



**Multicultural Postdoctoral Fellowship Program, Post-Report**  
Faculty Senate Diversity Committee  
May 2018

The Faculty Senate Diversity Committee fully supports the implementation of the new Multicultural Postdoctoral Fellowship Program by Interim Provost Hrnrcir in Academic Year 2017-2018. The Faculty Senate Diversity Committee looks forward to engaging with the first cohort of Postdoctoral Fellows in Fall 2018 and to the hiring of a second cohort of Postdoctoral Fellows to arrive Fall 2019.

In an effort to strengthen the program in preparation for the hiring of a second cohort, the Faculty Senate Diversity Committee provides the following recommendations.

- Announce the opportunity for departments to apply to the program to all deans, department chairs, and program directors, as well as *all faculty* via the faculty listserv.
- The Dean should endorse each proposal, indicated by a signature on the attached cover sheet, to acknowledge its submission, but no review or elimination of proposals should be conducted at that stage. This step represents an endorsement that the dean will support the addition of the postdoctoral fellow to the department should one be granted.
- Include a cover sheet on which the submitting department chair will sign that should they be granted the Postdoctoral Fellow that (1) proposed recruitment and mentoring plans will be carried out, (2) that the Fellow will be supporting in participating in the required and recommended professional development activities, and (3) performance evaluation of the Fellow will be conducted each year. See "*Submission Cover Sheet*" below.
- Include the evaluation criteria (see "*Review Committee Evaluation Criteria/Rubric*" below) in solicitation for department proposals.
- Include description of professional development opportunities outlined below ("*Professional Development Activities*") in solicitation for department proposals.
- Review committee composed of at least four faculty with no more than one member from a given academic department and representation from at least two colleges.
- Provide meaningful feedback in response to all submitted proposals, including ranking based on the evaluation criteria.
- Require that Postdoctoral Fellows participate in professional development activities relevant to incoming instructors. In addition, recommend additional activities providing opportunities to engage in existing UAA postdoctoral communities and involvement in diversity initiatives. See "*Professional Development Activities*" below.
- Notify all departments of the outcome of the review process and proceed with hiring search by November of each year. See proposed "*Program Timeline*" below.



### **Submission Cover Sheet**

We suggest the following details be included on a cover sheet to be submitted along with each department's proposal, including the signature of the relevant dean endorsing the submission.

- 1) College
- 2) Department
- 3) A statement of commitment that the proposed recruitment and mentoring plans will be carried out, the Postdoctoral Fellow will be supported in participating in the required professional development activities, and a performance evaluation of the Fellow will be conducted each year.
- 4) Signature of the department chair submitting the proposal attesting to (3).
- 5) Signature of the college dean endorsing the proposal's submission.

### **Professional Development Activities**

We suggest that the program *requires* that all incoming UAA Multicultural Postdoctoral Fellows participate in the following professional development activities offered by the [Center for Advancing Faculty Excellence](#) (CAFE). *Numbers (1) and (2) above are recommended for Year 1 of the fellowship, and numbers (3) and (4) are recommended for Years 1-3 of the fellowship.*

- 1) New Faculty Orientation held in August.
- 2) Advice to New Faculty, a 3 session Faculty Learning Community based on a book by the same name.
- 3) One or more Faculty Networking Mixer.
- 4) One or more of the following: Teaching Academy events, Faculty Development Intensive, and/or Open Classroom Week.

In addition we suggest that the program *recommended* that the Fellows consider the following opportunities:

#### *Existing UAA Postdoc Community:*

CAFE will facilitate an event specifically for the Multicultural Postdoctoral Fellows to connect with the existing UAA postdoc community. The session will include a discussion highlighting "lessons learned" by current UAA postdocs.

#### *Involvement in Faculty Senate Diversity Committee (FSDC):*

The FSDC invites all incoming Postdoctoral Fellows to join our monthly meetings. All Postdoctoral Fellows can anticipate an invitation to attend the FSDC August retreat, which is the first meeting of the year. FSDC members are also available to serve as mentors to interested Postdoctoral Fellows.



## **Review Committee Evaluation Criteria/Rubric**

- 1) [1x weighting] Department presents evidence for how MCPD will enrich diversity and multiculturalism in department in context of current faculty
- 2) [2x weighting] Explains how the MCPD will enhance the educational experience of students via multicultural perspectives in curriculum / pedagogy
- 3) [1.5 weighting] Potential Impact on University (student population, community, Alaska)
- 4) [1x weighting] Quality of Recruitment Plan
- 5) [1.5 weighting] Quality of Mentoring Plan

## **Program Timeline**

*The expectation is that each postdoctoral fellow will arrive by the start of the fall faculty contracts for the academic year immediately following the year the position is awarded to each department.*

*Any date that falls on a weekend will be shifted to the following Monday.*

- Mid-August
  - Announcement program to all deans, department chairs, and program directors
  - Announcement out to all faculty via the faculty listserv
- Sept. 1st
  - Repeat announcement of program to all parties listed above
- Oct. 15th
  - Application deadline for departments to submit application to Provost's office
- Nov. 15th
  - Announcement of selected applications to departments and respective deans
- Nov. 22th
  - All selected departments formally accept hosting a postdoc
  - Announcement of selected applications to all participating programs, deans, department chairs, and program directors
  - Feedback provided by review committee communicated to all submitting departments
- Variable
  - Selected programs set timeline for candidate search. This flexibility allows for consistency with the typical hiring timelines of each subfield.