

# **Empowering faculty as partners in building assessment and evaluation processes**

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Queens College of the  
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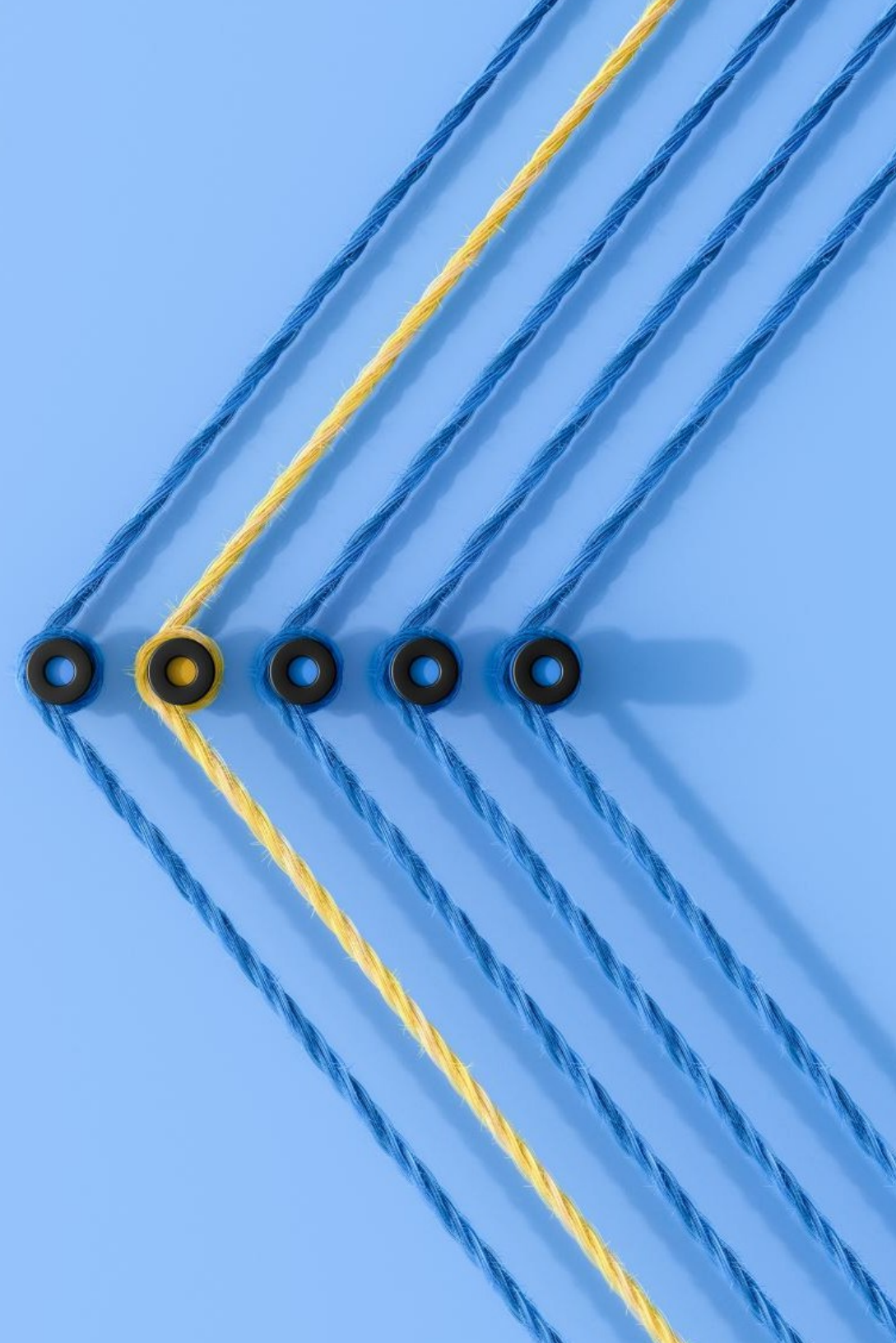
**2025 AAC&U CLASS Conference**



# Session Goals

- Model for faculty engagement
- Strengths of this model
  - **Practical examples**
- How to implement on your campus
  - **Who to elevate?**

Getting to know you ⚡ Lightning Edition ⚡



# Q1: Your Role

- Faculty Role
- Administrative Role
- Otherwise adjacent



# Q2: Collab. level admin ↔ faculty

- There's enough collaboration
- Want more collaboration



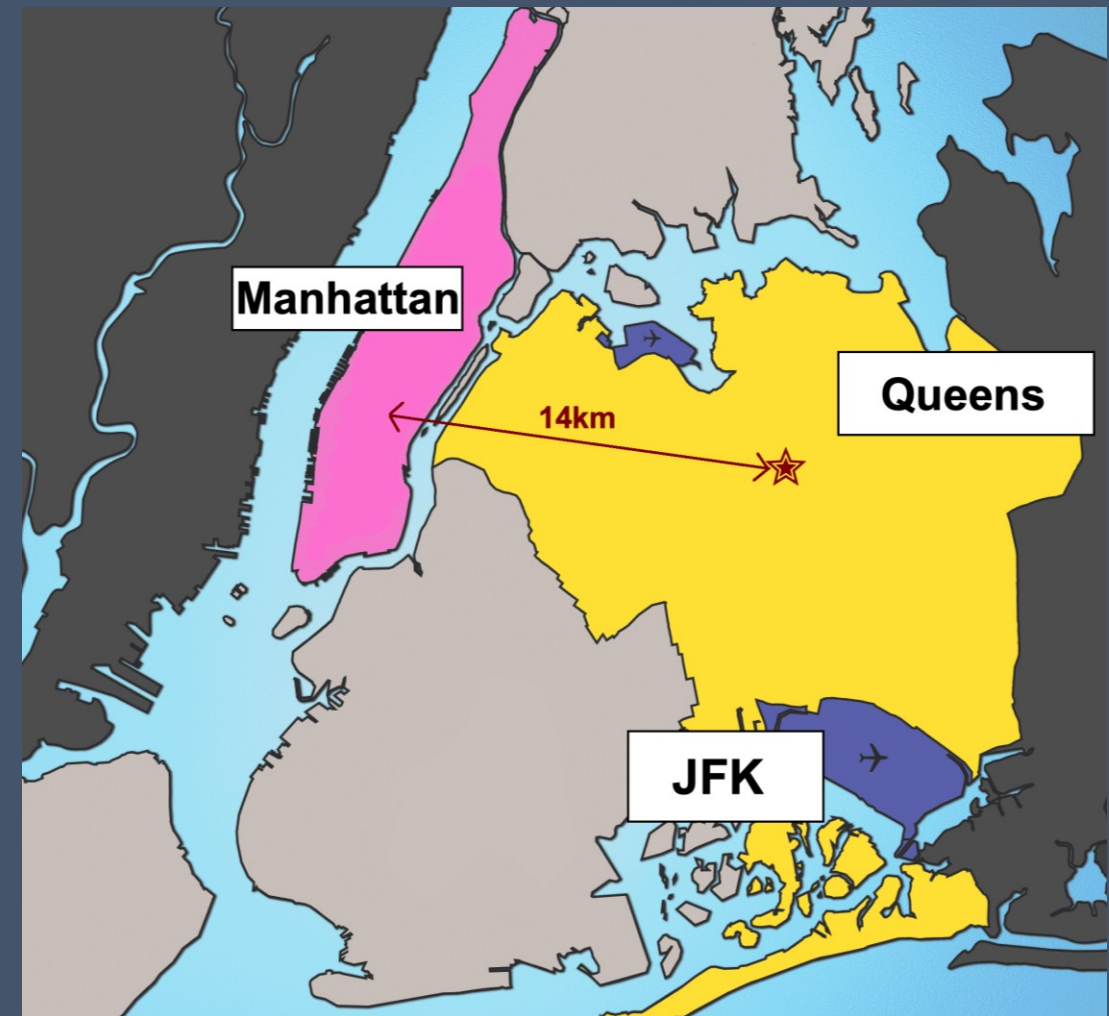


# About



- Urban Commuter Campus
- Diverse Student Population
  - 15,000-16,000 students
  - 100+ countries
  - 35% First Generation Students
- Liberal Arts Education

Christopher Hanusa – @mathzorro – #AACUCLASS



# The Cast of Characters



Christopher Hanusa  
Prof of Mathematics  
Hired 2008



Patricia Price  
Provost and  
SVP of Acad. Affairs  
(Interim '22-'24)

## Queens College in 2023

- Inconsistent & unsupported assessment infrastructure
- Lack of systematic planning
- '23-'26 re-accreditation cycle
- Community building needed after covid

# Model for faculty engagement

**Target  
Funding**

**Leverage  
Connections**

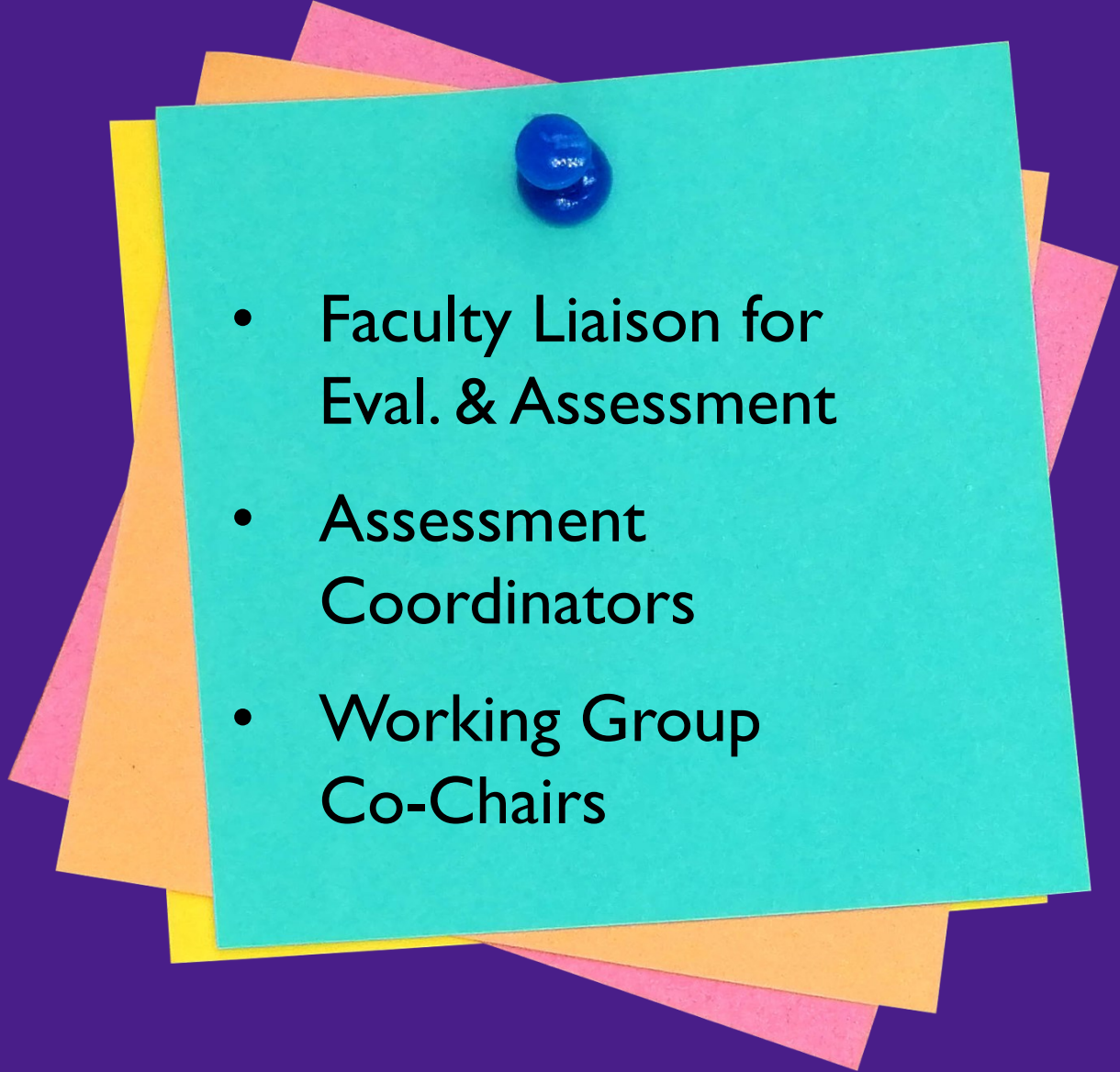
**Empower the  
partnership**

**All are necessary  
and build upon  
each other!**



# I. Target funding

- **Goal:** Build admin capacity in faculty in alignment with priorities (Planning, Assessing, Accrediting)
- If it's a priority → **Allocate funds**
  - Reassigned time
  - Prof. development
  - Resulting initiatives
- **Invest in stewards of the institution**

- 
- Faculty Liaison for Eval. & Assessment
  - Assessment Coordinators
  - Working Group Co-Chairs



# I. Target funding

## Faculty Liaison for Eval. & Assessment

- Liaise with chairs
- Build policy
- Lead initiatives
- Accreditation

Funding: 2 crs/sem  
PD: Conferences

## Job Descriptions in Materials

## Working Group

- Lead vwg work
- Research Qs
- Chapter Writing

Funding: 2 crs/sem

# Model for faculty engagement

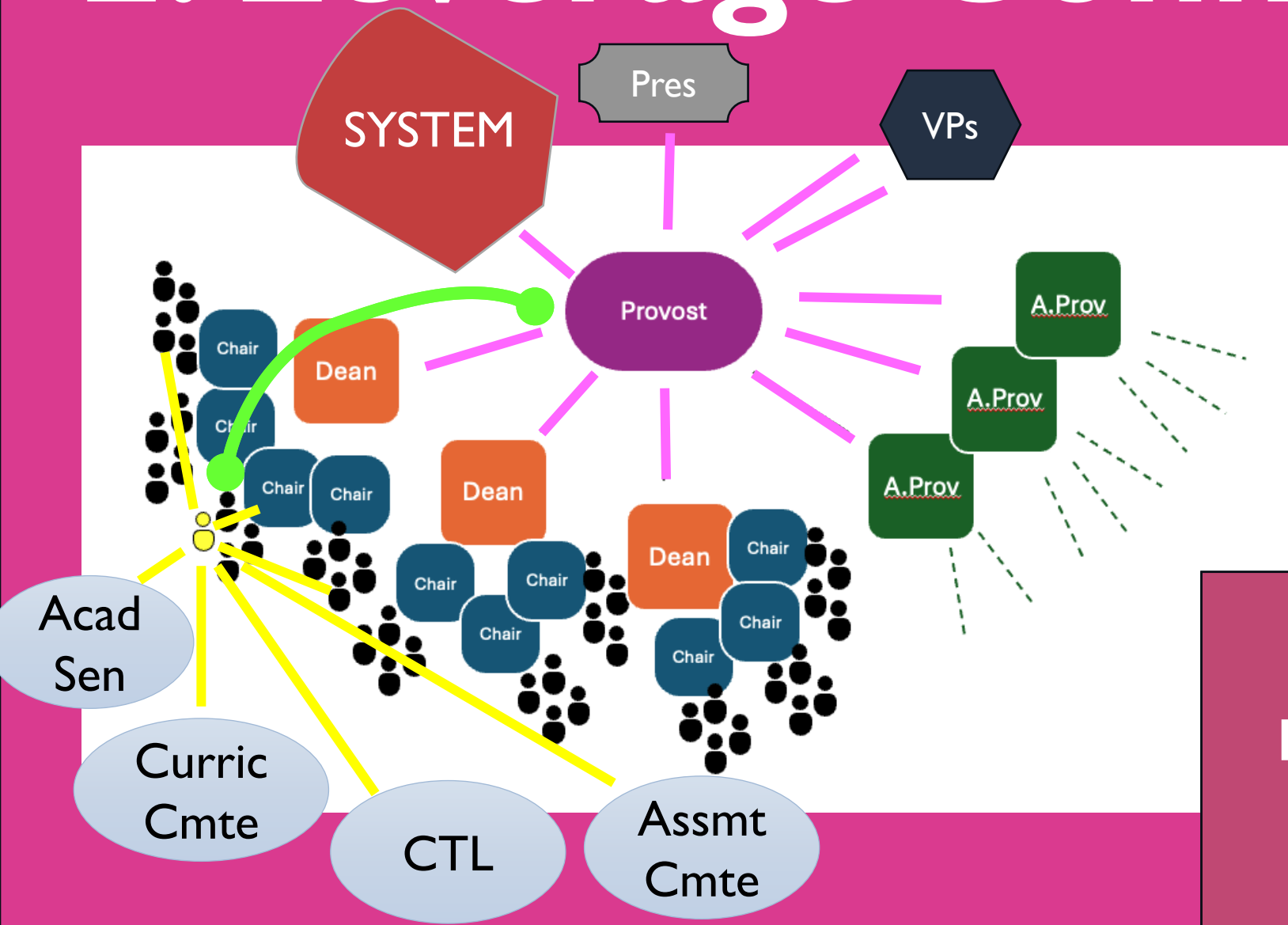
**Target  
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# 2. Leverage Connections



Who regularly interacts w/

- The Provost?
- A faculty member?  
→ connections built over years

**without  
partnership:**

insulation  
it's intimidating!

**with  
partnership:**

cross-layer shortcut  
network integration




# 2. Leverage Connections

Faculty's network  Provost's network

- **Fac:** Credibility with Pres, VPs
- **Admin:** Institutional knowledge of culture
- Different timescale: ~5yrs / career

**Not just people → It's the IDEAS**

- Elevate ideas directly
- Quick feedback on policy proposals

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- Ideas for improvement?  
Biggest concerns?  
Motivations to participate?  
...
  - How will a new APR policy be perceived?
  - How can Annual Reporting not be too onerous?  
...

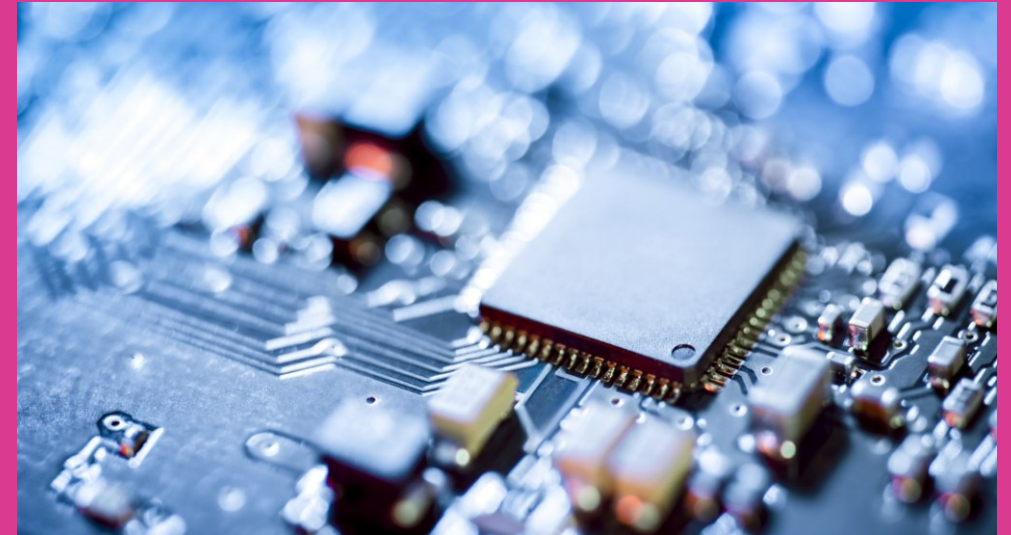
# 2. Leverage Connections

**Faculty in role: (Extra CPU)**

- Time to visit stakeholders
- Candid conversations with chairs
- **Still researching, teaching, serving**

**This is a partnership.**

- Clear job description, expectations
- Check-ins to align interests
- Insider knowledge sharing (both ways)
- Listen and use discretion (both ways)



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# 3. Empower the partnership

Investment in Human Capital



**Empower to do the work**



Investment in Professional Dev



**Brings new ideas / initiatives**



# 3. Empower the partnership

Ideas from Assessment Institute

Money for Outside Consultant

Money for Food

Coord with Events, Photo, Food

Fund Assessment Coordinators

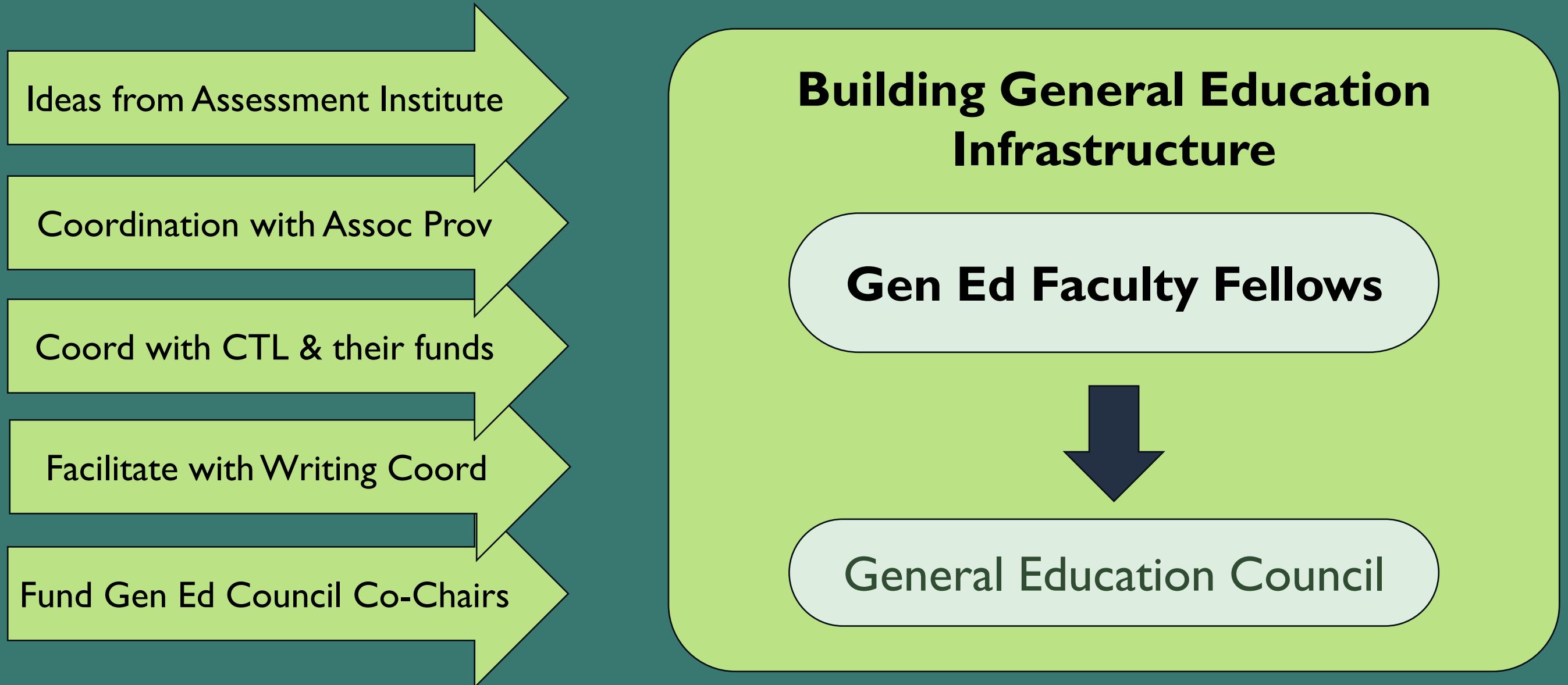
## Building Assessment Capacity

Assessment  
Fest



Academic Assessment Council

# 3. Empower the partnership





# 3. Empower the partnership

## **COACHE Survey Results Facilitator**

Organized & Shepherded  
Working Group

## **Search for Head of Institutional Effectiveness**

Faculty consultation on Search  
Helped to onboard

## **New APR Process**

Collaboration with Chairs,  
OIE, Conference Friends

## **New Reporting Processes**

Collaboration with chairs,  
OIE, Assess't Council, Friends

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# On your campus

Align with your areas of need

Eye to sustainability of initiatives

- “Build your bench”

Accept continuous improvement

- Not always right the first time





# Who to elevate?

Qualities leading to success:

- Ideas, creativity, desire to improve institution
- Track record of being a “doer”
- Experience w/ multiple roles
- Variety of connections
- Facilitator / build consensus



# Thank you!

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## Download the Materials

Details • Job Descriptions  
Slides • Additional Materials

