

Faculty Development *News*

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A Publication of the Office for Faculty Development and Diversity

How Do We Compare to Our Peers?

Through our membership with the Consortium on Financing Higher Education (COFHE), we have an opportunity to make comparisons to peer institutions. One typical University of Rochester comparison group is the group of COFHE non-ivy schools, which includes Duke, Georgetown, Johns Hopkins, MIT, Northwestern, Rice, Stanford, University of Chicago, and Wash U. Please go to www.rochester.edu/diversity/statistics/peer.html to see the comparison data for arts and sciences faculty. It appears that we have more underrepresented minorities and more women at the associate professor ranks (in percentage terms) than our COFHE peers, but fall short at the other ranks. Because we are dealing with very small numbers, percentages may jump around quite a bit over time; however, we will continue to monitor these comparisons in the coming years.

It may also be of interest to look at the pool of potential candidates by academic field. The National Science Foundation (in conjunction with several other organizations) makes available the number of doctoral recipients by race and ethnicity in academic fields (broadly defined, see www.rochester.edu/diversity/statistics/2006SED.pdf). Although the pipeline remains small in some areas (e.g., 73 doctorates earned by black U.S. citizens in the physical sciences in 2006), that pipeline does exist and is growing.

Faculty Mentoring

On Friday, May 1, the Office for Faculty Development and Diversity hosted a workshop on faculty mentoring. The workshop included a discussion with a panel of University of Rochester faculty mentors and mentees, and a brief presentation by Mary Sorcinelli of UMass Amherst. Sorcinelli talked about the UMass Mutual Mentor-

Faculty Spotlight *A new feature of Faculty Development News designed to highlight new and early-career faculty*



Paul Ampadu

Professor Paul Ampadu received his Ph.D. in electrical and computer engineering from Cornell University in 2004. Previously, he worked on various chip design projects at the IBM Thomas J. Watson Research Center in Yorktown Heights, N.Y. At Microsoft, he helped ship the first Macintosh version of Japanese Word and the first 32-bit Windows version of Microsoft Word Far East. As an undergraduate student, he was honored as an Eminent Scholar and a University Scholar. During his graduate studies, he was awarded a Semiconductor Research Corporation (SRC)

master's scholarship and an IBM doctoral fellowship. Currently, he is an assistant professor of electrical and computer engineering and directs the Embedded Integrated Systems-on-Chip (EdISon) Research Group, which performs research on energy-efficient and reliable electronics. Paul is the faculty advisor for the UR Robotics Group and the University of Rochester chapter of the National Society of Black Engineers (NSBE). He enjoys cycling, ping-pong, and cooking in his spare time.



Katherine Ciesinski

With four decades of professional singing and a most successful tenure at the University of Houston paving the way, Katherine Ciesinski arrived at Eastman with vigor and rigor to improve the number of our vocal students who reach high visibility by means of their superior education and standards of excellence, creativity, and leadership. She has always viewed performing as a unique form of education for performer and audience alike and is overjoyed to be of service in such a vibrant academic community.

Katherine looks forward to many opportunities to collaborate in ways that link varied disciplines and that connect us meaningfully to our local and global communities, and her secret ambition is to be a dancer. This dream may also be realized in Rochester if she can just land an audition for Garth Fagan.

If you know new or early-career faculty who should be part of "Faculty Spotlight," please contact Lynne Davidson (lynne.davidson@rochester.edu).

ing program, which is funded in part by a \$400,000 grant from the Mellon Foundation (see www.umass.edu/ofd/mentoring/index.html). Sorcinelli has done similar presentations at other campuses, including University of Michigan-Ann Arbor, University of Southern California, and University of Virginia. The goals of the mentoring workshop were to start a University-wide discussion about this University's own specific mentoring needs, to share the research on the importance of mentoring for junior faculty and the research on the particular

needs of those faculty who are from traditionally underrepresented groups, to hear about some of our own internal mentoring successes, and to hear about a successful model from another university that we may be able to adapt for our own use.

The next step is to form a working group to design a Rochester mentoring program that we will propose to the deans and Provost Kuncl in the fall. Our goal is to launch the new mentoring program on or about January 1, 2010.

Exit Interviews

Recommendation 15 of the 2006 Report of the Task Force on Faculty Diversity and Inclusiveness states that “There are no University-wide data that can help us understand the reason for faculty departures. Such data may help us determine if women or underrepresented minority faculty leave the University for different reasons than other faculty.” The Office of the Provost will now implement a Web-based, University-wide faculty exit survey. We will survey all departing faculty, including those who have retired. The information from this survey will be aggregated and presented back to the deans and the University community in the annual report on diversity.

Town Hall Meetings

The Office for Faculty Development and Diversity and the faculty diversity officers held three town hall meetings during the spring 2009 semester—one at River Campus, one at the Medical Center, and one at the Eastman School. These town hall meetings served as another opportunity for faculty, staff, and students to ask questions about the diversity program and offer their own ideas to those who are responsible for designing and implementing programs. We intend to follow up on suggestions that we heard at these town hall meetings and will keep the University community informed about such activities.

If you missed our town hall meetings and would like an opportunity to raise questions of—or make suggestions to—those responsible for the faculty diversity initiative, or if your department would like to have its own town hall meeting on faculty diversity, please contact Lynne Davidson (lynne.davidson@rochester.edu).

Intercollegiate Upstate Agora on Inclusive Excellence

The Office for Faculty Development and Diversity has joined with other local colleges and universities to create a network of local academics whose work involves diversity. The Intercollegiate Upstate Agora on Inclusive Excellence recently created the following vision statement:

The Intercollegiate Upstate Agora on Inclusive Excellence

- Provides a network for diversity professionals and those working on diversity

Upcoming Events

Sat., May 16, 2009, Frederick Douglass Building, Douglass Dining Center, 5:30 to 9 p.m.

Office of Minority Student Affairs (OMSA) Annual Senior Dinner: The OMSA Senior Dinner is a celebration honoring the successes and accomplishments of the graduating seniors in the Class of 2009 who are affiliated with the Office of Minority Student Affairs. Rochester Alumnus Paul Patrick, M.D., will be the Keynote Speaker at the event. www.rochester.edu/calendar/?event&id=472933

Sun., May 31, 2009, Memorial Art Gallery, noon to 5 p.m.

Asian Pacific American Heritage Family Day: The whole family will enjoy hands-on art activities, storytelling, music and dance performances, tours of the collection, and more. <http://mag.rochester.edu/calendar/?event&id=441496>

June 12–20, 2009, Downtown Rochester

Rochester International Jazz Festival: Smokey Robinson, Dave Brubeck, Michael McDonald, Taj Mahal, Carolyn Wonderland, Jake Shimabukuro, Susan Tedeschi, and S.M.V. “The Thunder Tour” with Stanley Clarke, Marcus Miller, and Victor Wooten will headline the eighth annual Xerox Rochester International Jazz Festival. www.rochesterjazz.com

Sat., July 25, 2009, Liberty Pole to Frontier Field, 11:30 a.m.

Puerto Rican Parade Main Street: All are invited to celebrate the cultural traditions of Puerto Rico at the 2009 Rochester Puerto Rican Parade. For sponsorship opportunities or to participate, please visit www.rochesterprparade.com/.

issues in higher education

- Creates a marketplace of ideas where information is shared and energy and excitement are exchanged
- Allows for collaboration on programs, events, and workshops

For more information about our participation in the Agora, please contact Maggie Cassie (maggie.cassie@rochester.edu).

The University of Rochester Press Announces Two New Book Series

Eastman/Rochester Studies in Ethnomusicology is under the direction of series editor Ellen Koskoff, professor of Ethnomusicology at the Eastman School, and is now inviting submissions of work on all aspects of music in contemporary world cultures. *Gender and Race in American History* will be overseen by series editors Alison M. Parker, a faculty member at SUNY Brockport, and Carol Faulkner of the Syracuse University faculty. Interested in interrelated factors such as religion, class, region, and

sexuality, the series seeks manuscripts that focus specifically on the complex interconnections of race and gender and encourages manuscripts that have transnational or global perspectives on American history. www.urpress.com/.

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

