

Diversity Postdoctoral Fellowship Committee Final Report 2015-2016

Committee Members: Pauline Berryman Powell (co-chair), Perla Myers (co-chair), Ashley Gisiger, Karen Teel, May Fu, Josen Diaz, Simone Batiste

Postdoctoral Scholars 2015-2016:



Dr. Josen Diaz (fall 2015), University of California, San Diego, Literature, Emphasis in Cultural Studies

Dissertation: “Ordering Chaos: The Filipino Laboring Body and the Cold War Makings of Filipino America”

Dr. Robin Brooks, Ph.D. (fall 2015 and spring 2016), University of Florida, English
Dissertation: “Class Interruptions: Cross-Class Relationships in Contemporary African American and Caribbean Women’s Literature”

Dr. Christopher Carter, Ph.D. (fall 2015 and spring 2016), Claremont School of Theology, Religion

Dissertation: “Eating Oppression: Faith, Food and Liberation”

Dr. Cory Gooding, Ph.D. (spring 2016), 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”

We also included the following postdoc in the activities and mentoring, since she was in the same department as Robin Brooks, and they would be sharing an office:

Dr. Sara Hasselbach, Ph.D. (fall 2015 and spring 2016), Tufts University, English
Dissertation: “The Passion of Christ in Seventeenth-Century Religious Poetry: Crashaw, Donne, Herbert, Lanyer”

Initially, the plan for the 2015-2016 academic year, was to dedicate time to institutionalizing the committee and its work in preparation for future recruitment cycles. However, with the addition of Cory Gooding to the tenure track faculty in the fall of 2016, we decided to begin a search for a candidate to fill one position. The call to applicants and departments was updated in December 2015 and the committee hit the ground running when we returned in January 2016, with plans to make an offer by May. This recruitment cycle’s call was for those that would advance the perspectives of African Americans, American Indian/Alaskan Natives and Filipino Americans. Interfolio went live for applicants on February 23rd and applications were due March 21st. In the

meantime, Robin Brooks accepted a tenure track offer from University of Pittsburgh, so we were now looking for two postdoctoral fellows.

The College Dean's office provided funding in the amount of \$250 for each department (5) to advertise for the position. The position was advertised in WomenAndHigherEd.com, VeteransinHigherEd.com, InsideHigherEd.com, CalJobs.ca.gov, SoCalHERC.org, BlacksInHigherEd.com, HispanicsinHigherEd.com, NativeAmericansinHigherEd.com, AsiansinHigherEd.com, LGBTinHigherEd.com, HigherEdJobs.com, ChronicalVitae.com, DisabledInHigherEd.com (all these are free of charge). Additionally, historians.org, PhilJob.org, MinorityPostDoc.org, abpsi.org (for various fees).

Results from the Search:

Total Number of Applicants: 44 (Biology: 2, Chemistry and Biochemistry: 3, History: 17, Philosophy: 18, Psychological Sciences: 4)

Shortlist of candidates advanced for Departmental Review: 16

- Biology: 1 application
- Chemistry and Biochemistry: 1 application
- History: 10 applications
- Philosophy: 2 application
- Psychological Sciences: 2 applications

Offers were made to:

- Corey Barnes, Philosophy (declined)
- Christopher Marshburn, Psychological Sciences (declined)
- James Ong, Philosophy (accepted)
- Daisy Camacho-Thompson, Psychological Sciences (declined)
- The committee, in consultation with the departments chose not to make offers to our 5th and 6th choice candidates: Jennifer Hoos (Biology) and Andrey Samoshin (Chemistry and Biochemistry)

Incoming Postdoctoral Scholars:

- James Ong, Ph.D., Philosophy, Duke University
Dissertation: "Inhabiting Difference"

New Procedures Created and Implemented:

- Created a survey to Departments regarding participation in the search process.
- Designed a survey for exiting Postdoctoral Scholars.
- Created/Implemented Evaluations/Reflections for Postdoctoral Scholars, administered in fall and spring semesters.
- Personal meetings with department chairs for exiting Postdoctoral Scholars.
- Wrote/Distributed Diversity Postdoctoral Committee appointment letters with service ending in June 2016.

- Created/Organized a Dropbox Folder with Diversity Postdoctoral information to share and save.
- In addition to candidates forwarded to a department, forwarded the names of all other applicants to that department to make them aware of all who applied.

2015-2016 Highlights:

- Josen Diaz joined the tenure track faculty at USD and the Diversity Postdoctoral Fellowship Committee.
- Cory Gooding will be joining the tenure track faculty in fall 2016.
- Christopher Carter will be joining the tenure track faculty in fall 2016.
- Robin Brooks accepted a tenure track position at the University of Pittsburgh for fall 2016.
- The committee welcomed a student representative, Simone Batiste.
- The Committee assigned Dr. Liu as professional mentor to the Postdoctoral Scholars. She met with them regularly and provided support and guidance.
- All three Diversity Postdoctoral Scholars and Sara Hasselbach of English presented their work in this year's Postdoctoral Public Lecture Series through the Center for Educational Excellence.
- Interfolio provided their "By Committee technology" to us at no cost for the second year.
- Significant time was spent updating various documents, producing an inclusive timeline, and laying the foundation for a recruitment cycle to begin earlier in the semester, if possible in 2016-2017.

Recommendations for 2016-2017

INTEGRATION OF INTERFOLIO: As stated in past reports, the committee was impressed with the ease of use of Interfolio throughout the search process, and would recommend the continued use of this software. The committee made a recommendation to Human Resources to review and consider adopting it for all future USD searches. The committee cannot expect to have these services free of charge for another year and will need to budget (approximately \$2000) to be able to use Interfolio in future searches.

CREATION OF FAQ DOCUMENT FOR FINALISTS: create a one-page document that includes information on salary and benefits, technology, housing and relocation benefits etc. Provide this to departments at time of offers.

COMMITTEE DIVERSITY: consider expanding departmental participation--include faculty members from departments that have not housed Postdoctoral Scholars since the program began. We would like to make committee appointments in August 2016.

COMPREHENSIVE BUDGET: for program costs pertaining to scholars, mentors, recruitment costs, advertising etc.

APENDICES/REPORTS: seek out reports from involved individuals. See report from Dr. Liu attached. Continue in future years to solicit feedback from various community members who support the work of the Diversity Postdoctoral Committee.

Appendix A: Post-Doctoral Scholars External Mentor Report Judith Liu

Fall Semester:

Robin Brooks, English
Christopher Carter, Theology and Religious Studies
Jose Diaz, Ethnic Studies
Sara Hasselbach, English

Spring Semester:

Christopher Carter
Jose Diaz, Ethnic Studies
Cory Gooding, Political Science
Sara Hasselbach, English

I am grateful for the opportunity to have served as the external mentor during the 2015-2016 academic year.

The external mentor serves three important functions: 1) advocate, 2) confidante, and 3) coach. While each Scholar also had a departmental mentor, the external mentor provides a layer of confidentiality and support that is important for the success of all our faculty. Thus, I would strongly encourage the continuation of the external mentor position.

Confidentiality in the mentoring process is essential. Faculty must be confident that what is discussed will be kept in the strictest confidence as any information that is revealed outside of the mentoring relationship is a serious breach of trust. If the Scholar divulges her/his own information to others, that is her/his prerogative; however, the mentor does need to keep what is said confidential.

The following is the process used this year.

Initial meeting: The Scholars knew one another from previous events which continued to create a bond among them. At this initial meeting, each Scholar was requested to bring issues that s/he were interested in discussing during the year/semester. The following were issues that they brought for the Fall were:

1. Conflict resolution (e.g., how to handle difficult situations that involve student/student classroom interaction; colleague/colleague; faculty/supervisor; student/faculty)
2. Helicopter parents (how to handle concerned parents)
3. Life/work balance (making sense of the e-mail barrage; what events to attend; creating balance; publication and professional strategies)
4. Sensitive topics (e.g., pro life/pro choice; identity; sexual orientation; religious, political, economic diversity)
5. Teaching (syllabus construction; learning objectives; teaching strategies)
6. For Spring semester: applying for permanent positions (interviewing; negotiations)

We met once a month; twice on campus; twice off campus (dinner at my home).

Issues raised for the Spring at our first meeting of the semester:

1. Preparing for the Post-Doctoral Presentation
2. Applying for permanent positions (cover letters; materials to include; letters of reference)
3. Preparing for the interview
4. Negotiating a contract
5. Sharing “lessons learned” from the Fall
6. Assessing teaching evaluations
7. Preparing for the presentations
8. Publishing opportunities

Best practices:

- Group meeting once a month (either on- or off- campus).
- One-on-one meetings once a month. These meetings permitted the Scholars to discuss very personal/professional issues.
- Dinners away from campus. Although the mentor is not “expected” to prepare the meals, these dinners proved to be the most rewarding and productive. These home-cooked dinners provided a level of intimacy and safety that allowed everyone to discuss sensitive topics in a meaningful manner and to create a stronger bond among us all.
- Classroom observations. After the Fall semester, some Scholars declined a classroom observation because they were being considerate of my time and because they were being observed by their department mentors/chairs/colleagues. I would recommend providing the Scholars the opportunity for an additional observation. Following the classroom observation, I met with each Scholar and provided feedback.
- Attending the presentations by each Scholar and providing feedback afterwards. Not only did these presentations give each Scholar the opportunity to present his/her scholarship, the feedback following the presentation served as a means to consider possible publication outlets.
- Consistent communication with the Scholars helps with integration into the College. I provided each Scholar with hard copies and links to articles from *Faculty Focus*. Hard copies were preferred because of the number of e-mails faculty receive. These articles did serve as the foundation for some group discussions.
- Chapters from the *Mentoring Faculty of Color* (book was purchased for each Scholar) were used. I requested that each Scholar read my chapter in the book and to create a three-year plan.

Wisdom from the Scholars:

- ❖ Do not be wedded to using PowerPoints. They can detract from student/student and teacher/student interactions [Teaching Strategies].
- ❖ Find some activity that can lead to relaxation especially before sleep (watch a mindless show; shut down the computer one hour prior to sleep) [Work/Life Balance].
- ❖ Use Google docs to download clips, slides, videos instead of Blackboard [Teaching Strategies].
- ❖ Use attendance sheets rather than calling roll [Teaching Strategies].
- ❖ Stay in touch with your mentors [Work/Life Strategies].

Recommendations:

- Formalize a budget for the mentoring program (I know that Pauline was creating one).
- Continue the presentations.
- Have a mentor meeting (department and external) to coordinate activities (such as classroom observations, meetings with mentors).
- Host a meeting with the Scholars to obtain their feedback/suggestions for improvement/recommendations. Share the results with the mentors.

Thank you for this great opportunity. I look forward to meeting with you all to continue the discussion. I would also like to continue as the external mentor for 2016-2017.