

# Recruitment and Retention of Diverse Faculty: A look at the Rochester Institute of Technology

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## **Abstract:**

Woven throughout the Rochester Institute of Technology strategic plan is its student-centered approach toward diversifying the faculty and administration with an emphasis on increasing the number of female faculty in STEM fields and AALANA faculty in all fields. RIT sees this as a driving force to positively impact undergraduate student diversity as well as aiding in improving graduation rates across all demographics.

Collaborating with colleges, departments, Human Resources and administration, the RIT Office of Faculty Diversity & Recruitment employs a variety of programs and initiatives to increase the pipeline of candidates for faculty searches and to support the retention of historically unrepresented faculty populations. The presentation will highlight the following:

--Future Faculty Career Exploration Program: signature four-day program to bring diverse scholars to campus. This program allows scholars to get a better understanding of the faculty search and interview process, and allows the institution to get a better understanding of their research agenda and potential fit.

--College Liaisons for Faculty Recruitment: partnership the Deans' offices, human resources and the Office of Faculty Diversity and Recruitment to facilitate search and selection process.

--Faculty Recruiters: a team of recruiters works directly with search committees proactively reaching out to historically underrepresented scholars to increase representation in the candidate pools.

--Holistic Approach to Retention: Supported through the Divisions of Academic Affairs and Diversity and Inclusion there are number of programs to support, retain and promote the career success of AALANA and women faculty including dual career, tenure and promotion and mentoring.

## **Presenters:**

Dr. Keith B. Jenkins, Professor of Communication, Vice President and Associate Provost, Division of Diversity & Inclusion, Rochester Institute of Technology

Dr. Donathan Brown, Associate Professor of Communication, Assistant Provost and Assistant Vice President for Faculty Diversity and Recruitment, Rochester Institute of Technology

## **Notes:**

This session proposal was submitted by Lorraine Stinebiser on behalf of Dr. Jenkins (kbgpt@rit.edu) and Dr. Brown (dlbddi@rit.edu)