# **SDSU FUERTE: Faculty United towards Excellence in Research and Transformational Engagement**

# Date: September 28, 2021

To: SDSU Tenured and Tenure-Track (T/TT) Faculty Colleagues in the Colleges of Arts & Letters, Professional Studies and Fine Arts, Health and Human Services, Sciences, Engineering, and SDSU Imperial Valley

# From: Mari Zúñiga & Mark Reed (FUERTE MPIs)

Contact information for Questions: Mari Zúñiga (mlzuniga@sdsu.edu)

##  Mark Reed (mreed@sdsu.edu)

Re: Request for faculty self-nominations to establish pool of faculty willing to serve on one of three SDSU FUERTE Hiring committees (2 committees, Mesa campus & one committee for Imperial Valley)

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Self nominations or a fellow faculty nominations can be made through the Google link:

<https://forms.gle/2yEw2JGE2RNJLk496>

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**Nominations will be accepted until October 8, 2021**

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**Overview**

In order to achieve the 11-person cluster hire for Spring 2022 (details provided in attached FUERTE abstract document), we are respectfully requesting support from T/TT college faculty to establish and vote on a pool of fellow faculty colleagues who would be willing to **serve on one of three SDSU FUERTE Hiring Committees** corresponding with expertise in one of three Latinx health disparities focal areas:

Cancer Disparities, Obesity, Exercise and Nutrition, or Environmental Health

**Link to nomination form for pool of potential Recruitment Committee Members** <https://forms.gle/2yEw2JGE2RNJLk496>

**Overview of nomination process** (can be self or nomination of a colleague with their permission)

 We are asking for college support in the self-nomination of a diverse, qualified pool of up to 2-4 faculty from each college, including persons with requisite knowledge in any of the three FUERTE research areas (1. Environmental Health, 2. Obesity/Physical Activity/Nutrition Science, 3. Cancer Disparities) as well as Latinx health disparities and who would be willing to serve on the hiring committee. Faculty with an understanding of what it takes to have a successful research trajectory with NIH/NSF/Federal agencies are preferred. Faculty currently serving on the SDSU FUERTE Recruitment Committee can also self-nominate for the hiring committees.

All hiring committee members will be required to attend the implicit bias training and the equity-minded hiring workshop sponsored by the SDSU Center for Inclusive Excellence (CIE) and read the article: *“We Are All for Diversity, but . . .”: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change* (Sensoy and DiAngelo, 2017).

Once the nominee pool is formed, Tenure/Tenure Track faculty will vote on pool membership for their respective College. (estimated vote date by October 15th)

Final selection of the FUERTE Hiring Committee will occur in in consultation with College Deans, the FUERTE Recruitment Committee members, and FUERTE leadership.

**Timing for Hiring Process & Committee Responsibilities**

Starting in mid-December 2021, members of Hiring Committee will be asked to screen and select the cluster applicant pool for each of the three health disparities focal areas.

Once the applicant pools have been established, initial screening interviews will be undertaken (January 2022). In-person interviews will be conducted in February-March, 2022 to allow for the timely offer of positions.

**Compensation**

Recognizing that the Hiring Committee will be asked to serve above and beyond their current service responsibilities and during the December/January break period, they will be offered $1,000 as compensation for their time.

# **For Reference Hiring Committees Composition**

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|   | **One Hiring Committee Composition: Environmental Health Committee****(Imperial Valley)** | Voting/ Advisory Status |
| 1. | Four T/TT faculty members (at least 2 from SDSU IV) | Voting |
| 2. | One of the Core FUERTE leaders (Pitpitan, Reed or Zúñiga)\* | Voting |
| 3. | One student representative | Advisory |
| 4. | One representative from the community who works in an organization that serves the Latinx community in the Imperial Valley | Advisory |

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|   | **Two Hiring Committees: Cancer Disparities and Obesity/Physical Activity/Nutrition Science (SDSU Mesa)** | Voting/Advisory Status |
| 1. | Four T/TT faculty members (at least three from the colleges in which faculty will be recruited) | Voting |
| 2. | One of the Core FUERTE leaders (Pitpitan, Reed or Zúñiga)\* | Voting |
| 3. | One student representative | Advisory |
| 4. | One representative from the community who works in an organization that serves the Latinx community in San Diego | Advisory |

\* Will undergo training to reduce hiring bias from the Center for Inclusive Excellence (CIE)