

Faculty Development *News*

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A Publication of the Office for Faculty Development and Diversity

Special Opportunities Fund

The goal of the Special Opportunities Fund is to assist deans and department chairs in the recruitment or retention of specific faculty candidates who will contribute to the diversity of the faculty and who might otherwise not be recruited successfully because of intense competition. The Special Opportunity Fund should be used for assisting in the hiring or retention of only specifically identified candidates, or to provide supplemental support for the spouse or partner of a diverse candidate.

Schools also may submit proposals for Special Opportunities funding where such proposals specify the development or expansion of programs that are expected to attract diverse faculty or clusters of faculty, or those who will otherwise enhance the overall University educational goals of inclusion and diversity. Proposals to fund the establishment of innovative recruitment programs for faculty who will enhance diversity also will be considered.

Applications should be developed in consultation with the appropriate dean's office.

www.rochester.edu/diversity/faculty/fund.html

Dual Career Support

Deans and department chairs who need assistance with dual-career hires should contact the Office for Faculty Development and Diversity.

We have joined the new Higher Education Recruitment Consortium of Upstate New York. The HERC-UNY Web site lists academic and staff jobs at academic institutions throughout New York State.

See www.upstatenyherc.org.

Upcoming Events

See a Sample of What's Happening on Campus

May 1–31, Miner Library, Medical Center

Photographic Exhibit: India Through My Eyes by Medical Student Jonathan Black.

www.rochester.edu/calendar/event?id=321067

May 19, 2007, 5:00 p.m. to 8:00 p.m.,
Frederick Douglass Building, Douglass Dining Center

Office of Minority Student Affairs Senior Dinner: Annual OMSA Senior Dinner celebrating the graduation of University students. The speaker will be the Honorable Maija Dixon.

www.rochester.edu/calendar/event?id=305985

June 6, All-Day Event, Medical Center

Faculty Development Colloquium: The School of Medicine and Dentistry will hold a colloquium for medical school faculty that will provide an appreciation of diversity issues in the academic medical center; lessons in teaching and learning, from the lecture hall to the bedside; and strategies for mentoring and academic career development planning. For more information please contact Melissa Newcomb in the Office of Continuing Professional Education.

mnewcomb@cpe.rochester.edu

June 7, 2007, starts at 7:00 p.m., Memorial Art Gallery

Lecture: Latino Immigration: "Ciudad y Suburbia: The Changing Nature of Latino Immigration." Sherrie Bayer discusses why so many Latino immigrants, particularly in New York and the Northeast, are staying in cities for only a short time—or bypassing them completely—in favor of the suburbs.

www.rochester.edu/calendar/event?id=320808

Affinity Groups Formed at the University of Rochester

In consultation with the HR Office of Multicultural Affairs and Inclusion, members of the University of Rochester community recently created three Affinity Groups: the African-American Network at UR, the Pride (LGBT) Alliance at UR, and the Latino Professional Alliance at UR.

Affinity Groups are open to all University of Rochester employees (staff and faculty) and retirees. Such groups provide opportunities for employees to directly contribute to the University of Rochester's efforts to effectively support and manage diversity and inclusion. In addition, these groups serve as a resource to provide mentoring and professional development opportunities as well as an opportunity to promote communication among members of the University community. Their goal is to create an environment that is respectful of all employees.

For more information on UR Affinity Groups please contact Stan Byrd in the office of HR Office of Multicultural Affairs and Inclusion at (585) 275-0425 or stanley.byrd@rochester.edu.

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New Family Friendly Policies for All Full-Time Faculty

On March 9, 2007, the University Board of Trustees approved these family-friendly policies for the *Faculty Handbook*.

Postponement of promotion or tenure review for new parents

A full-time tenure track faculty member who adds a new child to the family will automatically be given a one-year postponement of the promotion or tenure review next following the child's birth or adoption. This policy applies to a faculty member who is a father, mother, or legal guardian of a newborn or adopted child; or the domestic partner of the parent of a newborn or adopted child. If a full-time tenure track faculty member does not wish the automatic postponement, he or she should notify the department chair or dean of the intent to waive the postponement.

See Process for Promotion in *Faculty Handbook*, www.rochester.edu/provost/FacultyHandbook/Faculty_Handbook_02202007.pdf.

Family Care Leave

Options for new birth mothers

Option 1: For the first eight weeks (or more if certified by faculty member's physician) that a faculty member is deemed qualified for benefits due to giving birth, the faculty member will receive her full salary and benefits. Upon returning to work, the faculty member may then request a modification of her regularly assigned duties during the semester of birth with no adjustment of salary and benefits.

Option 2: The faculty member giving birth may elect to take a full semester's leave at one-half her usual salary during the semester of birth.

For both options, for Medical Center Clinical Faculty, the length of time for modified duties or leave should roughly mirror the period of time corresponding to a traditional academic semester.

See Maternity Benefits and Family Care Leave in *Faculty Handbook*, www.rochester.edu/provost/FacultyHandbook/Faculty_Handbook_02202007.pdf.

Family Care Leave

Options for other new parents

For purposes of this policy, a "new parent" is defined as a father, mother, or legal guardian of a newborn or adopted child; or the domestic partner of the parent of a newborn or adopted child. New parent faculty members may be eligible for a modification of their regularly assigned duties during the semester of birth or adoption with no adjustment of salary and benefits. New parent faculty members also may request an assignment of duties that would enable them to work part time at a commensurate reduced salary for a period of up to one year following the birth or adoption of a child.

See Maternity Benefits and Family Care Leave in *Faculty Handbook*, www.rochester.edu/provost/FacultyHandbook/Faculty_Handbook_02202007.pdf.

Approval for requests for modified duties and part-time assignments under this policy will depend upon the ability of the department and school to accommodate the arrangement without serious effects on the academic or clinical program.