

## Rochester Institute of Technology Committed to Excellence through Diversity

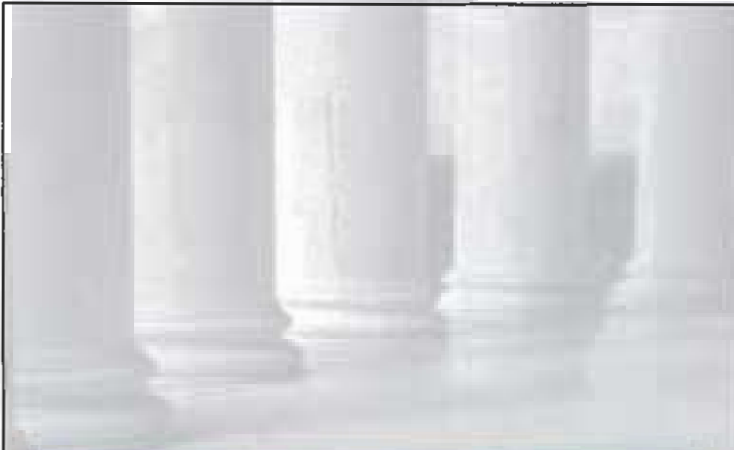
Rochester Institute of Technology is one of the best places to work or to go to college.

It is a privately endowed, coeducational university that includes eight colleges and is located in Rochester, New York. The RIT student body consists of more than 15,000 students representing all 50 states and more than 90 foreign countries. *U.S. News and World Report* consistently rank RIT as one of the nation's leading comprehensive universities. In 2002, RIT ranked fifth among the top regional universities in the North and tied for first in academic reputation. Respected internationally as a world leader in career-oriented and professional education, RIT has always set an innovative pace and it continues to do so today. RIT's academic portfolio covers a broad range of disciplines, and is renowned for computing and information

sciences, photography and imaging, design and art, and engineering.

RIT has also made an outstanding commitment to diversity and has dramatically increased minority hires and student enrollment because they understand that demographics are shifting rapidly and they know that diversity is one of the essential elements of excellence and an absolute necessity for the future. RIT is improving representation of minorities, women, and persons with disabilities in all sectors of the university community, but their primary focus is getting underrepresented minority faculty into the fields of science, technology, engineering, and mathematics.

RIT's President Dr. Albert Simone and his administration insist that deans and department heads not engage in tired ex-



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cuses that there aren't enough qualified minority students and faculty available. In 2002-3, RIT developed a specialized recruitment program to focus on diversity. That year, 31% of all faculty hires were from the three underrepresented minority groups where they placed the strongest focus (African American, Latin American, and Native American). In 2003-4, 30% were from these groups. The new hires nearly doubled minority faculty on campus. This is an amazing feat, especially when you note that nationally, only about 6 percent of faculty in science and technology disciplines are from these minority groups. Increasing the number of minority faculty is critical, because they serve as role models for the students and better represent the multicultural world that exists today.



*RIT's Future Faculty Career Exploration Program*

### A MODEL COMMITMENT TO DIVERSITY

Aggressive moves to increase faculty diversity at Rochester Institute of Technology are raising the bar for schools nationwide. In fact, in New York state, they are starting to call it the "RIT model." For the past two hiring seasons, 30 percent of RIT's new faculty hires have been from underrepresented minority groups. According to Dr. Simone, "It requires committed and dedicated leadership operating in a reasoned way, but willing to take strong measures...committed leadership up and down the organization." He issued a strong directive. "From now on, no one will be hired unless I know that you've searched nationally, you've been innovative, you've been creative, and you've been aggressive, and you've found some good minority faculty that meet the same criteria as everybody else. We won't hire any majority faculty until you have first been successful in hiring full-qualified minority people."

In his role as RIT's president, Dr. Simone has been stressing diversity for the past 11 years, starting with his first opening day speech. Future shifts in the nation's demographics are driving his vision for the future. At present, people of color are roughly 28 percent of the nation's population. Simone

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explains that, according to Census projections, "around the year 2016, [the number of] Caucasians will start to decline, and by 2050, the majority of people in this country will be people of color. At the same time, the leadership class of this country, the people retiring from the professions, will be Caucasians, and the people replacing them will be people of color. So what this means is that if we want our grandkids to have the same quality of life that we do, or an improved quality of life, we as educators and as a nation have got to make sure that (underrepresented minorities) are being educated at the same rate as the white population."

Improvement in minority student enrollment at RIT has also increased dramatically particularly in engineering, technology and science. RIT specializes in preparing students for careers in these areas. In fact, RIT developed the nation's first undergraduate programs in software engineering, information technology, and microelectronic engineering and the world's only Ph.D. program in imaging science. The university's diverse offerings include: animation, biomedical computing, computer engineering, criminal justice, hospitality management, international business, packaging science, photographic arts, printing management, physician assistants and telecommunications. RIT also offers an executive MBA program and is

home to the National Technical Institute for the Deaf (NTID), the world's largest technical college for the education of deaf students.

RIT takes pride in preparing students for successful careers in a rapidly changing world. Indeed, 40 percent of RIT's undergraduates select programs developed in the past five years. A wide variety of organizations – from Fortune 500 companies to small start-ups – recruit RIT students for co-op and full-time jobs.

### "FUTURE FACULTY CAREER EXPLORATION PROGRAM"

RIT's annual "Future Faculty Career Exploration Program" is one of a series of recruitment strategies designed to fuel the future pipeline of faculty. This innovative program furthers RIT's goal of "Grow Your Own" future faculty by bringing students nearing the end of their doctoral studies to Rochester to receive the "RIT treatment." This program is an opportunity to explore potential career choices through formal interviews and presentations, meetings with deans, department heads, and RIT president, Dr. Albert Simone, as well as campus and community tours. The Future Faculty Program allows RIT deans to engage prospects in discussions about their academic work and career interests. It allows faculty to share RIT's teaching and research agenda and to dialog on current open faculty positions or those that may be available in the near future.

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*RIT's Future Faculty Career Exploration Program*

Presently the program has resulted in two of the thirteen prospects who participated in the 2003 program receiving offer of employment. Both offers were in RIT's Kate Gleason College of Engineering in electrical engineering and industrial engineering, respectively. ■

Applications are now being accepted for the October 28-31, 2004 "Future Faculty Career Exploration Program." To apply please visit: <http://finweb.rit.edu/humanresources/forms/futurefaculty.pdf>

RIT is continuously accepting curriculum vitae from interested candidates for faculty positions. For additional information regarding faculty career opportunities at RIT contact:

M. Renée Baker, Manager of Faculty Recruitment  
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 Rochester Institute of Technology  
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 Phone: (585) 475-7169  
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