

# Faculty Development *News*

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A Publication of the Office for Faculty Development and Diversity

## Two Receptions Held for Alumni of Color

The Office of Faculty Development and Diversity (OFDD) is working with Alumni Relations to reconnect with alumni of color. In August we held two special receptions (one in Rochester and one in New York) to gain insight into the experiences of alumni of color. The goal of these events is to help us prioritize programmatic needs with respect to increasing the diversity of our campus. About 100 alumni of color shared their perspectives and learned more about the work of the office. The OFDD hopes to continue to build these relationships, and plan to hold a third event in the near future.

## Multidimensional Mentoring Study

The study “Researcher Resilience through Multidimensional Mentoring—An Upstate New York Initiative” investigates the role of two different types of trainee and faculty mentoring education in promoting resilience among underrepresented minorities and women in graduate school, fellowship, and junior faculty positions in biomedical research-related fields. This study is funded by the NIH Director’s ARRA Funded Pathfinder Award to Promote Diversity in the Scientific Workforce, paid for through the American Recovery and Reinvestment Act (ARRA) and administered by NIH’s National Institute of General Medical Sciences. The principal investigator of this study is Vivian Lewis, MD, vice provost for faculty development and diversity at the University of

## Faculty Spotlight



### Cilas Kemedjio

I was born in the mountains of Western Cameroon in West Africa. After graduating with a doctorate in Francophone Caribbean literature from the University of Yaoundé, I went to the Ohio State University, where I earned a PhD in French with a concentration in Francophone studies. I just completed a book-length manuscript on Cameroonian writer and activist Mongo Beti. I am currently working with Professor Cecelia Lynch of the University of California at Irvine on editing a collective volume on “Critical Investigations into Humanitarian Interventions in Africa.” My most current project focuses on humanitarianism with a special attention to issues of representation and control of assisted communities. I delight in exploring cultural transactions among African peoples and communities of African descent. I look forward to using my new role as director of the Frederick Douglass Institute for African and African-American Studies to advance the awareness of the University community on the need for more intellectual diversity. A repented soccer fan, I enjoy the incredible artistic richness of the Rochester community.



### Paul Ampadu

Paul Ampadu, associate professor of electrical and computer engineering at Rochester, is currently the Dr. Martin Luther King Jr. Visiting Associate Professor of Electrical Engineering and Computer Science at MIT. He teaches courses in electronics and computer engineering and directs the Embedded Integrated Systems-on-chip (EdISon) research group, whose focus is on the use of signal processing and information theory to improve performance of electronic and photonic chipsets. Before Rochester, Ampadu worked at IBM Research in New York and Microsoft in Washington state, where he helped ship the first Japanese version of Microsoft Word for Macintosh and the first 32-bit version of Microsoft Office Far East (Japanese, Korean, and Chinese). Ampadu is the recipient of several awards, including the NSF CAREER, Black Engineer of the Year Special Recognition, Charles Drew Professor’s Choice, NASA Summer Faculty Fellowship, IBM PhD Fellowship, SRC Master’s Scholarship, University Scholar and Eminent Scholar awards. He serves on the IEEE Circuits and Systems Society Board of Governors and on the program committees of several international conferences. Ampadu and his team have authored dozens of scholarly articles and were best paper finalists at the 2011 Networks-on-Chip Symposium (NOCS) in Pittsburgh. When not busy performing research or teaching, he enjoys tennis and cycling with his family as well as cooking indigenous African and Asian cuisines. Ampadu received a doctorate in electrical and computer engineering from Cornell University 2004.

*If you know new or early-career faculty who should be part of “Faculty Spotlight,” please contact Maggie Cassie ([maggie.cassie@rochester.edu](mailto:maggie.cassie@rochester.edu)).*

Rochester. Other institutions involved are SUNY University at Buffalo, Upstate Medical University, Syracuse University, SUNY College of Environmental Science and Forestry, and

Rochester Institute of Technology. For more information about this study and eligibility, please visit [www.rochester.edu/diversity/pathfindergrant/](http://www.rochester.edu/diversity/pathfindergrant/).

## Native American Heritage Month

The first University-wide celebration of Native American Heritage Month kicked off on September 28 at Nazareth College with Tom Porter, Mohawk Nation Elder and founder. On October 13 the University of Rochester will host Clifton Poodry, PhD, Director of Minority Opportunities in Research at the National Institutes of Health. Ryan Red Corn and Dallas Goldtooth of the 1491s and Buffalo Nickel Creative will perform on November 8. For more information and many more events, please visit [www.rochester.edu/diversity/celebrations/nativeamericanheritage/index.html](http://www.rochester.edu/diversity/celebrations/nativeamericanheritage/index.html).

## Diversity Spotlight: UR Valued

The Office for Faculty Development and Diversity (OFDD) celebrates University Information Technology's UR Valued initiative, a program that encourages employees to take an active role in their professional development by participating in informal brown-bag sessions, formal training, and other events. More than 200 employees have attended at least one of the 65 sessions offered thus far. Learn more about diversity at the University in future installments of [Diversity Spotlight](#) in [@Rochester](#).

## New Grant Submittal Resource

There is a new website to assist with gathering information for your grant submittal on programs and statistics pertaining to diversity and diversity efforts at the University. The site offers "boiler plate" text that you can cut and paste into your grant submission, as well as additional information and resources for you to explore should your specific grant demand more tailored or detailed answers. The website will familiarize you with the institutional support in place at the University to assist you, as well as provide easy access to resources and programs you may wish to include in your submis-

## Upcoming Events

### Hispanic Heritage Month

[www.rochester.edu/diversity/celebrations/hispanicheritage/index.html](http://www.rochester.edu/diversity/celebrations/hispanicheritage/index.html)

### CTSI Mentor Development Core Fall Workshop with Clifton Poodry

#### October 13 at 4 p.m., Saunders Research Building, Pearson Room (1-1416), followed by reception in Saunders Auditorium

Clifton Poodry, PhD, is director of the Division of Minority Opportunities in Research at the National Institute of General Medical Sciences, where he oversees the administration of grants designed to increase the number of minority biomedical and behavioral scientists. In addition, he manages predoctoral research training grants in genetics. Before joining NIGMS, Poodry served as acting associate vice chancellor for undergraduate affairs at the University of California, Santa Cruz. He earned a BA in biology from the State University of New York at Buffalo and a PhD in biology from Case Western Reserve University. Poodry conducted postdoctoral research at the University of British Columbia. See [www.urmc.rochester.edu/ctsi/education-career/mentoring-workshops.cfm](http://www.urmc.rochester.edu/ctsi/education-career/mentoring-workshops.cfm).

### 2011 Stanton/Anthony Conversations: Working Women and Organized Labor

#### Friday, October 21, Interfaith Chapel, 1:30–3 p.m.

Women face challenges as workers and aspiring leaders of organized labor. Join thinkers and activists to explore cutting-edge issues for working women, their families, and their communities. Dorothy Sue Cobble, labor historian at Rutgers University and author of *The Sex of Class: Women Transforming American Labor*; Natasha Vargas-Cooper, a writer and labor activist in Los Angeles and Washington, D.C.; and Ai-Jen Poo, founding director of the National Domestic Workers Alliance, will lead the discussion. Lunch will be served. This event is sponsored by the Susan B. Anthony Center for Women's Leadership. See [www.rochester.edu/melioraweekend/Schedule/Detail/22](http://www.rochester.edu/melioraweekend/Schedule/Detail/22).

sion. The site is easy to navigate and provides information about students, postdoctoral fellows, faculty, recently awarded grants, and diversity trends ([www.rochester.edu/diversity/grantresources](http://www.rochester.edu/diversity/grantresources)).

## Recruitment Packets

Faculty recruitment packets are available from the Office for Faculty Development and Diversity. The packets are constantly updated and contain information about relevant University policies, brochures, and cultural resources in the Rochester area. Search committee members, conference attendees, and those visiting other universities are encouraged to distribute these packets to potential faculty. Packets can be customized to your school, department, or specific need. To request packets, please contact Maggie Cassie ([\[rochester.edu\]\(http://rochester.edu\)\). Keep in mind that we do not keep a large premade stock, so please notify us with enough time to satisfy your request before your recruiting event.](mailto:maggie.cassie@</a></p></div><div data-bbox=)

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