

Transforms Newsletter

Advancing Faculty Equity at SF State

transforms.sfsu.edu

Faculty Highlight

Dr. Anoshua Chaudhuri

Professor and current Chair of the Department of Economics

Dr. Anoshua Chaudhuri, Professor and Chair of Economics, has received several competitive research awards, and she has collaborated with colleagues domestically and internationally, in economics and inter-related disciplines. These honors include being an inaugural [ADVANCE Transforms Scholarship Hub Fellow](#), themed for Equitable Collaboration in STEM (2021-2022), a Certificate of Honor from the [San Francisco Small Business Commission](#) (2021), the [Jerry Eisman Award for Engaged Scholarship](#) (2021), and being named an [Institute of Civic and Community Engagement \(ICCE\) Faculty Fellow](#) (2021).



Dr. Chaudhuri's collaborative research for Disaster Preparedness of Vulnerable Populations was named [Best Practice](#) by the [American Association of State Colleges and Universities \(AACU\)](#) and the prestigious [CSU Blue Ribbon Award for Community Based Research](#). She has held leadership positions in economics associations and conference steering committees. She has published numerous peer-reviewed articles and has also written economic impact reports for several local government and non-government agencies.

Dr. Anoshua Chaudhuri's expertise impacts the lives of people from wide-ranging backgrounds and we are proud to feature her in our SFSU Transforms Faculty Spotlight.

What guided you to an academic career?

I had so many trailblazers in my family that there was no question that I would get a terminal degree in my chosen line. I was debating between medical

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Program Highlights

Fall Convocation Welcomes Provost Sueyoshi

Transforms was at the Fall convocation to welcome **Provost Amy Sueyoshi** (appointed April 2022) as she began her first academic year, to welcome new faculty, and to celebrate the Fall semester. What a sight to see a native born and SF State former Dean begin her leadership of the faculty. It was a festive gathering of SF State groups sharing their activities and programs.



Sally Pasion led the Transforms table and team as we greeted faculty, staff, and administrators with our program resources to advance racial and gender equity for faculty. We shared our research brief on the “Barriers to Advancement for Women and Women of Color Faculty in STEM Fields” and previous Transforms Newsletters (all available on transforms.sfsu.edu).

Service Equity: A Focus of the Professional Development Council (PDC)

Transforms Partners with the Professional Development Council to examine faculty service and professional development

A service survey went to all faculty last Spring and is being analyzed in partnership with SF State Transforms and the PDC. A report will be available soon that highlights how lecturer and TT faculty define and perceive service work at SF State. Quantitative analysis service work was provided by Health Equity Institute Professor of Economics, Sepideh Modrek.

Thank you to William “Bill” Jacobs and Diane Harris for their leadership as well as Sally Pasion,

Dawn Fisher and Laura Mamo for serving on this committee.

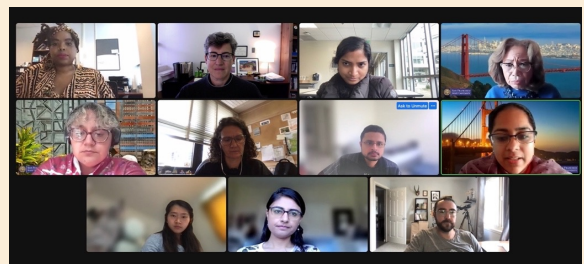
Announcing the 2022- 2023 ADVANCE Scholarship Hub Faculty Fellows

Congratulations to this year’s NSF ADVANCE Scholarship Hub Fellows. The ADVANCE Scholarship Hubs are a mechanism to support faculty scholars in an equity-driven model for advancement. The nine Faculty fellows represent a diversity of departments, colleges, and backgrounds. These faculty were selected based on their shared commitment to an equity-driven focus on building solidarity & community to advance scholarship and careers at SF State.

The 2022-2023 NSF ADVANCE Scholarship Hub Faculty Fellows:

- **Leia Bernardi Bagesteiro:** Assistant Professor of Kinesiology, CHHS
- **Tiffany Caesar:** Assistant Professor of Africana Studies, CoES
- **Jaime Chaves:** Assistant Professor of Biology, CoSE
- **Luella Fu:** Assistant Professor of Mathematics, CoSE
- **Marcela Garcia-Castanon:** Associate Professor of Political Science, LCA
- **Aakash Gautam:** Assistant Professor of Computer Science, CoSE
- **Zubaida Qamar:** Assistant Professor of Nutrition Sciences, CHHS
- **Shriti Raj:** Assistant Professor of Computer Science, CoSE
- **Anusha Sundarrajan:** Assistant Professor of Speech, languages, and hearing, CoSE

The Transforms Scholarship Hub is led by Dr. Diane Harris (Psychology, CoSE), with support from Drs Laura Mamo (Public Health and HEI, CHSS) and Dawn-Elissa Fisher (Anthropology, LCA).



SF State Transforms Joins Convocation



Sally Pasion led our tabling efforts at the Convocation



Transforms Celebrates Faculty at the Building Bridges Reception co-sponsored by CEETL and the STS Hub

Transforms co-hosted a CEETL event with the STS Hub to celebrate Professors Julietta Hua and Kasturi Ray's (WGS) new book *Spent Behind the Wheel* (2022). Drs Hua and Ray are alumna of campus scholarship Hubs. Faculty and Graduate Students met to talk about ways to integrate scholarship and teaching, as well as the challenges of producing scholarship at a teaching intensive university. Presentation focused on faculty ambitions for connection and how to strengthen one's teaching and student experiences through writing and intellectual engagement.



Julietta Hua, Professor of Women and Gender Studies

is the co-author of *Spent Behind the Wheel* and the author of *Trafficking Women's Human Rights* (MN Press, 2012). Her teaching and research focus on immigration legal histories, politics and race. She is currently serving as board president of San Francisco SafeHouse, a "housing first" organization that serves women experiencing sexual violence and exploitation.

Kasturi Ray, Professor of Women and Gender Studies is the co-author of *Spent Behind the Wheel* and the author of work on picture brides and other domestic workers. Her teaching and research focus on labor, culture, and race. She is also a Faculty Director at the Center for Equity and Excellence in Teaching and Learning.

Spent Behind the Wheel traces the ways traditional taxis and the gigged driving sector have more commonalities than differences. Both share the presumption of, and ground their profits in, unfettered access to drivers' reproductive labor. Drivers, the co-authors find, work to support the social reproduction, or full life-flourishing of others, at the expense of their own life chances. However, the masculinized bodies of drivers occlude the reproductive nature of their work, and along with it, the ways that the siphoning of drivers' reproductive capacities structures industry accumulation across the taxi and gigged sectors. Thank you to CEETL and the STS Hub for co-hosting this event with SF State Transforms.

Faculty Highlight continued...

and other professions and seeing how long it took to become a doctor and the hard family life, I chose Economics. The irony is that it took me a similar amount of time to get a PhD in Economics. I went to the top school in India for my masters degree and moved to the US to complete my PhD. In the PhD program, there really wasn't much exposure to industry jobs and our training was focused on an academic career.

How would you describe your recent scholarship?

SF State has shaped my recent scholarship. I started out as an Economist interested in Health and Development issues. I taught health economics regularly and development economics whenever there was a need. I realized along the way that I needed more resources than I could amass to continue in the development field. The barriers were funding to do field research and go to conferences. Hence, I started thinking about how I could integrate teaching, scholarship and service, and [ICCE](#) at that time provided me exposure to CBPR (Community-Based Participatory Research) and I have not looked back.

Who/What inspired you to pursue your work?

My PhD advisors, [Anil Deolalikar](#) and [Elaina Rose](#), and [at SFSU] [Jerry Eisman](#). Dr. Deolalikar is a development economist. His research was always very practical, something that spoke

to policy making. Dr. Rose believed in me and taught me critical skills. They taught me that research needs to make a difference. It's not just for academic curiosity. It should have an impact. Dr. Eisman is the reason that I stayed at SFSU.

What advice that you would give to women and nonbinary students interested in academic careers in STEM (or your field/s of study)?

Believe in yourself, fight to legitimize your research even if folks question the validity and discipline appropriateness—the sky's the limit in how you imagine your work and its importance to society and your community. No one can tell you that this work is not important.

Wow! This is inspiring! How do you do it?

I take mentoring very seriously. I've supervised many projects. Prior to becoming Department Chair, I used to have three different graduate student groups out in the community. Once, I had four groups of three students each, a total of twelve students who did four different projects. It takes so much coordination! Even with teaching my CSL course once a semester as part of our three-course teaching load, maintaining publications and being a productive member in the Economics Department, I have been able to survive and continue when it comes to research. I have published journal articles even while I've been department chair.

So, I just say that you have to believe in yourself, have great conviction—that your work is important. You have to have the passion for it. The responses from all involved with each and every report have been amazing, and all of my [CBPR and CSL] partners always came back. That was the marker for me: that they value this work. As Department Chair, I now teach this CSL course every other year, yet I still actively mentor student research in support of the San Francisco community. For example, the report, ["Impact of COVID-19 on Small Businesses in San Francisco,"](#) received the [Certificate of Honor from the Small Business Commission](#) in 2021.

How do you mark success for yourself?

For all the challenges that I have faced, pivoted, etc., to be at SF State, I appreciate and love this campus for its students. I have never encountered such a bright, engaged and grateful group of students as those we teach at SF State. I measure success by the impact that I can have on their lives, through a class well taught, a service-learning project supervised, an opportunity to mentor and teach, being able to co-author, write recommendations and references and anyway I can elevate and transform the lives of my students.

I took on being department chair for that one purpose of putting students at the front and center of our work. My work as department chair is guided by the principle that students are

who we serve and our curriculum and policies should be student-focused. I also measure success by the impact of my scholarship on the community around me. Much of my work is done pro-bono but the nature of the work energizes and rejuvenates me.

*Anoshua Chaudhuri is a Professor and the current Chair of the Department of Economics in the Lam Family College of Business at San Francisco State University. She received her PhD in Economics from the University of Washington, Seattle, and an MA in Economics from Delhi School of Economics. Dr. Chaudhuri's research, teaching and service scholarship is at the intersections of health, development and family economics with a focus on evaluating the impacts of policies and programs on community and household health outcomes. Dr. Chaudhuri teaches courses on Health Economics Research, Economics of Gender, and Microeconomics, and she created the first Community Service Learning (CSL) course within SFSU's Economics Department. She serves as a Board member and Vice-Chair of SF State's University Corporation and also volunteers as a Board member of a non-profit mental health agency, [Richmond Area Multi-services](#) (RAMS). Dr. Chaudhuri has published her research in numerous peer-reviewed journals such as *Economic Development and Cultural Change*, *Social Science and Medicine*, *Health Policy*, [Journal of Family and Economic Issues](#), *Children and Youth Services Review* and *Journal of Cross-cultural Gerontology*.*

Dr. Dawn-Elissa Fischer, with editorial support from Dr. Wei Ming Darity.

PERC Fellow Update

The PERC fellows are working hard to create a restorative practice program for faculty and staff to launch in the coming months. Stay tuned for a launch date soon.

Transforms is planning upcoming speakers, events, and social opportunities that intentionally grounded in Intersectionality as a theory of social change with a goal of creating mechanisms to advance equity and justice for faculty and campus.

Join writing meet-Ups

Writing Meet-ups led by Transforms Hub Alumni are held twice a month - the First Tuesday 1-3pm and 3rd Friday 1-3pm each month in the Library 2nd floor Teaching and Learning Commons. Sessions are hybrid: in person and on zoom. For more information contact Professor Anoshua Chaudhuri, anoshua@sfsu.edu. For zoom link contact: transforms@sfsu.edu.

Upcoming Writing Meet-Up Session Dates:

- Friday, November 18th
- Tuesday, December 6th
- Friday, December 16th

Campus Connections

As our NSF ADVANCE work seeks to create mechanisms to address intersectional racial and gender equity for faculty, we spotlight other efforts on campus that are synergistic. We have learned of several college-wide efforts to engage in anti-racism and racial justice at SF State. Here are a couple of highlights. Please send Transforms information about other work on campus so that we can connect and learn from one another transforms@sfsu.edu.

In the College of Health and Social Science, Valerie Francisco-Menchavez, associate professor in the Department of Sociology & Sexuality Studies, has been appointed to the newly created post of assistant dean for restorative and transformative racial justice. The position was created as part of the CHSS Reflections and Actions to Create Equity (RACE) Initiative and reports directly to the dean and RACE Collective (the leadership of the RACE Initiative). She will begin in the role starting Spring 2023 when she returns from a sabbatical.

In the College of Science and Engineering, a committee co-led by Transforms Co-Investigators Drs Diane Harris and Petra Dekens has culminated in a Racial Equity report on the college.

In the College of Liberal and Creative Arts, a committee is focusing on Equity and Leadership Development. The LCA professional development program is committed to providing the opportunities and space for all faculty and staff to thrive as scholars/artists, teachers, professionals and colleagues at all stages of their careers and in alignment with the core values of the college and institution. Learn more about [LCA Professional Development](#).

In Faculty Affairs and OSRP
Finally, you may have noticed that OSRP has institutionalized the **Campus Equity Scholarship Hub**, a faculty hub for Associate level faculty who identify as Black, Indigenous, and Women of Color. The campus equity hub was co-developed by Juliette Hua, Dawn-Elissa Fischer and Laura Mamo and was supported in 2021-2022 by OSRP and Faculty Affairs. A Cohort of 6 faculty fellows were led by two co-leads as scholars moved their

work forward and prepared for promotion to full. The campus equity hub is now part of the RSCA application and is available for Associate level TT faculty seeking connection in a cohort model for exchange, support, and collaboration. We will continue to refine the equity hub model and ensure its continuation.

We are grateful to OSRP and Faculty Affairs for recognizing the value of the equity hub model and working with us to institutionalize the effort for our campus community.

Team Announcements A New Year, New Team Members

Dr. Dawn- Elissa Fischer

Dr. Dawn- Elissa Fischer has joined the NSF ADVANCE Transforms team as a Co-Investigator as of October 1.

Ilse Gonzalez

We welcome Ilse Gonzalez as the NSF ADVANCE Project Lead. Ilse is working with Co-PI Laura Mamo in HSS 361A on Tuesdays and Thursdays from 9am to 5pm. Please stop by and say hi!

**We now have a Transforms Office!
Room HSS 361A**



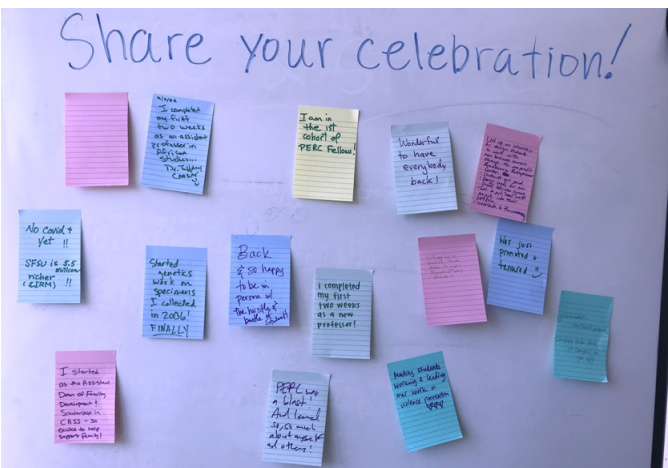
Transforms Holds Open House Event



SF State Transforms held an Open House on September 6 at the Teaching and Learning Commons in the Library. The Fall event launched this year's ongoing effort to create a community of faculty and staff dedicated to building Intersectional Racial and Gender Equity for faculty advancement.

It was a treat to enjoy mooncakes, participate in a "scavenger hunt," and meet new colleagues at this interactive event to highlight PERC (Promoting Equity and Relationships among Colleagues) Fellows, Scholarship Faculty HUB Fellows, and upcoming Transforms events and opportunities.

The Open House also provided space for faculty and staff to share their accomplishments and successes through the pandemic and offer ideas for upcoming events and activities. We thank Women in Science & Engineering (WISE) [cose.sfsu.edu/wise] for co-hosting and all of you who joined us.



Faculty shared successes.

Gratitude



Thank you to our Hub Alumni for their ongoing efforts. We would like to especially recognize ADVANCE Transforms Hub Alumna **Dr. Michelle J. Jungbluth** for organizing a Writing Retreat and Hub reunion at SFSU'S Estuary & Ocean Science (EOS) Center. Special thanks to Dr. Jungbluth for providing Faculty with a tour of the EOS Center facilities.

We are grateful to **Dr. Anoshua Chaudhuri** (ADVANCE Transforms Hub Alumna) for co-organizing the Scholars' Writing Meet ups. Fall 2022's **Scholars Writing Meet-ups** provide a structured Writing Check-in, quiet time, and report back with Faculty Peers.

Thank you also to **Dr. Ellen Peel**, Professor Emerita of Comparative & World Literature (STS Hub Alumna and writing meet-up participant) for volunteering to provide editorial guidance to the website.

Thank you HEI Professor **Sepideh Modrek** for statistical analysis and guidance to our partnership with PDC to understand faculty experiences and needs regarding service and professional development. Special thanks also to HEI MPH student scholar **Maia Rose Feinman-Welcher** for her ongoing work to co-conduct this analysis as a Transforms GRA.

