germany	Dr. Spero continued to bring students to Rhein Waal through his study abroad trip and an agreement is being signed this summer.
Pending outcome of NEH Infrastructure and Capacity Building grant, develop academic programming for the Theatre Block and the Fitchburg Art Museum, providing high-impact internship and other learning opportunities in Economics, Professional Writing, Art/Music/Theatre programs. Increase participation in Community Ensembles	Fitchburg State received a \$500,000 National Endowment for the Humanities Infrastructure and Capacity Building Challenge Grant project for funding of the Black Box Theater Project. Fundraising will continue for this project. Changes were made to the music lesson program so that undergraduate students can take the course as part of their day load and apply lessons to financial aid.
With the Program Area for General Education, continue development and implementation of new model of General Education programmatic assessment	General Education Inquiry and Analysis Rubrics developed. First General Education Assessment Day held in May. Direct oversight of the General Education Program was reassigned to the Associate Vice President of Academic Affairs.
Continue to support the development of new General Education courses, particularly integrative/high impact practice courses	Additional capstone and internship experiences approved by AUC. Continuing to explore relationships with local agencies.
Support diversity pedagogies and campus programming through the Deans' Anti-Racism Fund	Four projects were funded this year. We will continue this initiative.
Work with Humanities Department, Media Team, and Enrollment Management offices to increase exposure and access to Fitchburg State music performance opportunities for current, new, and prospective students as well as community members and alumni.	Organized meetings with these offices so they were aware of the availability of ensembles to perform at campus events. Worked with Enrollment Management to identify incoming students interested in ensemble opportunities.
Continue work with Sociology Program to develop an applied learning capstone, after which all programs in Arts and Sciences will include an intentional culminating experience	Ongoing
Continue work with Communications Media and Humanities on renovation plans for Conlin	Ongoing
Work with CTL to educate faculty regarding Active Learning Classrooms and work with Registrar to develop process for room assignments	CTL held an Active Learning session. Room assignments occurred by request. All requests were able to be honored. We will look to streamline this process going forward.

Implement work of HEIF grant, including Multilingual Peer Mentoring program	Ongoing. AIF funded work on Supporting Education Justice in First Year Writing.
Expand departmental collaboration with colleagues on Davis Grant to identify career competencies	Career Competencies identified for General Education and Sociology
Strengthen city and regional collaborations related to the area's social and economic development through the Fitchburg Local Innovation Project	Work on FLIP has resumed following faculty sabbaticals in the last several years
Strengthen regional collaborations in the Arts and Humanities with sister and 2-year campuses	Ongoing
Make Digital Humanities a distinction of Fitchburg State by expanding visibility and dedicated space in current CTL library room, for digitally-enhanced faculty and student work.	Ongoing
Continue work with other Deans, Institutional Research and Planning, and the Registrar on improving workload management	Work had begun with HR. Hope to restart this work next year.

VIII Other Accomplishments:

Addressed in Programs/Activities above.

IX Action Plan 2023-2024:

Planned Initiatives for 2023-24	Associated Strategic Plan Goal & Strategy	Indicate if a DEI initiative
Proposal of Latino/a/x and Latin American Studies Minor and exploration of Major.	Goal 1.3 Goal 1.4 Goal 2.1	X
Collaborate with academic departments to pursue curricular redesigns that differentiate the BA from the BS beyond the language requirement	Goal 1.1	
Collaborate with academic departments to undertake an evaluation of program course numbers to ensure numbers are consistently applied to indicate lower and upper-level courses	Goal 1.1 Goal 2.4	
Evaluate major requirements with programs to determine if more space can be created for electives	Goal 1.1 Goal 5.2	
Work with departments to develop strategies to increase diversity in faculty and staff, with support from Human Resources	Goal 4.1	X
Expand opportunities for student HIP	Goal 1.2	X

Support faculty teaching and scholarship	Goal 2.1 Goal 3.5 Goal 4.3 Goal 4.4 Goal 4.7	
Continue to explore new transfer and articulation agreements with Community Colleges	Goal 2.4	X
Continue discussions with high schools exploring credit for coursework with matriculation to Fitchburg State University	Goal 5.3	
Continued alignment of General Education with majors	Goal 1.1	
Complete BHE process for new majors in Expressive Arts Therapies and Creative Arts Enterprise.	Goal 1.4	
Work with departments and CPS to explore options for additional certificate programs	Goal 1.5 Goal 5.4	
Continue to support the development of new General Education courses, particularly integrative/high impact practice courses	Goal 1.1	
Continue to support diversity pedagogies and campus programming through the Deans' Anti-Racism Fund	Goal 1.4	X
Continue work with Communications Media and Humanities on renovation plans for Conlin	Goal 6.5	
Implement work of HEIF grant, including Multilingual Peer Mentoring program	Goal 2.2	X
Strengthen city and regional collaborations related to social and economic development through the Fitchburg Local Innovation Project	Goal 3.3 Goal 3.4	X
Strengthen regional collaborations in the Arts and Humanities with sister and 2-year campuses	Goal 3.6	X (perhaps)
Continue work with other Deans, Institutional Research and Planning, and the Registrar on improving workload management	Goal 4.7	
Continue discussion with local agencies regarding internship placements for our students	Goal 1.4	
Expand faculty use of Active Learning Classrooms and work with Registrar to streamline process for room assignments	Goal 4.3 Goal 4.4	
Expand departmental collaboration on work to identify career competencies	Goal 2.5 Goal 5.1	X
Continue work with Sociology Program to develop an applied learning capstone, after which all programs in Arts and Sciences will include an intentional culminating experience	Goal 1.2	X

X Reflection:

I was formally appointed Dean of Arts and Sciences in November of 2022 and continued to feel supported by administration, faculty, and staff. With regards to the academic year, while chairs and faculty reported fewer direct issues related to COVID, they reported broader, ongoing issues related to both increasing student academic and non-academic needs as well as issues with disengagement by students in classes. Faculty generally reported greater stress due to the needs of the students in their classes and heavier demands due to advising. Discussions continue at the department and administration levels regarding optimal and effective modalities of teaching, advising, and service to best meet the changing needs of students, faculty, and administration. Even with demanding teaching and service obligations, however, faculty in Arts and Sciences continued to produce laudable research and creative works.