

# 2025-2026 Inclusive Excellence Postdoctoral & Visiting Scholars Program



The University of New Mexico's Inclusive Excellence Postdoctoral and Visiting Scholars Program (IEPVSP) is available to support up to three postdoctoral fellow, research associate, or visiting scholar positions that would enhance diversity and equal opportunity on the Albuquerque central campus. Candidates must be nominated by UNM central campus tenure-granting academic units that wish to hire them for 12-month appointments. **Candidates may not apply directly.**

The original DEI Postdoctoral Fellowship Program was established in the 1990s to encourage outstanding minority Ph.D. recipients to pursue academic careers at the University of New Mexico. The current program offers postdoctoral research fellowships, professional development and faculty mentoring to outstanding scholars in all fields who are potential candidates for central campus tenure-track faculty appointments that would contribute to strategic hiring goals.

Departments are expected to mentor and support high-potential candidates to prepare them for tenure-track assistant professor appointments at UNM. In addition, departments on central campus will be encouraged to apply for DEI bridge funding for hiring tenure-system faculty whose research, teaching, and service will contribute to diversity and equal opportunity at UNM after candidates' successful completion of the Inclusive Excellence Postdoc & Visiting Scholars Program.

## Stipend

- DEI's contribution to salary for the 2025-26 Academic Year is \$50,000 (for 12-month appointments). Academic units will cover fringe benefits and additional funds to meet UNM minimums and for competitive salary offers.
- DEI provides a one-time allocation of \$2,000 for research expenses, to be supplemented by departments. A moving allowance is not provided by DEI.
- If needed, funding for legal assistance associated with immigration is the responsibility of the academic unit. DEI will not be responsible for immigration paperwork.

Visit: <https://diverse.unm.edu/affiliate-resources/post-doctoral/inclusive-excellence-post-doctoral-and-visiting-scholars-program.html> |

Questions: [diverse@unm.edu](mailto:diverse@unm.edu)

## Guidelines/Eligibility

- Must be nominated by a tenure-granting UNM ABQ central campus academic unit.
- Nominee must have obtained Ph.D. or terminal degree from an accredited institution, prior to July 1, 2025.
- Nominee must demonstrate promise for a tenure-track appointment at UNM.
- Recipients must be in residence full-time for the duration of the award period.
- IE Postdoctoral Fellows and Visiting Scholars are recommended to teach a maximum of one course annually, at the discretion of the department.
- IE Postdocs and Scholars are appointed for one year with possibility for a second year. In the final year of IE program, the unit(s) will undertake a rigorous review of the candidate's qualifications for a tenure-track position.
- IE Postdocs & Scholars, identified through a national search and subsequently recommended by the department for a tenure-track faculty position, may be eligible for bridge funding.
- Due to limited funding, individuals who have received DEI support as postdocs or graduate fellows in the past do not qualify.

## 2025 Nomination Deadlines

**Round 1 – January 23, 2025**

**Round 2 – April 10, 2025**

## Evaluation of Nominations

Evaluation of nominees will be based on academic accomplishments, promise, evidence of nominee's demonstrated and sustained commitment to equity and inclusion, a department's record of championing the scholarship and promoting the careers of underrepresented groups, including women faculty, nominee's promise for a tenure track appointment at UNM, the letter of support from the dean of the college associated with the nominating department, and the department's mentoring plan. If the nominee was initially identified in a national faculty search, and if main campus unit(s) choose(s) to hire the successful nominee as a tenure-track faculty member, the position may be eligible for DEI bridge funding designated for increasing proportions of faculty whose experiences, research, and teaching prepare them to contribute to diversity and equal opportunity at the University of New Mexico.

## Submission Instructions

Please see IEPVSP check list for details: <https://diverse.unm.edu/education-and-resources/resources-for-applicants/iepvsp-check-list.pdf>

Submissions must include the following:

### Department/College materials

- The academic department's mentoring plan
- A mentoring statement outlining a mentoring plan for the postdoc to include support for scholarly activities during the appointment period.
- Letter of support from department chair detailing the faculty support for the nominee. The letter of support may address the faculty members' support for the nominee to assume a tenure-track position.
- Letter of support from the school/college dean indicating that if the nominee, after successful completion of the postdoc appointment, is considered competitive for a position as assistant professor by the department, they will support the department in pursuing hiring the postdoc for such a position.
- Department's statement delineating their past, current and expected future contributions to justice, equity, accessibility, diversity, and inclusion (JEADI) through supporting research, teaching, and/or service (1 page is typical, 2-page max). See JEADI statement guidelines on DEI's website.
- Current departmental promotion/tenure guidelines and ways in which planned activities during postdoc will put candidate on the trajectory for achieving tenure at UNM.
- Academic department's record of leadership in mentoring and advocating for minoritized and women junior faculty.

### Nominee's materials

- Current curriculum vitae (CV).
- Planned scholarly activities during the IE postdoc/visiting scholar appointment.
- The nominee's letter of interest addressed to the department chair. The letter of application to a recent faculty search may be submitted in lieu of a letter of interest.
- Candidate's statement delineating their past, current and potential contributions to justice, equity, accessibility, diversity, and inclusion (JEADI) through research, teaching, and/or service (1 page is typical, 2-page max). See JEADI statement guidelines on DEI's website.
- Three letters of recommendation.

**Assemble nomination materials and supporting documents into two PDF files in the groupings (department/college materials and nominee's materials) and order listed above. Submit nominations via InfoReady. Incomplete submissions or those received past the established deadlines will not be considered.**

**Nominations must be received by 12:00 noon.**

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**Round 2 – April 10, 2025**

## FAQs

\*How will/should candidates be prioritized? *The most important criterion will be the unit's willingness and demonstrated effectiveness to mentor, advocate for, and sponsor the candidate, not only to become an assistant professor but to put them on the trajectory to achieve tenure, promotion, and beyond, as demonstrated by custom-tailored mentoring plans for the nominee.*

\*Can a single department (or school) submit more than one candidate? *Yes. Must be central campus departments.*

\*How does IE postdoc/scholars program address concerns about search committees potentially segregating applicants (e.g., by race and gender) in national searches? *If a candidate competing for a national search is nominated, nominating department must outline their hiring criteria and criteria ultimately for tenure & promotion and provide evidence to show why one candidate was selected for the faculty position and why the prospective postdoc was not.*