

Faculty Development **News**

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New Faculty Orientation

This fall, the University of Rochester implemented a new University-wide faculty orientation program. The program kicked off on August 29 as President Joel Seligman and Provost Ralph Kuncel cordially welcomed our newest faculty members.

The “New Faculty First Year” program includes monthly events and interactive discussions through February, each designed to help new faculty adjust to the University and their new roles. For example, the September session, “Classroom Safety: Help with Troubled Students,” is inspired by the recent tragedy at Virginia Tech. The January program, “Diversity and Inclusiveness: Goals and Progress,” will highlight the University’s diversity initiatives and will give the new faculty an opportunity to determine what their roles are or can be in these initiatives. Each session occurs at a different University location, so that the newest members of our community can enjoy everything from the sounds of the Eastman School to the sights of the Memorial Art Gallery and the excitement of our newest research building, Robert B. Goergen Hall. Please see www.rochester.edu/diversity/faculty/orientation for details.

Mentoring

“Some scholars trace the origin of mentoring to Odysseus (in the *Odyssey*). When he went away to war, Odysseus gave his friend, Mentor, the duty to oversee his household, including the training of his son. The reason for this delegation of responsibility was that Odysseus knew that his son needed guidance in order to

University of Rochester and Frederick Douglass Institute Cosponsor Upcoming Underground Railroad Conference

The Frederick Douglass International Underground Railroad Conference and Freedom Festival is scheduled for September 28–30 at the Rochester Riverside Convention Center. It is cosponsored by the University of Rochester and its Frederick Douglass Institute for African and African-American Studies (FDI) and features presentations on the Underground Railroad, a system by which antislavery activists helped fugitive slaves escape to Canada or to safety in Northern free states. One of Rochester’s most famous figures—abolitionist, orator, and man of letters Frederick Douglass—played a crucial role in securing the freedom and safety of fugitive slaves.

The conference features sessions with historians, researchers, archivists, educators, and journalists. Rochester faculty can bring students to any single conference session for free; to do so, contact FDI at 275-7235 or fdi@mail.rochester.edu. Keynote events include presentations by journalist Juan Williams; actor Darryl Van Leer; and singer, educator, and activist Bernice Johnson Reagon. Members of the University community also can receive discounts on fees for full conference attendance, the Williams Keynote Luncheon, or the Van Leer Performance. The conference is organized by the Rochester/Monroe County Freedom Trail Commission in association with the National Underground Railroad Freedom Center. More information is available online at www.workforcediversitynetwork.com/iur.aspx.

develop into the citizen he was expected to become (Odell, 1990). Similarly, new faculty in institutions of higher education often need assistance managing the occasionally conflicting requirements of course preparation, research expectations, and appropriate levels of service. In addition, new faculty might need help in becoming good colleagues and citizens in a new culture.”*

Several University of Rochester departments have great mentoring programs. One excellent example is the Department of Psychiatry in the Medical Center. The program required a reorganization of the department in order to create a mentoring culture and a supportive infrastructure. This culture is evident in the department’s educational philosophy, rules for promotion, and other aspects of the depart-

ment's practices. The effectiveness of their mentoring is reflected in the number of training grants and awards they have received over the past several years. For more information about the program, please see the department Web site, www.urmc.rochester.edu/smd/psych/.

At the School of Nursing, newly appointed full-time clinical and academic faculty are assigned a "mentor/buddy" for at least one year. The mentor's role is to meet with the new faculty member on a routine basis to facilitate socialization and provide support as needed.

Please contact the Office for Faculty Development and Diversity for more information about successful mentoring programs.

* Journal Article by Lynne P. Gaskin, Angela Lupkin, L. Keith Tennant, *JOPERD—The Journal of Physical Education, Recreation & Dance* 74 (2003)

Clinical Translational Science Funding Opportunities

The University of Rochester Clinical and Translational Science Institute offers a number of pilot funding opportunities to help faculty and trainees initiate new projects and new research endeavors. For more information, please visit www.urmc.rochester.edu/ctsi.

Improved Data Collection

The Task Force on Faculty Diversity and Inclusiveness recommended that the University improve the data collection process for applicants to faculty positions, as the practices in place throughout the University were generally incomplete, leaving us with an inaccurate picture of our faculty applicant pool. In response, Arts, Sciences, and Engineering implemented new applicant data collection procedures in 2006–07, which we have begun to implement University-wide. Applicants for faculty jobs should receive an e-mail from the department or school that directs her or him to a Web site. At the Web site, the applicant should be asked

Upcoming Events

September 23, 2007, Rochester Museum and Science Center

Celebration of National Hispanic Heritage Month: part of Across Borders Rochester, a yearlong community initiative celebrating Latino culture developed by the Memorial Art Gallery and Nazareth College Arts Center. For more information and a complete list of events, please visit <http://mag.rochester.edu/acrossborders/AcrossBorders-flier.pdf>

September 23, 2007, Begins at the Susan B. Anthony House, 17 Madison Street.

The Susan B. Anthony Legacy Race—A 5K Run/Walk for Women's Progress

www.rochester.edu/SBA/legacyrace_2007.html

October 14, 2007, Noon, Memorial Art Gallery

TRANSactions Hispanic Heritage Family Day

<http://mag.rochester.edu/calendar/?event&id35406>

November 2, 2007, All day, Rush Rhees Library

University-wide Diversity Forum: More Information TBA

for her or his gender and race/ethnicity. This process allows for collection of data without associating the gender, race, or ethnicity of our faculty applicants with individual names. The school or department collects only aggregate data of the applicant pool. This process has worked well in Arts, Sciences, and Engineering. We hope to use the aggregate data, by school or department, to learn where greater outreach is most needed.

Notes

There are some notable changes on the diversity Web site. Please look for links to the *New Faculty First Year* schedule, the new recruitment video, and the new staff recruitment brochure (www.rochester.edu/diversity).

Office for Faculty Development and Diversity

Lynne J. Davidson

Vice Provost for Faculty Development and Diversity
lynne.davidson@rochester.edu
(585) 273-2760

Maggie Cassie

Assistant Provost for Faculty Development and Diversity
maggie.cassie@rochester.edu
(585) 275-0792

Malora Zavaglia

Administrative Assistant
malora.zavaglia@rochester.edu
(585) 273-5664

