



October 29, 2021

# Transforms Newsletter

Advancing Faculty Equity

Fall 2021, Issue 1

[transforms.sfsu.edu](https://transforms.sfsu.edu)

## Inside this Issue

### Faculty Highlight

#### The Interview with Sally Pasion

Each issue, we introduce an amazing faculty member. We are building a community of faculty by recognizing, amplifying, and highlighting the valuable work of our faculty.

### Program Highlight

#### Equitable Collaboration in STEM Hub

#### Promoting Equity and Relationships among Colleagues (PERC) Fellowship

### Campus Connections

#### The Equity Research Hub

We are building partnerships and community in STEM and throughout campus. Each issue, we feature one of these connections.

### Gratitude

#### Transforms Launch Event

#### Steering Committee

We recognize that faculty time is limited, and we want to acknowledge and thank participants in Transforms activities.

### Resources for Campus Equity

#### National Center for Faculty

#### Development & Diversity

We are sharing professional development opportunities and resources for building equity on campus.

## Welcome to the first Transforms Newsletter!

Transforms is an NSF funded ADVANCE grant designed to build mechanisms at SF State to advance faculty equity. Our activities are oriented around scholarship, service equity and transparency, and inclusive climates that repair and address bias. While the grant period is three years, we aim is to try out, evaluate, and institutionalize activities that enhance faculty equity.

Like the entire Transforms program, our newsletter focuses on moving our campus deficits into areas of strength. Beyond reporting on the Transforms program, we see this newsletter as a mechanism for increasing the values of service efforts, connecting faculty across departments and disciplines, and advancing faculty equity. The newsletter will highlight the awards, individuals, and activities that recognize and elevate the value and visibility of service. It will also provide a platform for sharing on- and off-campus professional development opportunities and resources that support women in academic STEM careers. We aim to publish twice each term and encourage you to forward this newsletter to others who may benefit from its content.

- The Transforms Team

# Faculty Highlight: The Interview

## **Dr. Sally Pasion** **Associate Professor of Biology**

Dr. Pasion received the 2021 Distinguished Faculty Award for Excellence in Service. In addition to being a member of the Transforms Team, Sally teaches general education Biology, genetics and molecular Biology, and cell and molecular techniques. Her research interests focus on DNA replication and telomere maintenance in the fission yeast. Her laboratory work uses fission yeast to study conserved processes in eukaryotic DNA replication, DNA repair, telomere biology, and cell cycle regulation.



What do you like best about SF State?

The Students -they really grabbed me when first interviewed here. While I was on campus interviewing, I walked into a classroom and I was in tears. There were 30 students in the class and they were all students of color! This was 20 years ago! So there was that and the people in the department made it feel like the right place for me.

What about SF State challenges you?

That I can never do enough. It is constant. It is busy for so many people and busy as we are there is still so much we haven't done yet that needs to be done and that is frustrating. I have been here for 20 years and at first people said it would get better, I kept waiting and it hasn't really changed. You get used to doing a lot and you do it and then there is more to do and so you do it and you end up working non-stop. (cont.)

Where do you get support/mentoring now?

I still stay in close contact with my post doc advisor who is at another institution. I take advantage of my department colleagues. When I was in graduate school I used to meet with my mentor daily. So I got used to frequent contact and consultation. I like to go sit with my colleagues in their offices to share ideas and get and give support.

Who/what inspired you to pursue your work?

There are different people for different aspects of my work. For my research -the idea of being in science at all goes back to High School- my teachers in Math and Science supported me a lot and so that was a start. Then deciding to do research in a lab after I graduated from college. I realized that Oh, I can do this work and I think I could do this on my own. While working at the lab, which was at Harvard, I got to meet a lot of people and attend a lot of seminars and absorbed a lot and that helped me decide to go to graduate school. There were not a lot of women in my science courses at Harvard but when I got to graduate school there were women faculty and senior graduate students who mentored me.

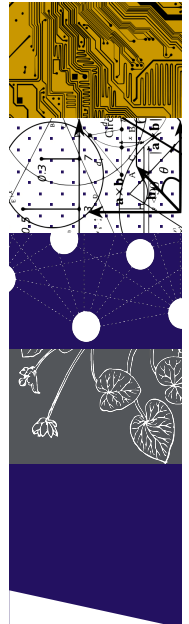
What advice do you give to women interested in an academic career in STEM?

Interestingly, most of my students say they don't want to stay in the field. So, I don't really advise students to pursue an academic career in STEM. I do help students and new faculty prioritize their needs so that they can make good decisions and pursue the work they want to do.

How do you mark success for yourself?

If I ask whether I am successful? There are many things I have done that I didn't ever think I would do. And when I am really challenged and don't think I can do something, I reflect on what I have done when I didn't think I could and that gives me strength and feels like success. I think of students I have trained in my lab. When I see them out in their lives and they have figured out and achieved what they want to do - well then that is my success too. They don't have to be in STEM, I just want them to figure out what they want to do.

(continues on page 4)



# The Inaugural Research and Scholarship Hub: Equitable Collaboration in STEM

---

Transforms is building faculty community—through collaboration and interdisciplinary hubs designed to support scholarship and faculty development. SF State faculty [report](#) receiving little support for scholarship, especially for interdisciplinary collaboration. SF State Transforms addresses this lack of support by forming research and scholarship hubs modeled after the Science, Technology, and Society (STS) hub. The STS Hub was seeded at the Health Equity Institute and co-developed by Martha Kenney (Women and Gender Studies), Laura Mamo (Public Health), and Ugo Edu (former Health Equity Institute Post-Doctoral Fellow).

For our first research and scholarship hub, we have selected the theme of equitable collaboration to:

- Decenter the individual scholar as the privileged producer of knowledge, arguing instead for interdisciplinary and community-based collaborative research.
- To lead with care and community-building and the values of equity -- of position, voice, perspective, approach, and discipline.
- To address power relations and status hierarchies in ways that level power dynamics to retain and promote leadership among women and faculty of color.

The Equitable Collaboration in STEM Scholarship Hub is workshopping a model that creates a structure of support for faculty and is intentional focused on addressing the unmet support for women and non-binary faculty and faculty of color, and faculty research that is under-supported.

## What is a Hub?

A research and scholarship Hub is a mechanism designed to promote and support faculty development. The Hub is a structured meeting space with activities designed to encourage idea exchange, collaboration, and discussion of relevant literature, as well as to join in writing and peer review works-in-progress sessions. The Transforms Hub is designed as a STEM faculty community to support faculty navigating a professional career in academia and at SF State.

## 2021 Transforms Hub Fellows

---




Leia Bagesteiro – Kinesiology  
Anoshua Chaudhuri – Economics  
Dawn-Elissa Fischer – Anthropology  
Valerie Francisco-Menchavez – Sociology and  
Sexuality Studies  
Melissa Hagan – Psychology  
Colleen Ingram – Biology

Michelle Jungbluth – Estuary and Ocean Science  
Center & Biology  
Ornella Mattei – Mathematics  
Zena Mello – Psychology  
Ayse Pamuk – Urban Studies and Planning  
Charli Sakari – Physics and Astronomy  
Daphne Stannard – Nursing

---





## Upcoming opportunity: Promoting Equity and Relationships among Colleagues (PERC) Fellowship

SF State Transforms is exploring new ways to address and repair systemic inequities and the interactional events of racist and sexist actions, microaggressions, and other harms to faculty and staff. We seek a team to create restorative strategies that address harms to our campus faculty and staff that do not rise to the level of Title IX. PERC Fellows will receive extensive, interactive training in restorative techniques and build connection with diversity, equity, and inclusion (DEI) focused groups on campus. The PERC Fellowship is designed to prepare participants for future leadership roles and comes with **a \$1500 stipend** for the first year of commitment. Upon completion of training, PERC Fellows will serve as intake representatives for bias-related concerns from Faculty and Staff. Fellows will work with PERC colleagues and SF State's Bias Incident Education Team (BIET) to develop and implement appropriate responses. PERC Fellows will serve a 1-year term beginning January 1, 2022, renewable up to 2 times.

Applications are now being accepted PERC Fellows. Use this QR code or follow this link to find the application. Applications are due November 19, 2021. If you have questions about submitting the application, please contact the Project Director, Erin Eger at [transforms@sfsu.edu](mailto:transforms@sfsu.edu)



Apply by  
Nov 19

## The Interview with Sally Pasion, continued

What did it mean to you to receive the 2021, Distinguished Faculty Award for Excellence in Service?

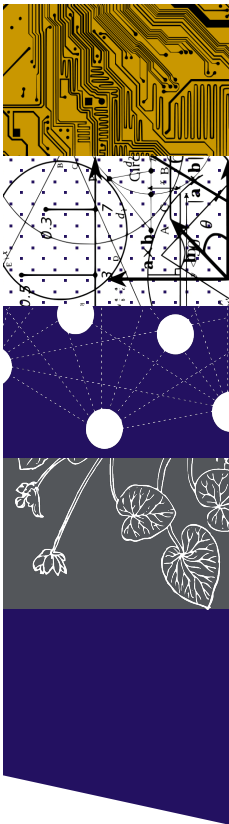
There was some kicking a screaming as I thought "why me?" "Am I really at that point?" It seemed premature but I was extremely happy. I received a lot of kind words from so many people—that helped and made me feel better about it. You don't get a lot of people saying thank you for the work that you do and I didn't realize how important it is to hear. But it is very important and it has been a treat to hear such positive reactions from my colleagues.

Why do you feel so passionate about the value of university service?

Early on at SF State I got the opportunity to take classes with faculty from other departments. Then I sat on committees with people from other departments. In doing this I realized how isolated we can get within our departments and that we share many of the same issues even though we are in different departments and different fields. I realized we are all one big community and can learn from each other. When I worked on CSU-wide committees, I felt the same way---we have many, many common challenges and can learn from each other. I think it should be a requirement for faculty to sit on campus-wide committees so that they can get a broader perspective and sense of community.

Anything I didn't ask that you would like to add?

Family, my background. My parents were both from the Philippines. They came to the US in 1959. My father was in the US Army and was able to get a High School diploma while serving. My Mom had a 6th grade education. My Father worked in produce fields during the day and was a janitor, along with my Mother, at night. My parents worked really hard. My Father passed away before I went to graduate school but my Mother attended my graduation from UCLA. She also got to see me as a Professor. Their work ethic is behind a lot of what I do.



## Campus Connections

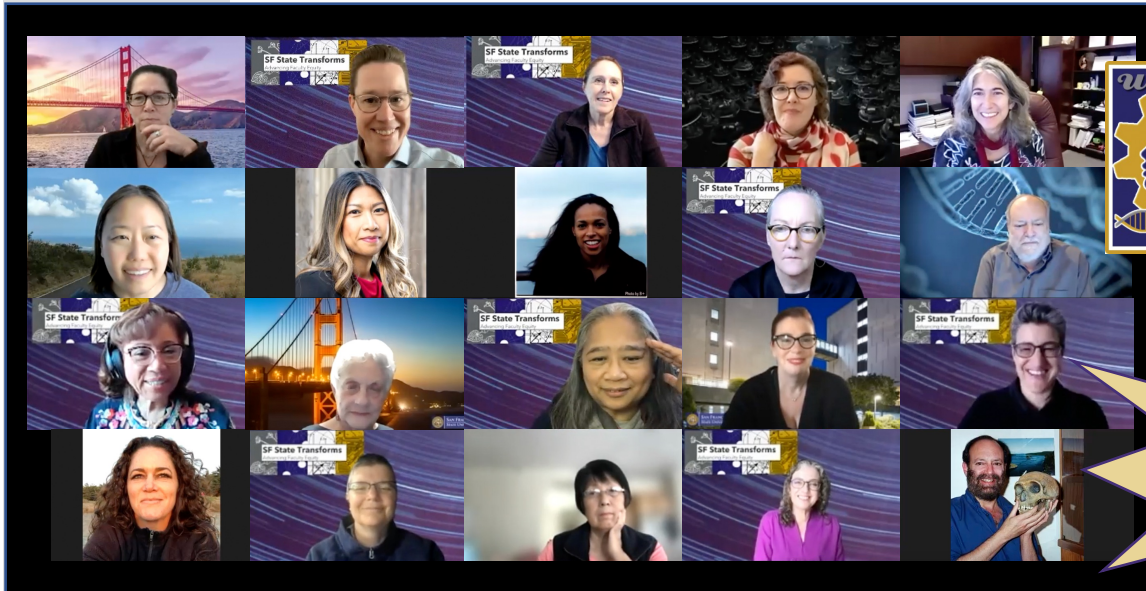
The Equity Hub for Black, Indigenous and Women of Color faculty (BIWOC) was started in Fall 2021 as a university-wide effort to support BIWOC authored research and creative activities that further the diversity of knowledge. Supporting research and creative activities that center equity by foregrounding historically marginalized perspectives, as well as supporting BIWOC faculty, whose professional and life experiences deepen the diversity of lenses through which we can understand and engage our social world are thus crucial agendas for a forward-looking university.

Transforms is providing administrative and evaluation support for the Equity Hub for BIWOC Faculty. In future issues we will share more about the participants in the Equity Hub, and their research and creative activities.

This is an important new effort at SF State, and we are proud to be part of it.

## Gratitude: Launch Event & Steering Committee

The Transforms Team would like to give a big thank you to everyone who participated in our Launch Event on September 29th. We appreciate everyone taking time to gather, hear about our planned activities, and reflect on Netflix's series "The Chair." Thank you also to our co-sponsor for this event WiSE - Women in Science and Engineering.



## Transforms Steering Committee

Teddy Albinak - Chair of the Academic Senate, Lecturer, Communication Studies  
Alvin Alvarez - Dean, College of Health & Social Sciences  
Jimmy Bagley - Chair, Professional Development Council, Assistant Professor, Kinesiology  
Wei Ming Dariotis - CEETL Faculty Director, Professor of Asian American Studies  
Gretchen LeBuhn Chair, University Research Council, Professor of Biology  
Carleen Mandolfo - Associate Vice President of Faculty Affairs & Professional Development  
Sue Rosser - Provost Emerita, San Francisco State University  
Michael Scott - Associate Vice President for Research  
Amy Sueyoshi - Dean of Ethnic Studies

# Graduate Research Assistant Position Available

We seek a dynamic, media-oriented Graduate Research Assistant (GRA) to lead communications efforts for three university faculty-learning and support communities, referred to as faculty scholarship hubs. The position is for 10-20 hours per week depending on availability; pay-rate: \$20 an hour. The graduate student will be supervised by Dr. Laura Mamo, Professor of Public Health. Submit a CV and letter of interest with any supporting documentation to Erin Eger [transforms@sfsu.edu](mailto:transforms@sfsu.edu)

Application Due November 5, 2021. More details are available on our website: <https://transforms.sfsu.edu>

## Faculty Resource

SF State belongs to the National Center for Faculty Development & Diversity (NCFDD), an independent professional development, training, and mentoring community of faculty. They offer resources and training that support writing and research productivity, strategic planning for promotion, managing incivility on campus, and maintaining a full and healthy life.

You have access to over 130 webinars and courses at NCFDD including:

- How to Market Your Book on Social Media Imposter Syndrome
- Teaching In No Time
- Moving from Associate to Full Professor
- How to Craft a Winning Book Proposal

Find out more at:

<https://www.facultydiversity.org>



## National Center for Faculty Development & Diversity

## The Transforms Team



Dr. Laura Burrus  
Professor and Chair, Biology



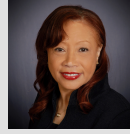
Dr. Petra Dekens  
Professor and Chair,  
Earth & Climate Sciences



Dr. Carmen Domingo  
Dean, College of Science & Engineering  
Co-Principle Investigator



Dr. Nancy Gerber  
Professor, Chemistry and Biochemistry



Dr. Diane Harris  
Professor, Psychology



Dr. Colleen Hoff  
Director, Center for Research and  
Education in Gender and Sexuality



Dr. Laura Mamo  
Professor, Public Health  
Co-Principle Investigator



Dr. Sally Pasion  
Associate Professor, Biology



Erin Eger  
Project Director, SF State Transforms

Would you like to hear more about Transforms activities and adventures? Reach out to [transforms@sfsu.edu](mailto:transforms@sfsu.edu) and ask to be added to our mailing list, or check out the website: [transforms.sfsu.edu](https://transforms.sfsu.edu)

[transforms.sfsu.edu](https://transforms.sfsu.edu)

