

Pratt

School of Information
 Strategic Plan 2019-2024
 Last updated: July 12, 2024

Recommended by the School of Information Faculty Council and approved by the SI Dean on December 5, 2019.

Strategic Planning Process: General Overview

Task	Outcome	Responsible Party	Delivery Date	Actual
Circulate Annual Assessment Report AY 17/18 and Operational Action Plan 18/19.	Provides current information on the extent to which goals are being achieved based on performance indicators, and identify actions for addressing gaps through the Operational Action Plan.	Dean	Aug. 31, 2018	Completed
Hold Annual Retreat 2018/2019	Review current status and identify opportunities for improvement and strategic development over 5-year period; conduct SWAT and GAP activities.	Faculty Council, Dean	Sept. 7, 2018	Completed
Review and Feedback with FC on Draft Strategic Plan	Dean develop drafts of SI strategic plan. FC review drafts and make updates throughout monthly meetings. Pause in December for Institute-level plan development.	Faculty Council, Dean	Oct. 2018-Dec. 2018	Completed
Provide Feedback on Institute Plan	Provide feedback on Institute-level draft Strategic Plan through feedback sessions and online tools	Institute-wide Strategic Planning Steering Committee	Jan-May, 2019	Complete
Finalize Institute-wide Plan	Board of Trustees approve the Institute-wide Strategic Plan	President, BOT	May 9, 2019	Complete

Integrate SI Draft Strategic Plan with Institute Plan	Integrate SI Draft Strategic Plan with Institute Plan for feedback at Faculty Council retreat.	Dean	June-July, 2019	Complete
Circulate draft to Program Coordinators	Circulate draft to Program Coordinators for feedback.	Dean, Program Coordinators	Aug. 1, 2019	Complete
Circulate draft to Faculty Council	Circulate draft to Faculty Council for feedback.	Dean, Faculty Council	Aug. 23, 2019	Complete
Circulate Annual Assessment Report AY 18/19 and Operational Action Plan 19/20 to Faculty Council.	Provides current information on extent to which goals are being achieved based on performance indicators, and identify actions for addressing gaps through the Operational Action Plan.	Dean, Faculty Council	Aug. 23, 2019	Complete
Hold Annual Retreat 2019/2020	Finalize and prepare version of SI Strategic Plan for community feedback	Dean, Faculty Council	Sept. 6, 2019	Complete
Receive feedback	Communicate and receive community feedback on SI Strategic Plan	Dean	Oct. 2019-November 2019	Complete
Finalize SI Strategic Plan	Finalize SI Strategic Plan at Faculty Council Meeting	Dean, Faculty Council	Dec. 5, 2019	Complete
Implement Strategic Plan	Implement Strategic Plan, check-in regularly on progress at Faculty Council meeting	Dean, Faculty Council	2020-2024	Complete.

Strategic Plan 2019-2024

The SI Strategic Plan operationalizes the Institute-wide plan that was approved by the Board of Trustees in May 2019 for the School of Information. The plan was developed at the SI Faculty Council in fall 2018 and fall 2019. The plan addresses five key pillars (**Academic Excellence**, **Student Success**, **Global Education**, **Civic Education**, and **Diversity, Equity & Inclusion**) across three dozen initiatives. Note that *italicized text* is the text of the Institute-level plan. Text that has been ~~struck out from the Institute-level plan~~ is text that is relevant only to undergraduate programs and hence will not be addressed in this plan. Initiative numbers that are **highlighted in rust red** are initiatives that were developed out of feedback from the SI community in October-November 2019.

#	Actions/ Initiatives	19/20	20/21	21/22	22/23	23/24
<p>Academic Excellence - <i>Academic excellence at Pratt is grounded in commitments to fostering creativity in our community and in creating equitable opportunities for students, faculty, and staff, the two together allowing us all to be partners in imagining and realizing a better and more just world. The Academic Excellence Pillar Committee has developed goals and initiatives to enhance the quality of academic programs; to support teaching, learning, and research; and to foster agility, risk taking, and local as well as global engagement.</i></p> <ul style="list-style-type: none"> • Continue to strengthen existing programs and Pratt's curriculum as a whole within the arc of a Pratt education. <i>When students can connect the discrete pieces of their education, the power of that education is amplified. To encourage these connections, we will develop all-institute learning goals. To reflect a multiplicity of experiences and cultures, we will diversify curricular content and pedagogical approaches within and across disciplines, and embrace diverse, inclusive, and equitable approaches to scholarship, design, and creative inquiry. We will integrate undergraduate student learning from the first to final year, and across the curriculum and co-curriculum, while helping students to better integrate liberal arts with studio disciplines. We will further strengthen curriculum, teaching, and learning through ongoing assessment, professional development, and faculty support. Finally, we will support existing and new curriculum through the development of physical infrastructure such as the School of Art building.</i> 						
1	Support the strength and success of the 4 signature M.S. programs in the School of Information. Continue to use the Annual Assessment Report and Operational Action Plan to keep focus on the maintenance of the academic quality and student achievement within these four programs. ¹	Perform annual assessment report and operational action planning process.	Ibid.	Ibid.	Ibid.	Perform annual assessment report and operational action planning process with an eye to the question, is

¹ Report and plans from last several years available on website: <https://www.pratt.edu/academics/information/about-the-school/mission/>

						the model of four MS programs the way forward?
	Actual: Complete	Completed in Sept. 2019	Completed in Sept. 2020	Completed in Sept. 2021	Completed in Sept. 2022	Complete in Sept. 2023. Additional thinking about ways forward are being addressed through revising the Vision, Mission and Goals, and next Strategic Planning cycle.
<ul style="list-style-type: none"> Elevate, foster, and support interdisciplinary teaching, research, and creative inquiry. <i>Interdisciplinary work, particularly when carried out through cohort-based efforts, transcends boundaries and opens the door to entirely new combinations of knowledge and practice. To foster this generative approach, we propose an all-Institute research and innovation space, a highly social, on-campus production facility for interdisciplinary material and pedagogical research. We will prioritize and support full campus exploration of challenges that demand interdisciplinary thinking. We will support existing interdisciplinary learning opportunities at the undergraduate level, and create new curricular pathways in the form of interdisciplinary minors and majors. At the graduate level, we will augment existing interdisciplinary opportunities, create new pathways for learning and research, and further develop appropriate degree programs. We will re-envision and create infrastructural and administrative support for interdisciplinary work, within and across departments and schools, and Institute-wide, while also facilitating scholarly and creative exchanges with the community, with peers, and with industry partners.</i> 						
2	To create unique interdisciplinary learning experiences and make connections to other academic departments, participate in interdisciplinary program development with other departments/schools (e.g., have SI courses that feed into a program).	Participate with others in academic initiatives.	Ibid.	Ibid.	Ibid.	Ibid.

	Actual: Complete	Involved with discussions of MA in Curatorial Studies being led of HAD. Create process for GCPE students to take SI Spatial Analysis certificate.	Complete program change for MSLIS to allow 1 graduate course outside of School. Discussion of updating Spatial Analysis & Design Certificate to better enable GCPE students to do it.	Work with GCPE program to make the Spatial Analysis and Design certificate work better for their students. Program revision approved.	Complete revision to MSMDC to make it more explicitly incorporate courses from other departments to address student interests.	Developed Adv. Certificate in Children's and Young Adult Library Services that makes connections to other departments (ADE, Digital Arts, Fine Arts)
3	Study the outcomes of the MSLIS+MFA Digital Arts, which does not have any planned enrollment. Develop plan to revise program or close down program.	Develop Plan and implement	--	--	--	--
	Actual: Complete	Developed proposal to deactivate; approved by Curriculum Committee, Dean and Provost; deactivated.	n/a	n/a	n/a	n/a
4	Review the curriculum and chart the future of the following advanced certificates: Archives, Museum Libraries, Digital Humanities, Conservation and Digital Curation	Revise Archives certificate.	Plan and review for Conservation & Digital	Plan and review for Museum Libraries	Plan and review for Digital Humanities	Assess outcomes

			Curation			
	Actual: Incomplete	Developed proposal to revise to 18-credits; approved by School Curriculum Committee, Dean, ICC, Provost, NYSED. Website rolled-out.	Not completed.	Proposal approved to deactivate Museum Libraries Certificate. Revision approved for Conservation and Digital Curation certificate and Spatial Analysis and Design certificate.	Postponed review of DH program because of Sula interim appointment.	Postponed review of DH program because need to rehire for Sula's position.
5	Support school-based labs/centers by supporting the creation of the Center for Digital Experiences	Allocate \$508 for website and promotional materials. Allocate up to 20% of Special Assistant to the Dean.	20 hours/week of GA; 20% of Special Asst. to the Dean; \$1400 Workshops, \$750 Speaker; \$400 Website+Promotion; \$4500 Faculty Stipends; \$3000 Business Plan	TBD	TBD	TBD

			development			
	Actual: Complete	Allocated.	Unable to make all allocations because of pandemic-related budget reductions. Allocate 20 hours GA for Spring '21 and \$8,550 in expenses.	Make available workshop (speaker) funding and faculty stipends. Special Asst. to the Dean position continues to be frozen.	Make available workshop (speaker) funding and faculty stipends. Special Asst. to the Dean position continues to be frozen.	Make available workshop (speaker) funding and faculty stipends. Special Asst. to the Dean position continues to be frozen.
6	Support school-based labs/centers by allocating resources to the Semantic Lab .	Allocate up to 20% of Special Assistant to the Dean. \$300/year in web services.	Allocate up to 20% of Special Assistant to the Dean. \$2500 stipend for lab leadership. Two 20 hour/week GAs. \$300/year in web services.	Allocate up to 20% of Special Assistant to the Dean. \$2500 stipend for lab leadership. Two 20 hour/week GAs. \$300/year in web services.	Allocate up to 20% of Special Assistant to the Dean. \$2500 stipend for lab leadership. Two 20 hour/week GAs. \$300/year in web services.	Allocate up to 20% of Special Assistant to the Dean. \$2500 stipend for lab leadership. Two 20 hour/week GAs. \$300/year in web services.
	Actual: Complete	Allocated.	Unable to make all allocations because of pandemic-related budget reductions. Allocated 20	GA and stipends available to SemLab. However, Special Asst to the Dean position	GA and stipends available to SemLab. However, Special Asst to the Dean position	GA and stipends available to SemLab. However, Special Asst to the Dean position

			hours of GA in Spring '21, \$300 in web services, and \$2,500 stipend.	continues to be frozen.	continues to be frozen.	continues to be frozen.
<ul style="list-style-type: none"> Develop and support Pratt faculty in light of the changed – and still changing – nature of faculty work and the faculty work force. We must develop more, and more flexible, ways of supporting faculty development, adding such structures as “bankable” development funds to continuing pedagogical, creative, and scholarly development, and creating a culture of faculty and staff mentoring for professional development. Further, we will develop procedures for faculty appointment, promotion, and tenure that acknowledge and reward scholarship and creative activity that crosses departmental or disciplinary lines, or that follows less traveled paths of inquiry, such as the scholarship of civic engagement or the scholarship of teaching and learning. Finally, we will constitute a presidential- or provost-level task force charged with engaging recent research on the changing nature of faculty work and making recommendations based on its relevance to Pratt. 						
7	Support faculty research by: <ul style="list-style-type: none"> - Increasing SI Faculty Innovation Fund (FIF) from \$20,000 annually to \$25,000 annually over the course of plan. Explore alternative and sustainable faculty research funding. - Ensuring 20 hours of GA support for each faculty who request it. - Partnering with Office of Associate Provost for Research & Strategic Partnerships to ensure that faculty receive support for research (e.g., relevant workshops, information on funding opportunities, support assembling grant proposals, etc.). 	Increase FIF budget request to \$21,250. Collect GA needs and request additional support if not sufficient.	Increase FIF budget request to \$22,500. Collect GA needs and request additional support if not sufficient.	Increase FIF budget request to \$23,750. Collect GA needs and request additional support if not sufficient.	Increase FIF budget request to \$25,000. Collect GA needs and request additional support if not sufficient.	Determine FIF needs going forward. Determine next steps for GA.
	Actual: Complete	Funds available, but because of pandemic only requested and awarded \$10,179	Awarded \$30,970 in FIF funds across five projects in 21/22.	Awarded \$11,570 across 3 projects (100% of requests).	Awarded \$14,270 across 3 projects (100% of requests).	Awarded \$25,040 across 4 projects (100% of requests).

		across 2 projects in 20/21.		Increased FIF budget \$23,750.	Created FIF webpage .	
8	To bring new ideas into the community, create a 2-year Postdoctoral Teaching Fellow position. Postdoc benefits from teaching experience and NY research opportunity. ~70K annual salary. Teaching load: 0, 2, 3, 3.	Request funding for Postdoc for Y1-Y2.	Postdoc One Y1.	Postdoc One Y2. Search for Postdoc Two.	Postdoc Two Y1.	Postdoc Two Y2. Assess Postdoc program and determine if continuing.
	Actual: Complete	Developed draft description and requested funding. Postponed for pandemic.	Unable to allocate because of pandemic-related hiring freezes.	Dr. Rachel Daniell hired as a Postdoctoral fellow, to begin in August '22.	Y1 of Postdoc complete.	Y2 of Postdoc complete.
9	Create a Service to the Profession Fund, where faculty can request funds annually for service activities (co-chairing a conference, etc.)	Faculty make requests for next AY	Release funds, faculty make requests for next AY	Ibid.	Ibid.	Ibid.
	Actual: Complete	Faculty requests made.	Additional requests not possible with pandemic funding constraints.	Because of pandemic-related travel restrictions, no faculty have sought funding for this type of activity.	Support Sula to go to Cultural Studies Association conference in Chicago (journal co-editor with responsibilities at the conference).	Support faculty in organizing the EduChi conference.

10	Develop additional office space for faculty, especially as a way to have advisement meetings with students. Be able to comfortably seat 1 additional FT faculty, 1 Postdoc and 1 International Visiting Scholar. Ensure the availability of 2-3 Seats for PT Faculty, especially as a way to meet with students.	Develop Long-term Space Plan	Implement plan	Implement plan	Implement plan	Implement plan
	Actual: Complete	Integrate SI space needs into campus master plan.	Postponed because of pandemic.	Postponed because of pandemic.	In process of converting 3-person office to 4-person office to accommodate faculty coming in the fall.	Converting room 602 into office space, allowing for the seating of 3-4 additional faculty.
<p>· Engage critically and creatively with contemporary and near-future issues of socioecological urgency, prioritizing the sustainability of humanity, culture, and the environment. As artists, architects, designers, thinkers, critics, and curators of our culture, Pratt students will go on to shape the world in which we live, and our aim is to empower them through agile programs that anticipate a radically changing world. To train and nurture tomorrow's leaders, we will support and incentivize faculty research and student experimentation related to socio-ecological futures, with attention to opportunities at the graduate level. In addition, we will create curriculum that engages the Fourth Industrial Revolution, bringing together the physical, digital, and biological realms of knowledge and practice. Finally, we will develop the campus as a living laboratory in which students and faculty engage with and advance various models of sustainability.</p>						
11	Form "SI Socio-ecological Futures Fund," where SI FT and PT faculty can apply for funding for projects addressing issues at the intersection of information and socioecological urgency, such as sustainable information systems and practices. Create a class and/or workshop on this topic.	Request 5K budget	Grant submissions and release funds. Request 5.2K budget	Grant submissions and release funds. Request 5.4K budget	Grant submissions and release funds. Request 5.6K budget	Assess outcomes.
	Actual: Complete	Requested funding to SPOC and	Sustainable Interaction Design	Request budget for this program	Prof. Nancy Smith chair a FC	Paper or Bio(Plastic)? A Material

		during budget process. Not funded. Postponed for pandemic.	course offered as a special topics and regularized. Grant funding unavailable because of pandemic-related budget constraints.	in FY22/23. Funding received.	subcommittee. Workshop + dinner intended to be held on April 25, 2023 , however, canceled due to instructor illness.	Exploration was held on Sept. 26 from 6-8pm organized by Nancy Smith.
<ul style="list-style-type: none"> <i>Cultivate emerging applied and theoretical technological practices that foster innovation and integrative learning across the institute. Embracing current and emergent technological platforms will ensure Pratt's ongoing leadership in our fields of focus, while bringing us new ways to engage with and enhance education for today's digitally sophisticated learners. We must educate students in the development and use of technologies that will radically change our society in the next 20 years, and build and enhance Pratt's information technology and computational infrastructure to keep pace with the needs of education in our fields. We must create curriculum around advanced digital practices, empowered by computation. Finally, we must create and maintain an online, open-access repository/archive of Pratt faculty and student research, creative work, and pedagogical materials.</i> 						
12	“IT as research/teaching partners” - Develop reconceptualized partnership for supporting student and faculty teaching and research computing needs (managing hardware/software needs, labs, web servers, portfolios, technical issues, specialized iSchool hardware/software).	--	Develop new conception of IT relationship.	Create plan to implement conception.	Implement plan Y1	Implement plan Y2
	Actual: Complete	--	Delayed because of the pandemic which caused major changes in PMC IT.	IT relationship has changed significantly with new leadership with greater satisfaction among faculty and staff with the	Conversations between Deans and CIO held during AY 22/23.	Conversations between Deans and CIO held during AY 23/24.

				service. However, there are some cloud-based IT needs that were discussed with CIO in Dec. '21. Initial work on Linux initiative begun.		
13	Develop a permanent Usability lab for researchers and subjects, building on the pilot in room 602.	Develop Long-term Space Plan	Implement plan	Ibid.	Ibid.	Ibid.
	Actual: Complete	Delayed because of trouble relocating 606 operations.	Delayed because of the pandemic.	Completed in July 2022 in room 608, splitting it into 608a (Participant Room) and 608b (Observation Room).	Make room bookable via one.pratt.edu .	
14	Enhance facilities for Archives, Cultural Heritage and other related classes.	Develop Long-term Space Plan	Implement plan	Ibid.	Ibid.	Ibid.
	Actual: Complete	Delayed because of trouble relocating 606	Delayed because of the pandemic.	Archives and Cultural Heritage Lab completed in		

		operations.	However, PMC 702 is being used as Conservation Lab in Spring.	winter break 20022. Conservation Lab offered from PMC 602.		
15	To create experiential learning experiences and do things that cannot be done in online learning programs, continue to equip labs with specialized equipment and the latest technology that is used in professional contexts.	TBD	TBD	TBD	TBD	TBD
	Actual: Complete	Requested budget for specialized equipment, such as needed for Mobile UX testing.	Delayed because of the pandemic.	Upgrades for Archives & Cultural Heritage Lab and Usability lab. Offer Conservation Lab in PMC 602.	New technology purchased such as 6X Meta Quest Headsets for use in INFO 697 Extended Reality: AR/VR, 360 camera for AR/VR. Change Conservation Lab furniture to workbenches	Install Apple XR display in room 609 (\$5,000 screen) to enable students to do things that cannot easily be done on a laptop. Purchase Apple Vision Pro for AR/VR course.
16	Make infoshow a more integral part of a School of Information education. Better integrate it into curriculum and teaching. Provide more modalities to showcase student work (e.g., interfaces on devices, etc.). Increase funding for the event to make more	Request additional funding.	Develop plan for better integration in T&L.	Implement plan.	Implement plan.	Implement plan.

	comparable to other Pratt Shows.					
	Actual: Complete	Expand types of presentations types. More outreach to faculty and students at the nomination stage. Canceled this AY for pandemic.	Delayed because of the pandemic. Infoshow21 be a virtual event because of pandemic.	InfoShow will be in-person and virtual. However, there are fewer student submissions coming out of the pandemic.	Offered awards to add excitement to event, which produced the largest event yet (62 presentations , 250 attendees).	Continued to offer awards, and held the largest event yet (300 attendees, 70 projects presented representing the work of over 90 students).
<p>Student Success - An important part of Pratt's mission is to educate artists and creative professionals to be responsible contributors to society. We can measure student success in terms of retention, persistence, and graduation rates, and we can focus on offering students support for their physical and mental health, overall wellbeing, and engaged activity across campus as contributors to those metrics. But if we really mean to prepare students to be responsible contributors to society, positive physical and mental health, overall wellbeing, and engaged activity across campus-need to be goals in and of themselves. Results from national surveys indicate that students attending independent colleges of art and design have significantly higher incidences of depression and anxiety and significantly lower flourishing scores than the general population of college students. Data on Pratt students support this trend, underscoring the need to address wellbeing among all of the factors contributing to retention, persistence, and graduation rates, and as integral to their overall success, not only at Pratt but also through their long and productive careers.</p> <ul style="list-style-type: none"> ● Become a leader among our peers in undergraduate first-year retention rates and graduate and undergraduate (six-year) graduation rates. We will ensure that Pratt enrolls, retains, and graduates a highly qualified, diverse student body in three ways: by improving the quality of data on retention and graduation rates, examining multiple variables among various student cohorts and sharing the results with the community; by developing interventions for at-risk groups (including specific academic departments, Pell-eligible students, first-generation students, international students, and commuters); and by reducing the cost of a Pratt education, particularly for students with high financial need. 						
17	Increase total school enrollment to enable financial support and take advantage of day-time space availabilities.	Increase to 205 MS students in fall '19.	Increase to 215 MS students in fall '20.	Increase to 225 MS students in fall '21. Level off at 250 by fall 2024.	Increase to 235 MS students in fall '22. Level off at 250 by fall 2024.	Increase to 245 MS students in fall '23. Level off at 250 by fall 2024.

		LIS: 104 MDC: 20 IXD: 50 DAV: 16 LIS+MA: 15 LIS+MFA: 0 TOTAL: 205	LIS: 108 MDC: 20 IXD: 56 DAV: 16 LIS+MA: 15 LIS+MFA: 0 TOTAL: 215	LIS: 111 MDC: 20 IXD: 63 DAV: 16 LIS+MA: 15 LIS+MFA: 0 TOTAL: 225	LIS: 115 MDC: 20 IXD: 69 DAV: 16 LIS+MA: 15 LIS+MFA: 0 TOTAL: 235	LIS: 120 MDC: 20 IXD: 74 DAV: 16 LIS+MA: 15 LIS+MFA: 0 TOTAL: 245
	Actual: Complete	Exceeded goals.	Exceeded goals.	Exceeded goals.	Exceeded goals.	Exceeded goals.
18	Investigate options for getting increases in the Library and Information Science ranking in U.S. News and World Report, as this has impact on students' decision to come to Pratt, despite the flaws in the rankings themselves.	--	Develop strategies (need to enhance perception of Pratt by other LIS/iSchools).	Implement strategies Y1.	Implement strategies Y2.	Implement strategies Y3.
	Actual: Complete	--	--	Subcommittee of FC established in March 2022 to explore Action Item #18, with recommendations presented to FC.	Implement strategies devised in previous AY. Re-examined approach in Spring '23 and will maintain the course.	Use strategies developed in past year and continue to implement.
<ul style="list-style-type: none"> Become a leader within the Association of Independent Colleges of Art and Design in the percentage of students who are flourishing and exhibiting well-being. We will identify well-being and flourishing as outcomes of a Pratt education, with a timeline for regular assessment, including among alumni. By encouraging and supporting student practices that promote well-being, and by adopting policies and practices that encourage healthier studio and classroom environments and that improve overall student well-being, we will raise Pratt's positive scores on the Healthy Minds Survey and the American College Health Association Survey to levels closer to the national averages. We will provide improved support and services for students with mental health concerns, and implement well-being initiatives for faculty and staff, while also providing training in improved technology (such as E-portfolio and 						

<i>Starfish) and support for pedagogical approaches that empower students to thrive at Pratt and beyond.</i>						
19	Investigate student quality of life issues, especially around if scholarships are causing students to both work and go to school full-time, and its impact on academic life and post-graduation outcomes. Annually review the “Healthy Minds” survey for SI. Study viability of scholarships for students to study part-time.	Add questions to Graduating Student Survey, Develop plan around scholarships	Implement plan Y1	Implement plan Y2	Implement plan Y3	Implement plan Y4
	Actual: Complete	Roll-out new Institute policy that allows continuing students to keep scholarships and study part-time. Added page “Studying and Working” to graduating student survey.	Delayed due to the pandemic.	Added new goals and indicators around student wellness. Support wellness activities (outdoor with community), such as good foraging tour of Central Park and Halloween tour. Participate in “Day of Mindfulness” and create Meditation locker. Dean join JED task force.	Introduce light therapy in PMC 611. Dean continue involvement with RWW Council and JED task force.	Participate in wellness surveys, review survey results, Kannabiran CTL fellowship for design for well-being.
20	Partner with Office of Student Affairs to ensure that students have easy access to recreation to improve	--	Partner with Office of	Implement plan.	Implement plan.	Implement plan.

	quality of life and well-being (e.g., athletic facilities, yoga, meditation, etc.).		Student Affairs. Study Needs and develop plan.			
	Actual: Complete	--	Delayed because the pandemic.	Invited VP of Student Affairs Delmy Lendoff to FC to discuss. Participated in "Day of Mindfulness" and created Meditation locker.	Promote wellness options (e.g., Mindfulness Week) in newsletter.	Introduce Yoga class with Prof. Kannabiran as the instructor working with Pratt Athletics department.
21	Work on the sustainability and greening of Pratt Manhattan Center (e.g., creating a green roof, producing vegetables on the roof for consumption by community, access to green space on the roof for quality of life).	Participate and advocate for greening initiatives at PMC.	Ibid.	Ibid.	Ibid.	Ibid.
	Actual: Complete	Grow vegetables in SI office for community consumption.	Create a course in Spring '21 about Sustainable Interaction Design. Continue not to purchase bottled water. Vegetable program stopped for pandemic.	Continue initiative to be sustainable, such as not using bottled water. Recycle select equipment through Craigslist (e.g., old AV equipment) rather than risk it ending	No new activities.	Recycling old equipment through the LES Ecology Center. Install Biophilic designs into the InfoLounge

				up in a landfill.		
<ul style="list-style-type: none"> Promote student personal growth and engagement both inside and outside of the studio and the classroom. We will establish personal growth and engagement as documented outcomes of a Pratt education, with a timeline and methods for regular assessment (including a co-curricular transcript). We will collaboratively develop and implement co-curricular, interdisciplinary programs, with an increase in experiential education and community service participation. By expanding the Student Government Departmental Council (which formalizes the relationship between students and the academic administration), we will bring students new opportunities for participation in the development of Pratt's policies and structures. 						
22	Continue support for initiatives, such as the Faculty Council student voting member, to support student involvement in the development of policies and structures at the School of Information	Allocate funds and facilitate election.	Ibid.	bid.	bid.	bid.
	Actual: Complete	Funds requested, election ran, and Claudia Berger selected as FC representative for 1st year.	Funds requested, election ran, and Claudia Berger selected as FC representative for 2nd year.	Funds requested, election ran, and Tk Cram selected as FC representative.	Funds requested, election ran, and Carol Choi selected as FC representative and Tk Cram selected as DEI representative.	Funds requested, election ran, and Sehyun Jeon selected as FC representative and Alya Zouaoui selected as DEI representative.
<ul style="list-style-type: none"> Strengthen efforts to support and promote student creative and academic accomplishments. By developing a more integrative and holistic academic advising model, we will support improved, more frequent communication with students about their progress, and we will provide new tools and opportunities that enable students to reflect upon and curate their own learning experiences. We will take steps to inform faculty and students more effectively about Pratt's policies, programs, and services related to students and learning, while also providing faculty and staff with training in the use of technology programs that support students' creative and academic accomplishments (including Digication and Starfish) and of pedagogy that accommodates learning differences around intercultural and other factors. 						

23	Enhance the ways in which students' graduating portfolios best highlight their academic and creative accomplishment	Revise LIS and MDC portfolio expectation to make them more geared toward public display, rather than academic/assessment oriented.	Review outcomes, revise as needed.	Ibid.	Ibid.	Ibid.
	Actual: Complete	Complete.	Encourage students to advertise their portfolios via Pratt Shows 2021 website.		Introduce option at InfoShow23 for students to highlight their portfolios, however, no students took up this option.	

Global Education - We live in a global society, with the ever-greater permeability of national borders bringing new opportunities for economic growth. At the same time issues of climate change, income and racial disparity, and increased migration impact our lives with growing urgency. These are remarkably complex challenges that call for innovative practices and visionary creativity, approaches that flourish in the realms of technology, media, design, and the visual arts. Pratt Institute must lead within the global context by providing integrative learning that reflects and interlinks the rich linguistic and multicultural diversity of our local, national, and international communities. Through the diversity of Brooklyn and New York, and building upon our existing efforts, we are poised to do so. Our research with students, faculty, and staff, and our comparison of Pratt with peer institutions, have brought us to a set of goals and initiatives that will ensure our place as an art and design leader of Global Education, allowing our students to critically address differences and develop innovative frameworks within which to meet the challenges of a richly diverse world.

- **Build upon existing programs and lead in Global Education: #Pratt Global.** We will frame and articulate the value of Global

Education as key to the #Pratt Global mission and communicate it across the Institute's platforms and programs. We will update website content and design to support #Pratt Global, and also rename and rebrand key offices such as the current Office of Education Abroad (OEA). By developing and highlighting Pratt's unique response to the needs of the transitional economy, as well as its new teaching and learning models, we will advertise its existing status as a global university. We will launch a comprehensive internationalizing initiative as members of an American Council on Education cohort and by diversifying the student population through new pipelines, and convene a #Pratt Global Advisory Committee with rotating membership to provide oversight.

- **Improve the experience and overall culture for international students at Pratt Institute.** We will support teaching, learning, and integration for international students and all faculty, including through cross-departmental engagement that ensures best practices are followed in classroom management. We will provide a seamless, userfriendly software system that facilitates study for global and international students, and address issues around immigration and enrollment. We will create programs for the mixing and integration of cohorts, with convivial spaces (such as a #Pratt Global Lounge) for exchanges. We will expand teaching, learning, and integration support for offices and divisions engaged with international students, while also aligning administrative structures to optimize the student experience and the efficacy of services.

24	Continue investigations on how to support international students.	Analyze data from 2 new questions about int'l student support added to GSS.	Analyze data from 2 questions about int'l student support in GSS.	If necessary, develop plan around supporting international students	Implement plan Y1	Implement plan Y2
	Actual: Complete	Delayed because of the pandemic.	Dean to attend "Bridging the Gap: Supporting international student mental health in the context of COVID" in April 2021. Data analysis expected to take place in Summer '21.	Faculty/staff participate in Chinese pronunciation workshop. Asst. Dean Quinn Lai participate in American Council on Education's Internationalization Laboratory.	Dean & Asst Dean participate in discussions over revision of ESL support. DEI Committee workshops took in feedback from international students.	Rollout of revised English support developed which include distance language classes over the summer before arriving offered by SCPS. Advertise events

						designed for international students offered by OIA.
<ul style="list-style-type: none"> Expand study abroad programs and align them with new #Pratt Global branding and centralization. We will institute new, campus-wide policies and procedures to help students find and enroll in overseas programs of study, and increase the number of students studying abroad through the OEA, focusing on underrepresented cohorts, nontraditional locations, and nontraditional course offerings from underrepresented academic departments. We will offer best-practice workshops to optimize the studyabroad experience, and create new, innovative programs, supplemented by alternative international and cultural experiences, while also encouraging faculty participation in relevant conferences and professional activities. Through strengthened graduate scholarship and fellowship advisement, we will bring students new awareness of such awards as Frederick Douglass, Fulbright, Goldwater, Gates, Marshall, and Rhodes scholarships. 						
25	Investigate the possibility of developing and running an international program. Research indicates that Spring break in Western Europe has the most potential.	Development year	Roll-out program Y1	Roll-out program Y2	Roll-out program Y3	Roll-out program Y4
	Actual: Complete	Special topic course created, planning year underway, expect to offer in Spring Break 2021. Postponed for pandemic.	Postponed for pandemic and Institute rule of no international study this AY.	Explore option of a Rome or Venice program with Pattuelli.	Develop Artist Archives: Rome/New York to be offered in Spring break 2024 taught by Cristina Pattuelli.	Implement Artist Archives: Rome/New York offered in Spring break 2024 taught by Cristina Pattuelli.
<ul style="list-style-type: none"> Expand Pratt's strategic partnerships and projects. We will create an institutional global presence at various scales through satellite campuses, smaller outposts, and innovative opportunities for short- or longer-term study, and extend that presence through partnerships, both with local organizations having a global reach and with overseas-based groups. We will support projects according to the impact of the issues involved and the global location of resources, and by engaging the Pratt community's expertise in ecology, sustainability, quality of life, human rights, and global justice. 						
26	Open up SI to visiting researchers. Create a swing space that can be used by international	Include space in Space Plan .	Receive swing space,	Promote visiting	Promote visiting	Promote visiting

<p>researchers/faculty (e.g., Fullbright). Promote on SI website that SI can be a destination for visiting researchers. Develop expectations for international researchers (e.g., what they must share back with the SI community, etc.)</p>		<p>setup space</p>	<p>researcher opportunities Receive visiting researchers</p>	<p>researcher opportunities Receive visiting researchers</p>	<p>researcher opportunities Receive visiting researchers</p>
<p>Actual: Incomplete</p>	<p>Included in plan.</p>	<p>Delayed because of the pandemic.</p>	<p>Dean joins an Institute-wide committee to strengthen visiting scholars at Pratt.</p>	<p>No new developments here.</p>	<p>No new developments here.</p>
<ul style="list-style-type: none"> ● Expand and integrate Global Education student learning outcomes. A dedicated working group will identify, establish, and prepare the relevant rubrics for Global Education student learning outcomes at Pratt. To integrate and elevate these outcomes across the Pratt ecosystem, we will create an inventory of existing spaces where they are already in play (from classes to clubs), indicating breadth and depth in given contexts and supporting and strengthening them accordingly. We will create and articulate global learning innovations across the curricular, co-curricular, extra-curricular, and paracurricular realms of Pratt, and facilitate language learning through partnerships and expanded offerings. 					
<p>Civic Engagement - Launched in 1887 amidst the rapid industrialization, urbanization, and social dislocation of the post-Civil War era, Pratt Institute from the start embodied extraordinarily progressive values, admitting students regardless of class, race, and gender, and offering art classes early on to children from the surrounding community. The Pratt Center for Community Development was launched during the economic uncertainty and civil strife of the mid-1960s to help community groups rebuild and revitalize their neighborhoods. Today, faculty and student commitment to civic engagement is reflected throughout Pratt, both in well-established networks and programs such as the Global South Center and the Social Justice/Social Practice minor and in the innumerable efforts of individual teachers and students. We now face not only widening economic and racial inequalities, but also widespread attack on fact-based inquiry and rational decision making, fundamental building blocks of education and democracy. For Pratt to remain intellectually and ethically relevant, we must prepare scholars and designers to contribute to the social compact and leverage creative practice to build a more equitable and sustainable world. And as part of the economic and social engine that has transformed our neighborhood into a new, creative economy, we must address the unintended consequences of displacement and unequal participation, particularly for people of color. Expanding the school's commitment to civic engagement and societal benefit will advance Pratt's standing as a world-class institution, bringing unparalleled opportunity for interdisciplinary and collaborative learning, and attracting faculty and students who share our sense of urgency and purpose. We must work with our neighbors to model new ways an academic institution can collaborate to create a more equitable, inclusive, and sustainable community. We need to take action as bold as that of founder Charles Pratt, not only opening our doors to all people, but inviting them in.</p>					

<ul style="list-style-type: none"> ● Ensure that a culture of civic ethos governs campus life. <i>In accordance with the findings of the National Task Force on Civic Learning and Democratic Engagement (organized by the Association of American Colleges and Universities), we will create an Office of Civic Engagement (OCE) that will support faculty, students, and staff in their efforts to incorporate civic and community-based service learning into their teaching, research, and personal development, as well as in their efforts to build and sustain relationships with the broader community. To position Pratt as a leader in civic engagement, the OCE will develop an infrastructure that allows the Institute to realize fully its longstanding commitment to civic engagement by tracking all related activities, measuring their impacts, working with Institutional Advancement and the Provost's office to raise funding, and facilitating internal and external communications, while also ensuring that civic engagement is embedded in the Pratt mission and vision.</i> 						
27	Increase fellowship amounts from \$5,490 in AY 19/20 to \$7,000 in 20/21 to keep pace with increased compensation in N.Y. and help offset the cost of education to students.	Write grants to get difference covered by government or foundation.	Increase fellowship amounts to \$7,000	Increase fellowship amount using same percentage as tuition increase.	Increase fellowship amount using same percentage as tuition increase.	Increase fellowship amount using same percentage as tuition increase.
	Actual: Complete	IMLS grant written, but not funded. Increase to \$7K is implemented. NEH grant written in Spring 2020.	Fellowships increased to \$7,000.	\$49,350 grant received from IMLS to support fellowships. Plan to increase fellowships amounts for next year in-line with tuition increase. NEH grant application not awarded.	Fellowships amounts increased. Requests made to Ford Foundation and AMEX.	Fellowships amounts increased. Received funding from Hauser & Wirth Institute for additional fellowship.
28	<i>Ethics and Technology Initiative</i> - As New York evolves to become a major tech hub, and more students will seek employment in these technology companies (e.g.,	Begin planning an Ethics and	Host an event and/or course on this topic	Ibid.	Ibid.	Ibid.

<p>Amazon, Google, etc.), not only teach the knowledge and skills they need, but also imbue students with an ability to be critical, reflective, and thoughtful about their role and their employers roles in the world. Host a yearly event around this topic.</p>	<p>Technology Initiative, which could include a course (e.g., “Social and ethical issues in information technology”) and/or event.</p>				
<p>Actual: Complete</p>	<p>Event on April 3 with Tim Wu. Cancelled for pandemic.</p>	<p>Tim Wu event moved; held Feb. 5 online. Prof. Maceli begin CT&L fellowship around ethics and information technology.</p>	<p>Sherry Turkle event held on November 5, 2021.</p>	<p>Cliff Kaung presented in person on Sept. 16, 2022.</p>	<p>Meredith Broussard presented in-person on October 20, 2023. Create Ethics & Technology Forum webpage.</p>
<ul style="list-style-type: none"> ● Establish civic literacy as a learning goal and ensure that every student acquires it. We will cultivate Pratt students’ knowledge of the fundamental concepts of human rights and governance, their familiarity with key historical developments and social movements, and their ability to think critically about complex matters that have public consequences. We will assess existing coursework and co-curricular activities for their contribution to civic literacy, sustaining and expanding curricular and co-curricular opportunities for civic engagement, and supporting departments and schools across the Institute in developing discipline-appropriate learning outcomes. We will institute a process for recording civic literacy activities and accomplishments on the graduation transcript, followed in time by an assessment of whether civic engagement should be made a graduation requirement. ● Support civic inquiry throughout the Institute. The practice of civic inquiry should be pervasive within Pratt’s curriculum, including the exploration of the personal, social, and environmental impact of choice; the consideration of differing views; and the exercise of civic debate and analysis within one’s areas of study. We will support community-based research, teaching, and engagement by faculty and staff, while also taking civic engagement into consideration in promotions, tenure decisions (if appropriate and requested by faculty), and the hiring of new faculty. To facilitate and promote course development and activities with civic outcomes, and to recognize ongoing community-based research, pedagogy, and engagement, we will provide support in the form of release time, grants, and awards. 					

29	Develop infrastructure to support internship placement, course-based partnerships with practice-based projects, alumni events, and other external-facing needs (e.g., communications/marketing)	Performance Evaluate / Modify position as needed.	Ibid.	Ibid.	Ibid.	Ibid.
	Actual: Complete	Reopen position	Position vacated in Spring '20 and unable to rehire because of hiring freeze.	Exploring possibility of using GA funding to support under Meredith Brull.	Continue to develop capacity with GA support under Meredith Brull.	Continue to develop capacity with GA support under Meredith Brull. Hosted a large and successful alumni panel in the fall. Met with new head of CCPD to enhance services for students.
<ul style="list-style-type: none"> <i>Instill a sense of agency and commitment for life-long civic action.</i> <i>The capacity for collective work, coupled with the ability to prepare analytically and the moral and political courage to take risks for the greater good, is essential to addressing our shared problems around life quality and sustainability. We will expand Pratt's client-based studio work with community groups and organizations, with an emphasis on building long-term, sustainable partnerships. We will develop opportunities for knowledge and resource exchanges with community-based organizations, as well as K-12 initiatives around civic engagement, scholarship, and pedagogy that will create a pipeline of engaged Institute students. By increasing the permeability of the campus, we will bring in more community members, allowing greater collaboration, and by creating new, service-based opportunities for alumni, we will open a new pathway for community engagement.</i> 						
<p>Diversity, Equity & Inclusion - <i>Recognizing the strength that stems from a diversity of perspectives, values, ideas, backgrounds, and beliefs, Pratt's leadership launched a major effort in 2015 to promote ongoing diversity, equity, and inclusion across the Institute. The Diversity Strategic Planning Committee worked with various constituents in the Pratt community through town hall meetings and focus groups, making sure all voices were heard. The resulting Diversity, Equity, and Inclusion Strategic Plan, finalized in 2018 and now incorporated into the comprehensive Strategic Plan, is organized into four areas of focus: Creating a Welcoming Environment, Recruiting and Retaining a Diverse</i></p>						

Student Body, Hiring and Retaining a Diverse Faculty and Staff, and Expanding “Beyond the Gates” to the External Community.

- **Creating a welcoming environment.** *With the recently updated Pratt Community Standards as a guiding framework, we will ensure that all students and faculty feel valued and respected in every Pratt classroom and studio, in a learning environment that supports students, faculty, and staff to facilitate student success. We will provide access to increased financial and institutional support for students with fewer resources. We will improve communication and transparency across the institution at every level, and develop an institution-wide onboarding process for staff hires. We will generate increased social and professional interaction and engagement for faculty and staff across the institution.*

30	Diversify the Curriculum - Diversify, Equity and Inclusion represented in core curriculum	Curriculum Committee and Dean make DEI a factor in curriculum review	Assess outcomes (questions on graduating student survey and course eval).	--	--	--
	Actual: Complete	Complete.	Assessing outcomes will take place in Annual Assessment Report AY20/21. Additional planning and work in this area can be found in Operational Action Plan 19/20 . Prof. Smith begin CT&L fellowship around diversifying the curriculum of	IXD program revised to require a course on “Ethics and Social Responsibility,” thus opening up additional opportunities for DEI in that program. DAV program learning outcomes reviewed to more explicitly incorporate DEI.	LIS core curriculum revision underway with DEI incorporated into all core courses.	LIS core curriculum revision complete, which includes updates to INFO 601, which impacts all programs.

			the IXD program.			
31	Hold an annual workshop for faculty around pressing topics that they are interested in and could be useful for teaching at the school, such as around DEI, accessibility, or other topics. Work with other relevant offices at Pratt as relevant to the topic (e.g., LAC, Teaching & Learning Center, Office of DEI, etc.).	Develop topics and needs	Implement workshop	Ibid.	Ibid.	Ibid.
	Actual: Complete	Postponed because of the pandemic	Host “Decolonizing the Curriculum Event” on April 15, 2021 for faculty.	Host “Next Steps in Putting DEI into Action in Curriculum & Teaching” on March 3, 2022.	Workshop for faculty on revising syllabi was held on March 3, 2023.	Events held about Tactile Design with Chancey Fleet, and well as Ethics & Tech event about bias in AI.
32	Host one or more workshops per academic year for students on DEI topics, especially to prepare students for working with diverse communities and develop deeper cultural awareness. Analyze opportunities for developing workshops into full courses.	Request funding for DEI workshops	Develop and run DEI workshop(s)	Ibid.	Ibid.	Ibid.
	Actual: Complete	Requested funding	3-part speaker series held “Breaking Barriers” in March-April, 2021.	4 events held for students: 1) Weeksville Heritage Center field trip, 2) Anti-racist Digital Preservation workshop with Sofia Leung and	2 workshops hosted with WeNeed2Talk (Nov. 7 and Jan. 17).	Several events held for students (Tactile Design, Chinatown food + history, Spike Lee tour and drinks at Brooklyn Museum),

				Elvia Arroyo-Ramírez, 3) Whitney Biennial Meetup, and 4) Sign-ing up students for Critical UX workshops.		Support Harlem Walk event put on student groups
<ul style="list-style-type: none"> ● Recruiting and retaining a diverse student body. Building on existing work to increase both the geographic diversification of international students and the number of African American undergraduate students, we will expand and improve recruitment efforts to achieve higher enrollment of underrepresented undergraduate and graduate students. We will focus in particular on developing pipelines for such students from New York City. We will leverage Higher Education Opportunity Program (HEOP) best practices to expand academic support for other underrepresented students, and take steps to reduce the disparity in retention rates between Pell grant and non-Pell grant recipients. 						
33	Create DEI committee to develop plan around DEI at SI. Develop strategies to enhance DEI, such as using endowed and other scholarship funds for new students to increase racial diversity across all M.S. programs. Consult with the Office of DEI as needed.	--	Develop plan around DEI and scholarships.	Implement plan.	Ibid.	Ibid.
	Actual: Complete	--	DEI committee assembled in FA '20. Additional planning completed (see below) . Admissions Committee formed and SI Scholarship	Received funding for Hauser and Wirth Institute to fully fund 2 BIPOC students for 3-year dual-degree LIS+HAD program.	Giving \$5K awards to recipients of ALA Spectrum award from AY 22/23 and AY 21/22.	Provided \$5K to recipient of ALA Spectrum Award.

			rubric which uses scholarship funds to diversify student body.			
<ul style="list-style-type: none"> Hiring and retaining a diverse faculty and staff. We will take steps to align institutional hiring processes and the search for full-time faculty with diversity initiatives, including training Diversity Advocates to serve on Search Committees. We will increase diversity hires in schools and departments with few or no faculty members of color, and leverage part-time faculty hiring processes to support diversity goals. In academic leadership, we will achieve diversity hires at the Chair level and above, and, in administrative-unit leadership, at the Director level and above. We will seek improved retention through better integration of new faculty and staff into the Pratt community, supported by higher levels of opportunity and preparedness for advancement. We will encourage and support school- and department-level diversity and inclusion goals, and also provide professional development consonant with those goals for faculty through the Center for Teaching and Learning, and for staff through Human Resources. 						
34	Make significant efforts to make new faculty hires from underrepresented minorities, as well as retain them. Make use of DEI committee	--	Develop plan around DEI and faculty hiring/retention.	Implement plan	Ibid.	Ibid.
	Actual: Complete	--	See update/plan below developed by DEI committee.	Use plan developed in the hiring of PT and FT faculty.	Use plan developed in the hiring of PT and FT faculty. Hired 3x new FT faculty, 2x who add ethnic diversity to FT faculty.	Hired diverse FT faculty through participation in the Cluster search, "Diverse Voices Creating Just Futures."
35	Add information about diversity efforts on SI website.	Update as needed.	Ibid.	Ibid.	Ibid.	Ibid.
	Actual: Complete	Website	Contribute	DEI website	DEI website	DEI website

		updated in 2020.	information to Institute-wide DEI report. DEI website updated.	updated in March 2022.	updated in November '22 and April '23.	updated.
<ul style="list-style-type: none"> • Expanding “Beyond the Gates” to the external community. Pratt seeks to advance its long history of outreach and engagement with the surrounding community. We will strengthen the pipeline from high school to art school for underrepresented students, and provide increased support through scholarship and research grant funding. We will expand local community development and engagement, and provide increased internship and job opportunities for underrepresented students. We will improve engagement with diverse alumni through many channels, including targeted alumni giving campaigns. We will retool branding and messaging on Pratt’s web, social media, and other communication platforms to convey a greater emphasis on diversity, equity, and inclusion. 						
36	Help enrollment initiatives through alumni “word of mouth”; stay connected with alums through presence at relevant professional conferences (e.g., ALA, SAA, PLA, etc.), especially when they are located between Boston and D.C. Enhance LinkedIn alumni group. Participate in activities from Alumni Office. Promote the programs through relevant venues	Allocate 4% increase in advertising spending from previous year. Allocate money for vendor table and travel at relevant conference.	Ibid.	Ibid.	Ibid.	Ibid.
	Actual: Complete	Bowler to attend ALA. Canceled for pandemic.	Postponed because of the pandemic.	Postponed because of the pandemic-related travel challenges.	Create advertisement in Library Journal to celebrate 2X Movers & Shakers.	Host conversation with ALA President in Feb. '24, which should be of interest to long-time alums.
37	In order to make Pratt and SI more integral and	--	--	Identify one	Ibid.	Ibid.

2	<p>well-known to the surrounding community, engage in community engagement in Chelsea/West Village neighborhood (or neighborhoods between midtown and Wall St.). Support collaboration with neighborhood partners (e.g., class projects or other engagement), such as:</p> <ul style="list-style-type: none"> - Pratt Manhattan Gallery on ground floor (as the public entry point to PMC and compelling new site for community engagement) - Gay Center on 13th St. or other organization that speaks to the importance of area to LGBTQ+ history and culture - 14th St. Tech corridor / Union Square area / Meat-packing district opportunities, especially relevant to technology industries. - Lenape Center or American Indian Community House or other indigenous organization in Manhattan. - Nearby libraries, museums or galleries (e.g., Whitney Museum, Chelsea art galleries, etc.). - Other neighborhood partners as deemed relevant. 			community engagement opportunity and enact.		
	Actual: Complete	Multi-year archives class project started with Gay Center, which speaks to LGBTQ+ communities in area.	Completed archives project with Gay Center - story on project here.	Begin participation in a committee to explore making improvements to the block, working with neighboring institutions (Salvation Army, YMCA) and	Hold Faculty Council retreat at Gay Center. INFO 693 Audience Research & Evaluation project conducted at Rubin Museum (nearby neighbor).	Hold Faculty Council Retreat at Center for Jewish History (nearby neighbor). Started an “Experience Design” position with the Pratt Manhattan

² This initiative was recommended by the Faculty Council and approved by the SI Dean on September 9, 2021.

				<p>commercial interest.</p> <p>Offer fellowship with Gay Center on 13th Street with partial funding from IMLS.</p> <p>Faculty from SI (Pattueli) joins the Exhibitions Committee (PMC Gallery).</p> <p>Create and install LGBT flags for PMC during pride month, signaling Pratt's recognition of the importance of the neighborhood to LGBT community.</p>	<p>Lauermann research collaboration with Greenwich Society for Historic Preservation.</p> <p>Bowler and Lopatovska continuing to work with teen interns and librarians at Brooklyn Public Library.</p> <p>MacDonald collaboration with NYPL with UX team in a regular collaboration (DX Center).</p> <p>Villaespesa work with Rubin for Analytics class.</p>	<p>Gallery, which welcomes the public into Pratt, paid via SI hourly student funds.</p>
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Status Update (Plan) for Hiring and Retention of Diverse Faculty - Action Item #34 - Developed by DEI Committee (April 2021):

- For PT faculty: Study the impact of the Jan. 2019 School of Information policy “[Part-time Faculty Hiring Administrative Guidelines](#),” which requires that a “wide net” is cast for potential new PT faculty in effort to create a diverse applicant pool. Did it have an impact on hiring of diverse faculty? Create action plan based on the outcome of this study. Also look at retention and why faculty from underrepresented backgrounds left. Also:
 - Ensure PT faculty take DEI online training.
 - Get DEI asked about in interviews; attempt to add it to existing school policy
 - Ensure access to promotion for PT faculty (e.g., adjunct status)
- For FT faculty: For next faculty search, prioritize the hiring of a faculty from an underrepresented background by doing the following:
 - Add expectation of participation in DEI initiatives of school/Institute to the job description
 - Require a “1 page statement on how you have worked to promote diversity, equity and inclusion in your career and how you will continue to do so at Pratt.”
 - Post job to “Diverse jobs in higher Ed,” and “LGBTQ in Higher Ed” (in addition to standard places like HERC, Chronicle, iSchools, JESSE).
 - Get a Diversity advocate on search committee

Status Update (Plan) for Diversifying the Student Body - Action Item #33 - Developed by DEI Committee (April 2021):

- *Scholarships*: Do additional research on the endowed awards - is it making a difference in getting people to come? Explore other options. Research to be completed in Summer 2021, and discussed at relevant committees in Fall 2021 (DEI and Admissions Committees).
 - *Other funding*: Explore potential of packaging Graduate Assistants at time of admission to help offset the cost of attendance.
- *Applicant Pool*: Applicant pool needs to be diversified - use SI advertising money to specifically attract diverse applicants
- *Additional fundraising*: Do fundraising for the fellowships, so the ~\$90K used annually can be redirected to admissions scholarships for underrepresented minority students.