

# 2021

## Inclusive Excellence

# Post-Doctoral & Visiting Scholars Program



The University of New Mexico's Inclusive Excellence Post-Doctoral and Visiting Scholars Program (IEPDVSP) is available to support up to three post-doctoral research associate or visiting scholar positions that would enhance campus racial/ethnic diversity. Candidates must be nominated by academic units that wish to hire them.

The goal is to identify individuals from underrepresented racial/ethnic minority (URM) groups (i.e. African American/Black, American Indian/Indigenous, and Latinx), or women traditionally underrepresented in STEM areas or other fields, who are potential candidates for campus positions that would help to diversify the faculty and promote strategic hiring goals.

Additional mentoring and support for high-potential candidates to prepare them for tenure track assistant professor appointments at UNM. In addition, departments are encouraged to apply for funding through the DEI's new Targets of Opportunity Program (TOP) after successful completion of the Inclusive Excellence postdoc/visiting scholars program by the candidate.

Funding is available to support up to three post-doctoral research associate or visiting scholar positions that would enhance campus racial/ethnic diversity. Candidates must be nominated by academic units that wish to hire them. Candidates may not apply directly.

### Stipend

- The stipend for the 2021-22 year is \$50,000 (for a 12-month appointment) and excludes health and tuition benefits. Units can provide supplemental funds.
- An additional \$2,000 is provided for the research, travel, and related expenses and units can provide additional funds. Moving funds are not provided.
- If needed, funding for immigration paperwork is the responsibility of the unit.

### Guidelines/Eligibility

- Must be nominated by an UNM academic unit.
- Nominee must have obtained Ph.D. or terminal degree prior to July 1, 2020.
- Nominee must demonstrate promise for a tenure-track appointment at UNM.
- Postdocs or Scholars are normally appointed for one year, and can be reappointed for a second year.
- Recipients must be in residence full-time for the duration of the award period.
- Postdocs or Scholars may teach at least one course, at the discretion of the department.
- In the final year of post-doctoral fellowship/visiting scholars program, the unit (or units) will undertake a rigorous review of the candidate's qualifications for a tenure-track position.
- Given that the candidate has undergone a national search, if the unit(s) choose(s) to hire the candidate as a tenure-track faculty member, the position will be eligible for bridge funding for faculty from U.S. underrepresented racial/ethnic minority groups through DEI.

### 2021 Nomination Deadlines

**12:00pm**

**Round 1 January 25**

**Round 2 April 2**

For questions email  
[diverse@unm.edu](mailto:diverse@unm.edu)

## Evaluation of Nominations

Applicant evaluations will be based on academic accomplishments, evidence of a demonstrated commitment to diversity and inclusion, a record of championing the scholarship and promoting the careers of underrepresented minorities and women faculty, promise for a tenure track appointment at UNM, the letter of support from the dean of the college that wishes to nominate the candidate, and mentoring department mentoring plan.

If the postdoc was initially identified in a national faculty search, and if the unit(s) choose(s) to hire the candidate as a tenure-track faculty member, the position will be eligible for bridge funding for faculty from U.S. underrepresented racial/ethnic minority groups through the traditional search process.

## Submission Instructions

Submissions must include the following:

- Nominees current curriculum vitae (CV)
- A mentoring statement outlining a mentoring plan
- Planned activities during the post-doc
- The prospective postdoc's letter of interest addressed to the chair of the department should be submitted as a part of the application; their letter of application to a faculty search may be submitted in lieu of a letter of interest
- Letter of support from department head that indicates that the candidate, after completion of the postdoc, would be competitive for a position in the department and would be considered for a position if there is a vacancy
- A letter of support from the dean of the college that wishes to nominate the candidate
- Three letters of reference
- Departmental promotion/tenure guidelines and ways in which planned activities during postdoc put candidate on the trajectory for achieving tenure at UNM

Assemble nomination materials and supporting documents into a single PDF file in the order listed above.

Submit nominations by converting all documents into one pdf and emailing to [diverse@unm.edu](mailto:diverse@unm.edu)

Nominations must be received by 12:00 noon

Round 1 January 25, 2021

Round 2 April 2, 2021