



OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

FAMILE: FACULTY ADVANCEMENT AT MARYLAND FOR INCLUSIVE LEARNING AND EXCELLENCE

President's Postdoctoral Fellowship Program (PPFP)

In accordance with our core values, mission and desire to create a more diverse, inclusive and equitable environment for all, we are announcing a new faculty initiative entitled the **FAMILE-FACULTY ADVANCEMENT** at **MARYLAND** for **INCLUSIVE LEARNING AND EXCELLENCE**, a diversity initiative aimed at increasing the number of underrepresented tenured or tenure-track faculty at the university.

The PPFP program enables, but does not guarantee, conversion to a tenure-track position via the below outlined process.

1. The Dean identifies areas/units in which new tenure-track faculty hiring is anticipated within two years.
2. Those units (or the college, if non-departmentalized) launch a recruitment effort for a Presidential Postdoc Fellow (see Appendix A), with the possibility/intent of converting the Fellow to a tenure-track faculty position.
 - a. Recruitment should identify a suitable primary mentor.
 - b. Broad engagement with faculty in the unit and across campus throughout the Fellowship is also encouraged to ensure support for conversion.
3. The recruitment identifies suitable candidates for the PPFP, and invites them to apply to the program using the common app.
 - a. Given the possibility/intent of conversion to a tenure-track faculty position, the identification of candidates by the unit should include interviews/discussions with potential candidates, invited research presentations, or other forms of engagement between the unit faculty and the potential Fellows prior to inviting potential Fellows to apply to the PPFP.
4. All applicants will be reviewed by a Campus Review Committee.
5. Up to six Fellows will be selected in each application round.
6. Timing: Applications are due via the common app around November 1. Mentor letters are due by November 15, and unit materials are due by December 1. Unit recruitment and the review process should work backwards from the November 1 date.

Units using this approach would need to develop a rubric and assessment/review process

for possible conversion to a tenure-track position and request a search waiver via the University's Search and Selection [procedures](#) (specifically pp. 25-26) should conversion to a tenure-track position be desired.

AGEP PROMISE Fellowship

In Fall 2018, the University received a grant from NSF to enhance its faculty diversification efforts. In conjunction with other University System of Maryland universities, the [AGEP PROMISE Academy Alliance - University System of Maryland](#) seeks to increase the number of historically underrepresented minority tenure-track faculty in the biomedical sciences within the University System of Maryland (USM) campuses. The proposed recruitment effort (see Appendix A) could be modified to specifically target possible candidates for that grant opportunity. If that is the case, language could be added to the recruitment announcements, such as:

We particularly encourage applicants with research interests in the biomedical sciences. Eligible candidates may also be invited to participate in the National Science Foundation's Alliances for Graduate Education and the Professoriate (AGEP) PROMISE Academy Alliance – a program for postdoctoral scholars to get significant professional development and mentorship to assist with a possible transition into tenure-track positions within the University System of Maryland.

Funding Approach

The current approach to funding the PFP Fellows would continue. The Provost would provide 50% of the funding (salary), with a 50% match (salary) commitment from units/colleges hosting a Fellow. The initial salary would increase to \$58,000/year (12 months), although colleges and departments can still elect to offer higher salaries at their discretion and cost. The Provost's commitment would remain 50% of the \$58,000/year salary. The college must also supply at least \$10,000 in start-up funds for each position and cover benefits.

Should the Fellow convert to a tenure-track position, the converted position would be eligible for Assistant Professor Targeted Hire Program funds.

Appendix A. Sample PFP Recruitment Announcement

The [Unit] at the University of Maryland College Park (UMCP) invites applications for the President's Postdoctoral Fellowship Program (PFP). Candidates with research and teaching interests in the areas of [specify area or areas of focus] will be considered. The purpose of the PFP Program is to support promising scholars who are committed to diversity in academia. We particularly encourage applications from members of groups historically underrepresented in the professoriate. Upon successful completion of the PFP Program and review, the Fellowship may convert to a tenure-track Assistant Professor position.

Founded in 1856, University of Maryland, College Park is the state's flagship institution. Our 1,250-acre College Park campus is just minutes away from Washington, D.C., and the nexus of the nation's legislative, executive, and judicial centers of power. This unique proximity to business and technology leaders, federal departments and agencies, and a myriad of research entities, embassies, think tanks, cultural centers, and non-profit organizations is simply unparalleled. Synergistic opportunities for our faculty and students abound and are virtually limitless in the nation's capital and surrounding areas. The University is committed to attracting and retaining outstanding and diverse faculty and staff that will enhance our stature of preeminence in our three missions of teaching, scholarship, and full engagement in our community, the state of Maryland, and in the world.

[Include specifics about the unit here.]

We seek an active scholar with the potential to conduct cutting-edge research and innovative teaching interests in the area(s) of *[fill in]*, and can include any of the following:

- *[Include specifics of unit needs]*

The successful Fellow will be appointed for a one-year 12-month term beginning July 1, 2022, with the expectation of renewal for a second one-year term contingent on review. The Fellow will receive a starting stipend of \$58,000, health benefits, and \$10,000 for startup. In addition, Fellows will have access to laboratory space if appropriate, office space with computer, library access, and other privileges at the University. *[Units should modify as appropriate.]* During the term of appointment, the Fellow will be expected to focus primarily on research. In addition, the Fellow will teach one course (one semester only) per year. Highly experienced research and teaching mentors will meet with the Fellow regularly to provide guidance on developing a pedagogically sound teaching philosophy and plan, and improving the skills needed to pursue an academic research career, including proposal and manuscript writing, and technical presentation skills. The Fellow will also participate in professional development opportunities developed by the Office of Postdoctoral Affairs and the Office of Faculty Affairs.

Selected candidates will be invited to apply to the University's PFPF program on the basis of scholarly promise and the potential to contribute to the diversity of the UMCP community. Applicants must have completed their doctoral degree when the term of appointment commences (July 1, 2022).

Expressions of interest should be submitted to: *[unit PFPF e-mail]*. In addition, interest candidates should submit the following documents to *[insert e-mail or other instructions]*:

1. Cover Letter
2. Curriculum Vitae
3. Statement of Proposed Research Plan (2-3 pages)
4. Personal Statement that details your demonstrated commitment to diversity efforts and the mission of UMCP, and why you should be selected for this opportunity (1-3 pages)
5. Teaching Statement (1-2 pages)