

**FAS DEAN FOR SCIENCE & ENGINEERING
DIVERSITY POSTDOCTORAL FELLOWSHIP
PROGRAM**

THE CASE FOR A POSTDOCTORAL FELLOWSHIP PROGRAM IN SCIENCE & ENGINEERING

- **FAS Dean's Postdoctoral Fellowship program in science and engineering to enhance diversity and inclusion**
- SECC 2019-2020 developed a proposal for a university level postdoc program, similar to the Miller Institute Fellowships at UC Berkeley, and others
- Postdoctoral scholars are an integral part of the research enterprise, bridge the career stages of students and faculty, arrive well trained, with new ideas and methods, ready to hit the ground running.
- Postdocs are at a critical step in their careers and professional development which makes this program essential to expanding the pipeline and retaining and encouraging candidates to remain in the field.
- Opportunity to stem and reverse attrition of diverse early-career scientists, and help candidates navigate the transition into a long-term career in the field.
- Opportunity to recruit and review promising scientists early
- Cost relative to the impact in science, research productivity, training, and diversification: it is potentially a lot of “bang for the buck”.

A PARTNERSHIP BETWEEN FACULTY MENTORS, DEPARTMENTS & THE UNIVERSITY

- Dean's Fellowship would augment Departments' postdoctoral fellowships and/or individual searches, recognize efforts to diversify our postdoc community and mentor promising scientists
- Departments run their own postdoctoral searches through standard procedures suited to their field
 - Allows for department-specific cultures for recruitment
 - Fosters discussions about diversity and search criteria in departments.
 - Departments with independent funds may run a postdoc fellowship search, or individual PI's can nominate from their own postdoc search to the Department, which will vet nominations annually as it sees fit (e.g., by an ad hoc or standing committee) to select candidates to be forwarded to the Dean.
 - The departments would document their search and vetting procedures, which will inform and aid departments with future searches, recruiting and discussions.
- Department nominates a candidate to be considered for Dean's Fellowship.
 - Each successful postdoc fellow would be identified as a *Dean's Fellow in Department X*.
- Nominations should state the following:
 - How candidates would have transformative impact and further the mission of enhancing diversity, equity and inclusion through their own professional or life experience
 - The commitment and base source of funding (e.g., department fellowships, PI discretionary funds or grants) for the candidate, which must be at 100% in case the fellow nomination is not successful
- Dean and Department partnership involves 50-50 flexible co-funding (dependent on rules for base funding resources).

OTHER EXAMPLES OF DIVERSITY POSTDOCTORAL PROGRAMS

- **UC Berkeley Chancellors Postdoctoral Fellowship program**
 - <https://diversity.berkeley.edu/programs-services/postdoctoral/about-cpfp>
 - *The Berkeley Chancellor's Postdoctoral Fellowship Program offers postdoctoral research fellowships, faculty mentoring, and eligibility for a hiring incentive to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at the University of California.*
 - **Brown University Presidential Diversity Postdoctoral Fellowship**
 - <https://www.brown.edu/about/administration/institutional-diversity/initiatives/presidential-diversity-postdoctoral-fellowship>
 - *The Presidential Diversity Postdoctoral Fellowship program identifies promising Ph.D. graduates from underrepresented groups and/or those who have demonstrated support for underrepresented groups through their teaching and research to spend up to 2 years at Brown University.*
- **Both have a similar approach in recruiting fellows who either are in under-represented groups, or do work supporting under-represented groups**

WHY OUR MODEL?

- Diversity-only programs give the appearance of narrowed recruitment, have greater potential for stigmatization.
 - However, no diversity program precludes stigma, and color-blind standards themselves have issues.
- Having a partnership between the faculty mentor, Department and Dean's program is vital.
 - Departments' investment in time and resources in these fellows is as important as the University's investment.
 - Department and University are both committed to the career advancement, mentoring and success of its fellows.
 - The program stimulates the discussion of diversity and inclusion in departments on an annual basis
 - Incentivizes departments to recruit actively, looking at potential candidates early in their careers,
 - Identifies targets of opportunity
 - An institutional program allows us to develop a postdoctoral alumni network and database.