

# CFANS DIVERSITY SCHOLARS – POSTDOCTORAL FELLOWS

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 Fellows 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 – April 1, 2017**

### **Terms of the Appointment:**

Two positions will be awarded for two-year appointments beginning in September, 2017. Following the application and selection process, fellows will be hired as full-time postdoctoral associates for two 12-month periods at a salary of \$50,000 each year, with no extension. In addition to the salary, the University offers subsidized medical and dental insurance.

Fellows will receive \$2,500 per year for professional development activities and travel to professional conferences. Research support of \$5,000 per year will also be provided. Additional research funding, when appropriate, will be negotiated with the sponsoring faculty member prior to beginning the appointment.

Fellows will be responsible for relocation expenses.

### **Expectations:**

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

Fellows are expected to join the University's [Postdoctoral Association](#), an organization that identifies and addresses issues pertinent to the postdoctoral experience, and to participate in the [“Preparing Future Faculty”](#) program offered by the University of Minnesota's Center for Educational Innovation.

Fellows have an expectation of mentoring 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 and professional development opportunities are available through the [Institute for Diversity, Equity and Advocacy \(IDEA\)](#).

## 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.
- The Ph.D. (or comparable terminal degree) must have been awarded within the three years prior to the appointment.
- Current CFANS post-docs are not eligible to apply.

## Application Process:

To be considered for the appointment, each applicant must submit the following information:

1. Completed [online application form](#)
2. Curriculum Vitae – please categorize experience into research, teaching, and/or service/outreach components (*attachment #1 to online application*)
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. (*attachment #2 to online application*)
4. Names, addresses (physical and electronic) and phone numbers of three individuals who will provide references. (*include as additional page to Cover Letter, attachment #2 of online application*)
5. A research proposal and time line. The proposal should include an abstract (approx. 300 words) and be limited to 3 pages (not including the abstract and references). (*attachment #3 to online application*)
6. Up to 2 sample papers/publications (*include as additional page(s) to Research Proposal, attachment #3 of online application*)
7. Copy of official Ph.D. transcript (*attachment #4 to online application*)
8. A nomination letter (up to 2 pages) from the supporting/advising 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 CFANS Research and Grants Coordinator at [olevitch@umn.edu](mailto:olevitch@umn.edu).**
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.)
10. Applications and nomination letters are due April 1, 2017.

**Selection Process:**

Nominations will be reviewed by the CFANS Minority Scholars - Postdoctoral Fellows Review Committee.

Postdoctoral appointments will be awarded based on the following criteria:

<b>Evaluation Criteria</b>	<b>Weight %</b>
Evidence of academic and scholarly achievements	35 %
Previous research and work experiences as they relate to supporting faculty member's program and current CFANS' research initiatives	30 %
Strong potential for a successful academic career centered on research, scholarship or creative work, and teaching and service	10 %
Written personal interest and research statements	15 %
Letter of recommendation and quality of mentoring plan	10 %

For more information about the CFANS Diversity Scholars – Postdoctoral Fellows program, contact Laura Olevitch at 612-624-4212 or by email at [olevitch@umn.edu](mailto:olevitch@umn.edu)

**Awards will be announced May 1, 2017.**