

# Faculty Development *News*

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A Publication of the Office for Faculty Development and Diversity

## Welcome Vivian Lewis, M.D. to the Office for Faculty Development and Diversity

Lynne Davidson, Deputy to the President and Vice Provost for Faculty Development and Diversity, will step down from these posts on October 1. During the past three years, the Office for Faculty Development and Diversity has implemented the 31 recommendations of the 2006 Report of the Task Force for Faculty Diversity and Inclusiveness. Of greatest significance, the faculty diversity initiative has established a strong new assessment program; increased the amount, visibility, and relevance of the Special Opportunities Fund; and overseen the spread of best practices that will lead to the hiring and retention of a more diverse faculty.

For the balance of this academic year, Vivian Lewis, M.D. will serve as Acting Deputy to the President and Acting Vice Provost for Faculty Development and Diversity. Vivian has overseen diversity initiatives at the Medical Center and has been a member of the University Faculty Diversity Officers Committee since its inception. During the spring semester, President Seligman will conduct a search for a permanent successor to Lynne.

## New Presidential Diversity Award

President Seligman is pleased to announce the new Presidential Diversity Award. This award will recognize the accomplishments of faculty, staff, students, units, departments, and teams who contribute to diversity and inclusion through exemplary leadership. The Diversity Awards Selection Committee will recommend a maximum of two award recipients per year to President Seligman. Each Presidential Diversity Award includes a \$2,500 prize. Individual award winners will receive half of the \$2,500 prize and will designate half to

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



### Judy Marquez Kiyama

Judy is an assistant professor of higher education in the Educational Leadership program at the Warner School of Education. Her research and teaching interests focus on college student access, outreach, and choice with particular interest in underrepresented students and their families. Judy is currently working on a collaborative research project with faculty and students from Warner and representatives from the Ibero-American Action League. This project aims to better understand the state of Latina/o education in the Rochester City School District. Judy also has worked in student affairs leadership programs, multicultural affairs, and retention and other college student initiatives at the University of Arizona and Fairleigh Dickinson University. She earned her Ph.D. in higher education from the University of Arizona. When not reading for class or research, Judy enjoys reading for fun and has the *Twilight* series sitting on her shelves just waiting to be opened!



### Aran Garcia-Bellido

Aran investigates elementary particles at high-energy accelerators to establish their characteristics and to search for new particles and interactions. He leads a team of scientists at the Tevatron Collider at Fermilab, near Chicago, to study the top quark: the heaviest fundamental particle. "Top" weighs as much as an atom of gold, and it offers a unique opportunity for advancing our understanding of the laws of physics. Aran obtained his Ph.D. in 2002 searching for "dark matter" at the previous LEP accelerator at CERN, near Geneva, Switzerland. He then moved to Fermilab as a postdoc with the University of Washington, Seattle, and last year joined the very active University of Rochester High Energy Physics group as an assistant professor. He is already participating in the preparations for the new Large Hadron Collider at CERN, which will start operating this winter, and hopefully provide a lot of scientific surprises. Aran enjoys traveling, skiing, and eating Spanish food.

*If you know new or early-career faculty who should be part of "Faculty Spotlight," please contact Maggie Cassie ([maggie.cassie@rochester.edu](mailto:maggie.cassie@rochester.edu)).*

support the budget of a program or department of the winner's choice. Team award winners will designate the entire \$2,500 prize to the program or department of the team's choice. (Winners will choose from those programs and departments that are doing work in the area of diversity or inclusion.) Nominations are due November 16. For a nomination form, please go to [www.rochester.edu/diversity/award](http://www.rochester.edu/diversity/award).

## Report to Be Released: Improving Faculty Recruitment and Retention at the University of Rochester: A Diversity and Inclusion Initiative

Between October 2008 and May 2009, Vice Provost Lynne Davidson, Intercessor Frederick Jefferson, and Senior Associate Provost Carol Shuherk conducted a faculty listening tour, meeting with 94 faculty

members representing all six schools of the University of Rochester in one- to one-and-one-half-hour meetings. Some faculty were chosen to participate in the listening tour randomly and others were chosen because they belong to a demographic group that we consider underrepresented in their department or school. This included women in engineering, sciences, and business; men in nursing; African American, Hispanic or Latino, and Native American throughout the University; and Asians in some parts of the University.

The listening tour meetings were meant to generate ideas for new or improved processes and policies that would have the aim of creating a more diverse and inclusive environment for Rochester faculty. While all listening tour conversations are confidential, the conclusions will be summarized in a report of recommendations to be released shortly. These recommendations will lead the University into the second phase of its three-year-old faculty diversity initiative.

## Workshops on Race and Ethnicity in Faculty Recruitment and Retention Kick Off with William Julius Wilson

William Julius Wilson, the Lewis P. and Linda L. Geysler University Professor at Harvard University, will begin the October 2 program with his keynote address, "Race and Affirmative Opportunity in the Barack Obama Era." Professor Wilson is a recipient of the 1998 National Medal of Science, the highest scientific honor awarded in the United States. A MacArthur Prize Fellow from 1987 to 1992, Wilson has been elected to the National Academy of Sciences, the American Academy of Arts and Sciences, the American Philosophical Society, the National Academy of Education, the Institute of Medicine, and the British Academy. He is the author of several award-winning books, including *The Declining Significance of Race* (1978), *The Truly Disadvantaged* (1987), and *When Work Disappears* (1996). His most recent book is *More than Just Race: Being Black and Poor in the Inner City* (2009). This keynote address is on October 2 at 9 a.m. in the Interfaith Chapel and is open to the University community.

The day will continue for the University's academic leadership and other interested

## Upcoming Events

### Our Flesh and Blood: A Disabilities Film Series

**Sept. 2 to Oct. 28, 2009, Dryden Theatre**

<http://dryden.eastmanhouse.org/program-highlights/our-flesh-and-blood-a-disabilities-film-series>

### Latino Cultural Fair

**Tues., Sept. 29, 2009, Medical Center, Flaum Atrium, noon to 2 p.m.**

[www.rochester.edu/diversity/affinity/latino](http://www.rochester.edu/diversity/affinity/latino)

### Mentoring for Success: James Kahn, M.D., Professor, Department of Medicine, University of California, San Francisco, Presenter

**Wed., Oct. 14, 2009, Helen Wood Hall Auditorium, 1W-304, noon to 1 p.m.**

[www.urmc.rochester.edu/education/faculty-development](http://www.urmc.rochester.edu/education/faculty-development)

### Let's Talk about Diversity at Eastman School of Music

**Thurs, Oct. 15, 2009, Eastman Commons Directors' Meeting Room, noon to 1:30 p.m.**

[www.rochester.edu/diversity/eventscalendar/?event&id=496729](http://www.rochester.edu/diversity/eventscalendar/?event&id=496729)

### Lewis Henry Morgan Lecture: James Ferguson, Stanford University. "Declarations of Dependence: Labor, Personhood, and Welfare in South Africa and Beyond"

**Wed., Oct. 21, 2009, Hutchison Hall, Lander Auditorium, 7 p.m. to 9:30 p.m.**

[www.rochester.edu/College/ANT/morgan/upcoming.html](http://www.rochester.edu/College/ANT/morgan/upcoming.html)

faculty with discussions of race and ethnicity in faculty recruitment and retention: "Should I Stay or Should I Go? Workshop on Faculty Retention" is followed by "No More Excuses: Recruiting a Diverse Faculty." For more information, contact Maggie Cassie ([maggie.cassie@rochester.edu](mailto:maggie.cassie@rochester.edu)).

## Diversity Agora Event at Rochester

On November 2, the University of Rochester will be hosting the Intercollegiate Diversity Agora on Inclusive Excellence, a consortium of 27 upstate New York colleges and universities.

The Office for Faculty Development and Diversity has joined with these colleges and universities to create a network of local academic administrators whose work involves diversity. The Office for Faculty Development and Diversity will describe the work of our faculty diversity initiative to our neighbor institutions.

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

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