

# Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth (PRODiG) at SUNY Oneonta

*PRODiG was conceived as a program that would significantly impact how we, as a system of higher education, improve campus climates, create fairer hiring and retention practices, and reduce barriers to diversity in faculty search processes.*

## Introduction

The purpose of PRODiG is to increase the representation of historically underrepresented faculty at SUNY, including underrepresented minority (URM) faculty and women faculty of all races in science, technology, engineering, and mathematics fields (WSTEM). PRODiG is envisioned as part of our broader campus diversity and inclusion initiatives. In our second year of participation, SUNY Oneonta formalized a strong PRODiG Steering Committee, with the charge to move forward action items toward our goals to accomplish the following: increase representation of URM/WSTEM faculty through hiring and retention; enhance the pipeline of URM/WSTEM students pursuing and entering graduate school and URM/WSTEM graduates to academic careers; and improve the campus climate for diversity, equity, and inclusion. To date, SUNY has approved four PRODiG Faculty at SUNY Oneonta: Cohort I (2019-2020) - Dr. Angela Migues, Chemistry & Biochemistry, and Dr. Elio Santos, Psychology; Cohort II (2020-2021) - Dr. Kimberly Cossey, Chemistry & Biochemistry, and Dr. Valerie Rapson, Physics & Astronomy; and one PRODiG Pre/Post-Doctoral Fellow - Dr. Casey Coomes, Biology. In addition to Co-Chairs Tracy Allen and Bernadette Tiapo, members of the PRODiG Steering Committee include Kelly Gallagher (Chemistry & Biochemistry), Tracy Hartwell (Human Resources), Shahin Kachwala (Women's & Gender Studies), Kathy Meeker (Grants Development Office), Diana Moller (College Assistance Migrant Program), Joshua Nelson (Institutional Assessment), Rhea Nowak (Faculty Center), Andrew Stammel (Student Development), and Napoleon Tiapo (Academic Affairs).



- ### Selected Successes
- a) Created new process for pre-screening applicants and extending timeframe for active recruitment of URM and WSTEM faculty
  - b) Expanded marketing of open faculty positions
  - c) Developed PRODiG website with intentional recruitment materials (<https://suny.oneonta.edu/prodig>)
  - d) Hired a cohort of two new faculty in the School of Liberal Arts who are potentially PRODiG-eligible
  - e) Hired a new WSTEM Visiting Instructor through PRODiG Fellowship Program
  - f) Committed funding to implement pilot PRODiG Student Research Initiative (multi-year program for URM participants)
  - g) Completed an historical analysis of faculty retention (overall and URM/WSTEM)
  - h) Implemented retention incentives for PRODiG faculty for financial assistance programs (professional development, startup funds, summer research support, loan forgiveness)
  - i) Disbursed \$96,000 in direct faculty development funds

## SUNY Oneonta's PRODiG Faculty

These recently hired faculty are supported by a SUNY grant designed to enhance diversity on our campus.

### DR. ELIO SANTOS PSYCHOLOGY

A cognitive psychologist who studies visual perception, motor control, eye movements, prediction, motion, psychophysics, and attention



### DR. ANGELA MIGUES CHEMISTRY & BIOCHEMISTRY

A chemist who uses computational methods to study chemical and biological systems that are difficult to examine experimentally.



### DR. KIMBERLY COSSEY CHEMISTRY & BIOCHEMISTRY

An expert in chemical education whose research interests center around using chemistry to serve society.



### DR. VALERIE RAPSON PHYSICS & ASTRONOMY

A National Astronomy Ambassador who studies variable stars, exoplanet detection, supernova monitoring, asteroid orbital dynamics.



### DR. CASEY COOMES BIOLOGY

A PRODiG Teaching Fellow who examines the effects of heatwaves on songbird behavior.



*"PRODiG aims to inspire underrepresented students by increasing the diversity of SUNY faculty across the system" - SUNY PRODiG*

# Additional Information on SUNY Oneonta's PRODiG Progress

## Hiring

## Professional Development

## Pipeline Building

Progress to Date	Future Steps	Collaborators
Cohort hire in School of Liberal Arts resulting in two potential PRODiG-eligible new faculty	Promote and support additional cohort, intentional hiring across disciplines	Chief Diversity Officer (CDO), Affirmative Action Officer, Chief Human Resources (HR) Officer, Employment Opportunities, Provost, deans, PRODiG committee, Communication & Marketing Office
New process for pre-screening applicants prior to release of candidates to search committees and extending timeframe for active recruitment of URM and WSTEM	Identify and develop strategies to address gaps in department-specific recruitment	
Utilize additional job posting boards (e.g., Wiki pages, H-net, Facebook groups, extra 'blasts' through Higher Ed Jobs) and diverse advertising sites (e.g., Insight into Diversity) for direct outreach	High level (provost, deans, CDO) participation in national recruiting fairs and higher ed diversity-related conferences	
PRODiG website developed with intentional recruitment materials	Improve website with programming information, new initiatives, progress towards goals, etc.	
Provide search committees training and professional development (PD) on inclusive searches	Develop and implement more programs for campus-wide PD	

Progress to Date	Future Steps	Collaborators
Completed a historical analysis of faculty retention (overall and URM/WSTEM)	Update analysis regularly to inform retention efforts	HR/Employment Opportunities, Academic Affairs (provost, deans)
New PRODiG faculty participation in New Faculty Orientation and professional development programming throughout the fall semester	Targeted, immersive mentoring/cohort building program for PRODiG faculty and other URM/WSTEM faculty in development	Faculty Center, campus presenters/ units
PRODiG cohort meeting w/CDO and individual meetings w/Dean; invitation to serve on President's Council on Diversity and schedule programming at the newly inaugurated Center for Racial Justice and Inclusive Excellence	Coordinate w/PRODiG faculty to align professional development/ scholarly efforts to annual funding allocated for PRODiG faculty retention	CDO, PRODiG Committee, Faculty Center, Academic Affairs
Implemented funded retention incentives for PRODiG faculty: financial assistance programs (professional development, startup funds, summer salary research, loan forgiveness) established and funds dispersed	PRODiG faculty will present at the annual Life of the Mind (LOTM) showcase of research and scholarly efforts (Nov 2021)	PRODiG co-chair, deans, Finance & Administration
All four PRODiG-supported faculty received summer salary funds; one engaged three u/g students in summer research projects	PRODiG faculty will be encouraged to participate in professional development opportunities offered locally and at the system level	Committee on Research, Academic Affairs, LOTM Committee
PRODiG faculty attended the 2021 PRODiG Cohort Webinar sponsored by SUNY ODEI		Faculty Center, CDO, PRODiG Committee

Progress to Date	Future Steps	Collaborators
New two-year WSTEM hire (Visiting Instructor) through PRODiG Fellowship Initiative	Engage PRODiG Fellow in pipeline building efforts through student programming and professional development	PRODiG Committee & faculty cohort
Enhanced Summer Research Fellowship Program with 30 student fellows (~30% URM, ~50% WSTEM participants; 10% mentored by PRODiG faculty member)	Prioritize student research funding to continue Summer Research Fellowship Program and support URM/WSTEM participation in campus-based and external summer research opportunities	Committee on Research, College Advancement, AOP, PRODiG Committee and faculty cohort
WSTEM/URM student CAMP-placed in paid summer internship in Plant Genomics program at Michigan State University	Funding identified and committed to implement pilot PRODiG Student Research Initiative (multi-year program for URM participants)	
Implement program in 2022/23 with a target of 5 URM student participants		
Graduate Opportunity Program pilot implemented for CAMP, EOP and ACE students who are accepted into graduate programs at SUNY Oneonta (to support up to five students/year)	Develop and implement coordinated programming for exploration of and counseling regarding graduate school programs, admissions, etc. for URM and WSTEM students (per the Action Steps in our PRODiG revised goals)	Career Development, Graduate Admissions, Access & Opportunity Programs, PRODiG Committee & faculty cohort, Admissions
	Review options and recommend a means of tracking data regarding graduate school enrollment	Career Development, Alumni Engagement, Academic Affairs