

As Associate Provost, Baecher will be coordinating efforts for all professional development for faculty, contributing to the strategic planning, development, and implementation of workshops, events, orientations, faculty groups, and policy and resource creation for all Kean full and part time faculty. She will also be available as a consultant and point of contact for faculty interested in their own professional learning and that of those they lead.

“The motto of Kean– *Semper Discens* (Always Learning)– is my guiding principle, and I am deeply honored to join this dynamic university as Associate Provost for Faculty Development, where I am energized and committed to recognizing, advancing and uplifting faculty who are truly the engine that drives Kean’s powerful social mobility,” she said. “I’m looking forward to working closely with faculty and faculty leaders to offer targeted and effective services to meet current needs and build a strong future for Kean University.” Baecher asks faculty, “Please [set up a time](#) to meet with me as soon as you can so I can learn how to be a support in your professional journey at Kean, and please share your perspectives in the [Fall 2023 faculty questionnaire!](#)”

Baecher’s background includes a BA in Art History from the University of Vermont, an MA and Ed.D. in Teaching English to Speakers of Other Languages (TESOL) from Teachers College, Columbia University and a recently completed advanced certificate in educational technology from Michigan State University.

Baecher began her career in education teaching immigrant refugees from Central America in Washington D.C. more than 30 years ago and she continued on to teach in a variety of positions throughout New York City public high schools, community-based adult programs, and as an adjunct English as a Second Language instructor at Fordham University and Columbia University’s American Language Program. Her doctoral research followed a group of high school immigrant students from entering 9th grade through graduation as a program evaluation of “Connect with College”, an intervention housed at LaGuardia Community College.

Baecher also has 20 years of experience as a tenure-track and tenured full Professor and program coordinator of TESOL in the School of Education at Hunter College, City University of New York (CUNY). She has served as a TESOL association leader as Teacher Education Interest Section Chair, President of New York State TESOL and as the AERA Classroom Observation SIG Chair. She developed the first educator study abroad programs in the School of Education, developed fully online advanced certification programs and was the Director of Video Analysis in Teaching at Hunter. Program development to engage alumni in continuous professional learning included partnership development with Lincoln Center Theater Education.

At Hunter College, Baecher also served the Provost’s Office as Senior Faculty Fellow and founding member of the Academic Center for Excellence in Research and Teaching (ACERT). Within ACERT, for 10 years Baecher led faculty workshops, long-format series and intensive retreats in topics related to curriculum design, instructional methods, technology in teaching, experiential learning, and productivity in presenting, publishing and portfolio development.

Most recently, Baecher was tapped as the inaugural Assistant Dean for Academic Pedagogy and Technology supporting the CUNY Senior University Dean for Faculty Affairs as a Faculty Leadership Fellow. There she engaged in large-scale faculty development initiatives that included generating clearer guidelines for tenure and promotion, recognizing and rewarding the Scholarship of Teaching and Learning (SoTL), documenting the activities and impact of the 25 Centers for Teaching and Learning across CUNY, and designing and delivering a new faculty onboarding program for 250 newly appointed faculty.

Dr. Baecher is excited to promote Kean's position as an urban research university, drawing on her experience as a journal editor and author of eight books and more than 65 peer reviewed publications. She is committed to making faculty research accessible to the public and has been an active blog author as well as creator of the "Centering Centers" podcast for the POD Network which highlights the work of faculty development in higher education.

Provost David Birdsell noted that "Dr. Baecher brings to this position enormous expertise in faculty development in environments very similar to Kean's. Her work in developing and supporting pedagogies and research programs involving people whose first language is not English makes her a particularly good match for Kean and the communities we serve."

Baecher's first Day as Associate Provost for Faculty Development at Kean University is Monday, October 16, 2023.