



**RUTGERS**

Office of the Executive Vice  
President for Academic Affairs

**RUTGERS**

University Equity and Inclusion

## Presidential Postdoctoral Fellows

To create pathways into the faculty for promising younger scholars who have been systematically marginalized from the research enterprise, Rutgers will appoint an annual cohort of Presidential Postdoctoral Fellows, who will join the university for two years. Presidential Postdoctoral Fellows will typically teach one course each year in the department or program of their appointment. For each Fellow, the Rutgers Diversity Hiring Initiative will support 100% of salary up to \$65,000 and fringe for up to two years, plus \$10,000 in discretionary research funding annually. All Fellows will be selected across three Rutgers priority areas: **Race, Racism, and Inequality**, extending across the humanities, social sciences, professional schools, and natural and biomedical sciences; **Health Equity**; and **Advancing STEM Diversity**.

Presidential Postdoctoral Fellows may be appointed in two ways: through an external application process and through an internal nomination process. Each year, the Presidential Postdoctoral Fellowship program will be advertised nationally and will invite applications from candidates in one of the three priority areas. Applicants will have the opportunity to indicate what fields, labs, departments, and campuses at Rutgers might provide an appropriate home for their research. Chairs who wish to appoint a Presidential Postdoctoral Fellow from the national pool should submit requests to their Dean, who will review and forward the request to the campus Provost. Deans, Chairs, and relevant faculty colleagues will be invited to review applications through the central application portal, and candidates will be matched with appropriate placements. If Presidential Postdoctoral Fellows are converted to tenure-track appointments at Rutgers, the initiative will support 100% of salary and fringe and discretionary funds for one additional year.

Chairs may also nominate qualified postdoctoral fellows appointed through local internal search processes for the Presidential Postdoctoral Fellows program. Nominated candidates should increase the diversity of Rutgers's academic and faculty community. As departments review postdoctoral candidates, they are strongly encouraged to consider them as potential tenure track hires. Departments who commit to converting postdoctoral fellows to tenure-track positions after two years will receive priority. If Presidential Postdoctoral Fellows are converted to tenure-track appointments at



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Nominations to the program must include all of the following information:

1. Name of Fellow
2. Host Department and School, with a statement by both Chair and Dean of commitment for office space and a computer and for specific departmental mentoring support. In the lab sciences, this statement should include an explanation of how the Fellow will be integrated into a faculty lab and acknowledge support for time away from the lab for teaching.
3. Description of how the Fellow will contribute to the diversification of the department's research and curricular offerings (e.g. research area, course taught).
4. An explanation of explain how the Fellow will be supported by existing campus and university-wide mentoring and advancement programs for postdoctoral colleagues. Resources for successful mentoring plans and best practices for inclusive hiring are available through the Faculty Diversity Collaborative in the office of [University Equity and Inclusion](#), which provides central coordination of Rutgers's mentoring, advancement, and hiring efforts.