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

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.
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)**