

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

2023-2024 Final Report

Committee Members: Evan Crawford, Laura Getz, Cory Gooding, Karel Gonzalez (student rep),
Rico Monge, Martin Repinecz, Cawa Tran, Sally Yard
Co-Chairs: Kristin Moran & Pauline Powell

During the Fall semester in preparation for the recruitment of three diversity postdoc faculty members, the committee spent time reviewing recommendations from last year's committee report that outlined data to help assess the effectiveness of the program. We were able to implement significant changes to the program including increasing the salary, updating department expectations, including more training for mentors. The College postdoc program continues to provide opportunities for new faculty to focus on pedagogical development in the context of primarily undergraduate institutions.

Composition of the Diversity Postdoctoral Committee

Committee composition is important for the success of the program. Specifically, the 2023-2024 Diversity Postdoctoral Committee represented various academic disciplines. We were excited to have representatives from the following departments: Languages, Cultures and Literatures, Biology, Art, Architecture and Art History, Theology and Religious Studies, Psychological Sciences, and Political Science. In addition, these faculty members have a genuine interest in diversifying the faculty and were excited to serve. Overall, the committee came to a consensus to choose the 2024 postdoc cohort. They will be invited to meet with the incoming cohort in-person during the fall semester.

Recruitment

The College of Arts and Sciences launched the search for three postdoctoral faculty who advance the perspectives of historically marginalized ethnic communities with a focus on the domestic Chicana/o/x, Latina/o/x community in Fall 2023 (see Appendix A). A total of 6 programs requested to participate in the call for applications: Art History (AA+AH), Chemistry & Biochemistry, Psychological Sciences, Theatre and Music (joint request for musical theatre), Theology and Religious Studies. The recruitment process included national advertising through

USD's placement agreements and individual departments promoted the call through their disciplinary networks.

The call produced 49 total applications, of which 36 met the minimum qualifications and were moved to committee review. The committee reviewed files for alignment with requirements as outlined in the call and forwarded 19 files to the departments. The department chair and/or search committee organized interviews with selected candidates. After the department level review, recommendations were returned to the committee. The committee reviewed the department recommendations and prioritize the top candidates. Three diversity postdoc faculty were selected and accepted offers to join the College with a 2-year appointment beginning in Fall 2024.

The 2024 Cohort

The goal of the search was to identify excellent teacher-scholars who advance the perspectives of the Chicana/Latina community through teaching, scholarship and/or community engagement. We successfully hire three outstanding faculty who will amplify these goals. The cohort brings together art, science, and social science as a way to build capacity for advancing the curriculum and scholarly opportunities across the College. Students will benefit from the lived experiences that each faculty member brings to their work.

Wilfred Paloma, MFA, San Diego State University Department of Theatre

Prof. Paloma has been a member of the USD community teaching part-time, but now with the completion of the MFA is well-qualified to serve in an expanded role to impact our programs in theatre and music. The department commented, "Wilfred is currently the Director of Education and Community Engagement at Diversionary Theatre, in which role he engages in outreach and community-based theatre for a company with a reputation for fierce advocacy and dogged commitment to diversity. However, Wilfred also possesses considerable skill in musical theatre, a specialty that we do not currently have within our faculty. In short, having Wilfred appointed to a diversity post-doc position would give the Department of Theatre an opportunity to mentor an

exciting educator.” Prof. Paloma is scheduled to teach THEA 111 “Theatre and Society” and THEA 203 “Fundamentals of Acting” in Fall 2024.

**Arturo León Sandoval, Ph.D., University of Connecticut
Department of Chemistry and Biochemistry**

Dr. Sandoval comes to USD with significant experience as a mentor for students in STEM emphasizing increasing pathways for students who have been historically underrepresented. The department commented, “Arturo expressed a genuine excitement for teaching at USD, developing his scholarship, and engaging in the life of the USD community. His enthusiasm and excitement for science was tangible and is expected to translate into the classroom well. We expect students, especially diverse students, to be inspired by his enthusiasm for the field.” Dr. Sandoval will teach courses in Organic Chemistry.

**Evelyn Sarsar, Ph.D., University of Arizona
Department of Psychological Sciences**

Dr. Sarsar is a teacher-scholar who aims to establish a classroom environment that is accessible to all students. The department commented, “Her research on both psychological and physiological outcomes of microaggressions and racism in Latinx youth, including both diary/survey studies and salivary sampling, means that both psychology and neuroscience students will be interested in her research. Evelyn expressed great interest in training undergraduates in her research lab and expressed the importance of a “bi-directional” relationship where students help frame her research agenda in addition to her training students.” Dr. Sarsar will teach PSYC 314 “Developmental Psychology: Child” in the Fall semester.

Updates to Department Expectations

Given the assessment data that indicated that postdoc faculty had varied experiences within their home department, the committee constructed a “Department Expectation” form (See Appendix B) that the Chair completes as part of the department recommendation process and updated the department “Candidate Evaluation” form (See Appendix C). The intention is to more specifically outline the expectations of the program so that the chair and department faculty are aware of the

objectives to more effectively mentor faculty in the program. The mentors assigned to the postdoc faculty will be included in the “College Mentors” program that offers in person workshops for mentors, an asynchronous USD-specific mentoring course, as well as other community building activities to support the mentor – which in turn should support the mentee as well.

Other Programming:

Because we did not have faculty in 2023-2024 in the postdoc program, we did not host a panel to highlight their research. We look forward to organizing a panel next Spring so the current cohort can share their scholarship and/or creative work.

Recommendations for program updates:

- Formally include, at minimum, \$3000 for moving costs as part of the recruitment process.
- Check in with departments to hold faculty accountable for the mentoring process.
- Continue to monitor the department mentoring experience.

Appendix A

COLLEGE OF ARTS AND SCIENCES DIVERSITY POSTDOCTORAL FACULTY PROGRAM

The College of Arts & Sciences at the University of San Diego seeks to hire three faculty members for the Postdoctoral Program who have a commitment to advance the perspectives of the Latinx/Chicanx community members through teaching opportunities, research/creative work, and mentoring. We are committed to the development of scholars who empower students from U.S. communities that are underrepresented in academia. The two-year postdoctoral faculty appointment will begin in Fall 2024. The following departments/programs have requested to host a postdoctoral faculty member:

- Art, Architecture, and Art History
- Chemistry & Biochemistry
- Music
- Psychological Sciences
- Theology & Religious Studies
- Theatre

The purpose of the Diversity Postdoctoral Faculty Program is to mentor 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. Read more about the [program](#).

The Diversity Postdoctoral faculty position is for two years. Postdoctoral faculty teach courses in their area of expertise, continue their research trajectory, work closely with faculty mentors in their department, and 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 September 2024. Candidates who have not yet held 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 1, 2024. *To submit the application visit Jobs@USD:*

- 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)
- Contact information for three references who will be sent a link to upload letters.

The College of Arts and Sciences and University of San Diego

[The College of Arts and Sciences](#) is at the heart of the University of San Diego. Our philosophy is built on the enduring values of the Catholic intellectual tradition, immersing students in the concepts of free inquiry, diversity and inclusion, ethical conduct and compassionate service. The College aims to establish an academic foundation for students to thrive and gain a comprehensive education, which spans the sciences, arts and social sciences. Through our exemplary liberal arts education and rigorous scholarship, we aspire to not only educate the mind but also develop the whole person.

The University of San Diego, a contemporary and engaged [Roman Catholic institution](#), was founded by the Diocese of San Diego and the Society of the Sacred Heart in 1949. Governed by an independent board of trustees since 1972, USD remains committed to a liberal arts education grounded in the [Catholic intellectual tradition](#) and the pursuit of truth, goodness and beauty. Inspired by this centuries old tradition of Catholic higher education, the University welcomes people of all faith traditions and any, or no, religious background. The future success of USD relies on the contributions of those who seek to foster the development of [engaged global citizens](#) and an earnest confrontation of [humanity's urgent challenges](#).

The University of San Diego sits on the Indigenous homeland of the Kumeyaay people. The San Diego region is the third most populated area for American Indians in California and is surrounded by four autonomous Indigenous nations: the Kumeyaay, Luiseño, Cupeño, and Cahuilla. These four nations, represented by 19 tribes, make San Diego County home to the largest concentration of individual tribes in the United States. San Diego is also the second largest city in the state, near the busiest port of entry on an international border, and hosts significant ethnic, immigrant, and refugee communities from around the globe, including Central America, the Caribbean, Southeast Asia, the Pacific Islands, and Africa. Serving more than 5,500 undergraduate students, the university holds a commitment to advancing academic excellence, global citizenship, ethical knowledge and conduct, and compassionate service.

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. USD offers same sex domestic partner benefits. Final candidates will complete a pre-employment background check.

Appendix B

Being selected as a department host for the diversity postdoc program provides a benefit to your department through opportunities for curricular development, expanded faculty expertise, and community building. Based on our recent program assessment the Committee on Faculty Diversity Recruitment and Retention has outlined the following expectations for departments who host a diversity postdoc.

Please confirm the following and return with your candidate review form:

_____ A mentor will be assigned who will actively cultivate a relationship with the postdoc faculty member and will provide pedagogical and scholarship support.

_____ The mentor will complete the College “mentoring” course and participate in mentor workshops.

_____ Postdoc teaching faculty will be observed in the classroom by their mentor and other department faculty throughout their appointment.

_____ There will be a minimum of four teaching observations that provide formal feedback to the postdoc faculty member over the two-year appointment.

_____ Postdoc teaching faculty will be included in department activities, including but not limited to: Department meetings (exclusive of agenda items requiring voting), brown bag/lunch research workshops, and department-related parties/receptions related to awards, and guest speakers/symposiums. (Note: postdoc teaching faculty should not be expected to serve as academic advisors, advisors for student organizations, or serve on committees).

_____ Faculty in the department understand that if there is a tenure-track opening in the department, the postdoc faculty member is eligible to be granted the appointment with an additional department interview and decision process because a national search has been conducted for this position.

Department Chair

Appendix C

College of Arts and Sciences Diversity Postdoctoral Faculty Program

Departmental Evaluation Form 2024

Due: Wednesday March 13, 2024

Applicant's Name:

Department/Program:

Please provide a rationale for hiring the following candidate that describes how the inclusion of this specific diversity postdoc will enhance the department's DEI initiatives focused on advancing the perspectives of the Latinx/Chicanx communities. It is not necessary to highlight disciplinary expertise (that is clear from their application materials), but rather the contribution to the department's goals more generally.

Share any additional information that committee members should consider beyond what is present in the materials. **What stood out during the interview that is important for the committee to know?**

Now that you know the candidate, describe specific mentoring strategies that will help the candidate succeed at USD. Please list the intended mentor.