



Placing Faculty Diversity at the Center: An Integrative Approach

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Diversifying our Faculty: An RIT Approach

- **Challenge:** Diversifying women in STEM and BIPOC faculty across RIT.

- **Approach:** Data-driven, intentional & overall aggressive
 - *Audit our policies, processes, people and procedures.*
 - *Who is doing what: A Look Across the Higher Ed Landscape.*
 - *Why not engage the data?*

- **Outcomes:** Simply Extraordinary
 - 83% increase in referrals sent to faculty search committees in first year.
 - Warm Leads exceeded 35%+ growth for three consecutive years & counting
 - Noted as a “best practice” in faculty diversity by numerous outlets

Campus Visit Model

- Engaging PWI's & MSI's
- Make the case for RIT and Rochester
- Provide insight to better position scholars and artists for the academic job market:
 - Crafting a compelling application
 - Making the move from grad student to Assistant Professor



Future Faculty Career Exploration Program

Future Faculty Career Exploration Program

September 23-26, 2020

A rigorous four-day program designed for African American, Latino American, and Native American (AALANA) scholars to experience a “behind the scenes” glimpse into life as a faculty member here at the Rochester Institute of Technology.

You’ll spend time learning from and networking with RIT administration, faculty and students, practicing your interview skills and job-talk presentation – while exploring the research, teaching and service expectations of RIT faculty.

RIT | Division of Diversity and Inclusion
**Office of Faculty
Diversity and Recruitment**

 @RIT.OFDR
 @FacultyRecruit





Pathways

to RIT art & design edition

Join us for an “academic open house” to learn more about **faculty career paths** and opportunities within the RIT College of Art and Design. Historically underrepresented minority and women MFA candidates and graduates, artists, designers and photographers who want to **explore** how to apply or **understand** what it would take to land a faculty position are encouraged to register.

Wednesday, January 19
Hosted on Zoom
11:15am to 12:45pm (EST)



Register
bit.ly/PathwaystoRIT

RIT Division of Diversity and Inclusion
Office of Faculty
Diversity and Recruitment College of
Art and Design

Pathways to RIT

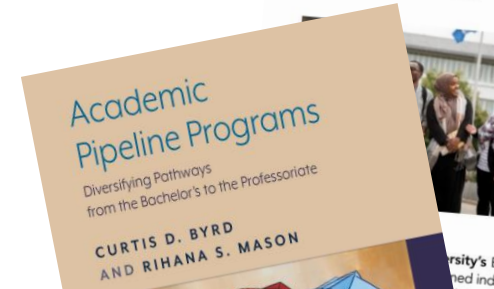
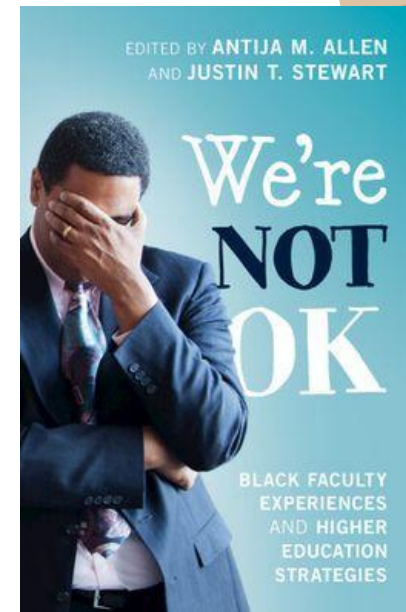
- **Purpose:** To assist scholars and artists who will soon be on the job market better understand RIT and the Greater Rochester area.
- **Execution:** Attendees will meet with the administration and faculty in their respective host colleges, learning about different aspects of faculty life, etc.

Scholars Network

- Receive discipline-specific faculty and fellowship opportunities & connect with search committees
- We recruit talented scholars year-round and will contact you when positions become available.
- Since September 2019 to present, over 1,100 scholars in our Network

National Recognition

- *Academic Pipeline Programs, Diversifying Pathways from the Bachelors to the Professoriate (2021)*
- *HEED Award (2021)*
- *We're Not Ok: Black Faculty Experiences and Higher Education Strategies (2022)*



RECRUITMENT AND RETENTION

THE 2021 HEED AWARDS



#IAMRITFACULTY

Rochester Institute of Technology's (RIT) Office of Faculty Diversity and Recruitment launched the #iamRITfaculty social media campaign to recognize and celebrate the university's excellent and diverse faculty. #iamRITfaculty presents these personnel in both a personal and professional manner while highlighting the shared identity of being RIT faculty. Through videos and photos, the campaign shares perspectives directly from these individuals as they discuss life as a scholar at RIT and as a community member within the greater Rochester area.