

# Faculty Development **News**

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A Publication of the Office for Faculty Development and Diversity

## Faculty Diversity Recruitment Funds Available

To enhance the work of search committees in promoting broad recruitment of faculty, the Office for Faculty Development and Diversity is pleased to announce that funding is available for faculty members to attend academic conferences, symposia, and other professional association meetings where opportunities for recruiting faculty that would increase the diversity of their department or school are particularly promising.

Faculty may request up to \$1,500 to support travel and conference fees with the goal of building diverse applicant pools. Faculty Diversity Recruitment Funds will be distributed by the provost and vice provost for faculty development and diversity. Requests for funds will be accepted and reviewed on a rolling basis and should be submitted, with the approval of the dean, to the vice provost for faculty development and diversity. Requests for funds should include name and contact information of the faculty making the request and the title and dates of the conference or meeting. If the recruitment is for a particular vacancy, please identify the faculty vacancy to be filled in the request. E-mail requests to Lynne Davidson, vice provost for faculty development and diversity at [lynne.davidson@rochester.edu](mailto:lynne.davidson@rochester.edu). For additional details, visit [www.rochester.edu/diversity/faculty/facultydiversityfund.html](http://www.rochester.edu/diversity/faculty/facultydiversityfund.html).

## First-Year and Early-Career Faculty Development Program Fosters University-Wide Connections

A University orientation program for new and early-career faculty recently wrapped up with a feedback session on the yearlong program to introduce new faculty to the institution and provide information and

## University of Rochester Diversity Events in the News

For a monthly listing of upcoming diversity events on campus and in the Rochester community, see the University of Rochester Diversity Events Calendar at: [www.rochester.edu/diversity/eventscalender.html](http://www.rochester.edu/diversity/eventscalender.html).

### Women and Music Festival 2008: Projecting Sounds of Inclusion

Celebrating its fourth year, Eastman's Women and Music Festival continued its tradition of projecting sounds of inclusion to the Rochester community through its five lunchtime concert performances. The festival was launched in 2005 to highlight women's involvement in all aspects of music, including composition, performance, teaching, scholarship, and administration. All performances take place in public spaces and are free and open to the public. The intention is to create a relaxed, welcoming, and inclusive environment for the entire University and Rochester community. This year's resident composer was Nancy Van de Vate, whose *Where The Cross is Made* won the National Opera Association's 2005 international competition for a new chamber opera. The festival is directed by Dr. Sylvie Beaudette. For more information and video highlights of the festival, visit <http://esm.rochester.edu/wmf/>.

### Annual Celebration of Faculty Diversity Welcomes Ursula Burns, President of Xerox Corporation and Member of the University Board of Trustees

The second annual Celebration of Faculty Diversity was held March 17 at the University of Rochester Alumni and Advancement Center. Guest speaker, Ursula Burns, president of the Xerox Corporation and member of the University Board of Trustees, spoke about her own experiences as a young African-American woman working her way up the corporate ladder at Xerox, and about her mother's influence on her life, both personally and professionally. Burns told the assembled guests that diversity did not come easily or quickly to Xerox, but rather, it took decades. She urged the University of Rochester community to be patient as we look for successes in our own diversity work. Changing the climate of any organization takes passion and perseverance. She closed by saying, as an organization, we should set expectations for an inclusive environment.

resources on topics of common interest. The ultimate goal of the orientation agenda is to provide opportunities for faculty to make meaningful connections across the schools of the University.

The program set forth an ambitious agenda to welcome faculty into the campus community by promoting a high level of interaction among participants; creating mechanisms to support informal discussions about issues of teaching and learning; helping new faculty identify institutional resources that will assist with grant writing, publishing, tenure, and promotion; provid-

ing a common social ground for stimulating scholarly exchange; and discussing the balance between professional and personal life.

The welcome and support provided by this University program is critical to the retention and success of highly sought-after faculty, particularly in early-career development. By deliberately bringing new scholars together in structured informational sessions and unstructured social events, the program seeks to strengthen communities of research and scholarship, discovery, and collegiality campus-wide.

The orientation series is organized by Senior Associate Provost Carol Shuherk and remains open to all new and early-career faculty. Feedback on the series or suggestions for the 2008–09 program are welcome and should be sent to [carol.shuherk@rochester.edu](mailto:carol.shuherk@rochester.edu).

## Multidisciplinary Funding Opportunities

Consistent with the motivation to be “ever better,” the University of Rochester has established a \$250,000 annual multidisciplinary fund to invigorate and nurture collaborative interactions among faculty who are committed to enhancing multidisciplinary, interdisciplinary, or transdisciplinary scholarship at the University of Rochester. The Multidisciplinary Fund Awards will be administered by the Office of the Provost with assistance from the Office of Research and Project Administration. Proposals will be solicited once a year, early in the spring semester, for projects starting no earlier than July 1. Applicants may request up to \$100,000 in direct costs over a 12-month budget period, with the possibility of grant renewal. Awardees will be invited to share the results of their work with the University community at a multidisciplinary symposium. The Request for Proposals for 2009–10 multidisciplinary awards will be announced in the winter issue of Faculty Development News. Faculty may visit [www.rochester.edu/provost/multidisciplinary](http://www.rochester.edu/provost/multidisciplinary) for details and applications.

## Graduate Women in Science Offers Pragmatic Thinking about Future Careers

The historical legacy of exclusion of women in the sciences at higher education institutions creates challenges for women pursuing careers in scientific fields. At the University of Rochester, an innovative initiative to reach out to graduate women in science helps them think pragmatically about their chosen career paths and prepares them for working in an increasingly competitive academic environment, where attrition in the junior faculty ranks persists, especially for women in the science, technology, engineering, and math—or STEM—fields.

Once a month, women graduate students, postdocs, and early-career faculty come together to listen to straightforward advice from accomplished scholars about impor-

## Upcoming Events

May 1, 2008, Memorial Art Gallery, 7 p.m.

**Lecture: “China in the 20th and 21st Centuries: Does the Dragon Roar or Whimper?”:** Nevan Fisher, Nazareth College assistant professor of history, explores the many contradictions of contemporary China, a country exploding with new wealth, new opportunities, and severe social and environmental problems. Free with Gallery admission. Offered in conjunction with Asian Heritage Month. [www.rochester.edu/calendar/?event&id=396779](http://www.rochester.edu/calendar/?event&id=396779)

May 17, 2008, Frederick Douglass Building, Douglass Dining Center, 5–8 p.m.

**Office of Minority Student Affairs (OMSA) Senior Dinner:** Annual OMSA Senior Dinner celebrating the graduation of University students. The keynote speaker will be Jared Sabado '02. [www.rochester.edu/calendar/?event&id=390565](http://www.rochester.edu/calendar/?event&id=390565)

June 13–21, 2008, 7th-Edition International Jazz Festival

**Rochester International Jazz Festival:** The Rochester International Jazz Festival is held at more than a dozen venues in and around Rochester’s East End cultural district. More than 800 musicians gather at the festival from around the world to perform in approximately 250 concerts. [www.rochesterjazz.com/](http://www.rochesterjazz.com/)

tant steps and critical practices to build a successful academic career. The monthly format provides regular opportunities for women in science to communicate with one another and establish relationships with peers. Participants are encouraged to make connections with senior colleagues. Discussions often focus on entry-level survival skills for new faculty by providing information about departmental and university culture, grant writing, publishing, teaching, selecting a mentor, securing lab space, and achieving a balance between professional and personal life. Graduate students come away with a realistic and transparent view of life in academia and what to expect as they move through their careers.

The driving force behind the program is its coordinator, Lynne Maquat, J. Lowell Orbison Endowed Chair and Professor of Biochemistry and Biophysics. Maquat offers this important advice to future faculty members: “Do things despite your fears; build a strong curriculum vita—because it is always about merit; know yourself and what your strengths are; and be pragmatic about your career—know what you want to accomplish in the next six months, twelve months, and five years and then stick to your plan.”

The Graduate Women in Science meetings are free and open to the University of Rochester community. Information on invited speakers and meeting details is available online at [http://dbb.urmc.rochester.edu/bcbp/members/faculty/Maquat\\_Lynne.html](http://dbb.urmc.rochester.edu/bcbp/members/faculty/Maquat_Lynne.html).

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