

February 2022

Transforms Newsletter

Advancing Faculty Equity at SF State

transforms.sfsu.edu

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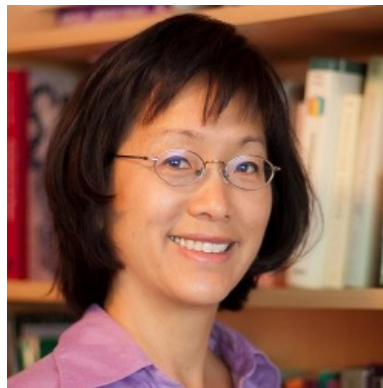
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Faculty Highlight



Dr. Grace J. Yoo, Professor and Chair of the Asian American Studies Department, was trained in medical sociology and public health. Her research interests include understanding the meaning of social support across a wide range of health issues impacting Asian Americans, and studies on Korean American history and experience.

Dr. Grace J. Yoo , Ph.D., MPH

Professor and Chair of Asian American Studies

Project Director/Principal Investigator of Asian American and Pacific Islander Retention and Education (ASPIRE)

Recipient of the 2016 Distinguished faculty award in Service
[SF State web page](#)

What was your first job? I was a file clerk at a law office in high school and also a gift wrapper at Robinsons-May Company over the holidays.

What do you like best about SF State? The longer I'm here, the more that I just appreciate San Francisco State. I feel like it's a campus that values social justice. It's a campus where we are enough. I think a lot of this has to do with our legacy - the 1968 SF State student strike. We have this wonderful legacy in which students closed the campus down for 5 months and demanded a curriculum that was relevant and non-Eurocentric. This was so monumental and included a broad multiracial coalition, one of the first multiracial movements in the U.S. This legacy of access, relevance, and community sets the tone for many of us here at SF State. I've met some people that give to our students.

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Promoting Equity and Relationships among Colleagues (PERC): Inaugural Cohort of Faculty & Staff Fellows

Transforms Restores initiative is thrilled to welcome our first cohort of Promoting Equity & Relationships among Colleagues (PERC) Fellows! The group of 10 faculty and staff are from across campus and represent many axes of diversity. The fellows bring with them a deep commitment to their campus peers and colleagues and to social justice and equity. They also uniformly bring a strong desire to learn about restorative justice, and a commitment to improving relationships among peers by creating mechanisms to resolve bias related conflicts that do not rise to the level of Title IX.

"PERC fellows will ensure voices are heard, harm is addressed, and repair work is set in motion... This is crucial for honoring identities, promoting trust and creating a sense of belonging at SFSU."



2022 Transforms Hub Fellows

Maisoon Alghethy - Disability Programs

Courtney Donovan - Geography & Environment

Jonathan Lee - Asian American Studies

Amy Smith - Psychology

Jesse Garnier - Journalism

Yumi Wilson - Broadcast Communication Arts

Denmark Diaz - Health Promotion & Wellness

Ashmi Desai - Communication Studies

Cyrus Ginwala - School of Music

Darleen Franklin - Biology

Training began on January 18th. Frederick Smith (AVP Equity & Community inclusion) and Christian Lozano Cuellar (Director, Office of Diversity, Student Equity & Interfaith Programs) led introduction activities to get to know each other and build an understanding of each others' stories, backgrounds, and positionalities. In the afternoon Christina Sabee (Interim Associate Dean of the College of Liberal and Creative Arts) guided work with the PERC fellows to begin to develop active listening skills through both discussions and practice.



Faculty Resources

Have you read the research brief from our previous grant? Check out **BARRIERS TO ADVANCEMENT for Women and Women of Color Faculty in STEM Fields** [PDF here](#)

The American Sociological Association recently published an excellent, brief introduction to the “invisible workload” of faculty. This resource is applicable for faculty in any discipline. It provides concrete examples and is designed to support individual advocacy efforts to ensure all labor in the academia is “seen.” **Counting Invisible Workload: A Resource for Faculty from Underserved Communities** [PDF here](#)

The Interview with Grace Yoo

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What I love best about SF State: I feel like so many compassionate faculty members care about students and want to elevate and move them forward. When I take on students, I'm like their mentor for life because it's my model. Our relationships with our students are not transactional, and hopefully, it's transformational for everybody. I'm so proud that I'm at a compassionate and inclusive campus and that values this wonderful legacy of social justice. As a woman of color, as an Asian American female, I feel like I can be who I am here. I don't think that's like that at a lot of locations. I feel really grateful I'm here.

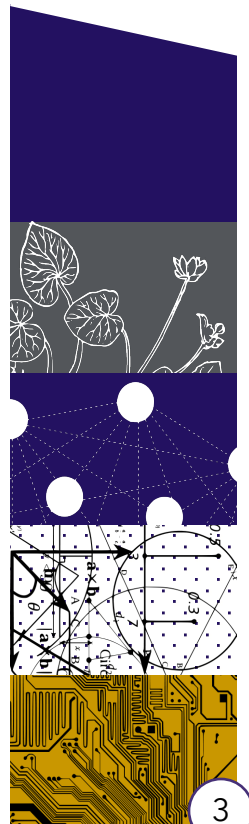
What about SF State challenges you? I wish we could do more. I wish our class sizes were smaller. I feel like there are always limits in resources. I wish that wasn't always a barrier. I wish it weren't so expensive for our students to live here. I wish it was not costing them and their family so much money in the dorms - like \$2,000 a month to share a room. I wish everyone lived closer to campus, but they don't. Those are my wishes which I think are challenges for us at SF State.

Who or what inspired you to pursue your work? Well, I have to say my mentor and faculty member Professor John Liu taught my first ethnic studies class I took at UCI, and he continues to inspire and mentor me. He's been my mentor for 35 years.

Do you have other support or mentoring now? I work with colleagues that collaborate all the time, and we encourage one another. Of course, we have had to build that because I think the Academy can be so individualistic, and it just rewards the individual all the time. And I've resisted that. I have always wanted to be in community. Plus, it makes it so much more fun. I have really resisted individualism. I write in community. Every project I do in research is in community. Every grant I write is with other people. Is that typical? And so in that sense, my mentors are really now, today, are really other peers. Even in teaching, I'm learning from other people and from my students. Actually, from my students, I'm learning how to do better, each time. There is a quote on social media going around - If you're over 45 and you don't have an under 30-year-old mentor—not mentee, but mentor—you're going to miss fundamental shifts in thinking that are happening. There is some truth to this quote.

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“Our relationships with our students are not transactional, and hopefully, it's transformational for everybody.”





Campus Connections

The LCA Equity & Social Justice Leadership Development Program Pilot

(Fall 2021) was conceptualized, in part, to create pathways into administrative leadership positions for faculty at SFSU. With an emphasis on faculty of color, the pilot program gathered insights and expertise from long-serving SFSU faculty-participants in LCA as the first program cohort to:

- address the under-representation of faculty of color in administrative leadership positions;
- create a programmatic pathway into university administrative leadership opportunities for all faculty;
- enable all faculty deeper understandings of the university's administrative operations.

Beyond SFSU, this program will expand the number of faculty from historically under-represented and under-resourced communities to become future university leaders.

The pilot was co-convened with Kitty Millet, Gitanjali Shahani and Celine Shimizu with Andrew Harris, and facilitated by Kasturi Ray and Julietta Hua.

To learn more contact Julietta Hua jyhua@sfsu.edu

The Interview with Grace Yoo

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What advice would you give to women interested in being in academia in STEM? I would say, "Go to San Francisco State University. Don't be going to the UCs for one. Come to San Francisco State. There are mentors here willing to mentor you." I have to say, I wish I was a biology major here when I was an undergrad. I would have graduated. I was at UCI. I was another number; they were trying to weed me. People always assume the University of California would be the place to be mentored, but that may not be really the place because they don't value training, they value research and publications. And if you want to be trained, and training means understanding the various processes of how we elevate and encourage our students, that San Francisco State is the perfect place. The process of how we mentor and nurture our students... Cal State faculty are just going to be better at that. I met you Sally, you are awesome. And so many other people in your department have the ability to connect and elevate our students. In fact, I've met students, your postbac students. They said they felt the Biology Department was way better than UCLA. They have met some really genuine faculty who really cared about them. So I think that's what I would tell someone applying for STEM who wants to go the academic track: find a place where people will actually see you, and work/ mentor you, and will include you in projects. You want to go to place where you don't have to go over a 1000 hoops just to be included. Because I believe at other places you have to go through 1000 hoops just to be included. Here at SF State, you are enough.

When you received the 2016 Distinguished Faculty Award for Excellence in Service, what did it mean for you? It was a celebration of giving, but I gotta keep giving. I can't rest on that. That's a great thing about being at San Francisco State - the giving that we can do for our students, our communities and for each other. As faculty we can give in so many ways - being responsive to students when they email or being on a campus wide committee letting colleagues know that our students are paying \$500 to park every semester, or a co-written publication with a student who has been a research assistant... So many ways that faculty can literally "imprint" and change our students' lives... and so many ways that we can use our expertise to change and make a difference in communities.

- Interview by Sally Pasion -

Gratitude

Shared Resources: Thank you Dean Carmen Domingo and the College of Science & Engineering for providing additional funding to support staff PERC fellows and to provide funds needed for refreshments.

Sharing Expertise and Commitment: Thank you to the faculty and staff that contributed to the first PERC Trainings.

Frederick Smith - Associate Vice President Equity & Community inclusion

Christian Lozano Cuellar - Director, Office of Diversity Student Equity & Interfaith Programs

Christina Sabee - Interim Associate Dean, College of Liberal and Creative Arts

Support: Thank you ORSP and Faculty Affairs for support of the Equity Scholarship Hub for Black, Indigenous, and Women of Color Faculty (read more about the hub [here](#))

Reach out to the team:

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

