

FACULTY DIVERSITY COLLABORATIVE

A HOLISTIC APPROACH TO FACULTY SUCCESS AT RUTGERS UNIVERSITY

ENABLING FACULTY SUCCESS

The Faculty Diversity Collaborative serves as a resource giving faculty the agency for their own success. It also serves as a community of practice, bringing dedicated staff together with Campus Faculty Diversity Liaisons. Together, we aim to foster a sense of belonging and professional growth for all faculty.

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 aware mentoring, expand cross-campus networking, and cultivate community-building,
- Develop opportunities to reduce isolation, and
- Foster leadership ambition in diverse faculty, equipping them with skills for success.

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.

ADVANCE & 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 Early Career and Racial Equity (ECARE) program is designed to promote an inclusive community for early career faculty who may face isolation and bias in academia and/or whose research focuses on racial equity and disparities. All pre-tenure Rutgers faculty are welcome to apply.



IDENTITY AND LEADERSHIP (I-LEAD) PROGRAM

The Identity and Leadership (I-LEAD) program is designed to prepare faculty for academic leadership by holding space to reflect on their intersectional identities and experiences, consider the broader institutional systems and structures that may influence access to leadership opportunities and perceptions of their leadership effectiveness, and develop the skills necessary to lead in academia.



OASIS LEADERSHIP AND PROFESSIONAL DEVELOPMENT PROGRAM

The OASIS Leadership and Professional Development program is designed to promote an inclusive community, combat isolation, and mitigate against bias, helping faculty develop the skills necessary to advance, with special attention to the unique challenges women faculty may face as they navigate higher ranks and leadership in academia.



RUTGERS CONNECTION NETWORK (RCN) FACULTY MENTORING PROGRAM

The Rutgers Connection Network (RCN) Faculty 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.

FURTHER OFFERINGS

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

ADVANCEMENT & PROMOTION



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 navigate and advance in academia.



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!

ENGAGEMENT



FACULTY AFFINITY NETWORKS (FANs)

Faculty-led spaces for connection, support, career development, and advancement around unique and similar identity-based experiences
New FAN proposals accepted on a rolling basis

Current FANs include:

- LGBTQIA+ Faculty Network
- Transnational Scholars Network
- Disability, Accessibility & Inclusion Faculty Network
- Black Women Faculty Network
- Rutgers Non-Tenure Teaching Faculty Network



FDC PEER NETWORK

Building an inclusive academy by promoting meaningful connections across campuses

Profile submissions accepted on a rolling basis

MENTORING



MUTUAL MENTORING GRANT PROGRAM

Supporting the full spectrum of needs to sustain a diverse faculty

Individual and Team Grants awarded each Spring



CULTURALLY AWARE MENTORING

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





MEET *the* TEAM



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



Meet your Campus Liaison
for Faculty Success!



Joanne Cattafesta
Director for Gender Equity and
Leadership Development



Dawn Ogali-Frederic
Senior Program Administrator SPVR



Alim Jackson
Administrative and Programming Specialist

2024-2025 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