

The 2018-2019 academic year *Connectivity Series* included:

Bystander Awareness & Action: Supporting a Vibrant Work Environment Workshop

When: Tuesday, April 30, from 9:00am - 11:00am and 2:00pm - 4:00pm

Where: SAU-1510/1829 Room

All full-time faculty members, department chairs/academic leaders, and staff who work closely with our students were invited to attend an interactive workshop that focused on bystander awareness and included time for discussion, practice, role-playing (voluntary), and practical takeaways. This spring, Dr. Maureen Scully, University of MA, Boston and Professor Tina Chapman DaCosta (Diversity Theater, DDI) offered a uniquely designed workshop using *Brick by Brick*, a film written and directed by Tina Chapman DaCosta that's set in 1941, to introduce multiple perspectives as well as Playback Theatre, a form of improvisational theatre where participants share stories that are enacted on the spot. The reflections on the film, insights from our own experiences, and enacted stories formed the basis for shared learning and for the closing segment on designing and supporting inclusive practices.

The 2.5-hour session included an introduction by Dr. Scully; screening of *Brick by Brick*, a RIT Diversity Theater production involving faculty, staff, and students; reflections with other participants in pairs and small groups; and Playback Theatre to enhance how we listen, learn, and identify practices for stewarding an inclusive culture.

Advocates & Allies: Advocates Breakfast

Monday, April 29, 7:30am – 9:00am

Breakfast brainstorming session among the Advocates and AdvanceRIT Director. Focus of discussion was on programing for the following year, recap of the past year, and possible strategies to expand Advocate and Allies participation

Department Head/Chair/Associate Dean Breakfast Discussion – Faculty Compensation

Wednesday, March 6, 8:30am – 10:00am

This breakfast session was hosted by Human Resources and Advance RIT to discuss the topic of faculty compensation with a group of 8-10 department heads/chairs/associate deans from across RIT. The aim of the session was for HR and Advance RIT to better understand the topics that could be covered in a workshop for department heads/chairs and associate deans on the topic of faculty compensation. They also shared with the group slides that would be used in the upcoming salary workshop (target audience is faculty) and use these as a starting point for our discussion. Facilitators were Margaret Bailey (KGCOE) Tina Chapman DaCosta (Diversity Theater, DDI), and Carol Marchetti (COS/Math).

Faculty Promotion Package Preparation Series – P³

Presenting a Strong Promotion Case (Workshop 1)

Friday, March 22, 2:30pm - 4:00pm

For faculty preparing promotion packages to full professor or senior/principal lecturer, campus leaders served on a discussion panel including Provost Ellen Granberg.

University & College Policies (Workshop 2)

Thursday, April 18, 2:30pm - 4:00pm

Covered university and college-level policy on promotion (E6.0) to full professor or senior/principal lecturer. Topics included promotion requirements and timeline; and strategies for listing accomplishments in scholarship, service, and teaching. Facilitators were Margaret Bailey (KGCOE) and Maureen Valentine (CET).

External Letters/Research Statements (Workshop 3)

Friday, May 3, 2:30pm - 4:00pm.

This interactive session was for faculty preparing promotion packages to full professor and covered preparation of materials for external reviewers. Facilitators were Carol Marchetti (COS/Math) and Sara Schley (NTID).

CRLT Michigan Players: *Moving the Needle*

On April 9-10, RIT hosted the CRLT Michigan Players for their fifth visit since 2014. This year the performance was offered in a two-part series called **Moving the Needle**. Two performances of the Part 1, *Shifting the Conversation*, were offered on April 9 and two options of the Part 2, *Creating a Culture Resistant to Sexual Harassment*, workshop were offered on April 10.

Partly research presentation, partly embodied case-study, and partly community conversation, **Moving the Needle: *Shifting the Conversation*** challenged participants to expand their understanding of what sexual harassment is, how it impacts individuals and communities, and what makes an environment prone to its presence. Using the NASEM consensus study report (<http://sites.nationalacademies.org/shstudy/index.htm>) as both grounding and springboard, this session eschewed a “tips and tricks” workshop model, and pointed attendees toward the ongoing reflective practices that individuals and communities will need to commit to in order to address the culturally embedded problem of sexual harassment. This session was best suited to department-level conversations among faculty and staff. **Nearly 180 faculty and staff members attended Part 1 session.** One attendee’s most significant takeaway was “the acting made the importance so real to me.” This person also noted that “the focus on community was fantastic.” Another attendee noted “wonderful table discussions” and “excellent session.”

Building on introductory conversations about the widespread presence and consequences of sexual harassment on individuals and communities in higher education, **Moving the Needle: *Creating a Culture Resistant to Sexual Harassment*** gave groups an opportunity to envision a different, more inclusive future. Available for individuals who have participated in Moving the Needle Part 1, session attendees engaged in communal responsibility by brainstorming concrete strategies their units can implement. Attendees jumpstarted their conversations by analyzing an embodied case-study, and then participated in facilitated design-thinking exercises targeted at research-based pivot points to effect change. At the end of the session, groups generated specific actions they can take to create a culture that actively resists sexual harassment. This session was best suited to unit-level conversations among faculty and staff. **Around 150 faculty and staff members participated in Part 2.** One attendee’s most significant takeaway was “the scenarios are always great in helping us ‘see’ how things may happen in real life.” Another participant’s noted takeaway was understanding “the ways in which I may contribute to a permissive environment.”

Let's Talk Money: Being Your Own Informed Advocate

When: Thursday, April 4, 1:00pm – 2:30pm

Where: CPC-2650, Bamboo Room

All full-time faculty members were invited on April 4 to attend an interactive workshop titled “Let’s Talk Money: Understanding RIT Pay Practices” where participants learned where to find salary-related resources available today and explored how to shape future thinking and discussions regarding salary. This was a hands-on, 90-minute session where participants will ideally understand RIT’s compensation philosophy and salary practices (such as factors affecting faculty salary, compa-ratio/position to market, and moving pay toward market). Learning objectives also included finding your salary-related information in Oracle and general salary-related information on the HR website. Facilitators were Professors Margaret Bailey (KGCOE) and Carol Marchetti (COS/Math) as well as Christine (Tina) Ross from RIT Human Resources.

Fourteen faculty members attended this workshop. As a result of participation, attendees noted what they may do differently moving forward. Noted plans include “approach department chair or/and dean to discuss salary” and “look at my annual increases more critically and ask questions.”

CREW & AdvanceRIT Connections Welcome to Spring Breakfast

When: Thursday, February 14, 8:00am - 10:00am

Where: LBR-1254 Stan McKenzie Commons

Connections aims to build and grow relationships among women faculty at RIT. Participants enjoyed a delicious breakfast while connecting with faculty from all over campus regarding academic, research, teaching, social, and work-life balance issues. Participants also met members of AdvanceRIT and CREW, and caught up with other women faculty. The intended audience was new and returning women faculty.

College of Engineering Technology Creating Vibrant Learning Environments Workshop

When: Thursday, January 1, 12:15pm – 3:15pm

Where: CIMS 2230/2210/2220

The AdvanceRIT team conducts workshops with faculty and staff at RIT as part of an ongoing series of unconscious bias education and professional development to expand the capacity of RIT to meet the goals of the 2018 - 2025 Strategic Plan (found [here](#)). AdvanceRIT hosted a 3-hour Creating Vibrant Learning Environments workshop, which was created and facilitated by Dr. Linda Manning, for the faculty and staff in the College of Engineering Technology on January 10, 2019.

Dr. Manning uses a developmental, experiential approach to learning. The premise of this workshop was that faculty and staff members want students to succeed, but they face many challenges, in particular those related to an increasingly diverse student population, in a context of increasing research expectations. Approaches and methods that were reliable in the past do not seem to work as well today. Students are also facing increasing pressures to adapt to the shifting focus of education, employment and life choices. Everyone is doing their best with the resources they think they have, with good intentions. This session was about recognizing that there are strategic shifts in worldview and behavior at the individual level that can build on strengths to create life-long learning in vibrant learning environments. This is not an intellectual exercise; it is all about safe, effective behavioral shifts.

Over 80% of the survey respondents found the session to be a valuable use of their time, thought the session enhanced the way they think about student interactions, and thought that the session enhanced understanding of how norms can affect learning and communication. Also, over 95% found the presenter knowledgeable on the topic and plan to take action to create a positive learning experience in all student interactions. When asked what small changes you would immediately make when interacting with students, participants responded “Be aware of how something I say is interpreted,” “Try to be a better listener. Learn more about students,” and “Set ground rules for the classroom.” **There was a total of 110 participants, 46% of which were women participants.**

College of Liberal Arts Bystander Awareness & Action Workshops

Staff Session, Date: Tuesday November 27, Time: 9:00am – 11:00am, Location: LBR-1251 S McKenzie Commons

Academic Leaders, Date: Tuesday November 27, Time: 1:00pm – 3:00pm, Location: LBR-1251 S McKenzie Commons

Faculty Session, Date: Wednesday November 28, Time: 2:00pm – 3:00pm, Location: LBR-1251 S McKenzie Commons

Faculty Session, Date: Thursday November 29, Time: 9:00am – 10:30am, Location: LBR-1251 S McKenzie Commons

Shaping academic departments and organizations to be inclusive environments is a proactive and continuous effort. This year we are continuing the effort to strengthen communication through vibrant work environments. Ample research has shown that unconscious biases, micro-inequities, and differential micro-affirmations can make university life a very different experience across gender, race, and status. With training and practice, everyday allies can learn how to interrupt the practices that perpetuate inequalities and to create the kind of inclusive settings where people can learn, thrive, and excel.

This workshop series held in November 2018 within the College of Liberal Arts (COLA) built upon ongoing work at RIT. Participants learned about the conceptual background for ally work through active learning and engaged in some interactive exercises, supported by the collaboration with RIT Diversity Theater. Participants were asked to come prepared to share situations encountered and thoughts on how to create a better work climate. The staff, faculty, and academic leaders within COLA participated in these interactive, 2-hour sessions – **final counts include 19 staff members, 23 faculty members, and 15 academic leaders.** In response to the workshop, one participant said they would “reflect on responses to colleagues” and another added that they would “be more willing to speak up to refocus rather than challenge.” Facilitators for these workshops were Dr. Maureen Scully, University of MA, Boston and Professor Tina Chapman DaCosta (Diversity Theater, DDI).

The upcoming Bystander Awareness workshops available to all full-time faculty, staff, and academic leaders on April 30, 2019 were promoted.

CREW & AdvanceRIT Connections Welcome Breakfast

When: Thursday, November 8, 8:30am – 10:00am

Where: LBR-1251 (Stan McKenzie Commons)

Intended Audience: Women faculty

Connections aims to build and grow relationships among women faculty at RIT. Attendees enjoyed a delicious breakfast while connecting with faculty from all over campus regarding academic, research, teaching, social, and work-life balance issues.

Participants met members of AdvanceRIT and CREW, met and caught up with other women faculty and found out what AdvanceRIT and CREW have planned for the 2018-2019 academic year.

Participants were asked to submit a PowerPoint slide for a slide show with any personal information they are willing to share (hobbies, family, aspirations, research interests, etc.).

NTID Network Based Mentoring Session

When: Wednesday, October 10, 2:00pm – 4:00pm

Where: CSD-1300/1310

Intended Audience: Assistant, Associate, & Full Professors in NTID

This workshop offered by AdvanceRIT and NTID explored the faculty experience and the role of mentoring in contributing to academic career advancement and success. Recent literature and practice now offer new, more flexible approaches to mentoring in which faculty build a network of "multiple mentors" who can address a variety of career competencies.

In this interactive session, participants identified their professional goals, strengths, and skills that they want to develop; explored mentoring as a medium for helping meet those goals; "mapped" their own mentoring networks - what they are and could be, drawing on a range of examples from NTID faculty colleagues; shared strategies on effectively addressing communication challenges while networking in non-deaf environments' and discussed best practices for seeking, developing, and cultivating a network of mentors. All NTID tenured and pre-tenured faculty members were encouraged to attend this interactive workshop. Facilitators were Margaret Bailey (KGCOE) and Carol Marchetti (COS/Math) , Kathryn Schmitz (NTID), Sr. Associate Dean for Academic Administration, Todd Pagano (NTID), Associate Dean for Teaching and Scholarship Excellence.

Content from this session can be found below:

- [Mentor Discussion Guide](#), AdvanceRIT
- [Mutual Mentoring Guide](#), Mary Deane Sorcinelli, Jung Yun, and Brian Baldi
- [Mutual Mentoring for Early-Career and Underrepresented Faculty: Model, Research, and Practice](#), Mary Deane Sorcinelli, Jung Yun, and Brian Baldi
- [NTID Mentoring Workshop Presentation](#), AdvanceRIT
- [The Chair's Role in New Faculty Mentoring](#), AdvanceRIT

University Tenure & Promotion Committee Workshop

When: Friday, September 28, 9:00am – 10:30am

Where: CPC-2610/2650 (Bamboo Rooms)

Intended Audience: Tenure/Promotion Committee Members

On behalf of Provost Granberg, a workshop to learn more about RIT's tenure and promotion policies and process and your role as a tenure/promotion committee member was held. This workshop reviewed RIT's tenure and promotion policies (E05.0 and E06.0) and discussed how to apply them to candidate dossiers. We also discussed the roles and responsibilities of committee chairs and members and reviewed best practices, common questions, and issues that may arise during your deliberations. We also discussed unconscious bias and how it might creep into the process and what you can do to mitigate it. There was ample time for questions and answers from the participants. A continental breakfast was provided.

Several AdvanceRIT tip sheets were provided for participants, which can be found [here](#).

NTID Network Based Mentoring Session for Chairs

When: Thursday, September 20, 2:00pm – 3:30pm

Where: CSD-2102

Intended Audience: NTID Department Chairs

Faculty mentoring can offer a vital contribution to a successful academic career, particularly for women, faculty of color, and for those with hearing differences. The most common form of mentoring has been a "traditional model," which is defined by a one-on-one relationship between an experienced faculty member who guides the career development of an early career faculty member. Formal mentoring programs have been largely designed to fit this traditional definition. Recent research, however, has indicated the emergence of new, more flexible approaches to mentoring in which faculty build a network of multiple "mentoring partners" who can address a variety of career competencies.

In this interactive session, offered by AdvanceRIT and NTID, participants identified common roadblocks to success for faculty across the career trajectory; recognized both traditional and emerging models of mentoring; explored how to design and implement a networked mentoring program; shared strategies to effectively address communication challenges while networking in non-deaf environments; and discussed outcomes, best practices, and resources on network-based mentoring for use by faculty and administrators. Facilitators were Margaret Bailey (KGC OE) and Carol Marchetti (COS/Math) Kathryn Schmitz (NTID), Sr. Associate Dean for Academic Administration, Todd Pagano (NTID), Associate Dean for Teaching and Scholarship Excellence.

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- [NTID Mentoring Workshop Presentation](#), AdvanceRIT
- [The Chair's Role in New Faculty Mentoring](#), AdvanceRIT