

Diversity Postdoctoral Fellowship Committee Final Report 2016-2017

Committee Members: Pauline Berryman Powell (co-chair), Perla Myers (co-chair), Ashley Gisiger, Josen Diaz, Judy Liu, Drew Talley, Leonora Simonovis-Brown, Emily Edmonds-Poli, and Simone Batiste (USD class of 2019)

Summary:

Over the course of the 2016-2017 academic year, the Diversity Postdoctoral Committee met 10 times. Our meetings were scheduled for 90 minutes and took place mid-day first semester and began at 8:00 a.m. second semester. We are proud to have had such dedicated and passionate committee members. Because last year's search brought in one Diversity Postdoctoral Scholar, we advertised for two positions this year. We were able to have the advertisement go live on January 10th and made offers at the end of March, which is over a month sooner than last year. We were pleased to have significantly more applicants and more departments participating (see details below). This year's call focused on finding Postdoctoral Scholars who would advance the perspectives of African Americans, American Indian/Alaskan Natives, Filipinas/os/x, Chicanas/os/x, Latinas/os/x and/or Pacific Islanders. Once again, we were able to provide funding to departments for department-specific advertisements and a listing of the venues where we advertised is attached.

We were so impressed by the strength of the candidates in the pool and the candidates that the departments recommended that we made a request to the Provost for additional funding to augment what the College could provide to hire four additional postdocs. Ultimately, the Provost and President approved our request to provide additional funds (\$240,000) based on the strength of the candidates and their expected contributions to their respective departments, the College, and the University.

Information from the Search:

Total Number of Applicants: 107

Department	Biology	Chemistry and Biochemistry	English	Environmental and Ocean Sciences	History	Mathematics	Psychological Sciences	Sociology
# of completed applications	0	6	46	19	10	3	4	18
# of candidates advanced for departmental review	0	1	16*	5	7	2	2	4*

* Including candidates who originally applied to other departments

New Procedures Created and Implemented:

- Committee shared documents through the use of Dropbox
- Drafted online application form for potential future use (continue PDF structure and capture academic departmental preference, if needed)
- Reserved Conference Room for file reading
- Committee members recruited departments by having conversations with chairs for participation in the program
- Created Postdoc Recruitment Postcard to distribute at conferences
- Strategically assigned the reading of a reduced number of applications to each committee member
- Instituted new timeline for mentor selection for current Postdoc. Included Co-Chairs as supplemental resources by meeting 3 times each semester with Postdoc
- Created talking points for Chairs to use when making Postdoc offers

- Met with HR, Provost, CAS Budget Admin to move incoming Postdocs to 11 month faculty contract from administrator category
- Negotiated 1:1 course load for History and Chemistry and Biochemistry Postdocs.

Postdoctoral Scholars 2017-2018:




Continuing Postdoctoral Scholar 2016-2018:




Dr. James Ong is the first Postdoctoral Scholar to continue for a second year:

<p>Philosophy Department</p> 
<p>Dr. James Ong Duke University <i>Dissertation: "Inhabiting Difference"</i></p>

Incoming Postdoctoral Scholars 2017-2018:

The new cohort is composed of six Diversity Postdoctoral Scholars, two in the sciences, two in the social sciences, and two in the humanities and arts.

<p>Environmental and Ocean Sciences Department</p> 	<p>History Department</p> 	<p>Sociology Department</p> 
<p>Marlene Brito-Millan Ph.D. in Oceanography Scripps Institute of Oceanography <i>Dissertation: "Linking spatio-temporal coral reef dynamics to coastal human societies"</i></p>	<p>Channon Miller Ph.D. in American Studies Boston University <i>Dissertation: "Migrant Black Mothers: Intersecting Burdens, Resistance and the Power of Cross-Ethnic Ties"</i></p>	<p>Angela Nurse Ph. D. in Sociology Michigan State University <i>Dissertation: "Race and Dress: How Racial Identity and Stratification Impact Body Modification and Supplementation Among Collegiate Women"</i></p>

<p>English Department <i>(Interdisciplinary Humanities)</i></p> 	<p>Psychological Sciences Department</p> 	<p>Chemistry & Biochemistry Department</p> 
<p>Mychal Odom Ph.D. in History University of California, San Diego <i>Dissertation: "From Southern California to Southern Africa: Black Californians and African Liberation Movements"</i></p>	<p>Victoria Rodriguez Ph.D. in Developmental and Psychological Sciences Stanford University <i>Dissertation: "College for certain: Barriers and pathways to college readiness and success for first-generation Latino students"</i></p>	<p>Devoun Stewart Ph.D. in Chemistry Howard University <i>Dissertation: "Air Quality Modeling and Health Assessment of Projected Ozone and Particulate Matter Response to Varying Reductions of Precursor Emissions in the South Coast Air Basin"</i></p>

2016-2017 Highlights:

- Committee Cohesion
- Cluster Hire/Support from Provost and President
- Committee representatives from various departments
- 5x5 presentation by Pauline and Ashley
- Visit by Nicole Weeks, USD:102
- Early recruitment cycle
- Postdoc Lecture Series coordinated by the Center for Educational Excellence
- Continued updates to the Diversity Postdoctoral Scholar website
- Significantly more applications
- 8 departments applied, 6 have Postdocs as of May 8th, 2017

Recommendations for 2017-2018

- *New Name:* Now that we have a cluster, and with the hopes that this program will have institutionalized funding for the future, we recommend that the new committee explores other names/titles for the Diversity Postdoctoral Scholars.
- *Maintain Involvement of Undergraduate and Graduate Students:* Having students serve on this committee is essential to our work. Having Simone Batiste on the committee has been instrumental in maintaining our mission to diversify the faculty by keeping the student perspective in mind. Ashley Gisiger who is the Dean's Office Graduate Assistant performed significant amounts of administrative work. This committee needs the support of a graduate assistant, work-study student or dedicated executive assistant in the future.
- *Increase Support/Programming due to Cluster Hire:* We are thrilled to have a cluster of Diversity Postdoctoral Scholars joining James in August 2017. With that said, we need to build a more comprehensive public relations strategy, orientation, and mentoring plan that fits the needs of our incoming postdocs.

- *Institute Meetings for Chairs of Departments Hosting Postdocs*: We plan to institute regularly scheduled meetings with the Diversity Postdoctoral Committee Co-Chairs and/or Committee with Chairs of departments hosting postdocs. We think it is valuable for the Chairs to come together to provide some degree of consistency in the program.
- *Strengthen Mentoring Plan*: Create and implement a comprehensive mentoring plan that incorporates departmental and external mentoring with specific events and check-points for teaching in mind.
- *Obtain Relocation Funds*: The topic of relocation funds is always brought up. As it currently stands, any support must come from the departments. In the future it would be beneficial if the Dean's Office/Provost's Office/Institutional Funding source could provide some help to departments with less funds to spare.
- *Adjust Language for Contracts*: For future contracts, add language from faculty contracts regarding USD employment only (without off-campus employment) to Postdoc contracts.
- *Develop Understanding/Role of Interdisciplinary Assignments as it pertains to the Postdocs*: The committee needs to have a consistent plan for how it treats applicants with the potential for interdisciplinary work in the application process as well as potential for departmental partnerships once Postdocs arrive.
- *Secure Comprehensive Budget and Institutionalization of Funding Source for Program*: To cover program costs pertaining to scholars, mentors, recruitment costs, advertising etc. and secure permanent budget lines for the continuation of the program and cluster hires.
- *Continuation of Competitive Nature of Program*: Make a concerted effort to publicly frame and reiterate the true nature of the postdoctoral selection process. Keeping the emphasis on the highly competitive nature of the program, in order to continue attracting excellent candidates before they engage in the job market. Continue the practice of having new people cycle through the committee so that they can see first-hand how the process works. Intentionally considering faculty from departments that have not yet been directly involved in the selection process.

Summary of Postdoctoral Scholars from 2014 to Present



2014-2015

Dr. Josen Diaz, 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"
- Diversity Postdoctoral Scholar at USD: fall 2014 through fall 2015
- Transitioned to be: Tenure track faculty member, Department of Ethnic Studies, University of San Diego

Dr. Melanie Zaucher, University of California, San Diego, Engineering Sciences (Mechanical Engineering)

- Dissertation: "Extending the Physiochemical Characterization of Aerosol Particles in California"
- Diversity Postdoctoral Scholar at USD: fall 2014 through spring 2015
- Transitioned to be: Air Pollution Specialist, California Air Resources Board

2015-2016

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

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”
- Diversity Postdoctoral Scholar at USD: fall 2015 through spring 2016
- Transitioned to be: Tenure track faculty member, Department of Africana Studies, University of Pittsburgh

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

- Dissertation: “Eating Oppression: Faith, Food and Liberation”
- Diversity Postdoctoral Scholar at USD: fall 2015 through spring 2016
- Transitioned to be: Tenure track faculty member, Department of Theology and Religious Studies, University of San Diego

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”
- Diversity Postdoctoral Scholar at USD: spring 2016
- Transitioned to be: Tenure track faculty member, Department of Political Science and International Relations, University of San Diego

2016-2017

Dr. James Ong, Philosophy, Duke University

- Dissertation: “Inhabiting Difference”
- Diversity Postdoctoral Scholar at USD: fall 2016 through Spring 2018

2017-2018

Dr. Channon Miller, American Studies, Boston University

Dr. Marlene Brito-Millan, Oceanography, Scripps Institute of Oceanography

Dr. Devoun Stewart, Chemistry, Howard University

Dr. Victoria Rodriguez, Developmental and Psychological Sciences, Stanford University

Dr. Angela Nurse, Sociology, Michigan State University

Dr. Mychal Odom, History, University of California, San Diego

Dr. James Ong, Philosophy, Duke University (see above)