

Faculty Development **News**

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Reporting System Established for Faculty Diversity Practices

Beginning this spring, deans, departments, and programs will collect data on specific practices of hiring and retaining underrepresented faculty members. The data collected will be an important component of a newly established University-wide mechanism for monitoring the progress that is being made in diversifying the faculty at the University of Rochester.

The faculty diversity initiative is a University-wide effort to help increase the racial, ethnic, and gender diversity of the University of Rochester's tenured and tenure-track faculty. President Seligman, joined by the Board of Trustees, has made faculty diversity one of his primary initiatives, calling it a "fundamental value of this University." The initiative is consistent with a recognized ongoing national need to remedy the historic underrepresentation of minorities—and in some fields women—in college and university faculties across the country.

The availability of data pertaining to recruitment practices and new faculty hires has been less than optimal in the past. Establishing a sustainable process for increasing faculty diversity is itself an ongoing process and requires the work of the entire University community. Critical to its success will be to fully understand the impact of what individual faculty members are doing to recruit and retain diverse faculty on campus.

UR Diversity Events in the News

If you missed either of the recently held University-wide dialogues on diversity, click on the links below to read more information about the events and local reactions to our collective efforts to raise awareness and understanding. Both of these thought-provoking dialogues drew broad community attendance and thoughtfully explored the issues of diversity, inclusion, and the pursuit of equality for all.

“Entrepreneurship, Hip-hop and Def”: An Evening with Mos Def

This was a standing room only gathering of University and community members from local junior and senior high schools who heard how deep passion for what one does and a clear perception of self are two of the most important elements of entrepreneurial success.

- www.rochester.edu/news/show.php?id=3079
- www.rochester.edu/diversity/pdf/mosdefcitynewspaper.pdf

The Diversity Forum: What Does “Diversity” Mean?

A number of faculty experts from Cornell University, RIT, and St. John Fisher College shared their perspectives on which initiatives have changed the diversity landscape of their campuses. The University-wide forum evoked many questions from a broad audience of faculty, students, and staff and helped identify potential strategies for increasing diversity.

- <http://sa.rochester.edu/diversityforum/>
- www.rochester.edu/news/show.php?id=3041
- <http://sa.rochester.edu/sa/index.php?paged=2>

This new reporting and assessment system will

- facilitate the timely identification of campus-wide hiring and retention trends through the collection of data
- help to identify promising practices that will enhance the processes for recruiting a more diverse faculty
- allow us to recognize and reward departments and faculty for their efforts and success in hiring and retaining a diverse faculty.

Please help us encourage and grow the participation of women and underrepresented minority faculty on campus by reporting to your dean and the Office of Faculty Development and Diversity any recruitment or retention strategies or practices you have engaged in during the 2007–2008 academic year.

Faculty Recruitment Packets Now Available

Faculty recruitment packets are now available from the Office of Faculty Development and Diversity. The packets were created as a tool for assisting departments and units with the recruitment of a more diverse faculty.

The packets are for prospective faculty candidates and include an assortment of information about the University and the city of Rochester to help acquaint candidates with the local community and serve as a campus and community resource guide, highlighting the cultural richness of the Rochester area. The materials are carefully packaged to represent the University of Rochester's commitment to hiring and advancing a diverse faculty.

Search committee members, conference attendees, or those visiting other universities are encouraged to distribute faculty recruitment packets to potential candidates, including graduate students and postdocs, and to candidates invited to campus for interviews.

Please feel free to personalize the packet with additional information, such as a department or school catalog, a program-specific bulletin, or a personally addressed welcome letter from the search committee or dean of the appropriate school.

To request recruitment packets please contact Maggie Cassie in the Office for Faculty Development and Diversity at (585) 275-0792 or maggie.cassie@rochester.edu.

The Baobab Cultural Center Offers Meeting Space for the University of Rochester

A unique meeting space for community, diversity, and dialogue is available to the University of Rochester at the Baobab Cultural Center. The Baobab Center serves as a place to continue the time-treasured African tradition of building trust and shared understanding through community dialogue.

Upcoming Events

January 21, 2008, Strong Auditorium, 6:30 p.m.

Martin Luther King Jr. Commemorative Address: Andrew Young, civil rights activist and former U.S. ambassador to the United Nations, will be this year's speaker.

For more information please visit www.rochester.edu/news/MLK.

January 16–February 6, 2008, Sage Art Center, 9 a.m.–11 p.m.

(En) Gendered: Identity, Gender & Art: Opening Reception and Gallery Talk in the As Is Gallery. The annual juried exhibition features art from undergraduates.

For more information please visit www.rochester.edu/College/WST.

March 24–28, 2008, Eastman School of Music

Women in Music Festival 2008: The 2008 festival features five noontime concerts and special events of works written by women from a broad range of musical styles, including classical, multimedia, experimental, jazz, world, and popular. Visit www.esm.rochester.edu/wmf/ for more information.

Located at 728 University Avenue, the Baobab Center was founded in 2006 by University of Rochester alumnus Hoffman Moka Lantum. As the only African Cultural Center in the Greater Rochester metro area, the Baobab Center brings the community a unique blend of learning opportunities, fun, and cross-cultural connection and features changing art exhibitions, as well as a permanent collection of African masks and sculpture.

Complementing the aesthetic beauty of this multicultural environment, the gallery is equipped with audiovisual technology for meeting presentations. The space can accommodate up to 75 persons and is available to host receptions, meetings, lectures, and readings. The Baobab center can cater events with a stand-up buffet of East African, West African, African-American, or Caribbean food, provided by local minority caterers. It also can provide entertainment such as storytelling, African drumming, or short documentaries unique to the theme of each meeting. University of Rochester faculty, administrators, and student orga-

nizations are invited to host their events at the Baobab Center for a modest fee.

Everyone is welcome at the Baobab, www.thebaobab.org. It is a special place to share and celebrate our diversity. For details on event-hosting services, call (585) 563-2145 or e-mail: baobab.center@yahoo.com.

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