



## **HSRU Postdoctoral Fellowship Cohort Program**

### **2024 Pilot Program Overview**

The HSRU Postdoc Program, a flagship initiative within the Alliance of Hispanic Serving Research Universities (HSRU), is committed to advancing the careers of scholars and researchers who bring to their professional work and research the critical perspectives and experiences needed at research-intensive, Hispanic Serving Institutions.

This cohort-based program is designed to provide postdoctoral fellows mentorship, education in effective teaching practices, professional development including a future faculty curriculum, and extensive multi-institutional networking. The program empowers postdoctoral scholars to excel in both research and teaching, preparing them to excel in tenure-track positions and accelerate their path towards professional success.

#### **Participating HSRU Institutions**

To participate in the program, HSRU member institutions nominate eligible postdoctoral fellows and commit to supporting their selected fellows through:

- Ensuring that each fellow has a formal on-campus mentorship plan that includes an outline of campus support resources and programs for postdoctoral scholars.
- Ensuring that each HSRU Fellow has protected time for their participation in the cohort program activities of the HSRU Postdoctoral Program.
- Inviting HSRU Fellows to visit our campus, in-person or virtually, to provide Fellows with an opportunity to present their research and network with faculty members at HSI institutions. While not a formal job search visit, this provides the HSRU Fellow with an experience to prepare for such a visit and provides our faculty with a chance to meet a potential future colleague.
- Contributing to the professional development program by hosting virtual workshops, providing guest speakers, or exchanging relevant resources and ideas in support of the cohort.
- Assigning a senior faculty member (who might be an existing faculty administrator such as a director of postdoctoral programs, or dean of graduate studies, etc.) to serve as a liaison to the program and to be directly available to the HSRU Fellows on our campus, as needed, to ensure they are having a positive experience and fully participating in the program.
- Ensuring reasonable travel funds for the HSRU Fellow and at least one senior faculty member to attend the annual meeting of the HSRU fellows is made available.

#### **HSRU Postdoctoral Fellows Cohort**

Postdoctoral Fellows are future faculty members from a variety of disciplines interested in joining research intensive, Hispanic-serving institutions. To join the cohort program, postdocs are invited to apply once nominated and supported by their HSRU member institution. To be eligible, postdocs must have at least one year remaining in their respective campus postdoctoral fellowship or position, and must be committed to participating in all components of the program.

## **Program Elements**

- Postdoctoral researchers hold a postdoctoral role at the member institution
- Selected HSRU postdoctoral fellows form a cohort and participate in a series of professional development and networking activities for the duration of minimum of 1 year and up to 2 years
- Fellows are offered opportunities to visit member campuses to present their research and meet institutional faculty and leaders in a related field\*\*
- Fellows participate in an annual meeting to further bridge networks and build a community of scholars
- Professional development offered through the program is meant to be complementary to what host institutions offer them in the form of support and resources.
- The program includes opportunities to enhance their professional development through exposure and opportunities to engage with key institutional network leaders.
- The program includes an emphasis on developing professional competencies within the context of research-intensive, Hispanic-serving Institutions.

*\*\*a separate application and selection process for campus visits is administered between the third and fourth quarter of the program.*

## **Senior Faculty Liaison to Program** (*institutional individual not per post doc*)

To guide and support the participation of the selected postdoctoral fellow(s), each institution will identify a senior faculty member to support the fellow(s) in:

- The development of the mentorship plan
- Accessing campus resources in support of their postdoctoral experience
- Facilitate and coordinate institutional communications or resources in support of their HSRU Fellowship participation which may include:
  - Ensuring protected time for participation as initially committed
  - Mitigating potential issues challenging the fellow(s) participation in HSRU program to the best of their ability
  - Facilitating access to committed travel funds for their participation in the annual meeting

## **Annual Meeting Hosting Option**

In support of building a strong and wider network, the program includes an annual meeting for postdoctoral fellows and senior faculty. Participating member institutions will be invited to propose hosting the annual meeting considering geographic location and potential cost savings to members. Information about the annual meeting will be shared with all participating members with lead time to save the dates.

## **About the HSRU**

Established in 2022, the HSRU, is a voluntary association of the 22 Hispanic-Serving Institutions (HSIs) that are also in the top 5% of universities in the United States for research as determined by the Carnegie Classification of Institutions of Higher Education. Hispanic Serving Institutions are defined by Title V of the Higher Education Act, where at least 25% of their undergraduate student enrollment is Hispanic. The two goals of the Alliance are to:

- Double the number of Hispanic PhD graduate students enrolled at the HSRU institutions, and
- Increase the Hispanic professoriate by 20% at the member institutions by 2030.

Member institutions are spread across 10 states- California, Nevada, Arizona, New Mexico, Colorado, Texas, Illinois, New York, New Jersey, and Florida.

For additional information, contact [info@hsru.org](mailto:info@hsru.org)