This interactive, “hands on” workshop will provide campus constituents involved in writing proposals for PRODiG funding the tools to fully meet the expectations of the committee that will review submissions and make funding decisions.

PRODiG is designed to renew the faculty, support student success and promote excellence through diversity of perspectives, backgrounds and experiences. Over the next decade through this initiative, SUNY aims to facilitate the hiring of 1,000 faculty members who are underrepresented minorities (URM) or women in STEM disciplines (WSTEM), and expand pipelines into academic careers for talented, high-achieving WSTEM and URM students. SUNY will provide faculty salary grants and programming to support campus goals to diversify their faculty ranks, as well as attract and retain graduate students.

PRODiG will provide faculty salary grants and program support to campuses that commit to:

- building bridges, pathways and pipelines to academic careers for members of groups underrepresented in higher education -- women in STEM disciplines, Hispanic/Latinx, African Americans, Native Americans and Pacific Islanders;
- employing best practices and the most effective, innovative strategies to reduce barriers to diversity in the faculty hiring process; and
- supporting and retaining underrepresented faculty, as well as supporting excellence in diversity and inclusion research, and inclusive pedagogies.

Friday, March 1, 2019

8:00-8:45 a.m.  Registration and Breakfast Buffet (Room 120)

9:00-9:40 a.m.  Welcome (Room 220)

- Laura Bronstein, Dean, College of Community and Public Affairs, Binghamton University
- Thomas Sinclair, Associate Professor, Binghamton University
- Timothy Gerken, Associate Professor, Morrisville State College

The Case for PRODiG

- Teresa Miller, Senior Vice Chancellor for Strategic Initiatives and Chief Diversity Officer, SUNY System Administration, Office of Diversity, Equity and Inclusion

SESSIONS 1 & 2:  Overview of the PRODiG Funding Process (Room 220)
Session 1:

9:45-10:45 a.m.  Creating a Successful Campus Implementation Plan
Campuses seeking PRODiG funding are asked to submit plans, consistent with their campus Strategic and Diversity Plans, that outline campus (1) strategies to substantially diversify the faculty within a decade, and (2) strategies for building bridges and expanding pathways and pipelines to academic careers for underrepresented minorities and women in STEM disciplines, including demographic and other data. The elements of these plans are the subject of this session.

- Teresa Miller, Senior Vice Chancellor for Strategic Initiatives and Chief Diversity Officer, SUNY System Administration, Office of Diversity, Equity and Inclusion
- Karen Clinton-Jones, Chief Diversity Officer, Buffalo State College

Session 2:

11:00-12:00 p.m.  Effective Self-Assessment
PRODiG engages campuses in seeking and analyzing demographic and other data on student admissions, retention and pathways to academic careers, as well as faculty searches, hiring retention, promotion and tenure. This session will review the metrics campuses are asked to supply and clarify how SUNY will look to these metrics to understand campus “readiness” for PRODiG funding.

- Teresa Miller, Senior Vice Chancellor for Strategic Initiatives and Chief Diversity Officer, SUNY System Administration, Office of Diversity, Equity and Inclusion
- Karen Clinton-Jones, Chief Diversity Officer, Buffalo State College
- Teresa Foster, Senior Assistant Provost for Institutional Research and Data Analytics, SUNY System Administration
- Julie Petti, Senior Director, University-wide Human Resources, SUNY System Administration

12:00-12:45 p.m.  Lunch (Room 120)

SESSIONS 3 - 6  Best Practices: What Are They, and How Can We Use Them? (Room 220)
These short sessions introduce and explore best practices that support PRODiG strategies for building bridges to academic careers and reducing barriers to diversity in the faculty searches and hiring.

Session 3:

1:00-1:50 p.m.  Search Committee Education and Certification
A discussion of a potential “game-changer”-- using best practices, including implicit bias education, to improve the faculty search process, and a preview of the Search Committee Certification Pilot.

- Teresa Miller, Senior Vice Chancellor for Strategic Initiatives and Chief Diversity Officer, SUNY System Administration, Office of Diversity, Equity and Inclusion
- Jennie Marie Duran, SUNY-wide Affirmative Action Officer, SUNY System Administration, Office of Diversity, Equity and Inclusion
- Mark Coldren, Associate Vice President for Human Resources, University at Buffalo
Session 4:

2:00-2:50 p.m.  SUNY Higher Education Recruitment Consortium (or “HERC”)
A brief introduction to the Upstate NY HERC, how it will function, how it will help the faculty search process, and what you can do to get involved.
   ➢ Mark Coldren, Associate Vice President for Human Resources, University at Buffalo

Session 5:

3:00-3:50 p.m.  Student Mentoring and Career Development
How will campus-based pipeline programs connect with the centrally provided annual student mentoring and career development conferences for students who are women in STEM and/or underrepresented minorities?
   ➢ Joseph Skrivanek, Professor of Chemistry, SUNY Purchase
   ➢ Shanise Kent, Assistant Dean of Graduate Education, University at Albany
   ➢ Meylin Andares, Director of Enrollment Management & Student Success, SUNY System Administration
   ➢ Monica Majors, Director of Diversity and Engineering, Binghamton University

Session 6:

4:00-4:50 p.m.  Retaining Underrepresented Faculty: Not Just “Getting Them Through The Door”
Effective methods to retain underrepresented faculty are often overlooked when campuses focus on diversifying their faculty. How will your campus leverage PRODiG support to ensure that faculty, once recruited, want to stay? What challenges do you anticipate underrepresented faculty will face at the tenure and promotion stage? What strategies will your campus mobilize to prevent these challenges from becoming barriers to retention?
   ➢ Timothy Gerken, Associate Professor, Morrisville State College
   ➢ Thomas Sinclair, Associate Professor, Binghamton University
   ➢ Craig Wright, Associate Vice President and Chief Diversity Officer, Nassau Community College

Dinner (on your own)

Saturday, March 2, 2019

8:00-8:45 a.m.  Breakfast Buffet (Room 120)

9:00-10:00 a.m.  Keynote Address – “Facing Our Fear: Achieving Diversity Success” (Room 220)
   Dr. Susan Gooden, Interim Dean, Wilder School of Public Affairs, Virginia Commonwealth University

10:00-12:00 p.m.  Building a Research Initiative
As a new initiative, PRODiG is intended to provide complex and multi-dimensional solutions to a complex problem. Today, we will review questions that arose during yesterday’s session to explore how SUNY researchers can apply their skills and resources to support and expand “research-informed, data-driven best practices” related to PRODi-G’s implementation and desired outcomes.

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