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SUNY SULLIVAN

112 College Road

Loch Sheldrake, New York 12759

February 20, 2026

Dear Members of the Tenure Review Committee:

Please accept my letter of application and portfolio to be considered for Tenure to Professor at Sullivan County Community College. I would like to express my appreciation for being a member of the SUNY Sullivan team, and the opportunity to provide the Nursing Program students a positive education in the field of nursing.

I started in 2019, as an adjunct with both the freshman and senior classes in their clinical rotations. In August 2020, I was given the opportunity to become a full-time Associate Professor in the Nursing Program. I am in charge of the nursing lab education to provide the students the knowledge and training for the skills every nurse needs to safely and competently care for their patients

. I completed my Masters in Nursing Education in June, 2024. I am a member Sigma Theta Tau International Nursing Honor Society, American Nurses Association, Association of Women's Health, Obstetric, and Neonatal Nurses.

Since, I have become an active faculty member in the Nursing Department, our NCLEX scores rose from 38 % to 88% in the first-time pass rate. I believe I had a positive influence in the improvement of the program. I instill in them the ethics, caring and

safety of the Nursing Theorists of Florence Nightingale, Jean Watson, and Patricia Benner. All who resonate the positive role model for all nurses.

The nursing students learn from me the skills that nurses are required and to have the understand of caring, safety, and education necessary for the patient and family.

All patients should be treated as a person with utmost respect with diversity and inclusion of all people. Although this seems like a new concept, I have always cared for my patient with dignity and caring for all, and guide my students in the same professional respect.

I feel I invoke a positive learning environment with the opportunity for growth. I make time for the students when they request extra time for their training. I am available to them as they need to attain success.

The lab has expanded not only in size but in the educational training. The students are having the opportunity to learn the skill of starting an intravenous infusion, the use of intravenous pumps, nasogastric feeding pumps, EKG machine which they have the opportunity to perform an EKG on each other, which includes the additional manikins for simulations and case studies. I provided the students the opportunity to perform a physical assessment and use critical thinking to care for a patient in a safe environment. The manikins provide the safe setting to make mistakes and to learn from the mistakes. I continue to provide the students with guidance and support throughout their nursing student education.

The nursing program was given a second lab to provide the ability of increased lab classes. I was a leading partner in the design and to provide realistic hospital setting.

Other services to the college include Sustainability Committee, Standard IV Committee, the Sunshine Committee, and Student Conduct Committee. I have participated in countless numbers of interviews for the hiring committees.

As a nurse I have learned to listen to the patient and feel I provide the same to the students. I share my many years of nursing experiences, which they have said they remember to use in their practice.

I have continued to participate in webinars and seminars for expanded growth of the simulation nursing lab.

Respectfully submitted,

Karen Faraci MSN RN



March 3, 2026

To Whom It May Concern:

I am writing on behalf of Karen Faraci who is applying for Tenure after serving as a full-time Nursing faculty for five years. I am extremely proud to write this letter!

I have witnessed Karen work extremely hard as a full-time faculty while also completing her Masters in Nursing. She has taken full advantage of the tenure-track process absorbing feedback and implementing changes to her work in and outside the classroom. She values Dr. Taylor as her mentor and she thrives as a clinical and lab instructor where students personally ask to take her classes. She spends a lot of time on campus, including throughout the summer, preparing to teach and overseeing the Nursing labs to ensure they are stocked and set up properly for students. The program has been awarded grant money from a few different sources, and she assisted the Director with purchasing and set up of the new supplies, equipment, and furniture.

In addition to her strong work ethic, Karen is an extremely kind individual. When you see her on campus she's approachable and enjoys making people laugh, and you can see right away the sense of pride she feels being a part of the college community. These traits make her a wonderful academic advisor to students, and a strong support to her colleagues. Her collaborative work includes serving on the Student Conduct Committee and she especially enjoys serving on the Sunshine Committee. She regularly attends Faculty Council, and in the past she has also been a member of the Sustainability group.

Karen's compassion for others demonstrates why she was drawn to the Nursing field.

I wholeheartedly support Karen's application for Tenure!

Sincerely,

Rose Hanofee
AVP for Academic & Student Affairs

K/F

**Karen
Faraci**

Contact Information

ADDRESS

32 Bradley Rd.
Liberty, NY
USA

PHONE

845-807-7614

845-292-6773

EMAIL



kfaraci@sunysullivan.edu

EXPERIENCE

7/2009 – 4/2019

RN • Catskill Regional Medical Center • Harris, NY

8/2019 – present

RN nursing instructor • SUNY Sullivan Community College • Loch Sheldrake, NY

I began as a clinical instructor for both the first and second year nursing students

I was then, offered to be directing the Nursing Lab with all nursing students, both first and second year students.

In addition, I currently expand my role also, to develop and grow the Simulation Lab further.

Advising the students with their courses and providing support and additional lab training with the students during non-class hours

EDUCATION

Capella University, Minneapolis, MN

Completed June, 2024 my MSN Ed degree with a 4.0 GPA

I am a member of Sigma Theta Tau International Honor Society and a member of The National Society of Leadership and Success

SUNY New Paltz, New Paltz, NY

BSN Completed in 5/2006

SUNY Delhi, Delhi, NY

ADN Completed in 1999

Organizations

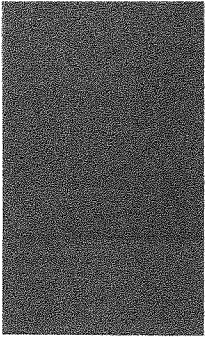
American Nurses Association

Association of Women's Health, Obstetric, and Neonatal Nurses

LEADERSHIP

I am a member of the Sustainability Committee at SUNY Sullivan
I participate in Faculty Council, and the PSA meetings

I am an active member in the First Presbyterian Church of Liberty



And am a ruling elder of the church leadership.

REFERENCES

**Available upon
request**



36 Lake Street
Narrowsburg, NY 12764
March 13, 2026

Anastasija Ocheretina, Director of Human Resources
Sullivan County Community College
112 College Road
Loch Sheldrake, NY 12759

Dear Ms. Orcheretina:

I have been asked to write a letter of recommendation for Karen Faraci to support her bid for tenure and promotion.

Karen's growth in her role has been extraordinary since I came aboard in 2022.

As a direct report, I have been front and center in watching Karen develop her ability to lead a class, teach effectively, handle student behavioral issues, and oversee the entire renovation of the Lab component of the 4 Nursing theory courses.

In addition, she has taken on the role of simulation instructor, clinical calculations instructor, and remediation instructor.

Karen has deftly accepted full charge of all aspects of the lab: teaching, managing the inventory, ordering supplies, mentoring lab adjuncts, and writing the annual lab report for the NYS Department of Health.

I am honored and absolutely thrilled to recommend Karen Faraci for tenure as an Associate Professor of Nursing.

Dr. Chyrise E. Taylor
Director of Nursing Programs
Sullivan County Community College



Division of Health Sciences
112 College Road
Loch Sheldrake, NY 12759
Email: nursingprogram@sunysullivan.edu

February 24, 2026

To SUNY Sullivan Human Resources,

I wholeheartedly recommend Karen Faraci for the promotion to the Professor position at our college. Collaborating with her is a pleasure! Karen is an educator who motivates and inspires students and her co-workers. Since working closely with Karen, I have witnessed her hard work and unwavering commitment to the Health Sciences department, this college, and the student body. I am also impressed with her strong work ethic and her consistent going above and beyond by accepting additional responsibilities to ensure the Health Sciences department and students are successful.

Karen's fortitude and notable accomplishments as an educator for the past six years (one year as an Adjunct Nursing Instructor and five years as an Associate Professor) in the Health Sciences department make her deserving of this promotion. Over the years, she stepped in to teach lectures until additional Associate Professors were hired. With financial support, she upgraded the nursing laboratory with high-fidelity mannequins, nursing kits, supplies, and equipment to provide students with more realistic hands-on experience and to better prepare them for their clinical rotations and the nursing profession. Karen also played an integral role in improving the Next Generation NCLEX (the nursing board examination) pass rate to almost 90%. In addition, Karen's involvement in committees such as the Sunshine Committee, Student Conduct Committee, and the Standard Four Committee, as well as in college events, demonstrates her commitment to SUNY Sullivan's goals and values. Lastly, her interactions with students, parents, and staff are commendable and respectful. Karen's strong interpersonal and communication skills, along with her team-player mentality, have made her well respected and highly regarded.

Karen's professionalism and achievements demonstrate her commitment to SUNY Sullivan's goals and values. Without reservation, I recommend Karen Faraci for the Professor position, and it would be a disservice not to offer her the promotion. If you have any questions, please do not hesitate to contact me.

With high regards,

A handwritten signature in black ink that reads "Dr. Sidoney McKenzie". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Dr. Sidoney McKenzie



Tenure Review Committee

Sullivan County Community College

112 College Road

Loch Sheldrake, NY 12759

Re: Tenure Recommendation for Karen Faraci

Dear Members of the Tenure Review Committee,

It is a true pleasure to write this letter in support of Karen Faraci's tenure appointment at Sullivan County Community College. I have known Karen for many years, and in that time, I have come to know her not only as a deeply skilled nurse and educator but also as a warm, caring, and genuinely good person.

Before stepping into the role of nursing instructor, Karen spent many years in the nursing profession. That wealth of hands-on experience shows in everything she does in the classroom—her teaching is grounded in real-world knowledge, compassion, and an evident dedication to preparing her students for the challenges and rewards of nursing.

Karen's presence in the college community is one of kindness, encouragement, and steady professionalism. She takes the time to connect with her students, to guide them with patience, and to help them grow as future nurses and as people. She sees each student as an individual, and her impact reaches far beyond the classroom or clinical lab.

I wholeheartedly endorse Karen Faraci for tenure. She is an asset to the college, a role model for her students, and someone whose dedication to the nursing profession is matched only by her commitment to those she teaches.

Thank you for considering this recommendation.

Sincerely,

Grace Collaro
Associate Professor
SUNY Sullivan
112 College Road
Loch Sheldrake, NY 12759
(845)434-5750 ext. 4354
gcollaro@sunysullivan.edu

First Presbyterian Church

PO Box 562

Liberty New York 12754

*Tenure Review Committee
Sullivan County Community College
112 College Road
Loch Sheldrake New York 12759*

March 6, 2026

Dear Committee Members:

On behalf of the church, I am pleased to write this letter of recommendation for Associate Professor Karen Faraci, who is seeking tenure at SCCC. As the Clerk of Session (the governing body of our church), I have had firsthand knowledge of Karen's contributions to the welfare of our members and the community at large.

Karen was elected by the congregation and presently holds the office of Elder in our church. In that capacity she oversees the Wellness Committee, and is the Personnel Committee Chair. She also is the Session liaison to the Board of Deacons. As Wellness Committee chair she took the initiative to offer free blood pressure readings for our members and encouraged members to increase their exercise routine by meeting before church to "Walk the Block".

Karen has taken the initiative to be trained to fulfill her duties as an elected official of the church. She has assisted and supported others to volunteer for not only our church but in the community at large.

Karen's ability to connect with and care for the people in our community is evident. She shows compassion and understanding to all who come to the church for help especially when she interacts with the people who come to our thrift shop. Overall, Karen has proven to be an asset to us and continues to be involved in the community at large

Sincerely,

Susan Hamlin
Susan Hamlin, Clerk of Session

Teaching Philosophy
Karen Faraci MSN, RN

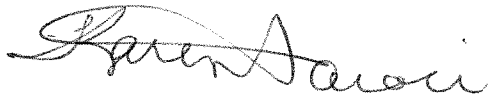
Nursing it is not what you do, it is who you are. Teaching is to share with the educator's knowledge with the students. Learning experiences are for the educator and the students. I feel that I have demonstrated that I am there for the students in the past five years. Teaching styles are learned from the instructors and I have made additional assistance for the students. Adjusting how the student learns, provides the instructor the style of learning.

Guiding a student to become a Register Nurse needs to guide them with strength and support. Students may not understand the role of I make myself available to offer help in the lab for the student to enhance their skills to become the most competent and safe practicing nurse. the nurse. The returning adult learner may need and deserves additional support for success.

Safety is the nurse's primary focus, and this needs to have the students understand how critical safety is for themselves, colleagues and patients. Safety may be easily ignored by a staff member and causes an injury or a fatality. I have and will continue to stress the seriousness of safety. Therefore, I have made myself available to offer help in the lab for the student to enhance their skills to become the most competent and safe practicing nurse.

I feel honored to be a part of the SUNY Sullivan Community College; I hope to continue to have the opportunity to prepare students to transition into safe, competent and caring Register Nurses.

Respectfully submitted,

A handwritten signature in cursive script that reads "Karen Faraci". The signature is written in black ink and is positioned below the typed name.

Karen Faraci

MEMORANDUM

TO: Rose Hanofee, Interim Vice President for Academic and Student Affairs
FROM: Instructional Division Committee on Evaluation of Faculty on Term Appointments, Division of Liberal Arts, Sciences and Health Sciences, Tim Redman, Grace Collaro
SUBJECT: Evaluation of Karen Faraci
DATE: March 29, 2025

The Instructional Division Committee on Evaluation of Faculty on Term Appointments specific to Karen Faraci met on March 27, 2025 to discuss her classroom observations. Tim Redman had observed one of Ms. Faraci's classes in the fall 2024 semester and the spring 2025 semester and Grace Collaro had observed one of Ms. Faraci's classes in the spring 2025 semester.

Again, we were favorably impressed with Ms. Faraci's teaching and interactions with her students in the classroom. We noted her confidence, knowledge and personalization of the material. Even more so perhaps than in previous semesters, indicating that she is hitting her stride as an educator.

She continues to use a variety of teaching methods including a traditional lecture, frequent questioning, conversation/discussion, and hands-on activities. She has a nice easy-going but confident presence in the classroom and interacts well with her students.

She continues to be a reliable colleague outside the classroom as well by attending various meetings and serving on committees. She has expressed to various colleagues, including these observers how much she appreciates her work as a teacher at this institution.

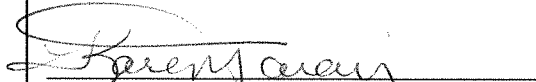
Based on the classroom observations discussed above, the committee unanimously recommends reappointing Ms. Faraci. We believe that she is a strong asset to the College and our Nursing Program.

Respectfully submitted:



Timothy Redman

I have reviewed this document:



Karen Faraci

Grace Collaro
Grace Collaro



SUNY Sullivan
Human Resources
Tel: 845-434-5750
Fax: 845-434-9652

March 31, 2025

Karen Faraci
32 Bradley Rd.
Liberty, NY 12759

Greetings:

I am pleased to confirm your reappointment to SUNY Sullivan County for a fifth year in the faculty position as Associate Professor. This is a tenure track position with a term appointment commencing September 1, 2025 through August 31, 2026.

The appointment may be renewed for an additional term by the College President based on factors including, but not limited to, reviews of your performance provided by your supervisor and the Vice President of Academic and Student Affairs, in accordance with the terms of the current Collective Bargaining Agreement between the College and the Professional Staff Association. You will continue to report to the Director of Nursing for assignment of your duties and responsibilities.

The Collective Bargaining Agreement requires that you notify the Office of Human Resources within ten (10) business days whether you accept this notice of appointment. Please signify your acceptance of the notice to reappoint by signing the statement on the bottom of this letter no later than ten (10) days from receipt of this notice of appointment.

Sincerely,

Rose Hanofee
Vice President of Academic and Student Affairs

I accept the terms of this Faculty reappointment.

Signature

4/3/2025

Date



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing

Course Number & Name: Health Problems in Life Cycles II (NUR 2030 02 CL)

Date of Observation: March 26, 2025

Lesson Topic & Learning Objectives: New Baby Assessment

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied)
Comment: **Excellent. Karen really had this lecture nailed down tight. Strong organization and had a good rhythm.**
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: **Excellent. It is a good-natured learning environment. Both Karen and her students were at ease and worked well with each other.**
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: **Excellent. Karen used primarily PowerPoint slides during the half hour that I made my observation. As I have seen before, she used the material presented on the slides as prompts for explanation and discussion. She doesn't just read the slides.**
4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: **Excellent. Karen has always done well here but I personally thought this was an area that showed remarkable development from previous observations. Karen was in command of this lecture.**
5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: **Very good. I wasn't able to stay long enough to observe all of her pedagogical techniques but what I did see (lecturing, telling anecdotes, and questioning) were effective. I did notice that Karen did skip over some of the line presented in her slides which caused me to wonder why, but the students didn't seem to be bothered. I believe that the students had been required to become familiar with the material beforehand.**
6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: **Very good. Karen asked occasional questions throughout. There were always students willing to respond..**
7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: **Very good. There were always students willing to respond to Karen's questions and all appeared to be following along carefully and with ease. No one was taking notes though that I could see which leads me to conclude that the students**

were already familiar with the material, maybe in a “flipped classroom” sense.

8. Rapport with students (Open and flexible to student input, inclusive, courteous, considerate, sympathetic, helpful, exhibiting a sense of humor)

Comment: **Very good. Everyone seemed comfortable and attentive. Karen and the students seemed to appreciate the learning environment and enjoy each other’s company.**

Quality of Instruction

9. Instructor’s knowledge of subject matter (Accuracy and added depth of knowledge, ability to field questions, evident judgment as to appropriate detail and level)

Comment: **Very good. Karen demonstrates both practical and academic knowledge appropriately.**

10. matter and use of relevant material)

Comment: **Very good. Karen infuses the lecture material with examples from her professional experience.**

11. Overall evaluation of lesson

Comment: **Very good/excellent. Karen’s command and confidence was notably strong. I suspect that this reflects her hitting her stride as a professor of this subject.**

Attach a brief summary addressing strengths and weaknesses, recommendation for improvement or commendation.

Observer’s Name: **Timothy Redman** _____
Please Print

Observer’s Signature: *Timothy S. Redman* _____

Karen has never been a one-dimensional instructor. She has always used a variety of tricks and techniques to keep her instruction interesting and effective. As mentioned though, I thought Karen showed impressive growth in her confidence and command. I think she is a great nursing professor.



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing Lab

Course Number & Name: NUR 1010-01 CL – Wednesday 9:00-11:50 am

Date of Observation: February 28th, 2024

Lesson Topic & Learning Objectives: **Topics covered were:** (see below)

Learning Objectives: IV and IV piggyback.

Learn how to perform Intravenous Drip Rates

Primary and secondary lines

IV sites that can be used.

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent, and progressive presentation related to material studied)
Comment: The lab was prepared and arranged prior to the arrival of the students. Mrs. Faraci started with a PowerPoint talk. She explained each slide and provided examples using the available resources so viewers could learn more about the subject. A question-and-answer period was held after the lecture to help the students comprehend the skill they would be using. It made sense for the class to progress. The key ideas were clarified and demonstrated. Mrs. Faraci smoothly transitioned from the PowerPoint to the pupils mastering the ability.
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: The classroom provided a secure setting that supported learning. All of the pupils seemed attentive and at ease. During Mrs. Faraci's PowerPoint presentation, the students paid attention and asked questions about her approach to attaching the IV hosing. In addition to assisting the pupils, Mrs. Faraci ensured the work was safe.
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: Mrs. Faraci used a PowerPoint presentation and demonstrated the tubing that would be used to perform the skill (Intravenous Drip Rates, Primary and secondary lines). Students received handouts summarizing the theoretical aspect of the material covered and the proper approach to the skill.

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remaining self-reliant and confident)
Comment: Mrs. Faraci provided a good review of the information. She often personalized the subject matter with previous professional experiences as a working RN nurse. She did a fine job expounding on the given information after reading the slide.

5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: Mrs. Faraci employed various pedagogical methods to achieve the lesson's objective (PowerPoint presentation/lecture, hands-on lab activities, demonstrating tubing, and IV drip techniques. This is instrumental in ensuring student understanding and a smooth flow from lecture to lab skills, achieving the skill on manakins.

6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning) **Comment:** Throughout the lecture, Mrs. Faraci posed several questions concerning the newly introduced topic and the content covered in earlier lessons. Open-ended questions that related to the material were asked. Her method of asking was acceptable; it was meant to elicit comprehension and critical thought about the subject.

7. Student Involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, and creativity) **Comment:** The students were motivated and interested in the subject/material. They asked questions and appeared to have a good rapport with the instructor. I noticed students taking notes and being very involved in the presented material. Note-taking helps retain information is recommended.

8. Rapport with students (Open and flexible to student input, inclusive, courteous, considerate, sympathetic, helpful, exhibiting a sense of humor) **Comment:** Mrs. Faraci wants what is best for her students and is very supportive of them. She is considerate and helpful and would go above and beyond for her students. I had the opportunity to converse with the students, who highly regard Mrs. Faraci as an instructor. She gives constant support and encouragement to have her students succeed as nurses.

Quality of Instruction

9. Instructor's knowledge of subject matter (Accuracy and added depth of knowledge, ability to field questions, evident judgment as to appropriate detail and level)

Comment: Mrs. Faraci is quite knowledgeable on the subject covered that day. Although it was not overly detailed to the point that they were lost, the quantity of information offered appeared just suited for how the content would be utilized. She clarified the subject and offered helpful criticisms while the student was performing.

10. Instructor's interest in subject (Enthusiasm for subject matter and use of relevant material)

Comment: Mrs. Faraci is a very enthusiastic instructor. She is extremely interested in teaching nursing, and her teaching techniques encourage students to think and instill confidence in excelling in becoming nurses.

11. Overall evaluation of the lesson

Comment: Mrs. Faraci provides a welcoming environment to her students. She is dedicated to her career as a nurse and nursing instructor. Mrs. Faraci is a strong, hands-on lab instructor committed to her students and an asset to the nursing program.

Attach a brief summary addressing strengths and weaknesses, recommendations for improvement, or commendation.

Mrs. Faraci did a very good job with this lesson.

Strengths:

1. Speaks loudly and clearly
2. Knowledgeable
3. Previous experience
4. Caring
5. It is obvious she enjoys what she is doing

Observer's Name: GRACE COLLARD
Please Print

Observer's Signature: Grace Collard



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing

Course Number & Name: NUR 2020 01 Health Problems in Life Cycles I

Date of Observation: Nov 11, 2024

Lesson Topic & Learning Objectives: Electrocardiograms

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied)
Comment: **Good. This lecture seemed to a continuation of looking at abnormal ECGs. Karen's lecture was tied to PowerPoint outline.**
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: **Good. Students seemed at ease in the classroom and everyone was focused on the subject matter.**
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: **Good. Karen used PowerPoint slides and the chalkboard. The PowerPoint slides were sparse with information and seemed to serve primarily as an outline.**

Teaching Skills

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: **Very good. Karen spoke openly and from her own extensive experience in healthcare. She was confident throughout including in response to student comments and questions.**
5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: **Good. Karen mixed in a lot of questions and personal anecdotes into the presentation. There was also a 15 minute period devoted to students working on worksheets.**
6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: **Good. Karen asked occasional questions throughout. Unlike previous observations, I didn't find this particular group of students to be as interactive though.**
7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: **Good. As sated above, this group wasn't as interactive as I have witnessed in past observations of Karen's teaching. (This happens to us all.) During the lecture part of this observation, some students seemed to follow along on laptops, some with binders (containing notes?), while others just sat and listened.**
8. Rapport with students (Open and flexible to student input, inclusive, courteous, considerate,

sympathetic, helpful, exhibiting a sense of humor)

Comment: **Good.**

Quality of Instruction

9. Instructor's knowledge of subject matter (Accuracy and added depth of knowledge, ability to field questions, evident judgment as to appropriate detail and level)

Comment: **Very good. Karen demonstrates both practical and academic knowledge appropriately.**

10. matter and use of relevant material)

Comment: **Very good. Karen expresses honest interest..**

11. Overall evaluation of lesson

Comment: **Good. This observation wasn't as vibrant as some of those I have seen in the past but I suspect this is due to the draw of students in this particular section. I thought that the physical space (corner of the nursing lab) wasn't particular well-suited to deliver a traditional lecture. Karen is a good instructor and demonstrates care for her students and program.**

Attach a brief summary addressing strengths and weaknesses, recommendation for improvement or commendation.

Observer's Name: **Timothy Redman** _____
Please Print

Observer's Signature: *Timothy S. Redman* _____

I observed Karen Faraci's Lecture for Nursing 2020 on November 11, 2024 for approximately 45 minutes.

This lecture seemed to be a continuation of a lecture on electrocardiogram's started previously. The material included dysrhythmia, heart blocks, and ventricular tachycardia and how these relate to an ECG strip.

Karen used PowerPoint slides mostly as an outline/prompt for covering specific topics but also to display relevant ECG strip examples. Karen also used the chalk board but very sparingly. As a lecture space, the corner of the nursing lab seemed a bit cramped and probably limited Karen's use of the board.

This observation wasn't as energetic on the students' part as I have witnessed in previous observations but this is something that happens to all of us who teach from time to time.



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing

Course Number & Name: NUR 2024 03 LB Lab for Nursing 2030

Date of Observation: March 7, 2023

Lesson Topic & Learning Objectives: Teamwork

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied)
Comment: **Good. This lab was a bit different from a typical lab. It was more of a discussion and like a good discussion it flowed where it needed to go rather than conforming to any strict organizational framework. Karen did use PowerPoint slides to outline the topics being discussed.**
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: **Very good. Karen led an open discussion about the role of different health care practitioners. It was laid-back and informal but very interesting and informative. Her students followed along closely.**
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: **Good. Karen used PowerPoint slides to anchor this lab meeting. The lab was really more of a candid informal discussion and an abundance of technology wasn't a necessary component.**

Teaching Skills

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: **Very good. Karen spoke openly and from her own extensive experience in healthcare. She was confident throughout including in response to student comments and questions.**
5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: **Good. Again, this was a bit atypical from what you might expect in a "lab" but I found the discussion and experiences that Karen shared to be very interesting and I believe the students did as well.**
6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: **Very good. Karen asks questions to her students though out (as do her students) and everyone seems happy to participate.**
7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: **Very good. Like last semester, I once again had the sense that Karen and her students are very comfortable in this environment and everyone seemed willing**

MEMORANDUM

TO: Rose Hanofee, Interim Vice President for Academic and Student Affairs
FROM: Instructional Division Committee on Evaluation of Faculty on Term Appointments, Division of Liberal Arts, Sciences and Health Sciences, Tim Redman, Grace Collaro
SUBJECT: Evaluation of Karen Faraci
DATE: March 15, 2024

The Instructional Division Committee on Evaluation of Faculty on Term Appointments specific to Karen Faraci met on March 7, 2024 to discuss her classroom observations. Both Tim Redman and Grace Collaro had observed one of Ms. Faraci's classes in the fall 2023 semester and the spring 2024 semester.

Once again, based on our observations (see attached) we felt that Ms. Faraci is a strong and effective teacher. She is confident and knowledgeable with the material. She continues to serve as a strong, caring mentor to her students. The students present themselves as a strong cohort guided by Ms. Faraci in their studies.

Ms. Faraci's teaching style uses a variety of methods including a traditional lecture, use of frequent questioning, conversation/discussion, and hands-on activities. She continuously enriches her presentation with anecdotes and advice from her professional background as a working registered RN.

Outside of the classroom, Ms. Faraci frequently expresses her love of teaching to colleagues and this is reflected in the way she presents herself in the classroom.

Additionally she is also proving herself to be a great colleague that cares for both the College and her coworkers.

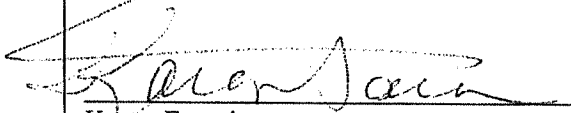
Based on the classroom observations discussed above, the committee unanimously recommends reappointing Ms. Faraci. We believe that she is a strong asset to the College and our Nursing Program.

Respectfully submitted:



Timothy Redman

I have reviewed this document:



Karen Faraci

Grace Collaro



CLASSROOM OBSERVATION REPORT

Instructor's Name: Instructor's Name: Karen Feraci Program: Nursing

Course Number & Name: NUR 2024-01 – Nursing Lab

Date of Observation: December 7, 2021

Lesson Topic & Learning Objectives: Endocrine System Review

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied).
Comment: *This class was designed to be a review of the endocrine system. Students broke into groups to play "Endocrine Jeopardy". Questions posed presented a thorough review of material covered during the semester. While Karen appeared to be prepared, there were some issues with organization (ie: separating students into groups and the way or manner in which the game was to be played). Additional preparation/clarification/explanation of the day's activities is recommended.*
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: *Students were treated with respect and clearly felt comfortable with the instructor. There was good interaction between the students and the instructor. It was noted that some students straggled in late and, as a result, class began 10 minutes late. It is recommended that Karen take on more of an authoritative role as instructor to ensure efficient use of class/lab time.*
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: *Karen used the computer and projector during the class. The first round of "Endocrine Jeopardy" was well-prepared and ran smoothly. However, there were issues with subsequent rounds that should have been worked out prior to class. While Nursing instructor(s) worked at resolving these issues, students were inattentive and distracted.*

Teaching Skills

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: *Karen is clearly knowledgeable in the subject matter. Improvement in her self-confidence in the classroom is needed. There were several missed opportunities to teach. For example, when a student or group of students answered a question incorrectly, rather than moving on to the next question, she should have used that time to clarify and explain the correct answer to the student(s). I recommend she work on her confidence in the classroom. While the class was set up as a Jeopardy "game" too much emphasis was placed on unnecessary aspects of the game (ie: phrasing the answer in the form of a question) than on content.*

5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: *It was evident that this activity was designed to accommodate students of varying learning styles and comprehension levels and the material presented clearly provided a thorough review of the endocrine system. I do recommend some organizational improvements to avoid confusion.*

6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: *Karen presented Endocrine Jeopardy to students. Content and questioning techniques were appropriate. Questions were often open-ended and were applicable to the presented content. As noted above, I recommend she work on clarification of material to ensure student comprehension when incorrect answers are given.*

7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: *The students in the class were clearly motivated and interested in the subject/material and were extremely involved.*

8. Rapport with students (Open and flexible to student input, inclusive, courteous, considerate, sympathetic, helpful, exhibiting a sense of humor)
Comment: *Karen appeared to have a very good rapport with her students. She was open, courteous and humorous with her students. Students readily and eagerly participated in class discussion.*

Quality of Instruction

9. Instructor's knowledge of subject matter (Accuracy and added depth of knowledge, ability to field questions, evident judgment as to appropriate detail and level)

Comment: Karen clearly has mastery of the subject matter being presented. Her comments were accurate and added depth of knowledge. At times, she added additional relevant comments and details that students were clearly very interested in.

10. Instructor's interest in subject (Enthusiasm for subject matter and use of relevant material)

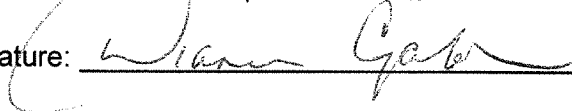
Comment: Karen is a professional and enthusiastic instructor. It is evident that she is extremely interested in the nursing profession and clearly wants to impart this knowledge to her students.

11. Overall evaluation of lesson

Comment: It is evident that Karen has extensive knowledge of the subject matter and has the ability to clearly deliver and present the materials which will help her evolve into an outstanding nursing educator. It was evident that she provides a welcoming environment that students feel comfortable in. She is dedicated and well-informed. While I do have recommendations, as noted above, particularly that she continue to work at identifying opportunities to teach to ensure comprehension and understanding, she displayed a clear commitment to and respect for her students.

Attach a brief summary addressing strengths and weaknesses, recommendation for improvement or commendation. (See above)

Observer's Name: Dianne Gabor
Please Print

Observer's Signature: 



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing Lab

Course Number & Name: NUR 2024 01 LB – Lab for NUR 2020- Tuesday 11:00 am-1:50 pm

Date of Observation: November 29th, 2022

Lesson Topic & Learning Objectives: **Topics covered were:** (see below)

Learning Objectives:

- Tracheostomy care
- Suctioning of tracheostomy
- Mouth care for a patient with a tracheostomy

Tracheostomy Care:

The student will learn the nursing skill -

- Assessment for tracheostomy needs cleaning
- How to perform the skill tracheostomy care
- Patient Education- the patient will understand what and why the Tracheostomy is to be cleaned.

Tracheostomy suctioning:

The student will learn the nursing skill -

- Assessment of the patient and the need for suction
- How to perform suctioning via tracheostomy safely
- Patient Education

Oral Care:

The student will learn the nursing skill-

- How to use the oral/suction device
- When to use and frequency of oral care

5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: *Mrs. Faraci employed various pedagogical methods to achieve the lesson's objective (PowerPoint presentation/lecture, hands-on lab activities, demonstrating tubing technique to perform suction). This is very instrumental in ensuring student understanding. I recommend improvements to ensure a smoother flow during the lecture to students achieving the skill on manakins.*

6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: *Mrs. Faraci asked several questions during the entire session about the material from previous classes and the new material introduced that day. Questions were open-ended and applied to the content. Her questioning technique was appropriate and aimed at critical thinking and understanding of the topic.*

7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: *The students in the class were motivated and interested in the subject/material. They asked questions and appeared to have a good rapport with the instructor. I noticed students taking notes and being involved in the presented material. Note-taking helps retain information is recommended. Students were attentive and seemed interested (and enjoyed) the lecture. A couple of students asked questions, but all were not involved.*

8. Rapport with students (Open and flexible to student input, inclusive, courteous, considerate, sympathetic, helpful, exhibiting a sense of humor)
Comment: *Mrs. Faraci wants what is best for her students and is supportive of them. She is considerate and helpful and would go above and beyond for her students. I had the opportunity to converse with the students, who highly regard Mrs. Faraci as an instructor. She gives constant support and encouragement to have her students succeed as nurses.*

Quality of Instruction

9. Instructor's knowledge of subject matter (Accuracy and added depth of knowledge, ability to field questions, evident judgment as to appropriate detail and level)
Comment: *Mrs. Faraci has an in-depth knowledge of the topic presented that day. The depth of knowledge presented seemed very appropriate for how the material will be applied, yet it was not so in-depth as to lose them. She was able to explain the topic and provided constructive feedback during the student's performance.*



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing

Course Number & Name: NUR 2024 03 LB Lab for Nursing 2030

Date of Observation: March 7, 2023

Lesson Topic & Learning Objectives: Teamwork

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied)
Comment: **Good. This lab was a bit different from a typical lab. It was more of a discussion and like a good discussion it flowed where it needed to go rather than conforming to any strict organizational framework. Karen did use PowerPoint slides to outline the topics being discussed.**
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: **Very good. Karen led an open discussion about the role of different health care practitioners. It was laid-back and informal but very interesting and informative. Her students followed along closely.**
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: **Good. Karen used PowerPoint slides to anchor this lab meeting. The lab was really more of a candid informal discussion and an abundance of technology wasn't a necessary component.**

Teaching Skills

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: **Very good. Karen spoke openly and from her own extensive experience in healthcare. She was confident throughout including in response to student comments and questions.**
5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: **Good. Again, this was a bit atypical from what you might expect in a "lab" but I found the discussion and experiences that Karen shared to be very interesting and I believe the students did as well.**
6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: **Very good. Karen asks questions to her students though out (as do her students) and everyone seems happy to participate.**
7. Student involvement (Student interest and motivation demonstrated through classroom participation, homework preparation, exploration, creativity)
Comment: **Very good. Like last semester, I once again had the sense that Karen and her students are very comfortable in this environment and everyone seemed willing**



CLASSROOM OBSERVATION REPORT

Instructor's Name: Karen Faraci Program: Nursing

Course Number & Name: NUR 2024 03 LB Lab for Nursing 2020

Date of Observation: Nov 11, 2022

Lesson Topic & Learning Objectives: Syringe/Needle Sizing, Tracheostomy Care, PPD, Tuberculosis

Organization and Administration

1. Content and organization of subject matter (Clearly explained, ordered, coherent and progressive presentation related to material studied)
Comment: **Good. Karen anchored her presentation with projected slides from what I believe were provided by a textbook publisher. Karen, however, rarely just read the slides and freely adlibbed. She skipped around through the slides a bit but the students seemed to be following her well.**
2. Class Environment and administration (Positive, safe atmosphere conducive to learning, efficient use of time, good management of classroom procedures and student behavior)
Comment: **Good. I thought it looked like an interesting classroom environment. Karen and the students freely interacted and seemed to be having fun while still proceeded through the material at a good pace.**
3. Use of teaching aids and technology (Computer/projector, document camera, blackboard, whiteboard, Smartboard)
Comment: **Good/appropriate. Karen used projected images from a computer but also had materials/aids that she and her students used to practice skills. She also made basic sketches on a whiteboard as needed and played a short video.**

Teaching Skills

4. Presentation and delivery (Tone of voice, clarity of delivery, mannerisms, use of English, personalizes the subject matter, remains self reliant and confident)
Comment: **Good. I liked that Karen was able to speak freely about the material and was able to add meaningful insight from her own experience. I also thought that she handled the small challenges from some of her more outspoken students with poise.**
5. Pedagogy (Use of a variety of instructional strategies and activities to accommodate varied learning styles and ability/comprehension levels, achieves objectives for the day's lesson)
Comment: **Good. Karen provided the conceptual background to the topics, e.g. needle sizing, demonstrated skills, e.g. intradermal injection, and then allowed students to practice the skill themselves. She fielded numerous questions and comments from the students all the while.**
6. Questioning technique (Adaptable and appropriate, ability to elicit answers when not forthcoming and promote curiosity and learning)
Comment: **Good. As mentioned previously, I witnessed quite a bit of comment and question exchange between Karen and her students. The majority of her students were more than willing to answer her questions. There were a handful of more reserved students but they also responded willingly to questions when given the chance.**

I've found in my experience that sometimes more introverted students can become resentful of more extroverted students. I think that Karen had both types of students in her classroom, but I didn't notice any tension among them. It is potentially something that an instructor must be ready to manage though. I thought that Karen gave all the students opportunities to engage and interact with her and their fellow students.

I liked that Karen did not rely on her projected PowerPoints for anything more than an outline. I think that it is really important for student engagement and learning that an instructor personalizes and owns the material that they are presenting. I think that Karen did this successfully. I do think that Karen could potentially make her own improvements to the PowerPoint slides to make them her own.

Overall, I had a very positive impression of Karen's knowledge, instruction, and rapport with her students.

Continued Education

Completion of:

Capella University

Masters in Science of Nursing in Education

I continue to maintain my Register Nurse license for NYS, with all the educational requirements.

Scholarship of Teaching

Throughout my time at SUNY Sullivan, I have continued to adapt for the needs of the students. The methods of lecture with PowerPoint slides with discussion and life experiences, demonstrations of nursing skills have been effectively received. I have continued to grow the skills for the students with Simulations and Case studies. Both styles of teaching has been well received and found this to be an effective.

Evidence Based Practice (EBP) and the nursing process is the standard for nursing. Focusing on the 'why' the student is to perform a skill is utmost in their education. With collaborative performing the Simulations the student is able to understand the critical thinking and nursing judgement necessary for the role of the nurse.

Membership in Professional Societies

American Nurses Association (ANA)

American Nurses Association NYS

Sigma Theta Tau International Nursing Honor Society

Association of Women's and Neonatal Nursing (AWHONN)

Amanda Chumpitazi

6:49 PM (6
minutes ago)

to me

Good afternoon,

I personally wanted to thank you for an amazing semester. There were many ups and downs this semester but you handled it with grace and with the utmost respect for your students. This group was a challenging group that brought many concerns and questions to the table but it also allowed anxious minds to be eased when the questions were answered. Thank you for sharing your wisdom and knowledge that you have gathered over the years while working in the healthcare industry, it brought much reality to many of the skills being learned. I will forever remember you as an amazing lab professor and an excellent clinical calc teacher when many of us were struggling. There is still much to learn as we all travel through our nursing professions and we will always be learning a new skill but with the foundation we were provided, anything is possible!



Thank you again Mrs. Faraci!

Sincerely,
Amanda Chumpitazi

--

Amanda Chumpitazi
AD0188@sunysullivan.edu
C: (845)707-9680

Dear Karen,

Your support of the Food Pantry is a HUGE Reason it is a success! Our students and families are blown away by your kindness! You are keeping everyone "fresh" smelling! Basic toiletries are essential for human decency. Deb and I are grateful for your assistance!

Please accept our deepest Thanks!

♡ Jamie & Deb

Dear
Karen!

Thank You.

Thank you so much for all your help
making sure the Food Pantry was a
success for the fall 2022 semester!
Your contributions do not go unnoticed!
We are so thankful for your gracious
donations that help so many!
Happy New Year! May the next 15
weeks fill your heart with joy!

Jamie! Deb

Miss Farrell,

Just want to say a few words to
say thank you for everything
and how much I appreciate you.
You were by my side through it
all and have held my hand
as I learned and I grew.

Thank you for taking the time
always to pull me over and
teach me extra and answer
all my endless questions.
I can know I can always turn
to you for more support and
learning. Thank you for everything!

Thank you
^{so}
much

Just a love from
Jimmy & Jennifer
Gardner.

Dear Mrs. Faraci

The best present
one can hope for this Christmas
is spending time together.

MERRY CHRISTMAS

We thought you could
use this after this
semester!

Lizzie, Riley, Julia

Dear Mrs. Faraci,

Thank you for your kind, patient, supportive guidance during this nursing school experience. You have led by example caring as a virtue in the nursing profession. I would strive to maintain that ideal and make you proud.


Christopher 2025

Mrs. Faraci,
I wanted to take the opportunity to thank you for your guidance and support. Not only did you help me succeed in clinical, but you supported me through a very difficult time. I appreciate your patience, your encouragement, and your willingness to share your knowledge and expertise with me.

→

2023/
you have provided me with constructive feedback that I will use to grow and improve as a nurse. Thank you again for all the effort and time you invested in me. I will always remember the impact you had on my education and my future career.

Sincerely,
Emily Reid



MS F - I don't
think I'm board
for mother baby
nursing but thank
you for bringing your
experience to my
educational journey.
I appreciate & respect
you in so many ways -
Thank you for always being
available - even when
I thought I would be
defeated by Foley Cath -
Thank you for helping
me get here today

Stephanie ~~DeB...~~
251

Thank You for
your generous heart
and caring ways...
There's so much
to appreciate about you.



5/2025

Dear Mrs. Faraci

Thank you so much for the heart, time, and dedication you've poured into our learning experience. It was clear from the start you weren't just teaching - you were investing in us, sharing the kind of real-world wisdom over decades of experience.

I'm so grateful to have had the chance to learn from someone who leads with both skill and heart.

Thanks for being part of my journey!

All the best,
Kayla Kupfer

APPENDIX

SEEQ FILES

AF FORMS

PHOTO GALLERY

STUDENT NURSE AWARD CEREMONY

SULLIVAN COUNTY DEMOCRATIC NEWSPAPER

1

FORM AF
ANNUAL REPORT OF TEACHING FACULTY

Faculty Member Name: Karen Faraci
Rank: Associate Professor
Academic Division: Nursing Program
Academic Year: 2023-2024

Form AF, Annual Report of Teaching Faculty, supports the college's evaluation and course assessment processes and allows the individual faculty member to reflect upon performance from the previous academic year and to plan course revisions and operational and professional goals for the next academic year.

Part I: Teaching Effectiveness:

In providing the nursing students with realistic and knowledgeable experience in the Nursing lab setting. Using simulation, patient case studies, and nursing skills development to best understand the competent, caring, and safe practice the student will develop.

Teaching Success:

The use of various educational settings for the nursing lab has demonstrated increased knowledge, both in the classroom and the clinical setting. The students continue to demonstrate growth in their nursing knowledge and skills.

Section 1: Effective Teaching Techniques

Providing the student with the opportunities to fail, grow, and succeed in the lab setting will provide a safe place for excelling in the clinical setting. The nursing lab is an ongoing instructive setting for students to develop competent, confident, and safe nursing care skills.

Section 2: New Teaching Techniques Implemented this Academic Year: (new faculty do not need to address last year's teaching plans.)

Expanding the opportunities of the lab experience will provide the ability to participate in a specialty setting that may not occur during their clinical experience. This year, the students experienced the delivery of a newborn and a post-partum hemorrhage.

This experience is limited in the clinical setting.

Course Assessments

Section 1: Student Success

The SEEQ scores for my first online course demonstrated successful students both in the class and success of the NCLEX exam.

The course was an online course with an outside instructor presenting the course. There were initial difficulties for the student and instructor, but these were resolved. The students were friendly and enthusiastic.

Section 2: Future Teaching Plans:

My weakness revealed a lack of understanding of the ATI system, with my knowledge of the company's responsibility.

My plan for future online courses is to provide comprehensive instruction from the company.

My SEEQ scores were 3.6-4.33.

See attached

I will continue to provide the students with the support and guidance to succeed. Expanding the opportunities of the lab experience, they can participate in a specialty setting that may not occur during their clinical experience. This year, the students experienced the delivery of a newborn and a post-partum hemorrhage. Obstetrical experiences may not always happen during the clinical.

Part II: Advising Effectiveness:

Using the following rubric, evaluate yourself based on your role as an advisor:

Rating Scale:

E= Exceeds Expectations

M=Meets Expectations

IN= Improvement Needed

Advising Activity

Rating

When appropriate, encouraged student advisees to complete their degree programs.

Discussed student advisees' goals beyond SUNY Sullivan to ensure the student is enrolled in the correct program and taking the proper classes for their program.

I contacted student advisees through email or phone to register for next semester.

I also responded to student advisees' emails/voicemails promptly.

Gave student advisees access to updated program sheets as they complete their degrees.

It contacted student advisees who received a campus academic alert system flag.

I worked on the Registration Day advising activities this academic year.

Part III: Service, Professional Development, and Achievements:

This section aims to describe your other professional activities and accomplishments.

Service to the Department and College:

I actively participate in the assessment and revisions of the Nursing department. I am expanding the students' didactic skills and proficiencies in the lab.

I have continued to participate in interviews with potential nursing program faculty, adjuncts, and campus faculty throughout the year.

Professional Development:

In June 2024, I completed my MSN in Education. I continue to participate in the ANA and Sigma Thea Tau webinars.

I plan to meet with the Laerdal representative to increase my knowledge and abilities for using the Simulation Manikin. Expanded knowledge will provide me with a developed experience during simulations.

Additional Professional Achievements:

Discuss any additional professional activities.

I attend Faculty Council meetings, the Sustainability Committee, and the Sunshine Committee. I have joined the Title IX Hearing Committee and the Student Conduct Committee

Member of:

American Nurses Association

NY American Nurses Association

Sigma Thea Tau International – Omega Gamma

Attachments:

Revised March, 2024

409991: Karen Faraci

Spring 2023-24

NUR-2100-01-DL:Nursing Issues and Trends

Submission	I found this course intellectually challenging and stimulating.	I learned something valuable in this course that has increased my interest in the subject.	Required textbooks and/or other required course material (e.g., Reference manuals, software programs, etc.) were useful and necessary to my learning the course material.	Supplemental course materials (e.g., Power Points or hand-outs) provided by the instructor were well prepared and clearly explained the subject.	I found the instructor to be enthusiastic, dynamic, energetic, and engaged with students in conducting this course.
25h54q	3	3	3	3	3
25habe	5	5	5	5	5
25hpwl	5	5	5	5	4
25tbty	4	4	4	4	4
25u9gm	4		4	4	
25w0i4	4	4	5	2	2
Avg	4.17	4.2	4.33	3.83	3.6

Submission	The instructor made me feel welcome in seeking help/advice inside and outside of the course.	I was encouraged to participate in class discussions and to share my ideas and knowledge.	The instructor clearly noted the due dates for all assignments.	Feedback on my work was timely and valuable.	The exams, quizzes, and homework tested my knowledge of the course content as emphasized by the instructor.
25h54q	3	3	3	3	3
25habe	5	5	5	5	5
25hpwl	5	5	3	4	5
25tbty	4	4	4	4	4
25u9gm	5	4	5	3	5
25w0i4	4	4	4	4	4
Avg	4.33	4.17	4	3.83	4.33

Submission	The instructor discussed current developments in the field.	The instructor was available and helpful through office hours and emails.	Rate the instructor's teaching effectiveness.	Rate the overall quality of the course.
25h54q	3	3	3	3
25habe	5	5	5	5
25hpwl	5	5	3	4
25tbty	4	4	4	3
25u9gm	5	5	5	5
25w0i4	3	4	4	4
Avg	4.17	4.33	4	4

What are the major strengths of the instructor?

1. Communication, helping to understand and be available for help
2. Friendly, enthusiastic

What are the instructors' weaknesses?

1. Had a hard time understanding the ATI system
2. None

What aspects of this course were most beneficial to you?

1. ATI Review
2. All

What do you suggest to improve this course?

1. I did not find this courses intended purpose very useful
2. More communication
3. None

Understanding the SEEQ Scores:

questions 1-12 use the Strongly Disagree scale to Strongly agree as outlined below, Questions 13 and 14 use the Exceptionally Low to Exceptionally High scale both are detailed in the chart below

Score	Questions 1-12	Rate the instructor's teaching effectiveness 13	Rate the overall quality of the course 14
1	1 - Strongly Disagree	1 - Exceptionally Low	1 - Exceptionally Low
2	2 - Disagree	2 - Low	2 - Low
3	3 - Neutral	3 - Average	3 - Average
4	4 - Agree	4 - High	4 - High
5	5 - Strongly Agree	5 - Exceptionally High	5 - Exceptionally High

409991:Faraci, Karen

Sections of NUR-2100 in 2023-24

Section	Term	Total	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	F	P	W	I	AU	LB	CE	NO_GRADE
NUR-2100-01-DL	Spring	16	11 68.8%	2 12.5%	2 12.5%	1 6.3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Combined Totals of NUR 2100 by year/Term for the instructor

Academic Year	Term	Total	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	F	P	W	I	AU	LB	CE	NO_GRADE
2023-24	Spring	16	11 68.8%	2 12.5%	2 12.5%	1 6.3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

409991: Karen Faraci

Spring 2023-24

NUR-2100-01-DL:Nursing Issues and Trends

Submission	I found this course intellectually challenging and stimulating.	I learned something valuable in this course that has increased my interest in the subject.	Required textbooks and/or other required course material (e.g., Reference manuals, software programs, etc.) were useful and necessary to my learning the course material.	Supplemental course materials (e.g., Power Points or hand-outs) provided by the instructor were well prepared and clearly explained the subject.	I found the instructor to be enthusiastic, dynamic, energetic, and engaged with students in conducting this course.
25h54q	3	3	3	3	3
25habe	5	5	5	5	5
25hpwl	5	5	5	5	4
25tbty	4	4	4	4	4
25u9gm	4		4	4	
25w0i4	4	4	5	2	2
Avg	4.17	4.2	4.33	3.83	3.6

Submission	The instructor made me feel welcome in seeking help/advice inside and outside of the course.	I was encouraged to participate in class discussions and to share my ideas and knowledge.	The instructor clearly noted the due dates for all assignments.	Feedback on my work was timely and valuable.	The exams, quizzes, and homework tested my knowledge of the course content as emphasized by the instructor.
25h54q	3	3	3	3	3
25habe	5	5	5	5	5
25hpwl	5	5	3	4	5
25tbty	4	4	4	4	4
25u9gm	5	4	5	3	5
25w0i4	4	4	4	4	4
Avg	4.33	4.17	4	3.83	4.33

409991:Faraci, Karen

Sections of NUR-2100 in 2023-24

Section	Term	Total	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	F	P	W	I	AU	LB	CE	NO_GRADE
NUR-2100-01-DL	Spring	16	11 68.8%	2 12.5%	2 12.5%	1 6.3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Combined Totals of NUR 2100 by year/Term for the instructor

Academic Year	Term	Total	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	F	P	W	I	AU	LB	CE	NO_GRADE
2023-24	Spring	16	11 68.8%	2 12.5%	2 12.5%	1 6.3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

Understanding the SEEQ Scores:

questions 1-12 use the Strongly Disagree scale to Strongly agree as outlined below, Questions 13 and 14 use the Exceptionally Low to Exceptionally High scale both are detailed in the chart below

Score	Questions 1-12	Rate the instructor's teaching effectiveness 13	Rate the overall quality of the course 14
1	1 - Strongly Disagree	1 - Exceptionally Low	1 - Exceptionally Low
2	2- Disagree	2 - Low	2 - Low
3	3 - Neutral	3 - Average	3 - Average
4	4 - Agree	4 - High	4 - High
5	5- Strongly Agree	5 - Exceptionally High	5 - Exceptionally High

Submission	The instructor discussed current developments in the field.	The instructor was available and helpful through office hours and emails.	Rate the instructor's teaching effectiveness.	Rate the overall quality of the course.
25h54q	3	3	3	3
25habe	5	5	5	5
25hpwl	5	5	3	4
25tbty	4	4	4	3
25u9gm	5	5	5	5
25w0i4	3	4	4	4
Avg	4.17	4.33	4	4

What are the major strengths of the instructor?

1. Communication, helping to understand and be available for help
2. Friendly, enthusiastic

What are the instructors' weaknesses?

1. Had a hard time understanding the ATI system
2. None

What aspects of this course were most beneficial to you?

1. ATI Review
2. All

What do you suggest to improve this course?

1. I did not find this courses intended purpose very useful
2. More communication
3. None



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FORM AF

ANNUAL REPORT OF TEACHING FACULTY

Faculty Member Name: Karen Faraci

Rank: Associate Professor

Academic Division: Health Sciences – Nursing

Academic Year: 2022-2023

Form AF, Annual Report of Teaching Faculty, supports the college's evaluation process and allows the individual faculty member to reflect upon performance from the previous academic year, and to plan operational and professional goals for the next academic year.

****Based on feedback that we received in past years, we updated the AF from this year. We hope that you feel it's more meaningful and less cumbersome to complete. Please feel free to email Rose Hanofee with any feedback/suggestions that you have after completing this for the first time****

Part I: Narrative: Please list and describe your activities and accomplishments in as many of the following areas as are appropriate. Attach any applicable documents you wish to include. Include strengths and recommendations for improvement.

1. Teaching Effectiveness

I have had a great deal of mentoring from Dr. Taylor, which has allowed me to grow with success. The students have improved their academic/ lab skills with in the lab for nursing skill and assessments. The clinical setting provides the students with more than 20 years clinical knowledge. Improvements with technology, in the lab setting of working with simulation manikins and hands on lab skills. I will be able to expand my abilities in presenting new ways to learn with the available manikins. My SEEQ scores are an overall average of 4.11. .

2. Service to the Department & College

I have attended Faculty Council, department meetings. The food pantry has been a focus of mine which I have contributed to. I have joined the sustainability committee and hope to be a beneficial part of the team. I have served on faculty search committee for new professors.

3. Assessment Effectiveness

Making improvements are always necessary, especially in healthcare. The skill sheets that were provided for the students, were assessed and reformatted to meet standards of care.

4. Rapport with Students



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As an advisor/ mentor I make myself available for the students in person, phone, and zoom. My door is always open for my students. The students need both educational and emotional support, with the opportunity to discuss how to balance home/school/ family.

5. Professional Growth

*I am continuing my MSN-Ed degree. The courses I have completed in the past year are:
Biopsychosocial concepts for advanced nursing Practice 2-
Integrating technology into nursing education
Health Care Law and Policy
Curriculum Design, Development and Evaluation
Assessment and Evaluation in Nursing Education*

*I have participated in a nutrition, diversity, equity and inclusion, and food insufficiency webinars. I read the Nursing 2023 journal, American Journal of Nursing and AWHONN nursing journals
I continue to read articles in various healthcare environments, with a focus of equity, diversity and inclusion of patient care.*

6. Digital Literacy

With continued opportunities for digital literacy, I am improving my power point skills, and with the additional technology to be expanded within the nursing lab. With ongoing mentoring I will become more proficient in the use of the simulation manikins.

7. Professional Goals for the Previous Reporting Period

The goals I am requiring for myself is to continue to grow as an educator to motivate them in the art of nursing. The use of F.A.Davis educational material of skill sheets and training videos has been very helpful. Brightspace has become easier to navigate and will continue to learn the improvements and changes by reviewing the video training webinars. I am improving in Microsoft word with repeated use. My confidence has grown throughout the year with the mentoring I was given by Dr. Taylor.

Professional Goals for the Coming Reporting Period

The professional goals are;

To complete my master's degree by May 2024.

To participate in webinars for professional nursing and educator growth.

To provide the education in the lab and clinical settings to grow the student nurse.

Academic Year: 2023-2024

Goal: *Obtain my master's degree in nursing and to become a more proficient in the use of the technology in the nursing lab as the capabilities expand.*

How will you accomplish this goal: *To complete the program which will provide my education*

How does this goal fit with the strategic plan and direction of the division and College as a whole?

The completion of my education degree will enable me the ability to offer the students the ability to become safe, competent and caring nurses.



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Additional comments: (optional, please include any information on service to the community if applicable.)

Signature: _____

Date: _____

Submit to Division Dean by August 1

Attachments:

- ✓ Classroom Observations
- ✓ Other supporting documents (if applicable)

Part II: For each of the attributes listed below, rate yourself according to the designated rating scale and provide substantive analysis to validate the rating.

RATING SCALE	
4= Exceeds Expectations	2= Approaching Expectations
3= Meets Expectations	1= Improvement Needed

Exceeds Expectations: Outstanding performance that regularly exceeds expectations over an extended, sustained period of time.

Meets Expectations: Consistently strong performance, always meets expectations.

Approaching Expectations: Generally meets expectations, rare moments of inconsistent performance

Improvement Needed: Inconsistent performance, not meeting expectations.

RATING	EE Rating	Dean Rating
Teaching Effectiveness	3	
Service to the Department & College	2	
Assessment Effectiveness	3	
Rapport with Students	3	
Professional Growth	3	
Digital Literacy	2	
Ability to meet professional goals from previous year	3	

Part III: For the Division Dean: For each of the attributes listed in the Rating Chart in Part II, rate the faculty member according to the designated rating scale and provide substantive analysis to validate the rating. The Division Dean may choose not to provide a numerical rating.

Comments: (optional)

Signature: _____

Date: _____

Submit to Vice President for Academic and Student Affairs by September 15

Vice President for Academic and Student Affairs

Comments: (optional)



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Signature: _____

Date: _____

I have read and discussed this evaluation with the Division Dean and have received a final copy. My signature confirms receipt although I may not agree with its contents.

Signature: _____

Date: _____



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FORM AF

ANNUAL REPORT OF TEACHING FACULTY

Faculty Member Name: Karen Faraci

Rank: Associate Professor

Academic Division: Nursing

Academic Year: 2024-2025

Form AF, Annual Report of Teaching Faculty, supports the college's evaluation and course assessment processes and allows the individual faculty member to reflect upon performance from the previous academic year, and to plan course revisions and operational and professional goals for the next academic year.

Part I: Teaching Effectiveness: *Teaching effectiveness has been seen in the success of the improved graduating and NCLEX pass rate that continues to improve every year.*

The students are offered and encouraged to attend open lab on Fridays from 9am – 3 pm. I also provide individual attention after classes.

A. Teaching Success: *I use several styles of teaching to instill into the students, the necessary knowledge, and skills to be a competent and safe nurse.*

Section 1: Effective Teaching Techniques

I use the lecture with power points, demonstration with the redemonstration step by step of the nursing skills. In conjunction, videos that correlate with the topic of the lecture. I have used and participated in simulations for the senior classes to provide a more realistic opportunity for an adjunct of clinical replacement. I use the Socratic method of why when presenting case studies, the students find the case studies a way to better understand the process of caring for a patient.

Section 2: New Teaching Techniques Implemented this Academic Year: (new faculty do not need to address last year's teaching plans.)

Expansion of the lab has given me possibility to promote more learning experiences with the Reality works for the increased understanding of the geriatric patient. The use of the VR head sets and simulations has been shown to create the student to learn and have the case to make an error. The lab is the safe place to make an error and learn how to prevent further errors.

B. Course Assessments

Section 1: Student Success

The SEEQs are not available currently.

Section 2: Future Teaching Plans:

The continued use of the simulations of the manikins and the new technology with the medication administration cabinet, VR headsets, case studies, and increased use of the simulation for the manikins.

Part II: Advising Effectiveness:

Using the following rubric, evaluate yourself based on your role as an advisor:

Rating Scale: E= Exceeds Expectations M=Meets Expectations IN= Improvement Needed	
Advising Activity	Rating
When appropriate, encouraged student advisees to complete their degree programs.	M
Discussed student advisees' goals beyond SUNY Sullivan to ensure student is enrolled in the correct program and taking the correct classes for their program.	M
Reached out to student advisees through email or phone calls to register for next semester.	E
Responded to student advisees' emails/voicemails in a timely manner.	E
Gave student advisees access to their updated program sheets as they complete their degree.	M
Reached out to student advisees that receive a flag in the campus academic alert system.	E
Worked at the Registration Day advising activities this academic year.	E
Attended the Campus Advisor meetings this academic year.	M

As I receive the noticed of grade concerns or not attending class, I send out repeated emails. I encourage the student to speak to their professor, meet with a tutor in the Learning Center, and to meet with me if needed. Unfortunately, few respond and I do resend the email to offer assistance.

Part III: Service, Professional Development, and Achievements:

The goal of this section is to describe your other professional activities and accomplishments.

A. Service to the Department and College:

I am on several committee, sustainability committee, Standard IV committee, Student Conduct Committee, and the Sunshine Committee.

I attend the department meetings and Faculty Council Committee. I have been on hiring committees, for Science, Nursing and Residential Life.

I am a contributor to the Food Pantry. Sullivan Discovery Day and Kite Day, I participate in this to promote the college and the Health Sciences Departments.

I did a brief presentation to the BOT for Chyrise Taylor. The Sullivan Democrats and Spectrum News has featured the college and the Nursing Program which I had an occasion to be a part of.

B. Professional Development:

Mountain Measurements webinars, and an all-day conference at Pace University with Laerad presentation of simulations. I take the time to view several webinars presented by Kaplan, F A Davis and ATI.

C. Additional Professional Achievements:

As the Nursing Program continues to grow, I am an active participant. The lab is a foundation of the nursing skills and see the growth of the lab to provide the students increasing lessons and skills.

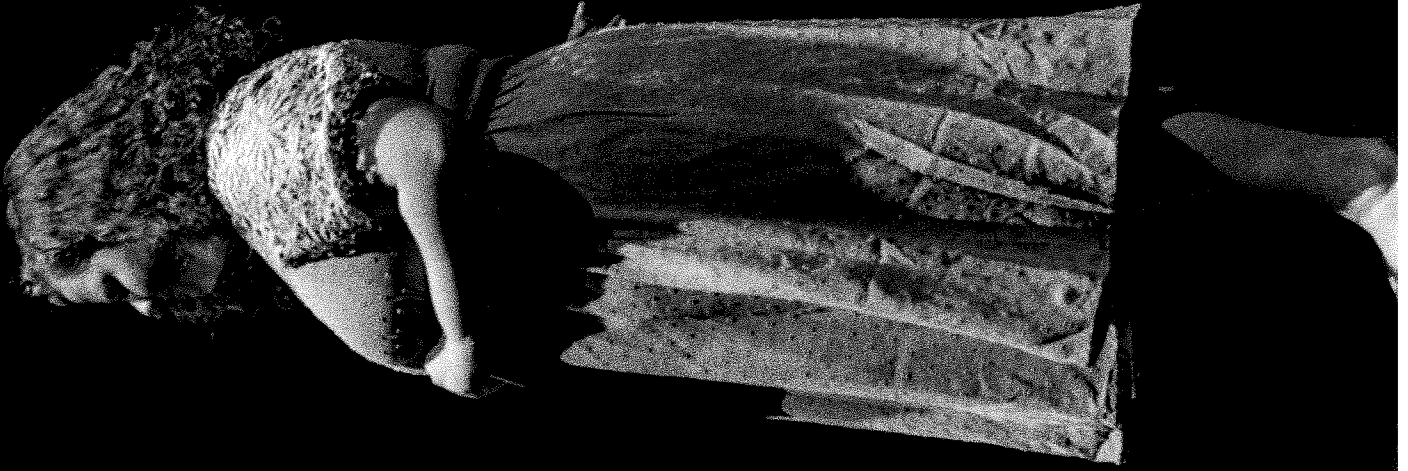
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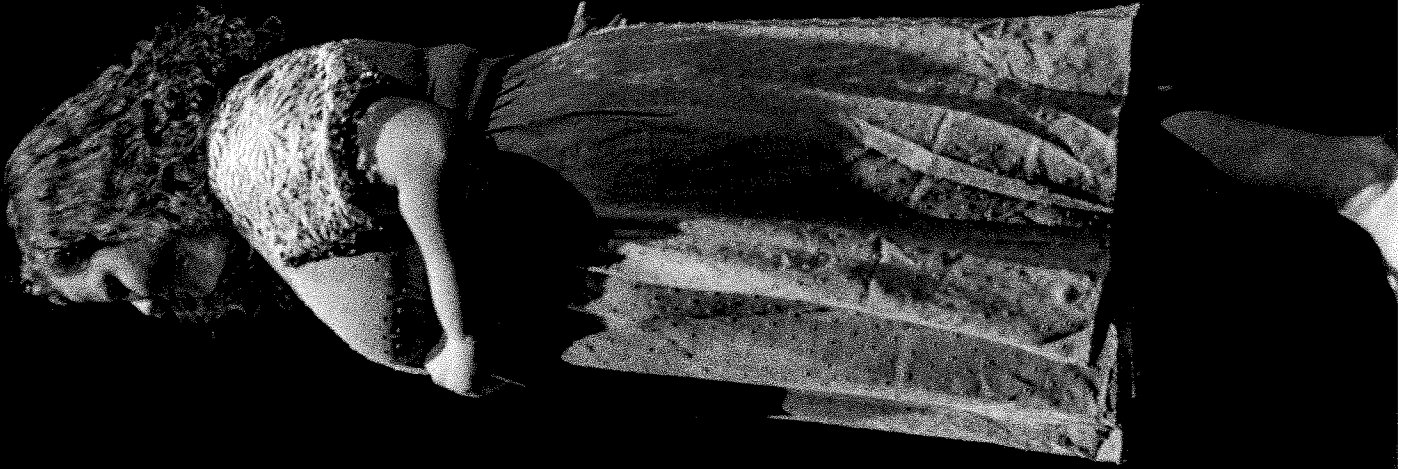
Please find attached my evaluations from 2024-2025 year.



Fall 2024 Evaluation T.Redman.pdf Spring 2025 Evaluation T.Redma







New nursing opportunities at SUNY Sullivan

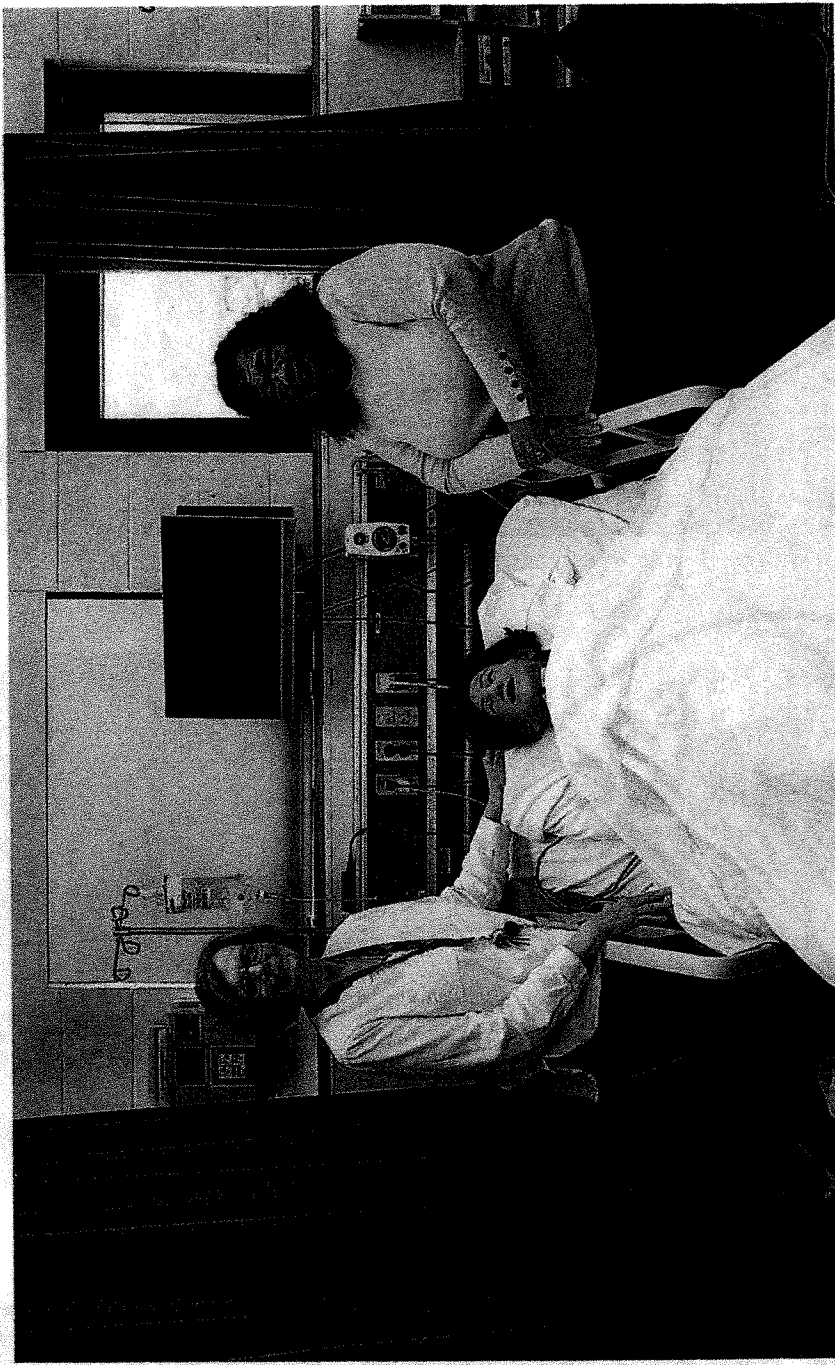
STORY AND PHOTO
BY PATRICIO ROBAYO

SUNY Sullivan is on the verge of expanding its nursing program to address the acute shortage of nurses in Sullivan County and the larger Hudson Valley region. This expansion aims to adapt to the needs of the community by providing flexible scheduling options for prospective nurses, including evening and weekend classes.

This initiative reflects a strategic response to the ongoing national crisis in nursing availability, exacerbated by the COVID-19 pandemic and the subsequent "Great Resignation."

The current nursing program at SUNY Sullivan offers a traditional format, where students, categorized as freshmen and seniors, participate in clinicals during the day. This program format, though beneficial, is restrictive for individuals who have daytime commitments due to employment or caregiving responsibilities.

Chyrise Taylor, Director of Nursing at SUNY Sullivan, outlined the future direction of the nursing program, emphasizing inclusivity and accessibility. She detailed plans for an evening cohort and a weekend cohort designed to cater to working individuals, particularly Licensed Practical Nurses (LPNs) seeking to advance their qualifications to Registered Nurse (RN) status.



From left to right: Associate Professor Karen Faraci, a mannequin patient named Amy Jenkins and Chyrise Taylor, Director of Nursing at SUNY Sullivan.

to two semesters of coursework ensuring that there are sufficient qualified professionals to educate and mentor the next generation of nurses.

These proposed programs are currently awaiting approval from the New York State Education Department, a process that has been slower than anticipated. Despite this, the initiative reflects a proactive approach to educational planning, directly targeting the regional nursing shortage. The Hudson Valley

As these programs develop and evolve, they promise to significantly alter the educational landscape for nursing in Sullivan County, offering more inclusive and flexible pathways towards a nursing career. This will likely attract a broader demographic of students, including those who might not have previously considered nursing due to logistical constraints.

Taylor says SUNY Sullivan's commitment to expanding its