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Office of Academic Affairs  
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Congratulations new FFPP Fellows!

As University Associate Dean for Faculty Affairs, I am so pleased to welcome you on behalf of CUNY's Office of Academic Affairs.

You are such an impressive group – both for what you've already accomplished and for the work you plan to do during this fellowship. It is not easy obtaining a tenure-track position today, but you were successful at an extraordinary university that values you and your scholarship as a fundamental element of its success. I know that you are here in large part because of our wonderful students and CUNY's mission - and you work tirelessly to help your students succeed. But, after working in faculty affairs for over 19 years now, I also know that many people – outside and within the academy – don't always appreciate how important your scholarship is to the success of the university and our students. Many people understand the importance of knowledge creation for its own sake, and for the prestige that it brings to the institution, but they often don't understand how students benefit from this important faculty work. But you and I know that you bring your cutting-edge work into your classrooms, providing your students with the opportunity to think critically about questions that don't necessarily have answers yet. And when you include your students in your research and scholarship – as so many of you do – you provide invaluable experiences that help your students see themselves as scholars, in addition to increasing their satisfaction and engagement with their overall academic experience.

Over the past 20 months, academia has been challenged as never before, at least in my lifetime. Teaching your students, engaging in research and scholarship and providing service to

your departments, your college, the university and your disciplines has become more difficult and time-consuming than ever before as we all deal with an ongoing pandemic, social and political unrest and the inequities faced by so many. Anxiety and stress levels continue to be high – for you, your families and your students – yet, you continue to go above and beyond, day in and day out. I salute and applaud you. We can never thank you enough for the way you've stepped up during this very difficult time.

I know that your individual colleges value and support you and your scholarship and want to assure you that the university does as well. The FFPP is a prime example of that. This program, which was established in 1998 and has already supported over 500 faculty, is run by an extraordinarily committed group of people. As may already know, Kelly and Matt are not only accomplished interdisciplinary scholars, they are also passionate believers in this program and all of you. Maryann McKenzie, a long-time champion of CUNY's faculty, is indispensable to the program's success. And then there are your FFPP mentors. I have the privilege of knowing some of them personally and I can tell you that you couldn't be in better hands. Many of them were FFPP fellows at one point and now they are all accomplished scholars who are enthusiastic about helping you achieve your scholarly goals.

I started my faculty development career with the [Gender Equity Project \(GEP\) at Hunter College](#) back in 2002. One of the most important things that I learned in my work with the GEP was the importance of a circle of advisors - people who can provide support when you need it and whose advice and guidance you trust. Your participation in the FFPP has now expanded your circle to include the program leadership, your FFPP mentors and, importantly, each other. The FFPP community that you build will provide a supportive and safe environment for you to take risks and advance your scholarship in ways that even you may not have considered. In addition, please consider me part of your circle of advisors and feel free to call on me at any time. I first learned that I loved working with faculty when I worked on the Gender Equity Project. In my current position, I am living my ideal career – I would be thrilled to do whatever I can to help you excel in yours.

So often, the immediacy of your teaching and service responsibilities pull at you and make it all too easy to put off your scholarly work until “later.” One of the reasons that I love the FFPP is that it serves to remind you that you were hired – and you will be tenured – based on three things – your teaching, your service AND your scholarship. Throughout your career, you will need to figure out how to find time for your scholarship and this program is a great start. If you can establish a good routine now, it will be easier to keep it up later – even if you have to change the specifics of your routine to accommodate differing circumstances.

Finally, I want to encourage you to take advantage of your time in this program and enjoy it as an opportunity to celebrate and elevate your scholarship in your day-to-day life as an academic. I look forward to learning about all the exciting scholarship that I know you will produce.

Have a wonderful day, a lovely holiday season and a productive fellowship!

With much gratitude and admiration,

A handwritten signature in black ink that reads "Annemarie Nicols-Grinenko". The signature is written in a cursive, flowing style.

Annemarie Nicols-Grinenko, Ph.D.

University Associate Dean for Faculty Affairs

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