

**COLLEGE OF ARTS AND SCIENCES
DIVERSITY POSTDOCTORAL FACULTY PROGRAM**

2018-2019 Final Report

Committee Members: Kate Borsema, Christopher Carter, Esteban del Río (on sabbatical),
Rico Monge, Kristin Moran, Pauline Powell, Sally Yard, Alana Winston ('21)

Summary:

The 2018-2019 academic year proved to be significant in many ways. We hosted a second-year cohort of five faculty and designed opportunities to help them through the next phase in their career. In addition, we were able to conduct a search for the 2019-2020 year, which yielded two new postdocs who will be placed in Theatre and Biology.

Although there were some delays with initiating the search and placing the advertisement, we received 56 applications for one faculty position in the College. A total of five academic departments and the Humanities Center participated in the call for candidates. (See Appendix A and B). After the initial committee review, 40 candidate files were forwarded for department review.

Departments who participated in the call:

- Biology (Aquatic Ecology and Quantitative Biology)
- Chemistry & Biochemistry
- Communication Studies (Strategic Communication)
- Critical Technology Studies (Humanities Center)
- Ethnic Studies (AIAN Studies or Chicanx/Latinx or Filipinx or Pacific Islander Studies)
- Theatre

Round 1	
Total Applications	56
First round cut	16

Round 2	40
Biology	8
Chemistry	1
Communication Studies	3
Ethnic Studies	21
Digital Humanities	4
Theatre	3

Department Recommendations to Committee:

Biology	2
Chemistry	1
Ethnic Studies	1
Theatre	2
Total Recommended	6

After departments reviewed files and conducted interviews, four departments requested to hire a diversity postdoc. The committee discussed the recommendations and ultimately nominated three candidates to the Dean. The co-chairs and Dean discussed the candidates and determined that the best course of action was to extend offers to two faculty rather than only one. The decision was based on the desire to create a small cohort between the current and new postdocs and to create continuity in the Biology program by adding a postdoc who could extend current work and to offer an opportunity to Theatre to extend their diversity goals.

The 2019-2021 Diversity Postdoctoral Faculty Cohort



Wilnelia Recart Gonzalez

Ph.D. in Ecology and Evolutionary Biology

University of California, Irvine

Research Area: Interactive effects of drought and invasive plants to the pollinator-mediated selection on and seed production of native plants.



Tezeru Teshome

Ph.D. in Performance Studies

University of California, San Diego-Irvine (Joint Ph.D. Program)

Research Area: Critical Race Theory, Juvenile Justice, Critical Gender Studies, Critical Childhood Studies, Psychoanalysis, Performance Studies

Progress of Postdoctoral Faculty to Tenure Track:

The College of Arts & Sciences hired two diversity postdoctoral faculty from the 2017-2019 cohort as tenure track assistant professors. In Spring 2019, Dr. Channon Miller started as an assistant professor of History. Dr. Angela Nurse will begin her tenure track appointment in the department of Sociology in Fall 2019.

Since the beginning of the program in 2013, the College has hosted 15 faculty and of those 5 have been hired as tenure track faculty in the College of Arts and Sciences.

Activities Sponsored by the Committee, 2018-2019:

November 8, 2018

AAC&U Webinar: Advancing Diversity and Inclusivity. Postdoc committee members and departments with postdoc faculty were invited to watch the webinar presented by AAC&U. After the webinar participants had a small group discussion.

November 9, 2018

Partnered with CEE for postdoc teaching demonstration practice & feedback: Mychal Odom (Interdisciplinary Humanities), Victoria Rodriguez (Psychological Sciences), Marlene Brito-Millan (Environmental and Ocean Sciences) shared example lectures and got feedback from faculty.

April 25, 2019

Partnered with CEE to organize first year postdoc faculty research presentations: Tiffany Stewart (Chemistry & Biochemistry), Aaryn Jones (Art, Architecture, and Art History), and Janel Ortiz (Biology).

May 17, 2019

Celebratory breakfast for those who completed the program. All those associated with the program were invited including department chairs, faculty mentors, committee members and all current and incoming postdocs. Now that the program is on target to cycle faculty it is important to celebrate the impact of the faculty on the USD community.

Updates on Recommendations from 2017-2018:

The continued issue for the viability of the program is funding. Currently, the College is able to fund the faculty by using savings from open lines, but that funding will come to an end. The committee has made multiple requests through various formats such as strategic initiatives opportunities, but the program has not received University level support. We are grateful that the

College of Arts & Sciences has prioritized diversifying the faculty and hope that the program can grow with a sustainable funding source.

At the five-year anniversary mark, the committee proactively reached out to University Communications to pitch the Diversity Postdoctoral Faculty Program's accomplishments. The program's highlights were featured in the Spring 2019 USD Magazine and Lisette Martinez, director of media relations, created a video that is now featured on the website providing an overview of the program. The professionalism in both these public relations pieces have elevated the visibility of the program and the success of the faculty. Ultimately, we are proud of the impact faculty are having on students and the community at large.

USD Magazine Article:

<http://sites.sandiego.edu/usd-magazine/2019/01/different-perspectives>

Link to video:

<https://www.sandiego.edu/cas/about/post-doctoral.php>

Next steps:

In Fall 2019, committee members will hold a discussion with department chairs and mentors who have participated in the program to identify successes and opportunities for growth. We also want to encourage departments to reflect on the ways the postdoc faculty member has helped the department engage with new professional networks that can improve the recruitment and retention of faculty of color.

Prior to the arrival of the new postdoc faculty, the committee co-chairs will meet with the chairs and mentors of postdoc faculty to discuss expectations.

We are working to align diversity postdoc faculty contracts with other non-tenure track faculty in the College to ensure consistency across departments. We are using the full-time, non tenure-track faculty contract as a template.

Looking forward:

The committee recommends continuing the diversity postdoc program as a strategy to diversify the faculty ranks as well as providing opportunities for early career faculty to gain experience that can be a catalyst for their own advancement. We believe that a cohort model is the best way to support faculty in their first two years of full-time teaching, especially at predominantly white institutions.

COLLEGE OF ARTS AND SCIENCES
DIVERSITY POSTDOCTORAL FACULTY PROGRAM

The College of Arts and Sciences Committee on Faculty Diversity Recruitment and Retention solicits interest in hiring postdoctoral (or other terminal degree) faculty beginning in the fall semester of 2019. The College seeks to support at least one U.S. faculty member with a commitment to empowering students from U.S. communities that are underrepresented in academia through research, creative scholarship, teaching, service and/or mentoring. We are especially interested in advancing the perspectives of African Americans, American Indian/Alaskan Natives, Filipinas/os/x, Americans Chicanas/os/x, Latinas/os/x and/or Pacific Islanders.

The purpose of the Diversity Postdoctoral Faculty Program is to mentor new faculty in teaching excellence in the context of a primarily undergraduate institution within Catholic Higher Education and to cultivate inclusive communities within departments at the University. USD is poised to serve as a resource for faculty who are interested in pursuing an academic career that follows a teacher/scholar model.

Please submit a 2-3 page proposal to usdpostdoc@sandiego.edu that addresses the following areas:

Impact on department:

- Provide a brief statement that describes how the expertise of the postdoctoral faculty will be integrated into your curriculum.
- How will the addition of a postdoctoral faculty impact your department's goals toward an equity agenda?
- Is your department interested in collaborating with another department to host a postdoctoral faculty with interdisciplinary interests or to participate in a joint appointment?
- How will the addition of a diversity postdoctoral faculty member provide momentum to your department's future hiring plans?

Curricular need:

- Explain specific details about the area of expertise that most aligns with the department's curricular goals or research needs.
- Describe possible courses to be taught by the postdoctoral faculty.

Mentoring plan:

- Describe your department's mentoring plan and the potential mentors.
- How will the faculty member be integrated into the department, college, and USD?
- How does the plan work to serve an equity agenda within your discipline? If you have questions about creating an equity-minded mentoring plan, contact Esteban del Río (edelrio@sandiego.edu).

Requirements for participation:

- Provide the equivalent non-benefit-based teaching units that will be used by the postdoctoral faculty member (9-12 units per year for two years). These must come from the department's budget, including faculty replacement for FRGs, sabbaticals, chair or other administrative reassigned times. Benefits and travel will be matched by the Dean's office.
- Provide office space, research facilities, recycled computer and/or any other items needed for success. The Dean's office does not have funding to provide a computer.
- Departments, in consultation with the committee, can create a discipline-specific call to advertise the position through their disciplinary networks. The Dean's office will advertise broadly in academic listings.

DEADLINE: November 15, 2018. If you have questions, contact: kmoran@sandiego.edu

Committee Members: Kate Borsema, Christopher Carter, Esteban del Río, Rico Monge, Kristin Moran, Pauline Powell, Sally Yard, Alana Winston ('21)

COLLEGE OF ARTS AND SCIENCES DIVERSITY POSTDOCTORAL FACULTY PROGRAM

The College of Arts & Sciences at the University of San Diego seeks to hire at least one faculty member with a commitment to empowering students from U.S. communities that are underrepresented in academia through research, creative scholarship, teaching, service and/or mentoring. We are especially interested in advancing the perspectives of African Americans, American Indian/Alaskan Natives, Filipinas/os/x, Americans Chicanas/os/x, Latinas/os/x and/or Pacific Islanders. The postdoctoral faculty will begin in Fall 2019 and will serve one or more of the following academic programs:

- Biology (Aquatic Ecology and Quantitative Biology)
- Chemistry & Biochemistry
- Communication Studies (Strategic Communication)
- Critical Technology Studies (Humanities Center)
- Ethnic Studies (AIAN Studies or Chicana/x/Latina/x or Filipina/x or Pacific Islander Studies)
- Theatre

The purpose of the Diversity Postdoctoral Faculty Program is to mentor new faculty in teaching excellence in the context of a primarily undergraduate institution within Catholic Higher Education and to cultivate inclusive communities within departments at the University. USD is poised to serve as a resource for faculty who are interested in pursuing an academic career that follow a teacher/scholar model.

The Diversity Postdoctoral faculty position is for two years. Postdoctoral faculty teach courses in their area of expertise, work closely with faculty mentors in their department, and are invited to participate in the College of Arts & Sciences faculty development programs. Candidates must have completed the PhD or other terminal degree before the starting date of August 2019. Candidates who have not yet had a tenure-track faculty position will have priority. Appointment includes a competitive salary, benefits package, and travel funds for conference participation.

For full consideration, materials must be received by February 4, 2019.
Please complete the following steps:

*To submit the application visit: Jobs@USD:
<http://jobs.sandiego.edu/cw/en-us/job/492502/diversity-postdoctoral-faculty>*

- Cover letter
- Curriculum vitae
- Statement of teaching philosophy, including a statement about your experience teaching and mentoring students from communities that have historically been underrepresented
- Statement of research/creative activity including goals for the next two years and a sample of scholarly or creative work
- Sample syllabus for a course in your area of expertise and a summary of teaching evaluations (if available)

The University of San Diego is an Equal Opportunity employer and does not discriminate based upon race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, marital status, pregnancy, age, physical disability, mental disability, medical condition, covered veteran status, genetic information, or other characteristic protected by federal or state law. The University of San Diego is an equal opportunity employer committed to diversity and inclusion. USD offers same sex domestic partner benefits. Final candidates will complete a pre-employment background check.