

Dean's Advisory Council on Faculty Diversity Recruitment and Retention – End of the Year Summary (2014-15 Academic Year)

Committee Members: Pauline Berryman Powell (co-chair), Alberto Pulido (co-chair), Marcelle Maese-Cohen, Esteban Del Rio, Perla Meyers, Neda Moayed, Karen Teel

Welcome 2015-2016 Diversity PostDoc Cohort:

The main focus and charge for the 2013-2015 academic years 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. Academic year 2013-14 the call for the fellowship positions was posted Dec 17, 2013 with an end date of January 24, 2014. This year we posted the call on February 18th with an end date of March 20, 2015. I mention these dates as the committee has learned that the call for applications works best when the target start date is in December of each year. It was difficult for the committee to meet consistently, department chairs to review the shortlist and the finalist were not contacted until the end of the semester, in addition, contracts were sent out in May. An earlier start seems to benefit all parties involved. We are happy to report that there are two postdocs that will begin in the fall 2015 and one postdoc that will start spring 2016.

Fall 2015

- Dr. Robin Brooks- Doctor of Philosophy, University of Florida, English
Dissertation: Class Interruptions: Cross-Class Relationships in Contemporary African American and Caribbean Women's Literature
- Dr. Christopher Carter- Doctor of Philosophy, Claremont School of Theology, Religion
Dissertation: Eating Oppression: Faith, Food and Liberation

Spring 2016

- Dr. Cory Gooding- Doctor of Philosophy, University of California, Los Angeles, Political Science
Dissertation: Politics and Culture in Context: Afro-Caribbean Political Incorporation in New York and Los Angeles during the Obama Era

Total Number of Applicants: 72

Total Shortlist advanced for Departmental Review: 21

- English: 10 applications
- Chemistry and Biochemistry: 0 applications
- Languages, Cultures, and Literatures: 0 applications

- Political Sciences and International Relations: 2 applications
- Psychological Sciences: 1 application
- Sociology: 4 applications
- Theology & Religious Studies: 4 applications

Total Finalist: 5

- Stephen Battin (Theology & Religious Studies)
- Robin Brooks (English)
- Christopher Carter (Theology & Religious Studies)
- Cory Gooding (Political Sciences)
- Jarryd Willis (Psychological Sciences)

Welcome 2015-2016 Diversity PostDoc Cohort:

COUNCIL CHARGE:

- Design a two-year (with the possibility of a one-year renewal) diversity postdoctoral teaching/research academic fellowship program that serves the dual purpose of providing academic experience for diverse scholars and providing diverse faculty for our students. **(Josef & Melanie)**
- Collaborate with the Center for Inclusion and Diversity, the ADVANCE team, department chairs, and the Dean's office to design a post-doctoral teaching/research fellowship program. **(committee work)**
- Explore ways to build mentorship and professional development into the fellowship. **(Gail Perez) and hopes for this to continue – "Creative Collaborations"**
- In collaboration with department chairs and the ADVANCE team, recruit the first cohort of post-doctoral academic fellows.
- Identify and invite experts in the field to speak to College faculty about ways to incorporate diversity into College recruitment and retention structures. Funding is available from the Dean's office. **(Sheila) (Attendance at AAC&U Conference)**
- Set benchmarks and a timeline for identifying progress and success in the implementation of a post-doctoral program and a strategic plan. **(Procedures Draft)**
- Set up methods to communicate council activity with faculty (i.e., blog, blackboard site, website) **(the forum)**
- Write and submit a report to the Academic Assembly's Academic Affairs and Planning Committee and to the Dean by May 2014. The report may include a recommendation to continue the conversation into the 2014-2015 academic year.
- In the 2014-2015 academic year, create a webpage dedicated to the University of San Diego's Diversity PostDoc Fellowship Program.

New Procedures Implemented:

1. This year, the postdoc committee introduced an open forum in order to orient departments as to the vision and objective of the postdoc initiative, and to answer any questions or concerns from interested departments. We are pleased to report that this event proved to be quite successful that brought forth great department interest across the college. The event occurred on January 3, 2015.
2. The postdoc committee also introduced interfolio into their application process that streamlined the process for all that were involved. We would propose that interfolio be reviewed by HR and be integrated into forthcoming faculty searches here at the university.
3. This year, a wonderful website was imagined and designed. It proved to be quite helpful to publicize our program and served to guide candidates in answering questions that came up. It also spoke to the wonderful success of our program that would get us an article in the most recent issue of USD Magazine highlighting our successful program:
<http://www.sandiego.edu/publications/usdmag/summer-2015/torero-news/mixing-things-up/>
4. PostDoc Procedure Draft (will attach)

2014-2015 Highlights:

1. From PostDoc to Tenure track Faculty: Welcome Dr. Josen Diaz! Dr. Diaz has most recently served as the USD College of Arts and Sciences Diversity Postdoctoral Fellow in Ethnic Studies, and completed her PhD in Literature/Cultural Studies at UCSD in 2014. Her innovative research on Filipino and Filipino American cultural politics, labor migration, and identity complements her rich course offerings on globalization/transnationalism, gender and sexuality, and cultural studies. Additionally, Dr. Diaz will offer Filipino American Studies scholarship, courses and community engagement that will provide unprecedented opportunities for our students and the local historic and demographically significant Filipino American community (established by 1910, with nearly 200,000 members in San Diego today!).
2. The Interdisciplinary success of Melanie Zauscher who was placed in both the departments of Marine Science and Chemistry.
3. Inquiry from John Hopkins University to launch their Diversity PostDoc Program, while modeling it to the University of San Diego's program.
4. PostDoc Mentorship of Professor Gail Perez who provided wonderful guidance and direction. See most recent issue of USD Magazine.

5. The 2014-2015 call to recruit candidates whose work showed a commitment to serving underrepresented populations, specifically, within the African American community.
6. Sheila O'Rourke, Ph.D. visits University of San Diego. The purpose of the visit was for Dr. O'Rourke to meet with faculty, chairs/directors, the ARRT committee and university leaders to share her strategies for success in diversifying the faculty and create discussions about that subject. She shared her strategies to emphasize and advance diversity work in the Academic Reappointment, Rank and Tenure process. She gave several short presentations on common challenges, lessons learned, and best practices.

Recommendations 2015-16

INTEGRATION OF INTERFOLIO: As stated earlier, the committee was most impressed with the use of interfolio throughout the search process and would recommend the continued use of this program and would ask that HR review and consider adopting it for all future USD searches.

PROVIDE NAMES OF ALL APPLICANTS TO DEPARTMENTS: The committee should consider the idea of providing a slate to each department of each postdoc applicant regardless if the applicant's name is forwarded to the department. So for example, let's assume that Biology receives 5 applications, and upon review, the committee deems that only 3 are qualified for the postdoc - the committee will still provide name of all applicants regardless if the candidate makes the final cut or not. This was a suggestion that came forward from departments that were receiving calls as to the status of their applications and departments were unable to provide information since they did not know that this candidate had actually applied. Departments would be directed to provide information to candidates that only confirm that their application was received and is actively under review.

COMMITTEE EXPANSION: There should be discussion around the idea of expanding the size of the committee to include more departmental representation. The committee should consider expanding this representation to be more inclusive, yet striking a balance so the committee does not become too cumbersome. One possibility would be to invite faculty members from departments that are committed to diversify their departments, but have not had a postdoc since the program began.

DYNAMICS AND DUTIES OF COMMITTEE MEMBERS: One final recommendation is to explore the dynamics and duties of committee members who also represent their departments. So, for example, if we have a committee member from a specific department, what should be their role in the selection process at the departmental level? Should the committee member be active on both committees; more active on the dean's committee and reclude themselves from the departmental committee or visa-

versa? This was an issue that came up during this year's review process that was not clearly resolved. Whatever the conclusion here, it would be wise that the committee adopt a policy to follow for future committee deliberations.

****Action Items Completed: cut and paste from report / X**