Faculty Diversity Collaborative

Sangeeta Rao, PhD
Senior Director of Mentoring and Faculty Outreach

Joanne Cattafesta, PhD
Director for Gender Equity and Leadership Development

Faculty Diversity Collaborative's goal:

Promote institutional transformation through sustainable attention to the full spectrum of needs to build, retain, and advance a diverse faculty.

RECRUITMENT → ONBOARDING → EARLY-CAREER → MID-CAREER → LEADERSHIP

TRANSITIONS

RUTGERS
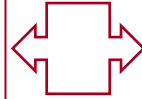University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Faculty Diversity Collaborative
Programmatic Approach

ADVANCE

Building knowledge and skills through core workshops and venues for professional development that lead to career advancement and gratification.

ENGAGE

Cultivating an inclusive community that celebrates and nurtures scholars intellectually and professionally as well as socially
Connecting individuals to a robust peer network that is institutionally sustained.
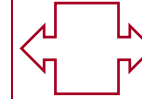
MENTOR

Building a culture of mentoring and inclusion that recognizes a mosaic of resources and individuals are necessary to help current and future faculty achieve their professional, academic, and/or personal development goals.

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Faculty Diversity Collaborative (FDC) Core Team

Sangeeta (Gita) Lamba, MD

Vice President for Faculty Development and Diversity, Vice Chancellor for Diversity and Inclusion - RBHS

Corinne Castro, PhD

Senior Director for Faculty Diversity and Institutional Transformation

Sangeeta Rao, PhD

Senior Director of Mentoring & Faculty Outreach

Joanne Cattafesta, PhD

Director of Gender Equity and Leadership Development

Carmen Castro

Director of FDC Programs

Alim Jackson

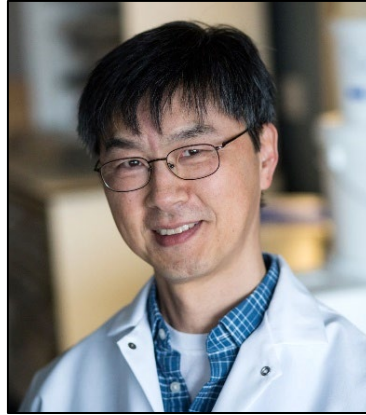Administrative and Programming Specialist

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Campus-wide Connections:
Faculty Diversity Collaborative (FDC) Campus Directors

Hazel-Anne M. Johnson-Marcus, PhD

Senior Director for Faculty Diversity & Inclusion, DICE
New Brunswick Director

Kwangwon Lee, PhD

Associate Professor and Director of Undergraduate Biology
Camden Campus Director

Humberto R. Jimenez, PhD

Clinical Assistant Professor at the Ernest Mario School of Pharmacy
RBHS Campus Director

Ashaki Rouff, PhD

Associate Professor Earth & Environmental Science
Newark Campus Director

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

OASIS Leadership and Professional Development Program

The OASIS Leadership and Professional Development program is designed to attend to the unique needs and challenges women face in academia through mentorship and support, combating isolation through community.

Program for Early Career Excellence (PECE) Workshop Series

The Program for Early Career Excellence (PECE) Workshop Series is designed to support Rutgers' mission to retain and advance a diverse faculty through professional advancement workshops that enable scholars to develop their scholarly work and identity and build connections within the Rutgers Community.

Rutgers Connection Network (RCN) Mentoring Program

The Rutgers Connection Network (RCN) Mentoring Program is designed to advance a culture of mentoring and inclusion at Rutgers and increase the engagement and scholarly productivity of Rutgers faculty by providing the infrastructure, training, and facilitation to enable effective and collaborative mentoring partnerships *beyond the departmental level.*

Rutgers Women in Leadership Series

The Rutgers Women in Leadership Series provides opportunities to explore the unique issues women may encounter on the path to leadership and in leadership roles. Faculty develop communication and leadership skills, build confidence in and capacity for leadership, and learn strategies for mitigating bias and discrimination that can negatively shape their leadership experience.

Mutual Mentoring Grant Program

The Mutual Mentoring program supports faculty at any career stage in developing robust mentorship networks, within and outside of Rutgers University, to combat isolation and ensure all faculty have the resources they need to thrive.

AEM E-CARE (Early Career and Racial Equity) Program

The E-CARE program (pilot Spring 2022) is designed to promote inclusive community, combat isolation, and mitigate against bias that can negatively shape the experiences of early career faculty who are underrepresented in academia and/or whose research focus is on racial equity and disparities.

AEM I-LEAD Program

The AEM I-LEAD Program (pilot launch Spring 2023) is designed to promote diversity in the academic leadership ranks by supporting a cohort of emerging advanced leaders to combat isolation and develop community to manage the unique challenges that diverse leaders face.

Inclusive Mentorship Development

These skill building workshops (pilot 2021-2022) provide strategies to help mentors create *psychologically safe* environments and help mitigate the potential impact that bias might have in a mentoring relationship.

OASIS Leadership and Professional Development Program

The OASIS Leadership and Professional Development program is designed to attend to the unique needs and challenges women face in academia through mentorship and support, combating isolation through community.

Objectives

- Enhance communication and leadership competencies
- Expand networks of mentors, colleagues and sponsors
- Support faculty's promotion, tenure and advancement ambitions and increase professional visibility
- Increase scholarly productivity
- Apply knowledge to create actionable plans for achieving goals
- Strengthen life-work resiliency
- Reduce isolation and create communities of support

Who Can Apply

- Full-time faculty who identify as women with appointments in any of the four chancellor units, from all career tracks and stages.

Application Process

- Call for Applications for next OASIS cohort opens **July 2023**
- https://diversity.rutgers.edu/OASIS

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Rutgers Women in Leadership Series

The Rutgers Women in Leadership Series provides opportunities to explore the unique issues women may encounter on the path to leadership and in leadership roles. Faculty develop communication and leadership skills, build confidence in and capacity for leadership, and learn strategies for mitigating bias and discrimination that can negatively shape their leadership experience.

Objectives

- Explore various academic leadership roles and engage with campus and senior leaders
- Build confidence in and capacity for leadership by enhancing communication and leadership skills
- Develop strategies for mitigating bias and discrimination that can negatively shape one's leadership experience
- Expand networks of mentors, colleagues and senior leaders
- Reduce isolation and create communities of support

Who Can Apply

- All Rutgers faculty are welcome to sign-up and attend.

Application Process

- **None.** As many faculty found the RBHS Women's Leadership offerings incredibly valuable, they are now open to faculty from all chancellor units.

Identity and Leadership (I-LEAD) Faculty Initiative

The Identity and Leadership (I-LEAD) Faculty Initiative provides opportunities to explore the unique challenges often faced by diverse faculty on the path to and in academic leadership roles. Faculty develop communication and leadership skills, build confidence in and capacity for leadership, and learn strategies for mitigating bias and discrimination that can negatively shape their leadership experience.

Objectives

- Understand identity, intersectionality, leadership in academia
- Share identity related challenges/experiences in leadership
- Develop strategies for navigating leadership as an outsider within and mitigating bias and discrimination
- Discuss disruptive and transformational leadership as one path towards institutional change
- Expand networks of mentors, colleagues and senior leaders
- Reduce isolation, create communities of support and solidarity

Who Can Apply

- Full-time faculty who identity as women and/or faculty of color at the rank of Associate Professor (or higher) and/or hold emerging leadership roles (i.e., Assistant Dean, Division Chief, Program Director, Director).

Application Process

- Call for Applications for pilot cohort opens in **Fall 2023**

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Program for Early Career Excellence (PECE) Workshop Series

The Program for Early Career Excellence (PECE) Workshop Series is designed to support Rutgers' mission to retain and advance a diverse faculty through professional advancement workshops that enable scholars to develop their scholarly work and identity and build connections within the Rutgers Community.

Objectives

- Develop faculty's scholarly work and identity
- Build connections within the Rutgers community
- Understand diversity and inclusion in academia

Who Can Apply

- All Rutgers faculty are welcome to sign-up and attend. There is no formal application process because PECE is a workshop series open to all faculty.

Application Process

- **None**. As many faculty found the PECE workshop offerings incredibly valuable, they are now open to all Rutgers faculty.
- https://diversity.rutgers.edu/PECE

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

AEM E-CARE (Early Career and Racial Equity) Program

The E-CARE program (pilot Spring 2022) is designed to promote inclusive community, combat isolation, and mitigate against bias that can negatively shape the experiences of early career faculty who are underrepresented in academia and/or whose research focus is on racial equity and disparities.

Objectives

- Reduce isolation and create communities of support
- Expand networks of mentors, colleagues and sponsors
- Support faculty's successful promotion and tenure ambitions and increase their professional visibility
- Increase scholarly productivity
- Strengthen life-work resiliency

Who Can Apply

- Early career full-time faculty with a study and research focus on racial equity and disparities and those groups historically marginalized from the academic and research missions

Application Process

- Call for Applications for next E-CARE cohort opens **July 2023**
- https://diversity.rutgers.edu/fdc-ecare

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Rutgers Connection Network (RCN) Mentoring Program

The Rutgers Connection Network (RCN) Mentoring Program is designed to advance a culture of mentoring and inclusion at Rutgers and increase the engagement and scholarly productivity of Rutgers faculty by providing the infrastructure, training, and facilitation to enable effective and collaborative mentoring partnerships *beyond the departmental level.*

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Objectives

- To advance a culture of mentoring and inclusion at Rutgers
- To increase the engagement and scholarly productivity of Rutgers faculty
- To build a network of support and a sense of community for Rutgers faculty

Who Can Apply

- Full-time faculty with appointments in any of the four chancellor units, from all career tracks and stages can join as mentees, mentors or peer-mentors.

Application Process

- Call for Applications for next RCN cohort of mentees opens **July 2023**. Mentors can join at anytime.
- https://diversity.rutgers.edu/RCN

Mutual Mentoring Grant Program

The Mutual Mentoring program supports faculty at any career stage in developing robust mentorship networks, within and outside of Rutgers University, to combat isolation and ensure all faculty have the resources they need to thrive.

Objectives

- To support individual faculty and faculty teams in meeting their mentoring needs.
- To support mentoring within 4 priority areas: Getting to know the Institution, Research Excellence, Developing Support Networks, Promotion & Tenure
- To combat isolation through the development of non-hierarchical collaborative networks

Who Can Apply

- Full time Tenure-track or Non-Tenure track faculty on continuing appointments.

Application Process

- The next grant application cycle opens March 2024

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Inclusive Mentorship Development

These skill building workshops (pilot 2021-2022) provide strategies to help mentors create psychologically safe environments and help mitigate the potential impact that bias might have in a mentoring relationship.

Objectives

- Building capacity for inclusive mentoring for faculty
- Promote culturally responsive mentoring to highlight similarities and bridge cultural differences between mentors and mentees

Who Can Apply

- Full time faculty interested in developing their own mentoring skills

How to Enroll

- Workshops offered each semester open to all Rutgers Faculty
- By invitation. The FDC can lead capacity building workshops for mentors within departmental mentoring programs.

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

Questions?

srao@oq.rutgers.edu

joanne.cattafesta@rutgers.edu

or

facultydiversitycollaborative@oq.rutgers.edu

RUTGERS
University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE