FACULTY DIVERSITY COLLABORATIVE
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 series of belonging and professional growth in the academy for all.

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

- provide individualized and targeted support along the faculty lifecycle
- 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.

DEVELOP & GROW IN COMMUNITY

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

FURTHER OFFERINGS

- MUTUAL MENTORING GRANT PROGRAM
- FDC PEER NETWORK
- NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY
- LINK NEWSLETTER
- OASIS LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAM
- EARLY CAREER AND RACIAL EQUITY (ECARE) PROGRAM
- IDENTIFY AND LEADERSHIP (I-LEAD) PROGRAM
- RUTGERS CONNECTION NETWORK (RCN) FACULTY MENTORING PROGRAM

ADVANCE

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

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.

EARLY CAREER AND RACIAL EQUITY (ECARE) PROGRAM

The ECARE Program (pilot Spring 2023) is designed to foster an inclusive community, combat isolation, and mitigate against biases that can negatively shape the experiences of early-career faculty who are underrepresented in academia and whose 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.

MULTI/PARTNER OFFERINGS

- CAREER EXCELLENCE (PECE) PROGRAM
- PROGRAM FOR EARLY CAREER EXCELLENCE (PECE)
- RUTGERS WOMEN IN LEADERSHIP SERIES

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

A HOLONISTIC APPROACH TO FACULTY DIVERSITY AT RUTGERS UNIVERSITY

Explore the unique house women help, partnering with leadership to sustain a robust faculty mentoring, skills, confidence, and strategies to combat inequity and discrimination.
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,

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