



RUTGERS

University Equity and Inclusion
FACULTY DIVERSITY COLLABORATIVE

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A HOLISTIC APPROACH TO FACULTY DIVERSITY AT RUTGERS UNIVERSITY

OUR COMMUNITY OF PRACTICE



The Faculty Diversity Collaborative serves as a community of practice, bringing dedicated staff together with Campus Faculty Diversity Liaisons to foster a sense of belonging and professional growth in the academy for all.

By bridging across four Chancellor-led units, we leverage the scale and size of Rutgers to:

- provide individualized and targeted support along the faculty life cycle,
- ensure culturally responsive mentoring,
- expand cross-campus networking, mentoring, and community-building opportunities to reduce isolation, and
- foster leadership ambition in diverse faculty and equip them with the skills to succeed.

Learn how the Advance, Engage, and Mentor (AEM) framework guides our efforts.

ADVANCE



We equip individuals with the resources to build skills through core workshops and venues for professional development that lead to career advancement and gratification.

ENGAGE



Engage refers to 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



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

CAREER STAGE-SPECIFIC SUPPORT

RECRUITMENT

ONBOARDING

EARLY-CAREER

MID-CAREER

LEADERSHIP

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

DEVELOP & GROW IN COMMUNITY

Cohort-based programs developed around three primary areas of support: promotion, leadership, and community



EARLY CAREER AND RACIAL EQUITY (ECARE) PROGRAM

The ECARE Program (pilot Spring 2022) is designed to promote an 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.



IDENTITY AND LEADERSHIP (I-LEAD) PROGRAM

The I-LEAD Program (pilot launch Spring 2024) 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.



OASIS LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAM

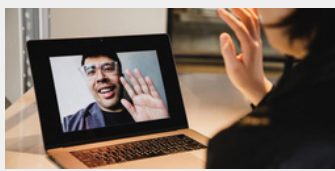
The OASIS Leadership and Professional Development Program is designed to attend to the unique needs and challenges women face in academia through mentorship and support, combating isolation through community.



RUTGERS CONNECTION NETWORK (RCN) FACULTY MENTORING PROGRAM

The RCN 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.

Multiple workshop series to foster professional growth, cultivate leadership skills, and support diverse mentorships



INCLUSIVE MENTORSHIP DEVELOPMENT

Skill-building workshops aid mentors in fostering psychologically safe environments and addressing bias in mentoring relationships.



PROGRAM FOR EARLY CAREER EXCELLENCE (PECE)

PECE supports Rutgers' mission to retain and advance a diverse faculty through professional workshops that foster scholarly development and community connections.



RUTGERS WOMEN IN LEADERSHIP SERIES

Explore the unique issues women may encounter in leadership roles in this series. Faculty develop skills, confidence, and strategies to combat bias and discrimination.

FURTHER OFFERINGS



MUTUAL MENTORING GRANT PROGRAM

Supporting the full spectrum of needs to sustain a diverse faculty

Individual and Team Grants are awarded each Spring.



FDC PEER NETWORK

Building an inclusive academy by promoting meaningful connections across campuses

Profile submissions are accepted on a rolling basis.



NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY

Helping faculty, post-docs, and graduate students thrive in the academy through training and mentoring resources

Use Rutgers' institutional membership to join for free!



LINK NEWSLETTER

Targeted outreach designed to spotlight our faculty community and reflect on progress

Published each semester; visit our website to review past issues.





OUR COMMUNITY *of* PRACTICE



Enobong (Anna) Branch
Senior Vice President for Equity



Sangeeta (Gita) Lamba
Vice President for Faculty Development
and Diversity



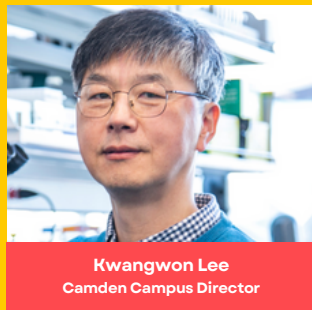
Corinne Castro
Senior Director for Faculty Diversity and
Institutional Transformation



Sangeeta Rao
Senior Director for Mentoring and Faculty Outreach



Joanne Cattafesta
Director for Gender Equity and
Leadership Development



Kwangwon Lee
Camden Campus Director



Hazel-Anne M. Johnson-Marcus
New Brunswick Campus Director



Ashaki Rouff
Newark Campus Director



Humberto Jimenez
RBHS Campus Director

2023-2024 Academic Year

Dear Faculty,

As we strive for a vibrant, inclusive, and engaged faculty community at Rutgers University, the Faculty Diversity Collaborative (FDC) provides a wealth of resources for you to connect with others and thrive. From longitudinal cohort-based programs to drop-in skill-building workshops, there is a chance for everyone to benefit from the cross-campus networking, mentoring, and community-building opportunities offered by the FDC.

To stay informed, visit diversity.rutgers.edu/fdc, [join our mailing list](#), and follow us on social media @RUDiversity.

Get connected today!

In partnership,

Anna Branch

Enobong (Anna) Branch, Ph.D.
Senior Vice President for Equity and Professor of Sociology

Sangeeta Lamba

Sangeeta Lamba, M.D., HSPED
Vice President for Faculty Development and Diversity