

## COLLEGE OF ARTS AND SCIENCES DIVERSITY POSTDOCTORAL FACULTY PROGRAM

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The Committee on Faculty Diversity Recruitment and Retention is committed to recruiting and mentoring talented faculty as they participate in the Diversity Postdoctoral Faculty Program. During the 2020-2021 recruitment cycle, the committee worked to enlist departments and circulate the call widely ensuring a broad pool of talented candidates. The initial call to departments was broadly defined (see Appendix A), but the committee decided to respond to USD's 2020 Black faculty letter by amplifying Black faculty recruitment and wrote the final call to prioritize faculty who will advance the perspectives of African Americans (see Appendix B). We were able to recruit three Black postdoctoral faculty members who are appointed for a two-year position.

The committee received 213 applications for three positions across 10 department/programs in the College and one opportunity in the School of Engineering. After initial review of the candidate pool, a total of 159 candidate files were sent to 11 departments/programs for review. The internal department processes differ, but each program selected their top candidate for committee consideration. Of the 11 programs, 10 recommended candidates. The committee reviewed the final candidates and made recommendations to the Dean.

### **Number of files sent for review for each program:**

AA+AH = 13

Chemistry and Biochemistry = 6

Communication Studies = 21

Ethnic Studies = 35

Film Studies = 5

Music = 12

Philosophy/Gender Studies = 35

PoliSci & International Relations = 5

Psychology = 13

Theatre = 12

Engineering = 2

Because we had time in between the searches, the committee was able to review the process and created a new rubric for department search committees to use while reviewing files. The rubric more clearly articulates the goals of the program by emphasizing teaching experience, research trajectory and commitment to mentoring students and advancing diversity initiatives. See the updated rubric in Appendix C.

In addition to a new rubric, the committee revised the department evaluation form so that faculty could more specifically articulate how the candidate would contribute to the department's diversity goals. The information on the department form became an integral part of the

evaluation when the committee reviewed the final candidates to recommend to the Dean. See the updated department review form in Appendix D.

After a thorough review of the candidate files and departmental recommendations the committee extended offers and secured the following postdoctoral faculty members beginning in Fall 2021.

### **The 2021 - 2023 Cohort:**

Jennifer Tillman, PhD



Dr. Jennifer Tillman completed her PhD in philosophy from University at Albany, SUNY in 2020. She will be joining the Philosophy department with an affiliate appointment in the Gender Studies program. In Fall 2021, she will teach “Intro to Gender Studies.”

Jersten Seraile, MFA



Jersten Seraile, MFA will join the Theatre department, collaborating with both the undergraduate and graduate program. As a 2019 graduate of the MFA program, Prof. Seraile will be ready to support current students and will be teaching “Acting I” in the Fall semester.

Steven Berkley, PhD



Steven Berkley, PhD joins the Psychological Sciences department from the University of Missouri where he completed his PhD in Human Development and Family Science in 2021. Dr. Berkeley specializes in understanding the Black family experience. He will teach a new course titled “Psychology: Black Families.”

### **Updates on Recommendations from 2019 - 2020 Report:**

The committee’s work during 2020-2021 was informed by the previous year’s recommendations. Below are updates regarding progress on those recommendations:

1. Advocate to increase funding for cohort recruitment every year in the College of Arts and Sciences and in response to the Black faculty requirements for USD to fulfill its mission we will advocate to expand the Diversity Postdoctoral Fellowship to School of Engineering and SOLES.

The University of San Diego has unveiled the President’s Horizon Project which outlines USD’s commitment to diversity, equity and inclusion initiatives. The Project goals include, “Expand the existing diversity postdoctoral program in the College to all academic units including all graduate programs.” The College program has served as a model for the University and we look forward to supporting continuing efforts to diversify faculty across the units.

2. Increase the faculty development funding from \$1500 to \$1800 to expand opportunities for postdoctoral faculty.

The College has increased the amount of funding available for faculty development in the postdoc program to align with tenured/tenured track faculty.

3. Include postdoctoral faculty on research panels or discussions that showcase their expertise, including programming at the Humanities Center, within their department, or other relevant programs.

It was difficult to prioritize this during the pandemic, but previous postdoc faculty have engaged in a number of events through campus to raise their profile. The Committee will work with postdoc faculty and faculty organizers of events to ensure that the expertise of the postdoc faculty are highlighted in a variety of venues.

4. In response to the Black faculty recommendations, we will advocate for funding to bring Black scholars to campus for events, seminars, or lectures.

A number of departments and programs invited Black scholars to lecture at various events throughout the year. Examples of this programming include the Cropper Creative Writing Series who invited four Black authors to the series in 2020-2021, the Philosophy and Race lecture series and a lecture series organized by the department of Political Science and International Relations. The Humanities Center had a number of events featuring Black scholars. The goal of the Committee will be to ensure sustained engagement with faculty of color and the continued attention to amplifying BIPOC expertise in the intellectual programming in the College. In addition, committee members worked with the College development team and the Black Alumni Network to raise money for initiatives supporting Black faculty and students. Although these efforts were not initiated by the committee, it is the role of the committee to sustain the urgency of diversifying programming as attention to racial injustices ebbs and flows.

5. In response to the Black faculty recommendations, advocate that USD institute a mandatory anti-Black racism course or module that is required for all students, staff and faculty. For faculty and staff, we recommend that completing this module be part of the annual review process.

The University is working on implementing this recommendation as well, however the College has required that all faculty in departments that host a postdoctoral faculty member complete training video modules offered through Human Resources. These videos are titled “Managing Bias” and “Diversity and Inclusion EDU.” Both courses offer insight into how bias and stereotyping manifest in higher education contexts. These courses are also required viewing for all faculty who will engage in tenure-track recruitment as well.

6. Consider whether a future (or the current) call should replicate the 2015 postdoctoral advertisement to focus efforts exclusively on Black faculty recruitment.

The committee revised the call to prioritize recruiting faculty who advance the perspectives of African Americans. We hired three Black faculty.

7. Work with departments in the College to develop a faculty recruitment resource (toolkit) that would enhance recruitment and retention of BIPOC.

Working closely with the Dean, the co-chairs were able to modify the postdoc recruitment approach and apply to to tenure track hiring practices. Faculty search committees will appoint a DEI representative who will engage in a training workshop facilitated by the Cluster Hire Coordinator (Dr. Jillian Tullis). Each advertisement was reviewed by the Associate Dean and Cluster Hire Coordinator to ensure inclusive language and all ads have been placed in outlets specifically targeted to faculty of color.

8. Consider renaming the position. One suggestion includes renaming it to the “CAS Decanal Postdoctoral Fellowship.”

The committee will continue to discuss options for a new name.

### **Recommendations 2020-2021:**

The University of San Diego has launched The Horizon Project which outlines initiatives that will strengthen diversity, equity and inclusion efforts. We are proud that the Diversity Postdoctoral Faculty Program in the College is serving as a model for other units and that at the highest level, the efforts of our program are being recognized.

Below are initiatives that are included in the Horizon Project goals and the committee wants to underscore these efforts as they align with our own goals and also confirm the work of the Provost’s Anti-Racism Task Force in 2020-2021.

- A) Faculty Recruitment, Hiring, & Retention Administration Response: This very important Task Force recommendation had been widely viewed as an essential goal to increase the recruitment, hiring and retention of BIPOC faculty. Indeed, the Horizon Project includes as a goal under the “People” category #2, that USD would pursue seven (7) initiatives to recruit, hire and retain a more diverse faculty. Although efforts to recruit, hire and retain BIPOC faculty have been ongoing, beginning with the upcoming faculty recruitment cycle, progress on the Horizon Project efforts will be monitored and reported periodically by the deans and provost.

The College Diversity Postdoctoral Program has made a significant impact on the recruitment of BIPOC faculty to USD and it is time to more systematically review retention and placement efforts for faculty in the program.

- B) Mandatory Annual Campus-Wide Anti-Racism Training Administration Response: Understanding the role of race and racism in the United States is an important focus in recognizing its harmful impact on the democratic institutions of our country. Racism perpetrated by individuals, or institutions is an abhorrent scourge that must be eliminated. This has been referenced under the “Policies” section of the Horizon Project. The University of San Diego (USD) is deeply committed to promoting through education and

policy the elimination of all forms of racism. Therefore, we commit to accepting this recommendation. Beginning Fall 2021, the Offices of Human Resources, Academic Affairs, and the Center for Inclusion and Diversity will work to establish the protocols, procedures and resources to initiate a systematic effort to institute a sustained anti-racism training program for the campus community.

In the College, faculty who are members of departments who will host a postdoc faculty member are required to participate in USD's current video training related to managing bias in higher education.

Summary:

The recruitment and retention efforts for BIPOC faculty that has been spearhead by the College Dean's office has resulted in the increased percentage of faculty of color in the College of Arts & Sciences. As we reflect on how to more overtly maintain anti-racist recruitment practices, the postdoc recruitment practices can be applied across the College.

## APPENDIX A

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

The Committee on Faculty Diversity Recruitment and Retention solicits interest in hiring postdoctoral (or other terminal degree) faculty beginning in the fall semester of 2021. The College seeks to support three U.S. faculty members with a commitment to empowering students from U.S. communities that are underrepresented in academia through research, creative scholarship, teaching, service and/or mentoring. We are especially interested in scholars who advance the perspectives of historically marginalized ethnic communities including but not limited to African Americans, American Indian/Alaskan Natives, Filipinas/os/x, Chicanas/os/x, Latinas/os/x and/or Pacific Islanders. The Dean's office will place the advertisement across academic listings.

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.

Please submit a 2-3 page proposal to [usdpostdoc@sandiego.edu](mailto:usdpostdoc@sandiego.edu) that addresses the following areas:

#### Impact on department:

- How will the addition of a postdoctoral faculty impact your department's goals toward an equity agenda?
- Is your department interested in collaborating with another department to host a postdoctoral faculty with interdisciplinary interests or to participate in a joint appointment?
- How will the addition of a diversity postdoctoral faculty member provide momentum to your department's future hiring plans?

#### Curricular need:

- Provide a brief statement that describes how the expertise of the postdoctoral faculty will be integrated into your curriculum.
- Explain specific details about the area of expertise that most aligns with the department's curricular goals or research needs.
- List possible courses to be taught by the postdoctoral faculty.

#### Mentoring plan:

- Describe your department's mentoring plan and identify potential mentors.
- How will the faculty member be integrated into the department, college, and USD?
- How does the plan work to serve an equity agenda within your discipline?

#### Requirements for participation:

- Department provides the equivalent non-benefit-based teaching units that will be used by the postdoctoral faculty member (9-12 units per year for two years). These must come from the department's budget, including faculty replacement for FRGs, sabbaticals, chair or other administrative reassigned times. Benefits and travel funding will be provided through the Dean's office.
- Provide office space and/or research facilities. The Dean's office does not have funding to provide a computer.
- Departments, in consultation with the committee, can create a discipline-specific call to advertise the position through their disciplinary networks.

DEADLINE: August 1, 2020. If you have questions, contact: [usdpostdoc@sandiego.edu](mailto:usdpostdoc@sandiego.edu)

## COLLEGE OF ARTS AND SCIENCES DIVERSITY POSTDOCTORAL FACULTY PROGRAM

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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 African Americans 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 2021. The following departments/programs have requested to host a postdoctoral faculty member:

- Art, Architecture + Art History (Visual Arts)
- Chemistry & Biochemistry
- Communication Studies
- Ethnic Studies
- Film Studies
- Integrated Engineering (Shiley Marcos School of Engineering)
- Music (Vocal and Choral music)
- Philosophy and Women's & Gender Studies (Joint Appointment)
- Political Science (Public Law)
- Psychological Sciences
- 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.

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 2021. 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, 2021. *To submit the application visit Jobs@USD: <https://jobs.sandiego.edu/cw/en-us/job/494197/diversity-postdoctoral-faculty>*

- 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)
- Three letters of recommendation

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 C

Brief Job description:

Faculty member who has a commitment to advance the perspectives of African Americans through teaching opportunities, research/creative work, and mentoring.

Candidate: \_\_\_\_\_ total Points: \_\_\_\_\_

	<b>4 - Demonstrates/ Exceeds Potential</b>	<b>3-Strong Potential</b>	<b>2-Average Potential</b>	<b>1-Limited Potential</b>	<b>0 missing</b>
<b>Teaching Experience</b>	Teaching experience as instructor of record in related area. Provides example syllabus of course(s) taught.	Some teaching experience. TA experience in related area. Provides example syllabus of course(s) taught.	Minimal teaching experience. Provides example syllabus of course that they want to teach.	No in class experience or TA experience. Provides example syllabus of course that they want to teach.	No evidence of teaching
<b>Teaching Philosophy</b>	Strong statement that connects to undergraduate education and to advancing and/or supporting minoritized students.	Statement does not emphasize undergraduate teaching. Minimal reference to supporting underserved students.	Teaching philosophy is generic and doesn't provide evidence of understanding USD or program mission.	Does not have a clear philosophy.	Missing or not about teaching.
<b>Research Agenda</b>	Clearly articulates how scholarship will be developed over the next two years. Articulates an understanding of teacher/scholar model.	Has vision and can describe current research interests but is less clear about research path for the next two years in the context of teacher/scholar.	Is not able to articulate how current work will be extended in the context of teacher/scholar.	Does not describe research or highlight future agenda.	Has no agenda
<b>Research Record</b>	Provided completed example of research/creative work.	Provided evidence of work in progress with clear explanation of next steps.	Does not provide a clear example of research/creative work – but describes it.	Did not clearly describe own research trajectory.	Has no record.
<b>Connection to USD</b>	Articulates a desire or understanding of liberal arts undergrad school. Wants to be a teacher/scholar. Offers evidence that will advance the perspectives of African Americans.	Has a general understanding of liberal arts undergrad school and wants to learn more about teacher/scholar. Offers evidence that will advance the perspectives of African Americans.	Is not clear about commitment to undergraduate education nor liberal arts. Offers evidence that will advance the perspectives of African Americans.	Does not discuss and/or offer evidence that demonstrates they will advance the mission of the program.	Thinks we are UCSD. 😊

## APPENDIX D

### *College of Arts and Sciences Diversity Postdoctoral Faculty Program*

Departmental Evaluation Form 2021

**Due: Monday March 15, 2021**

**Applicant's Name:**

**Department/Program:**

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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 African Americans. Further, how might this candidate contribute to the student experience beyond teaching? 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 state the intended mentor.