

Faculty Development **News**

Fall 2008, Volume 2, Issue 3

A Publication of the Office for Faculty Development and Diversity

Frederick Douglass Medal

The University's new Frederick Douglass Medal is awarded collaboratively by President Joel Seligman and the Frederick Douglass Institute to honor individuals who, through outstanding achievement, represent the ideals for which Douglass stood and who have contributed to the educational life at the University or in the community, state, or nation. Medals for outstanding achievement in civic engagement will be awarded at the inaugural Frederick Douglass Dinner on September 23, 2008. The honorees are David Kearns '52, retired CEO of Xerox Corporation and former Deputy Secretary of the U.S. Department of Education, and Walter Cooper, Ph.D. '57, retired research scientist at Eastman Kodak Company, New York State regent emeritus, and a founder of the Rochester Chapter of the National Urban League and Action for a Better Community. In April 2008, President Seligman and Jeff Tucker, FDI director and associate professor of English, awarded medals to Lani Guinier, professor of law at Harvard University, and Gerald Torres, professor of law at the University of Texas at Austin, who jointly presented the 2008 Frederick Douglass lectures.

Recruitment Packets Reminder

Faculty recruitment packets are now available. The packets contain University publications, information about relevant University policies and programs, and brochures on cultural resources in the Rochester area. Search committee members, conference attendees, and those visiting other universities are encouraged to distribute these packets to potential future faculty, including graduate students and postdocs. Packets can be customized to your school, department, or specific search.

To request recruitment packets, please contact Maggie Cassie at (585) 275-0792 or maggie.cassie@rochester.edu.

Music and Globalization Symposium, Sat., Sept. 20, 2008, Eastman School of Music Main Building, Room 120

9:30–10:15 a.m., "Trajectories of the Political Ringtone: Hugo Chávez and the Referendum of 2007," Sumanth S. Gopinath, University of Minnesota

10:15–11 a.m., "Jazz Calls, the World Responds," Carol A. Muller, University of Pennsylvania

11:15 a.m.–noon, "Global Exoticism and Modernity: The Case of Chinese-Language Pop Music," W. Anthony Sheppard, Williams College

Noon–12:45 p.m., "Musical Conversations in Bali," Ellen Koskoff, Eastman School of Music

For more information, visit the symposium official Web site at www.esm.rochester.edu/globalization/.

Thurs., Sept. 25, 2008, Memorial Art Gallery, 7 p.m.

Deaf Awareness Week Lecture: Brenda Schertz gives an illustrated lecture on "Contemporary Deaf Artists." A graduate of the Art Institute of Boston, Schertz is an American Sign Language instructor at the University of Southern Maine. Her lecture will be given in ASL and interpreted for the hearing audience. Sponsored by the Elizabeth L. and Donald M. Cohn Endowment Fund and the University of Rochester American Sign Language Program. Free with Gallery admission. www.mag.rochester.edu/calendar/?event&id=429250

Sun., Sept. 28, 2008, Memorial Art Gallery, 12 to 5 p.m.

Hispanic Heritage Family Day: All ages will enjoy this celebration of Hispanic Heritage Month. The day's activities will include hands-on workshops, guided tours, storytelling, and music and dance performances. Sponsored by Thomson West and the Marie C. and Joseph C. Wilson Foundation. Free admission. www.mag.rochester.edu/calendar/?event&id=429251

Tues., Sept. 30, 2008, Arthur Kornberg Medical Research Bldg., Sarah Flaum Atrium, 12 to 2 p.m.

Latino Cultural and Networking Fair: Cultural displays, Latino food, entertainment, and networking with local Latino professionals. This event is planned by the Latino Professional Alliance at the University of Rochester. For information about the University's affinity group, visit www.rochester.edu/diversity/affinity/latino. For inquiries about the fair, please call (585) 276-3521.

Meliora Weekend, Oct. 16–19, 2008

Black Students' Union and Office of Minority Student Affairs 40th Anniversary: One of the highlights of this year's Meliora Weekend will be the celebration of the 40th anniversary of both the Black Students' Union and Office of Minority Student Affairs (including the Higher Educational Opportunity Program). Because the students in these programs overlap in so many ways, we will celebrate these milestones together. For information about specific events, please visit www.rochester.edu/melioraweekend/?c=group_celebrations.

Faculty Development and Diversity Blog

The Office for Faculty Development and Diversity will launch a new blog this fall. The purpose of the blog is to stimulate discussion about the faculty diversity initiative within the Rochester community. The regular bloggers will be the faculty diversity officers and the University intercessors, but public comments will be welcomed and encouraged.

Faculty Diversity Initiative Assessment

In August 2008, each University of Rochester school submitted a report to the Office for Faculty Development and Diversity that will be used to analyze and assess our progress in hiring and retaining under-represented faculty members. The schools assembled information about applicant data, new hires, promotions, recruitment efforts, and the use of the Special Opportunities Fund and our family-friendly policies. This is the first year we have collected such comprehensive information, and this data will allow us to identify trends, learn about promising practices, and recognize and reward schools and departments that have made progress on diversity and inclusion.

Web Site Answers Questions about Faculty Diversity

The Office for Faculty Development and Diversity and the University's faculty diversity officers invite you to visit their new Frequently Asked Questions Web page. These FAQs describe, in part, the ongoing process for increasing faculty diversity and the role each member of the University community plays in this important endeavor. We welcome your comments and suggestions for additional questions. Visit www.rochester.edu/diversity/faq.

Interactive Event on Gender Bias for Search Committees

The Office for Faculty Development and Diversity is sponsoring a search committee event on Friday, Oct. 31, 2008. The Cornell Interactive Theatre Ensemble (CITE) will present a piece on unintentional gender bias, *It Depends on the*

New Faculty Orientation

The second year of the University-wide faculty orientation program began on September 4 with a welcome breakfast hosted by President Joel Seligman and Provost Ralph Kuncl.

The UR Year One program includes interactive seminars and colloquia, coupled with social events for adults and families, through May 2009. The program is aimed at supporting our newest community members' growth and success while helping them comfortably settle in. The seminars address critical factors in faculty success: the promotion process, support for research, and the achievement of excellence in the classroom. The Phelps Colloquia, a yearlong series of lunchtime discussions showcasing multidisciplinary research, invites new faculty to join senior colleagues in an exploration of some of the University's most compelling scholarship. Social and family events introduce new faculty to a rich selection of the University's "crown jewels," including the music of the Eastman School, exhibitions at the Memorial Art Gallery, and the beauty of River Campus gardens and lawns. For specific topics, times, and dates for UR Year One, 2008–2009, see www.rochester.edu/diversity/faculty/facultydevelopmentprograms.

Lens, to all University search committee members.

The CITE program begins with a recorded faculty search committee deliberation scenario. After viewing the scenario, the participants may question the fictional search committee members about their behavior and motivations. This is followed by open discussion about issues of unintentional bias that creep into the faculty search process. This program has received rave reviews at Cornell, NYU, Princeton, RIT, Syracuse, and UCLA. Please call or e-mail Maggie Cassie for more information about the Oct. 31 program.

Faculty Senate Meeting Focuses on Faculty Diversity

On Tuesday, Oct. 14, 2008, at 4:00 p.m., Lynne Davidson will present the latest information about the Faculty Diversity Initiative and lead a discussion about the program at the meeting of the Faculty Senate. The meeting will be held in 318 Gleason Hall on River Campus. All faculty are invited.

The Meliora Opens Dining Room for Faculty and Staff

Responding to requests for an exclusive dining area, in January 2008, The Meliora

opened the Faculty Club, a 60-seat dining room primarily reserved for faculty and staff. Located in Salon D on the third floor of the restaurant, the Faculty Club is open from 11 a.m. to 2 p.m. Monday through Friday. The menu includes a combination of soups, salads, and hot entrees served buffet style. Beer and wine may also be purchased.

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

