

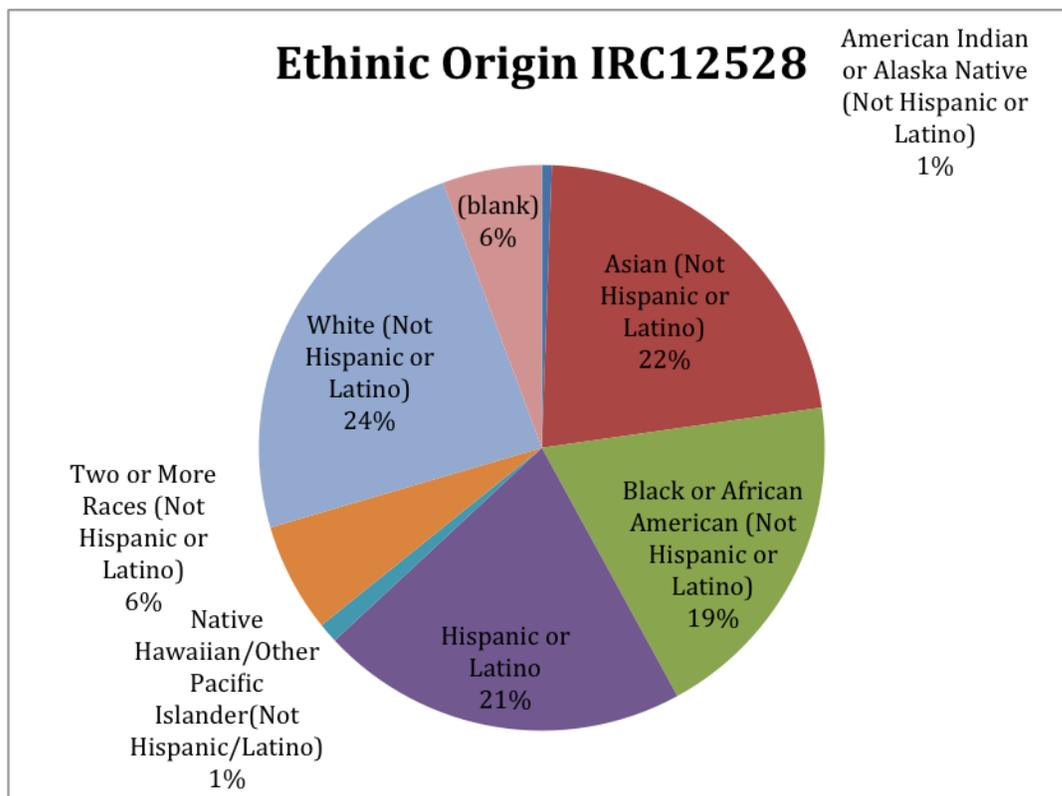
## Dean's Advisory Council on Faculty Diversity Recruitment and Retention – End of the Year Report (2013-14 Academic Year)

*Committee Members: Alberto Pulido, Chair. Members: Marcelle Maese-Cohen, Perla Myers, Pauline Berryman, Esteban Del Rio, Neda Moayedi*

The main focus of our work (charge) for the 2013-14 academic year was to design and recruit candidates for a two-year diversity postdoctoral fellowship for the college. This charge became a major project that took several meetings and careful planning. We are happy to report that we were successful in hiring three postdocs who will begin in the fall of 2014. Joining us this fall semester will be:

- Dr. Joselyn Del Pilar Albladejo in Chemistry
- Dr. Josen Diaz in Ethnic Studies
- Dr. Melanie Zaucher in Marine Sciences/Chemistry

There were a total of 173 completed applications that were received from a total of 183 total applicants. Of these 173 applications, the committee advanced 7 applications with the departments of Biology, Chemistry, Communication Studies, Ethnic Studies, Marine Sciences, Political Sciences and Theology. The departments of Languages and Literature and Physics participated in the process but no candidates were advanced to their departments. The department of Communication Studies withdrew their candidate due to area of specialization. The breakdown re: Ethnic Origin of applicants is as follows:



*Reflections Regarding Search Process:*

A major objective of our search was to affirmatively address where the college was lacking in terms of racial and ethnic diversity. After reviewing the data, we agreed to target scholars whose research, teaching, mentoring and/or services advanced the perspectives of Gender, First Nations/Native American, African American and/or Filipino Americans in teaching and research.

In the end, we were successful in hiring one Filipina American and two Latinas. The committee made the exception for the two Latinas because they were non-existent in the sciences. The committee had the opportunity to hire an African American scholar in Theology and Religious Studies but this department was not ready for this appointment.

Our committee served as a “clearing house” for each candidate that applied for the diversity postdoc. The committee received some criticism regarding this process. Some felt we should allow the departments to do the hiring since we did not know their need. Many members of the committee were heartbroken that we could not offer the appointment to qualified candidates who did not have a home department. The committee explored the idea of making the postdoc a college wide appointment.

*Proposed Activities for College Postdoc Committee 2014-15:*

- First Post-Doc committee meeting second week of school Friday, September 12<sup>t</sup> with the postdocs.
  - Introduction of each postdoc @ first Academic Assembly Meeting.
  - Welcome reception scheduled for September 19<sup>th</sup> in Degheri
  - Schedule Presentation of each Postdoc in conjunction with Creative Collaborations: 1<sup>st</sup> in October – 2<sup>nd</sup> in November – 3<sup>rd</sup> in February.
- *Schedule Fall 2014 meetings:*
    - a. Invite Paula Krist to a Post-Doc committee meeting for clarification on underrepresented population regarding Faculty and Student Statistics.
    - b. Focus Group/Feedback session with postdocs regarding recruiting experience early in the fall semester.
    - c. Finding a space or “center” to house the cohort.
    - d. Streamlining the recruitment process to include the specific needs for each department which will result in changing the application that the departments complete
    - e. Updating our Call to specify “U.S.” or Domestic
    - f. Review Diversity Plan from CID is already in place
    - g. Investigate the use of Interfolio in conjunction with iRecruit for application/material submission versus usdpostdoc listserv [usdpostdoc@sandiego.edu](mailto:usdpostdoc@sandiego.edu) to field questions etc.

- h. Collaborate with CID and in conjunction with AFFIRM to plan and market Colloquium
- i. Consider having the Post-Docs to present at 5X5, CEE, Creative Collaboration
- j. Series, Brown Bag, Scholarly Discussion Group and/or other opportunities