CFANS DIVERSITY SCHOLARS – POSTDOCTORAL FELLOWSHIP

REQUEST FOR APPLICATIONS

Recognizing that diverse communities foster thriving learning and working environments, the University of Minnesota (UMN) is committed to preparing a diverse array of global leaders in food, natural resources and the environment, while enhancing the cultural diversity of the University community. The College of Food, Agricultural and Natural Resource Sciences (CFANS) Diversity Scholars - Postdoctoral Fellowship is an initiative to attract promising scholars of color with potential to pursue future faculty positions at the University of Minnesota and at other top research universities. Postdoctoral fellows are intended to closely align with CFANS’ areas of strength and strategic initiatives in fields where we anticipate future faculty growth. Fellows will work with CFANS faculty members on independent research and participate in activities related to professional development in academia such as teaching and learning, competitive grant writing, supervision of students and staff, and research program development. The purpose of the program is to nurture fellows’ intellectual development and professional growth, and position them for success in future tenure-track academic positions.

Application Deadline – 5:00 pm January 11, 2019

Terms of the Appointment:

Fellows will be hired as full-time postdoctoral associates for two years beginning in September 2019 with an annual salary of $50,000 as well as subsidized medical and dental insurance and an up-front, lump sum equivalent to one month’s salary for relocation expenses.

In addition, fellows will receive $2,500 per year for professional development activities and travel to professional conferences, and $5,000 per year for research support.
**Expectations:**

Fellows are expected to engage in scholarly activities (e.g., grant writing, teaching, and outreach/service) that are commensurate with their expertise and level of experience.

Fellows are expected to join the University or CFANS Postdoctoral Association and to participate in the “Preparing Future Faculty” program offered by the University of Minnesota’s Center for Educational Innovation.

Fellows are also expected to mentor undergraduate and graduate students of color in CFANS. This will be coordinated through the CFANS Office for Diversity and Inclusion and the Associate Dean for Faculty Affairs. Additional mentorship support is available through the Institute for Diversity, Equity and Advocacy (IDEA) and the National Center for Faculty Development and Diversity (NCFDD), of which the University of Minnesota is an institutional member. Fellows will also have the opportunity to be a part of the UMN Graduate School Diversity Office’s Community of Scholars Program.

**Eligibility:**

- Recipients must be U.S. citizens or permanent residents AND self-identify as African American/Black, Native American/Alaskan Native, Latino/Hispanic or Asian American/Pacific Islander.
- Recipients must have received their Ph.D. (or comparable terminal degree) within the past three years.
- Current CFANS post-docs (including those in the joint CFANS/CBS Department of Plant and Microbial Biology) are not eligible to apply.

**Application Process:**

To be considered for the appointment, each applicant must submit the following information via email to Katie Halling (khalling@umn.edu) by 5:00 pm on January 11, 2019:

1. Completed [application form](#)
2. Curriculum Vitae – please categorize experience into research, teaching, and/or service/outreach components
3. Cover Letter—state your interest in the postdoctoral appointment, how you can be a strong mentor to students from diverse backgrounds and how your research and career interests align with CFANS’ vision and goals. You should also identify the supporting faculty and department with whom you plan to work. Limit to 2 pages. To request help identifying and connecting with a potential CFANS faculty collaborator, please contact Katie Halling with the name of the CFANS Department that aligns with your work.
4. References - names, addresses (physical and electronic) and phone numbers of three individuals who will provide references.
5. Research proposal and timeline. The proposal should include an abstract (approx. 300 words) and be limited to 3 pages (not including the abstract).
6. Up to 2 sample papers/publications
7. Copy of official Ph.D. transcript
8. A nomination letter (up to 2 pages) from the supporting/advising CFANS faculty member committing as the mentor, describing the work of the post-doc and how it will support their program and CFANS initiatives. Letter of support should include a description of the advising faculty’s mentoring plan.
   
   **Nomination letter from supporting/advising faculty mentor is to be submitted directly to the Katie Halling.**

9. For all application attachments, please use file names beginning with the applicant’s last name (i.e. Smith-Cover Letter, Smith-CV, Smith-References, etc.)

**Selection Process:**

Nominations will be reviewed by the CFANS Diversity Scholars - Postdoctoral Fellowship Review Committee. Three fellowships will be awarded.

Postdoctoral appointments will be awarded based on the following criteria:

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<tr>
<th>Evaluation Criteria</th>
<th>Weight %</th>
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<tr>
<td>Evidence of academic and scholarly achievements</td>
<td>35 %</td>
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<tr>
<td>Previous research and work experiences as they relate to supporting faculty member’s program and current CFANS’ research initiatives</td>
<td>30 %</td>
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<tr>
<td>Written personal interest and research statements</td>
<td>15 %</td>
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<td>Strong potential for a successful academic career centered on research, scholarship or creative work, and teaching and service</td>
<td>10 %</td>
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<td>Letter of recommendation and quality of advisor’s mentoring plan</td>
<td>10 %</td>
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For more information about the CFANS Diversity Scholars – Postdoctoral Fellowship program, contact Katie Halling at 612-624-4212 or by email at khalling@umn.edu.

**Awards will be announced by February 22, 2019.**