

Trinity College

HARTFORD CONNECTICUT

OFFICE OF THE DEAN OF THE FACULTY

Transformative Faculty Hires | 2020-21











As a result of our collective efforts, we have hired 10 outstanding new faculty members into tenure-line positions, 8 of them faculty of color. The Special Opportunity Hiring (SOH) initiative we launched, alongside our ongoing practices and training around diversity, equity, and inclusion, have made a real difference. We’ve moved the needle in just one year, as evident in our data and in the exceptional set of faculty members we’re adding to our ranks.

This progress reflects our commitment as a college to attracting and supporting faculty who represent a broad diversity of backgrounds, including multiple socio-economic and cultural backgrounds and life experiences. The research is clear: organizations that are more diverse and inclusive are also more innovative and open to new ideas. That’s the kind of community we want to be. And to support all of our faculty once they arrive, we’re excited to launch a New Voices Cohort model, as outlined below — part of our program on [Faculty Mentoring, Advocacy, and Support at Trinity \(MAST\)](#).

Many thanks to all who made these year’s faculty hires possible, and a very special welcome to our new faculty voices!

Faculty Diversity by the Numbers

Our searches have yielded the following year-to-year increases in tenure-line faculty, from fall 2020 to fall 2021:

 <p>21% to 24% Faculty of Color (U.S.)</p>	 <p>6% to 8% Black Faculty</p>	 <p>7% to 8% Asian Faculty</p>	 <p>9% to 10% International Faculty</p>	 <p>18% to 24% Female Faculty of Color</p>
 <p>45% to 47% Female Faculty</p>	 <p>27% to 29% STEM Faculty of Color</p>	 <p>46% to 49% STEM Female Faculty</p>	 <p>5% to 10% STEM Black Faculty</p>	 <p>8% to 10% STEM International Faculty</p>

The percent of Hispanic/Latinx faculty will remain at 8%. We highlight STEM faculty to show progress in a division that tends to be lowest nationally in terms of faculty diversity. At Trinity, STEM has the highest percentage of faculty of color (29%), compared to the Arts (19%), Humanities (21%), and Social Sciences (23%). The data, however positive, is only one part of the story. It’s the broad range of our faculty’s experiences and talents, as dedicated teachers and scholars, that defines the true core of a Trinity education.

Introducing Trinity's New Faculty Appointments



Heather Bennett
Biology

Completing her third year as an **Assistant Professor of Biology at Bard College**, Heather Bennett is a neurobiologist whose Ph.D. is from Brown University's Molecular, Cell, Biochemistry Program. She researches how the nervous system senses, responds to, and compensates for environmental and internal stress. Her multidisciplinary approach combines techniques from molecular biology, genetics, and neuroscience. After earning her B.S. in Biology from Stockton University, she completed a post-baccalaureate program at the University of Pennsylvania. Her post-doctoral work was at Northwestern University, and she was the recipient of an Institutional Research and Academic Career Development Award (IRACDA) postdoctoral fellowship from the National Institutes of Health.



Jordan Camp
American Studies

Jordan Camp will be joining American Studies, with a focus on public humanities. A sociologist by training, he is widely published and brings significant teaching experience to Trinity, including two years as an assistant professor at the University of Massachusetts Lowell and two years as a term assistant professor at Barnard College. He is currently a **visiting scholar at Harvard's Charles Warren Center for Studies in American History, a lecturer in Public and International Affairs at Princeton, and co-director of the Racial Capitalism Working Group at the Center for the Study of Social Difference at Columbia University**. He will co-direct with Christina Heatherton a new Social Justice Initiative, envisioned as a highly collaborative project focused on student learning. He has a B.A. from the University of Mississippi, an M.A. from Humboldt State University, and a Ph.D. from the University of California, Santa Barbara.



Elise Castillo
Educational Studies

Elise Castillo was an Ann Plato Fellow in Educational Studies and Public Policy in 2019-20, and she is now a **Visiting Assistant Professor in Educational Studies and Public Policy and Law at Trinity**. She holds a Ph.D. and an M.A. in Education Policy from the University of California, Berkeley, an M.S. in Teaching from Pace University, and a B.A. in English and Creative Writing from Barnard College. Elise worked as a public-school teacher in a high-poverty New York City neighborhood. With colleagues from Yale University and City University of New York, she has received a grant from the Spencer Foundation to examine the pandemic's impact on activism around school integration in New York City. She has already established research and teaching projects connected to Hartford communities, published her research on school choice in top journals, and mentored numerous Trinity students.



Chandranil Chakrabortii
Computer Science

Chandranil (Nil) Chakrabortii is a **Ph.D. candidate at the University of California, Santa Cruz**, School of Engineering, where he also earned an M.S. in Computer Science. His undergraduate degree is from West Bengal University of Technology, India. He has expertise in machine learning and software engineering; and he brings industry experience from Silicon Valley, having worked at Samsung as a machine learning software engineer and a data scientist. His dissertation research is on how machine learning improves the performance of flash-based storage systems. He also has extensive experience teaching artificial intelligence and computer programming to precollege students at Stanford University's Summer Institutes.



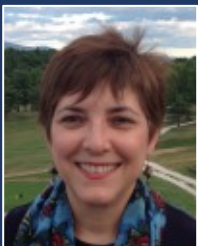
Amanda Guzmán
Anthropology

Currently an **Ann Plato Fellow in Anthropology and American Studies at Trinity**, Amanda Guzmán's appointment as an assistant professor will be in Anthropology with a courtesy appointment in American Studies. Amanda's Ph.D. and M.A. are from the University of California, Berkeley and her B.A. is from Harvard University. She is an anthropological archaeologist, who researches museum anthropology, cultural representation, and the material culture of Puerto Rico, among other areas. Bridging the social sciences, humanities and arts, Amanda has already been an engaged and active citizen at Trinity. She is passionate about creating a museum studies lab for students at Trinity and in facilitating new partnerships with museums and cultural institutions in the region.



Christina Heatherton
American Studies and
Human Rights

Christina Heatherton is **Assistant Professor of American Studies at Barnard College** and previously an assistant professor of American Studies at Trinity from 2014-17. Her B.A. is from the University of California, Berkeley, and her MA and Ph.D. are in American Studies and Ethnicity from the University of Southern California. She is a prolific scholar, recognized teacher, and professionally engaged in linking research to activism. Among other initiatives, she co-directs the New Directions in American Studies Initiative and the Oral History and Activism Project at Barnard College. Her article in the *American Quarterly* was a finalist in 2014 for the American Studies Association prize for the best article in the field. She will be the first faculty member appointed to Trinity's signature Human Rights Program. Along with Jordan Camp, she will co-direct the Social Justice Initiative at Trinity, aimed at creating new academic connections and programming.



Priscilla Meléndez
Language and Culture
Studies

Priscilla Melendez, currently **Professor of the Practice in Language and Culture Studies at Trinity**, specializes in Spanish American theater, and she is the author of three books in Spanish and over 30 articles and book chapters. She has been at Trinity for over eight years and has served as co-director of Trinity's Center for Caribbean Studies. She attended the University of Puerto Rico, Río Piedras, and she earned her Ph.D. in Contemporary Latin American Literature from Cornell University. She was a tenured faculty member at Michigan State University and was promoted to full professor with tenure at Pennsylvania State University. She has also taught at a number of other institutions, including Yale and UCONN. For the last decade, she has been a professor of Graduate Studies at the Middlebury Summer Language School in Spanish.



Kelly Patton
Physics

A **Visiting Assistant Professor/ Faculty Fellow in Physics and Astronomy at Colby College**, Kelly Patton specializes in nuclear physics and astrophysics, especially in pre-supernova neutrinos. She previously held a research appointment at the University of Washington's Institute for Nuclear Physics and a two-year post-doctoral fellowship at Arizona State University. Her Ph.D. is from North Carolina State University, and her undergraduate degree is from the College of Wooster. Her dissertation was on "Investigating Nuclear and Astrophysical Systems Using Neutrino Scattering and Oscillation." At Colby, she is already recognized for her excellence in teaching courses in Classical and Quantum Mechanics.



Sally Bernardina Seraphin
Neuroscience

Highly interdisciplinary, Sally Bernardina Seraphin is a neuroscientist whose research is on primate behavior and stress. She is currently **Visiting Assistant Professor at Trinity**. After earning her Ph.D. from Emory University, she completed a three-year post-doctoral fellowship in cellular and molecular neurobiology and developmental psychobiology in the Department of Psychiatry at McLean Hospital and Harvard Medical School. She has a B.S. from the University of Massachusetts Boston and an M.Sc. in human biology from Oxford University, having also set up the first field endocrinology lab in Budongo Forest, Uganda. She previously taught for six years at the University of Tennessee and Centre College. Her current teaching ranges from core offerings in Neuroscience to Neurolaw and Emotion & Motivation.



Leniqueca Welcome
International Studies and
Urban Studies

Leniqueca Welcome is a **Ph.D. Candidate in Anthropology at the University of Pennsylvania**, where she is also pursuing a graduate certificate in **Urban Studies**. She describes herself as a designer and multimodal cultural anthropologist. Prior to joining UPenn, she was trained as an architect at the Fay Jones School of Architecture of the University of Arkansas, and she practiced architecture in Trinidad and Tobago, which is also the site of her urban fieldwork. Her research is on security, policing and criminalization, race and gender, and visibility in urban areas; she has received in support of her work an International Research Dissertation Fellowship from the Social Science Research Council. In the true spirit of the liberal arts, she combines an array of methods in her work, including participant-observation, spatial analysis and mapping, forensic architecture, archival research, and collaborative photography.

Trinity College prepares bold, independent thinkers who lead transformative lives.

ENGAGE | CONNECT | TRANSFORM

Programs Available to New Trinity Faculty

Departmental Mentoring

The tenured members of your department and program serve as a network of support, offering regular guidance and feedback.

One-on-One Mentoring

We can also arrange one-on-one mentoring outside of your department or program — in your division, the college, or your field.

Affinity Groups

Participate in an affinity group on campus, with other faculty and staff. Examples include Women in STEM, Discussing Race in the Classroom, or Work-Life Balance.

Workshops & Conversations

Facilitated by various Trinity centers and offices, focused on supporting all facets of teaching and research success; faculty development; leadership and issues of diversity, equity and inclusion. Faculty can also propose workshops or events.

New Voices Cohort

Crossing intellectual boundaries, our new tenure-track hires form a diverse cohort of teacher-scholars. In 2021-22, we will bring these faculty into conversation and community with each other and dedicated mentors. Each cohort group designs what it does, remaining together for three years. Cohorts receive a generous fund to self-administer as they wish, with the goal of supporting each member's growth — amplifying their voices on and off campus.

Faculty Mentoring, Advocacy and Support at Trinity (MAST)

Visit the [Faculty Mentoring Website](#) to sign up or learn more.



Trinity's Office of the Dean of Faculty is a member of the [National Center for Faculty Development and Diversity](#), with on-demand access to a vast range of mentoring tools and support.

Trinity College
HARTFORD CONNECTICUT

OFFICE OF THE DEAN OF THE FACULTY

Questions or ideas? Contact Prof. Sarah Raskin, Director of Faculty Mentoring, or Associate Dean for Faculty Development Taku Miyazaki