Subject Line: A call for efforts on BIPOC representation in the College of Science

**To Dean Mary Galvin, Associate Provost Laura Carlson, and Provost Marie Lynn Miranda:**

During this time of civil unrest around the nation, institutions of higher learning have a duty to confront the ways in which racism structures our own community. While we thank the University for statements against the overt violence against Black people and other persecuted groups, we implore our leadership to take action. **We, the undersigned graduate students and postdoctoral researchers from the College of Science, are writing to address past and current efforts towards the hiring, retention, and promotion of Black, Indigenous, and other People of Color (BIPOC) faculty.**

We are unsatisfied with the current representation of BIPOC scientists in our departments. Faculty representation is a direct signal of the attributes and traits of scientists valued by the University and, without it, both current and prospective trainees hear a message misaligned with an appreciation of diversity and inclusion. Thus, efforts to increase the representation of BIPOC faculty would have several beneficial effects on trainees and the broader student community. Diverse groups are more innovative and better at solving complex problems, thus, interacting with and being a part of diverse research units has direct benefits for the productivity and scientific development of trainees and students ([Phillips et al. 2014](https://www-jstor-org.proxy.library.nd.edu/stable/pdf/26040399.pdf?refreqid=excelsior%3A3b9d1c08b04ea0212af553d650e65bb2)). Further, as many students and postdoctoral researchers identify as BIPOC, our development as scientists improves when the group of faculty responsible for our training represents diverse backgrounds and is able to provide guidance regarding the challenges that BIPOC scholars face in academia ([Yehia et al. 2014](https://link.springer.com/article/10.1186/1472-6920-14-26)). Lastly, given that BIPOC faculty are disproportionately underrepresented across institutions, a University that actively fights against this [“leaky pipeline” phenomenon](https://www.jstor.org/stable/90007882?seq=1#metadata_info_tab_contents) could have positive, downstream effects on trainees pursuing academic careers.

Across all departments, the College of Science is composed of few BIPOC faculty with no departments meeting the representation of the general public population. **We note that statements of valuation of diverse faculty are incongruent with the reality of our departments, and that quantifiable action must be made in order to foster a College that truly champions diversity and retains BIPOC faculty.** For example, faced with a decline in Catholic representation across departments, the University implemented the [Mission Hiring Initiative](https://identifyyourself.nd.edu/assets/48643/ors.pdf), a program with defined goals and resources, to identify and recruit promising Catholic faculty members. The Mission Hiring Initiative demonstrates the ability of the University to take action when it sees value in doing so, and further highlights *a lack of effective action* on the part of representation for BIPOC and other minoritized groups.

**In moving forward, we ask for a reassessment of the agnostic approach to race and identity when evaluating hiring, tenure, and promotion decisions.** Previous research has highlighted that “typical measures of scientific achievement—NIH training, previous grants, publications, and citations—do not translate to the same level of application success across race and ethnic groups” ([Ginther et al. 2011](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3412416/pdf/nihms392536.pdf), [Hoppe et al. 2019](https://advances.sciencemag.org/content/5/10/eaaw7238), [Hofstra et al. 2020](https://www.pnas.org/content/117/17/9284)). Teaching evaluations are also shown to be systematically biased against women and faculty of color, an effect that is especially compounded against women faculty of color ([Pittman 2010](https://www.asanet.org/sites/default/files/savvy/images/journals/docs/pdf/ts/Jul10TSFeature.pdf)). Lastly, BIPOC faculty are also more likely to engage in mentorship, departmental service, and community engagement activities focused on student development that are negatively weighted as “distractions” in terms of faculty productivity ([Griffin 2012](https://eric.ed.gov/?id=EJ1000022)). Given this bias in grant funding and other traditional metrics of scientific success, systems which ignore race and identity *implicitly favor the majority*.

Finally, we acknowledge that the lack of representation of BIPOC faculty is a systemic problem, one that can only be addressed through evaluation of [the current hiring and tenure systems](https://www.google.com/url?q=https://provost.nd.edu/guidelines-reports-admin-tools/faculty-hiring/diversity-search-process/&sa=D&ust=1594916100670000&usg=AFQjCNFkYf2UDGR7_2S9BzaMNrhp5nJmew). Thus, we are calling for a **formal meeting with the Dean, Provosts, and graduate student and faculty representatives from all departments** to discuss the implementation of the following efforts to address representation of BIPOC faculty, to be held as soon as possible or at least by the end of September:

1. Development and implementation of additional funding initiatives and targeted hiring policies to increase representation of BIPOC faculty
2. Development and implementation of new policies for providing feedback and transparency in tenure and promotion decisions
3. A formal external evaluation of the tenure and promotion processes with a specific focus on the valuation of departmental service, mentoring, and teaching roles, and with a consideration of the ways membership in a minoritized group, especially for Black and Indigenous faculty, impacts service, mentoring, and teaching roles

Following the outcome of this meeting, we ask for a published action plan with stated quantifiable goals, policies, resources and a timeline for implementation that incorporates the next hiring cycles. We look forward to hearing from you and continuing this discussion.

Respectfully,

**Graduate Students Against Racial Injustice at Notre Dame (GS-ARIND)**

Brittni Bertolet, Graduate Student, Department of Biological Sciences, University of Notre Dame

Mauna Dasari, Graduate Student, Department of Biological Sciences, University of Notre Dame

Alexis Korotasz, Graduate Student, Department of Biological Sciences, University of Notre Dame

Megan Vahsen, Graduate Student, Department of Biological Sciences, University of Notre Dame

Morgan Widhalm, Graduate Student, Department of Psychology, University of Notre Dame

Chissa Rivaldi, Graduate Student, Department of Biological Sciences, University of Notre Dame

Chloe Ramsay, Graduate Student, Department of Biological Sciences, University of Notre Dame

Colin Dassow, Graduate Student, Department of Biological Sciences, University of Notre Dame

Camille Mosley, Graduate Student, Department of Biological Sciences, University of Notre Dame

Chelsea Weibel, Graduate Student, Department of Biological Sciences, University of Notre Dame

Taylor Tobin, Postdoctoral Research Associate, Department of Physics, University of Notre Dame

Tim Burton, Graduate Student, Department of Biological Sciences, University of Notre Dame

Tyson Lager, Graduate Student, Department of Biological Sciences, University of Notre Dame

Emily Nonnamaker, Graduate Student, Department of of Biological Sciences, University of Notre Dame

Marya Poterek, Graduate Student, Department of Biological Sciences, University of Notre Dame

Thomas Moran, Graduate Student, Department of Biological Sciences, University of Notre Dame

Coleman Thomas, Graduate Student, Department of Physics, University of Notre Dame

Shannon Dulz, Graduate Student, Department of Physics, University of Notre Dame

Carly Olson, Graduate Student, Department of Biological Sciences, University of Notre Dame

Jordan Cockfield, Graduate Student, Department of Biological Sciences, University of Notre Dame

John Huber, Graduate Student, Department of Biological Sciences, University of Notre Dame

Amanda Yamasaki, Graduate Student, Department of Biological Sciences, University of Notre Dame

Jessica Wahlers, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Hannah Corman, Graduate Student, Department of Biological Sciences, University of Notre Dame

Rachel Oidtman, Graduate Student, Department of Biological Sciences, University of Notre Dame

Katelyn Carothers, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Jessica Ross, Graduate Student, Department of Biological Sciences, University of Notre Dame

Monica C. Perez, Graduate Student, Department of Psychology, University of Notre Dame

Matt Trentman, Alumni, Department of Biological Sciences, University of Notre Dame

Patrick Boyd, Graduate Student, Department of Biological Sciences, University of Notre Dame

James Schofield, Graduate Student, Department of Biological Sciences, University of Notre Dame

Rebecca Anderson, Graduate Student, Department of Biological Sciences, University of Notre Dame

Samantha Atkins, Alumni, Department of Bioengineering, University of Notre Dame

Ceara Talbot, Graduate Student, Department of Biological Sciences, University of Notre Dame

Shireen Jayman, Alumni, Department of Biological Sciences, University of Notre Dame

Katie O'Reilly, Graduate Student, Department of Biological Sciences, University of Notre Dame

Cristal Reyna Thompson, Alumni, Department of Biological Sciences, University of Notre Dame

Dinuka Cooray, Alumni, A&L Pre-Health and Gender Studies, University of Notre Dame

Elizabeth Miller, Alumni, Department of Biological Sciences, University of Notre Dame

Arial Shogren, Alumni, Department of Biological Sciences, University of Notre Dame

Keith O’Connor, Graduate Student, Department of Civil and Environmental Engineering and Earth Sciences, University of Notre Dame

Elizabeth Arsenault, Graduate Student, Department of Biological Sciences, University of Notre Dame

Amanda Nowak, Postdoctoral Researcher, Department of Psychology, University of Notre Dame

Kevin Lee, Graduate Student, Department of Physics, University of Notre Dame

Karen Angeles, Graduate Student, Department of Civil and Environmental Engineering and Earth Sciences, University of Notre Dame

Paul Helquist, Faculty, Department of Chemistry and Biochemistry, University of Notre Dame

Charlotte Wood, Graduate Student, Department of Physics, University of Notre Dame

Katie Hinde, Faculty, School of Human Evolution and Social Change, Arizona State University

Brian Tanis, Integrative Biology, Oregon State University

Jessica E Light, Faculty, Ecology and Conservation Biology, Texas A&M University

Aurel Holzschuh, Graduate Student, Biological Sciences, University of Notre Dame

Alan Costello, Graduate Student, Biological Sciences, University of Notre Dame

Katherine Ginsbach, Alumni, Department of Biological Sciences and Notre Dame Law School, University of Notre Dame

Jacob Zwart, Alumni, Department of Biological Sciences, University of Notre Dame

Peter Garnavich, Faculty, Department of Physics, University of Notre Dame

Kaylee Cloghessy, Graduate Student, Department of Biological Sciences, University of Notre Dame

Susan Lad, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Carmella Vizza, Alumni, Department of Biological Sciences, University of Notre Dame

Carly Barbera, Graduate Student, Department of Biological Sciences, University of Notre Dame

Guido Camargo España, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Sophia Kics, Undergraduate Student, University of Notre Dame

Sharif Rahmy, Graduate Student, Department of Biological Sciences, University of Notre Dame

Anonymous, Alumni, Sacred Music, University of Notre Dame

Asia Murphy, Graduate Student, Penn State

Mithara Kal, Undergraduate Student, Neuroscience and Behavior, University of Notre Dame

Amaya Medeiros, Undergraduate Student, Department of Psychology University of Notre Dame

Dani Green, Graduate Student, Department of English, University of Notre Dame

David Jansen, Staff, Department of Biological Sciences, University of Notre Dame

Logan Quigley, Graduate Student, Department of English, University of Notre Dame

Amaryllis Adey, Graduate Student, Department of Biological Sciences, University of Notre Dame

Amaya Medeiros, Undergraduate Student, Department of Psychology, University of Notre Dame

Audrey Taylor, Graduate Student, Department of Civil and Environmental Engineering and Earth Sciences, University of Notre Dame

Sean Cavany, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Jinmi Yoon, Postdoctoral Researcher, Department of Physics, University of Notre Dame

Jens Jakob Kjaer, Alumni, Department of Mathematics, University of Notre Dame

Diana La Torre, Alumni, Department of Biological Sciences, University of Notre Dame

Andrea Kibel, Graduate Student, Department of Biological Sciences, University of Notre Dame

Katherine Bermingham, Graduate Student, Department of Political Science, University of Notre Dame

Kayla Hurd, Graduate Student, Department of Anthropology, University of Notre Dame

Marc Kissel, Faculty, Department of Anthropology, Appalachian State University

Cecelia Chisdock, Graduate Student, Department of Anthropology, University of Notre Dame

Katrina Button-Simons, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Cesar Soto, Faculty, Humanities, Grace College & Theological Seminary

Anne Hilborn, Postdoctoral Researcher, Ecology, Evolution, and Organismal Biology, University of California, Riverside

Mary Casillas, Teacher, Secondary Science, Plano ISD

Megumi Inoue, Alumni, Preprofessional Studies, University of Notre Dame

Patrice K. Connors, Faculty, Department of Biological Sciences, Colorado Mesa University

Alyson Brokaw, Graduate Student, Ecology and Evolutionary Biology, Texas A&M University

Tiffany Huwe, Graduate Student, Department of Biological Sciences, University of Notre Dame

Sharon Pernicano, Interested person, No specific

Iris Outlaw, Alumni, Student Affairs/MCOB. University of Notre Dame

Kendra Washington-Bass, Alumni, University of Notre Dame

Gurdip Uppal, Graduate Student, Department of Physics, University of Notre Dame

Lauren Trichtinger, Graduate Student, Psychology, University of Notre Dame

Nirupama Sensharma, Graduate Student, Physics, University of Notre Dame

Graham Peaslee, Faculty, Department of Physics, University of Notre Dame

Ricardo Romero, Postdoctoral Researcher, Department of Chemistry and Biochemistry, University of Notre Dame

Ian McAlister, Graduate Student, Department of Physics, University of Notre Dame

Lisa Hom, Graduate Student, Department of Biological Sciences, University of Notre Dame

Sam Potier, Graduate Student, Department of Physics, University of Notre Dame

Daniel Bruzzese, Graduate Student, Department of Biological Sciences, University of Notre Dame

Bryant Vande Kolk, Graduate Student, Department of Physics, University of Notre Dame

Alyssa Willson, Graduate Student, Department of Biological Sciences, University of Notre Dame

Umesh Garg, Faculty, Department of Physics, University of Notre Dame

Amaya Medeiros, Undergraduate Student, Department of Psychology, University of Notre Dame

Justin Crepp, Faculty, Department of Physics, University of Notre Dame

Carly Barbera, Graduate Student, Department of Biological Sciences, University of Notre Dame

Rachael Bucci, Graduate Student, Department of Physics, University of Notre Dame

Abigail Mechtenberg, Faculty, Department of Physics, University of Notre Dame

Morten Eskildsen, Faculty, Department of Physics, University of Notre Dame

Lisa Hom, Graduate Student, Department of Biological Sciences, University of Notre Dame

Lauren Green, Graduate Student, Department of Biological Sciences, University of Notre Dame

Amanda Daniela Cortez, Postdoctoral Researcher, Anthropology, University of Connecticut

Shari Herman, Staff, Department of Physics, University of Notre Dame

Adam Martin, Faculty, Department of Physics, University of Notre Dame

Stan Letchev, Graduate Student, Department of Physics, University of Notre Dame

Elise Snyder, Graduate Student, Department of Biological Sciences, University of Notre Dame

Philippe Collon, Faculty, Department of Physics, University of Notre Dame

Antonio Delgado, Faculty, Department of Physics, University of Notre Dame

Samantha Rumschlag, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Seul-Ki Bac, Postdoctoral Researcher, Department of Physics, University of Notre Dame

Carissa DiPietro , Graduate Student, Department of Psychology, University of Notre Dame

Holly Levin-Aspenson,Graduate Student, Department of Psychology, University of Notre Dame

Rebecca Fritz, Alumni,University of Notre Dame

Claire Scott-Bacon, Graduate Student, Department of Psychology, University of Notre Dame

Wen Qu, Graduate Student, Department of Psychology, University of Notre Dame

Ke-Hai Yuan, Faculty, Department of Psychology, University of Notre Dame

Dahyeon Kim, Graduate Student, Department of Psychology, University of Notre Dame

Jen Hames, Faculty, Department of Psychology, University of Notre Dame

Ruth Speidel, Graduate Student, Department of Psychology, University of Notre Dame

Dianna Tran, Graduate Student, Department of Psychology, University of Notre Dame

Ariel Agueri, Graduate Student, Department of Psychology, University of Notre Dame

Gavin Hsu, Alumni, Department of Preprofessional Studies, University of Notre Dame

Ananya Goon Tuli, Graduate Student, Department of Physics, University of Notre Dame

Bryce Frentz, Graduate Student, Department of Physics, University of Notre Dame

Liam Maher, Alumni, A/AH/D, University of Notre Dame

Katheryn Kelley, Graduate Student, Department of Psychology, University of Notre Dame

Erin Celeste, Alumni, College of Arts and Letters, University of Notre Dame

Katherine Surine, Alumni, Music and Anthropology, University of Notre Dame

Beverly Kyalwazi, Alumni, Department of Biological Sciences , University of Notre Dame

Quan Minh Tran, Graduate Student, Department of Biological Science, University of Notre Dame

Jessica Carney, Graduate Student, Department of Psychology, University of Notre Dame

Katherine Edler, Graduate Student, Department of Psychology, University of Notre Dame

Kathryn M. Lance, Alumni, Psychology & Peace Studies, University of Notre Dame

Anita Lerch, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Manoel Couder, Faculty, Department of Physics, University of Notre Dame

Manuel Vejar, Graduate Student, Department of Civil & Environmental Engineering & Earth Sciences, University of Notre Dame

Michelle Wang, Graduate Student, Department of Biological Sciences, University of Notre Dame

R. Rebecca Love, Alumni, University of Notre Dame

Niraja Suresh, Graduate Student, Department of Biological Sciences, University of Notre Dame

Shereen Khoo, Graduate Student, Department of Psychology, University of Notre Dame

Anne Mattingly, Postdoctoral Researcher, Department of Chemistry and Biochemistry, University of Notre Dame

Denise M Peralta, Family member of Graduate Student at University of Notre Dame

Daniel Erickson, Graduate Student, Department of Biological Sciences, University of Notre Dame

Armando Magallanes Marrufo, Graduate Student, Department of Biological Sciences, University of Notre Dame

Jessika Valenciano, Graduate Student, Department of Civil and Environmental Engineering and Earth Sciences, University of Notre Dame

David Meretzky, Graduate Student, Department of Mathematics, University of Notre Dame

Elizabeth Archie, Faculty, Department of Biological Sciences, University of Notre Dame

Natalie Levesque, Graduate Student, Department of Biological Sciences, University of Notre Dame

Michelle Whaley, Faculty, Department of Biological Sciences, University of Notre Dame

Ethan Reed, Graduate Student, Department of Mathematics, University of Notre Dame

Maisha Khair Nima, Graduate Student, Department of Biological Sciences, University of Notre Dame

Elodie Tong-Lin, N/A, UC Berkeley, Alumni

Persephone DShaun, Graduate Student, Department of Anthropology, University of Notre Dame

Alex Perkins, Faculty, Department of Biological Sciences, University of Notre Dame

Michael J. Cramer, Faculty, Department of Biological Sciences, University of Notre Dame

Wendy Alvarez, Alumni, Department of Biological Sciences, University of Notre Dame

Tatiana Rosales, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Matthew Aubourg, Undergraduate Student, Department of Environmental Sciences, University of Notre Dame

Bradley Keegan, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Heather Forrest Fruscalzo, Alumni, Department of Biological Sciences, University of Notre Dame

Fernando Alamos, Graduate Student, AME, University of Notre Dame

Lainey Bristow, Alumni, Department of Biological Sciences, University of Notre Dame

Seth M Parker, Graduate Student, Department of Biological Sciences, University of Notre Dame

Benjamin Gombash, Graduate Student, Department of Biological Sciences, University of Notre Dame

Brenna Gomer, Graduate Student, Department of Psychology, University of Notre Dame

Lindsay Serenr, Graduate Student, Department of Biological Sciences, University of Notre Dame

Morgan Smith, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

M. Sharon Stack, Faculty, Department of Chemistry and Biochemistry, University of Notre Dame

Bethany Wentz, Graduate Student, Department of Psychology, University of Notre Dame

Joyce Rivera Gonzalez, Graduate Student, Department of Anthropology, University of Notre Dame

Katharine A. White, Faculty, Department of Chemistry and Biochemistry, University of Notre Dame

John Ochieng, Staff, Department of Chemistry and Biochemistry , University of Notre Dame

Julia Spear, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Raquel Montanez-Gonzalez, Graduate Student, Department of Biological Sciences, University of Notre Dame

Stuart Jones, Faculty, Department of Biological Sciences, University of Notre Dame

C. Bruce Mousseau, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Michael Siroky, Undergraduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Rebecca Surman, Faculty, Department of Physics, University of Notre Dame

Brandon Czowski, Graduate Student, Department of Chemistry and Biochemistry, University of Notre Dame

Sana Saiyed, Graduate Student, Department of Anthropology, University of Notre Dame

Symone Johnson, Graduate Student, Department of Anthropology, University of Notre Dame

Kelsey M. Reese, Graduate Student, Department of Anthropology, University of Notre Dame

Hanna Erftenbeck, Graduate Student, Department of Anthropology, University of Notre Dame

Phoenix Pedro, Graduate Student, Department of Anthropology, University of Notre Dame

Lauren Finnigan, Graduate Student, Department of Anthropology, University of Notre Dame

Molly O’Neill, Graduate Student, Department of Psychology, University of Notre Dame

Nicholas Anes, Graduate Student, Department of Anthropology, University of Notre Dame

Ayse Bursali, Graduate Student, Department of Anthropology, University of Notre Dame

Alex Dombos, Postdoctoral Researcher, Department of Physics, University of Notre Dame

David Flagel, Faculty, Department of Biological Sciences, University of Notre Dame

Heather Buelow, Staff, Department of Biological Sciences, University of Notre Dame

Ethan Brown, Graduate Student, Department of Biological Sciences, University of Notre Dame

Devin Jones, Postdoctoral Researcher, Department of Biological Sciences, University of Notre Dame

Allison Hendershot, Graduate Student, Department of Biological Sciences, University of Notre Dame

Ana Flores-Mireles, Faculty, Department of Biological Sciences, University of Notre Dame

Laura Ortiz-Mercado, Graduate Student, Department of English, University of Notre Dame

Shannon Speir-Alderman, Graduate Student, Department of Biological Sciences, University of Notre Dame

Raquael Joiner, Postdoctoral Researcher, Department of Psychology, University of Notre Dame