

2021-2022

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 on main campus. Candidates must be nominated by academic units that wish to hire them for 12-month appointments.

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 main campus positions that would help to diversify the faculty and promote strategic hiring goals.

Departments are encouraged to mentor and support high-potential candidates to prepare them for tenure track assistant professor appointments at UNM. In addition, departments on main campus are encouraged to apply for DEI bridge funding for hiring URM tenure-system faculty after candidate's successful completion of the Inclusive Excellence postdoc/visiting scholars program.

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 main campus 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). Academic units will cover fringe benefits and 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 a UNM main campus academic unit.
- Nominee must have obtained Ph.D. or terminal degree prior to July 1, 2021.
- 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.
- Appointment is one year with possibility for a 2nd year. 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.
- If the candidate has undergone a national search, and if the unit(s) choose(s) to hire the candidate as a tenure-track faculty member, the position may be eligible for bridge funding for faculty from U.S. underrepresented racial/ethnic minority groups through DEI.

2021 Nomination Deadlines

12:00pm

Round 1 Feb 5 (extension)

Round 2 April 2

For questions email

diverse@unm.edu

Evaluation of Nominations

Applicant evaluations will be based on academic accomplishments, evidence of a demonstrated and sustained commitment to diversity and inclusion, a department's record of championing the scholarship and promoting the careers of underrepresented minorities and women faculty, candidate's 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 department's mentoring plan.

If the postdoc was initially identified in a national faculty search, and if main campus 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 chair detailing faculty support for the candidates and recommendations, and 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
- Letter of support from the dean of the college should indicate that if the candidate, after successful completion of the postdoc, is considered competitive for a position as assistant professor by the dept., she/he will support dept. pursuing hiring postdoc for such a position (see UNM Inclusive Excellence Bridge Funding for Hiring URM Faculty for details).
- Three letters of reference
- Current departmental promotion/tenure guidelines and ways in which planned activities during postdoc will put candidate on the trajectory for achieving tenure at UNM
- Please see IEPDVSP check list for details, <https://diverse.unm.edu/postvschecklist.pdf>

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

Nominations must be received by 12:00 noon

Round 1 January 25, 2021; accepted until February 5, 2021

Round 2 April 2, 2021

FAQs

How will/should candidates be prioritized?

The most important criterion will be the unit's willingness and demonstrated effectiveness to mentor the candidate, not only to become an assistant professor but to put them on the trajectory to achieve tenure, promotion, and beyond.

Can a single department (or school) submit more than one candidate?

Yes. Must be main campus departments.

How does IE postdoc/scholars program address concerns about search committees potentially segregating applicants (by race/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.

Is it possible to do this in multiple phases, so that units can get some assurance before asking their candidate(s) to prepare application materials (letter of interest, etc.)?

No. If the prospective postdoc/scholar already submitted materials for a faculty search, that letter of interest would suffice. It is common to invite scholars to apply for postdoc positions before an institution knows they will be selected. And in fact, the prospective postdoc cannot apply directly for this program. It is the department's responsibility to nominate the prospective postdoc and submit all materials on their behalf. Of course materials will be prepared with the prospective postdoc's/scholar's input. The nomination process is as much about how prepared the unit is to invest in that emerging scholar as it is about the postdoc's/scholar's potential.