

# Faculty Development *News*

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A Publication of the Office for Faculty Development and Diversity

## An Examination of the 2008 Hiring and Retention Data

In August 2008, each University of Rochester school submitted a progress report on faculty hiring and retention. Reports included data on applicants, new hires, promotions, and departures, as well as information related to recruitment efforts and use of the University's family-friendly policies.

Here is a sample of what we learned from our data:

Between July 1, 2007, and June 30, 2008, the University hired 199 new faculty. Of those, 46.7 percent were women, and 5.5 percent were underrepresented minorities.

Also during the 2008 academic year, there were 125 faculty promotions. Of those, 29.6 percent were women, and 1.6 percent were underrepresented minorities.

During the 2007–08 faculty search year, there were 31 searches for which we have applicant data. From those 31 searches, 1,174 applicants responded to our online survey. Of those applicants, 29.6 percent were women, and 7.2 percent were underrepresented minorities.

This was the first year of a new data collection process. Over time, we hope to learn more about our strengths and weaknesses as we work to make the University of Rochester a more diverse and welcoming place. (For current faculty demographics, please visit [www.rochester.edu/diversity/statistics/index.html](http://www.rochester.edu/diversity/statistics/index.html). And for more information about our data collection process, contact [lynne.davidson@rochester.edu](mailto:lynne.davidson@rochester.edu).)

## Upcoming Events

[Fri., Jan. 23, 2009, Strong Auditorium, 6:30 p.m.](#)

**Martin Luther King Jr. Commemorative Address: "A Dream Fulfilled? Identity, Leadership, and Empowerment for the 21st Century,"** featuring Nikki Giovanni, poet, writer, commentator, activist, and educator.

[Tues., Feb. 3, Schlegel Hall, Room 107, 3 to 4 p.m.](#)

**River Campus Faculty Diversity Town Hall Meeting:** This is your chance to ask questions about the University's Faculty Diversity Initiative and to offer suggestions to those responsible for administering the program.

[Fri., Feb. 6, 2009, Rush Rhees Library, Welles–Brown Room, 3 p.m.](#)

**Global East Asia Symposium and Film Screenings:** This two-day event is part of the Humanities Project. More details will be posted as they become available.

[www.rochester.edu/calendar/?event&id=441851](http://www.rochester.edu/calendar/?event&id=441851)

[Sun., Feb. 15, 2009, Memorial Art Gallery, Noon to 5 p.m.](#)

**Black History Month Family Day:** The whole family will enjoy hands-on art activities, storytelling, music and dance performances, and more. Free admission.

[www.rochester.edu/calendar/?event&id=441497](http://www.rochester.edu/calendar/?event&id=441497)

[Wed., Feb. 25, 2009, URMCC, Northeastern Room \(1–9525\), 3 to 4 p.m.](#)

**Medical Center Faculty Diversity Town Hall Meeting:** This is your second chance to ask questions about the University's Faculty Diversity Initiative and to offer suggestions to those responsible for administering the program.

[Thurs., Feb. 26, 2009, Helen Wood Hall, Loretta Ford Education Wing, 3 to 5:30 p.m.](#)

**School of Nursing Winter Celebration:** Sample food from around the world, enjoy music, and see the artwork supplied by the School of Nursing community. R.S.V.P. by Friday, Feb. 20, to [eva\\_wood@urmc.rochester.edu](mailto:eva_wood@urmc.rochester.edu) or [ulandus\\_powellquinn@urmc.rochester.edu](mailto:ulandus_powellquinn@urmc.rochester.edu).

[March 23–27, 2009, Eastman School Main Hall, noontime concerts](#)

**Fifth Annual Women in Music Festival:** The festival is a celebration of women involved in all aspects of music, including composition, performance, teaching, scholarship, and administration. Five concerts featuring works written by women composers will form the cornerstone of this celebration.

[www.rochester.edu/Eastman/calendar/?event&id=441245](http://www.rochester.edu/Eastman/calendar/?event&id=441245)

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## Update on Faculty Diversity Task Force Recommendations

On October 10, 2006, the Task Force on Faculty Diversity and Inclusiveness issued a report detailing 31 recommendations that provided the basis for further progress in making our University a more inclusive and welcoming campus for all faculty regardless of gender, race, and ethnicity. We have made significant progress in implementing these recommendations at the university, school, and department levels. For details about our progress, please see [www.rochester.edu/diversity/faculty/facultypdf/2006TaskForceRecs.pdf](http://www.rochester.edu/diversity/faculty/facultypdf/2006TaskForceRecs.pdf).

## Faculty Diversity Recruitment Funds

Funding is available to support faculty members' attendance at academic conferences, symposia, and other professional association meetings for the purpose of recruiting faculty that would increase the diversity of their department or school. Faculty may request up to \$1,500 to support travel and conference fees with the goal of building diverse applicant pools. For additional details, visit [www.rochester.edu/diversity/faculty/facultydiversityfund.html](http://www.rochester.edu/diversity/faculty/facultydiversityfund.html).

## Recruitment Packets Reminder

With recommendations from the University community, we continuously update and improve our Faculty Recruitment Packets. 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](mailto:maggie.cassie@rochester.edu).

## Compact on Faculty Diversity Recruiting Event

On October 23, 2008, several members of the University community attended the Institute on Teaching and Mentoring, sponsored by the Compact on Faculty Diversity. (See this article in a recent issue of *Inside Higher Ed*, [www.insidehighered.com/news/2008/10/27/mentoring](http://www.insidehighered.com/news/2008/10/27/mentoring).) Approximately 1,100 minority Ph.D. candidates and recent Ph.D. recipients attended this four-day conference. Recruiters may attend by invitation only, and we were one of approximately 30 schools at the conference this year. Attendees were told that the schools invited to recruit at this conference are only those that are serious about diversity.

As a result of our participation, we had an opportunity to speak with dozens of minority Ph.D. students who will be searching for faculty jobs within the next couple of years. We will use the contacts made at this conference to help us expand our faculty search pool.

## Family-Friendly Policies

On March 9, 2007, the University Board of Trustees approved new family-friendly policies for the *Faculty Handbook*. For more information about postponement of promotion or tenure review, modified duties and part-time assignments for new parents, and other family leave policies, please see Process for Promotion and Maternity Benefits and Family Care Leave in the [www.rochester.edu/provost/FacultyHandbook/Faculty\\_Handbook\\_07082008.pdf](http://www.rochester.edu/provost/FacultyHandbook/Faculty_Handbook_07082008.pdf).

## Diverse Voices: A Blog about Faculty Development and Diversity

The Office for Faculty Development and Diversity launched a blog on December 2, 2008. The blog is designed to stimulate discussion about the faculty diversity initiative within the Rochester community. The regular bloggers are the faculty diversity officers and the University intercessors. Please click on the title of a post and then scroll to the bottom to leave a comment. We encourage all faculty, staff, students, alumni, and community members to help us create a lively dialog! To share your comments, go to <https://blogs.rochester.edu/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. Money from the fund may be requested when the normal budget for the slot is insufficient due to market competition for the faculty member. The Fund should be used only to assist in the hiring or retention of specifically

identified candidates. See [www.rochester.edu/diversity/faculty/fund.html](http://www.rochester.edu/diversity/faculty/fund.html) for more information.

## Dual Career Support

Deans and department chairs who need assistance with dual-career hires should contact the Office for Faculty Development and Diversity for assistance. Also, please see the Higher Education Recruitment Consortium of Upstate New York Web site, which lists academic and staff jobs at academic institutions throughout New York State. See [www.upstatenyherc.org](http://www.upstatenyherc.org).

## Workshop on Gender Bias for Search Committees

On October 31, 2008, the Office for Faculty Development and Diversity sponsored a workshop on gender bias for faculty university wide. The workshop focused on uncovering gender bias in the search committee process and included a presentation on the academic literature associated with this topic. Workshop participants overwhelmingly recommended that this workshop, or at least the relevant research, be shared with others in our academic community. Please

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contact [lynne.davidson@rochester.edu](mailto:lynne.davidson@rochester.edu)  
for more about research on gender bias.

## **Request for Proposals for 2009–10 Multidisciplinary Awards**

The Multidisciplinary Fund provides seed money on a competitive basis for innovative scholarly research activity that clearly crosses the boundaries of disciplines, departments, or schools at the University of Rochester. The 2009 deadline is March 1. Faculty may visit [www.rochester.edu/provost/multidisciplinary](http://www.rochester.edu/provost/multidisciplinary) for details and applications.

## **Leadership Development for Midcareer Faculty Offered Jan. 26**

The Office of Faculty Development–Medical Education is holding a conference for faculty who are interested in career advancement. Topics include the role of awards in enhancing professional visibility; gender differences in awards for professionals in science, technology, and medicine; and basic leadership skills, for successful career development. Register now, as space is limited. For details and registration form, go to [www.urmc.rochester.edu/cpe/documents/LeadershipDevelopment.pdf](http://www.urmc.rochester.edu/cpe/documents/LeadershipDevelopment.pdf).

## **Office for Faculty Development and Diversity**

### **Lynne J. Davidson**

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

### **Maggie Cassie**

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

### **Malora Zavaglia**

Administrative Assistant  
[malora.zavaglia@rochester.edu](mailto:malora.zavaglia@rochester.edu)  
(585) 273-5664

