

The 2015-2016 academic year Connectivity Series included:

Faculty Service Assignments: Learning to Say No – November 6, 2016

Service work is an excellent way for you as a faculty member to familiarize yourself with the institution and allow you to become better known among your peers. However, faculty often find it difficult to find the balance between too much service and not enough. Often the reason new faculty take on too much service is the fear of saying no.

On November 6th, 2015, Dr. Laura Tubbs facilitated a panel session for women faculty in Stan McKenzie Commons from 1:00 PM to 2:00 PM. It featured seasoned faculty who shared their tips on how and when to say no to service opportunities, being strategic about service assignments, and finding that balance between teaching, scholarship, and service.

Leading and Succeeding Through Change – March 31, 2016

This talk highlighted how to be agile through the challenges of a changing environment and develop the ability to lead and succeed. The speaker is Radha Ratnaparkhi, who is currently the Vice President of Research Impact, where she is transforming the talent base for IBM research.

Michigan Players: The Fence – April 7, 2016

RIT welcomed the acclaimed Michigan Players, who featured their production of “The Fence,” which focuses on topics and situations experienced by faculty and academic administrators in the areas of promotion, tenure, and institutional climate. A touring theatre company housed in the Center for Research on Learning and Teaching (CRLT) at the University of Michigan, the CRLT Players create research-based performances that examine current issues in higher education. Using a range of innovative theatrical techniques, the actor’s performances will engage RIT faculty and academic administrators in critical reflection, respectful dialogue, and problem solving. Providing a ‘fly on the wall’ perspective, these performances focused on the tenure and promotion process and how gender and faculty rank influence dynamics and the decision-making process of tenure committees.

Bystander Awareness and Action – April 8, 2016

Maureen Scully co-created the term “tempered radicals” to explore how insiders in organizations can use their insider knowledge to advocate for change and support organizations in being more inclusive, socially responsible, and effective. She studies and conducts workshops on “bystander awareness and action.” Allies are vital for change efforts. Yet often a silence falls when something inappropriate is said or done. Bystanders of good will are likely to freeze. With a new lens on what’s at stake and some practical tactics at hand, bystanders can instead pivot a situation, so that inclusivity and equal opportunity are upheld as values. Come learn more about how to mobilize – and to join – the active bystanders.

Continuing the Conversation: Success Strategies for Research Focuses Faculty Women at RIT – May 2, 2016

This event was a follow-up to the session hosted by CREW in December: Success Strategies for Research Focused Junior Faculty Women at RIT. Findings from this session were to be discussed. The

moderator, Priya Natarajan, led a round table discussion about actions RIT can take to support research focused women faculty.

Toward a Diverse STEM Faculty – May 17, 2016

Dr. Pamela Cook presented an overview of literature on best practices to promote diversity among the STEM faculty. It focused particularly on studies that quantify the cognitive shortcuts that we all make with respect to gender, and with respect to other aspects of diversity, as well as the impact that these have on the climate for and success of faculty underrepresented in STEM fields, including women. Finally, it discussed practices for recruiting and especially for retaining/mentoring faculty.

P³ Presents Promotion to Professor: Making a Compelling Case – August 11, 2016

This session was for faculty submitting their package for promotion to full professor this year OR considering or planning to do so in the near future.

Discussion Participants: Jeremy Haefner, Provost; Anne Haake, Dean of GCCIS; and Peter Hauser, NTID Professor, Director, Deaf Studies Laboratory.

The presenters will offer tips and strategies for making the best case for promotion. There will be time for Q&A for participants to ask questions related to promotion to full professor.