

# Democrat and Chronicle

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*"Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances."*

*First Amendment to the United States Constitution*

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## Editorials

# The RIT model

■ Its campus and classrooms are looking more like America.

Rochester has long been a melting pot of diverse cultures, races and nationalities. For too long this diversity has not been reflected in its college classrooms.

Rochester Institute of Technology is working hard to change this. Its efforts to attract more minority faculty members are paying off and should be emulated by other area colleges. For the second year in a row, 30 percent of RIT's new faculty hires are members of underrepresented ethnic groups. This percentage is the result of aggressive recruitment, since minority professors make up only 6 percent of the doctoral candidate pool.

Having more minority professors on campus as mentors and role

models will help RIT attract and keep a diverse student body. More than ever, students consider faculty diversity when selecting a school.

This year, RIT plans to expand its efforts by inviting 14 doctoral candidates from groups underrepresented in technical fields to a Future Faculty Career Exploration conference in October.

Establishing a relationship with faculty of color early on is a good way to entice them to teach at RIT once these students have finished their doctorates.

RIT has also formed a partnership with Fisk University in Tennessee, a historically black college that will facilitate cultural and faculty exchange programs.

All of these efforts will offer RIT students a more diverse, and a fuller, education. Let's hope other local colleges and universities are taking notes. □