



Sanjeev R. Kulkarni, *Dean*
William R. Kenan Jr., *Professor of Electrical Engineering*

Dean of the Faculty
9 Nassau Hall
Princeton, New Jersey 08544-5264
Tel: 609.258.3020
Fax: 609.258.2168
kulkarni@princeton.edu

To: Assistant, Associate, and Full Professors

From: Sanjeev R. Kulkarni 

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Re: Two New Diversity Initiatives (Postdoctoral Research Fellows and Visiting Scholars Programs)

With the enthusiastic and generous support of the President, Provost, and Faculty Advisory Committee on Diversity (FACD), I am delighted to announce two new programs aimed at further diversifying our Faculty: the Presidential Visiting Scholars Program and Presidential Postdoctoral Research Fellows Program. Both programs are intended to recognize and support scholars who can contribute to the University's diversity, broadly defined, including members of groups that have been historically and are presently underrepresented in the academy or in particular disciplines, such as racial and ethnic minorities and women in STEM.

Princeton University's culture and unique characteristics are strengthened by its diversity. As articulated in the University's Statement on Diversity and Inclusion, which was included in the University's Report of the Trustee Ad Hoc Committee on Diversity in September 2013, "Princeton University is a community devoted to excellence in education and scholarship. We believe that only by including people with a broad range of experiences and perspectives are we able to realize our potential — to expand our capacity for teaching and learning, to increase opportunities for innovative research, and to equip students for lives of service and leadership in an increasingly pluralistic society. Thus, the goals of excellence and diversity are inextricably linked."

The Presidential Visiting Scholars Program is designed to bring to campus established scholars in academia and/or relevant professional fields in industry or government, for example, to enable both Princeton and the visiting scholar to benefit from their involvement in our community. The Presidential Postdoctoral Research Fellows Program is meant to encourage early-career scholars to pursue a career in academia by supporting their postdoctoral work here.

We will be accepting nominations for both programs this year, with the aim of introducing the first cohort of Postdoctoral Research Fellows in 2019-20 and the first cohort of Visiting Scholars in 2020-21. The FACD will be responsible for the review of nominations and the selection of the Scholars and Fellows. Nominations for both programs should be sent to Toni Turano, Deputy Dean of the Faculty, at tturano@princeton.edu. Details of the nomination process for these programs are outlined below.

Presidential Postdoctoral Research Fellows Program

This program will support up to twelve postdoctoral fellows/associate research scholars per year, each holding a one-year appointment renewable for a second year. In order to be considered, candidates must be nominated by a member of the Faculty who will serve as their sponsor or PI and provide (or otherwise arrange for) lab/office space for the candidate. Assistant, associate and full professors in the humanities, social sciences, natural sciences or engineering may nominate a candidate and serve as their sponsor/PI.

Faculty sponsors/PIs are invited to nominate candidates for AY 2019-20 by **January 15, 2019**, with selections to be made by February 1, 2019. Members of the first cohort for this program may be appointed as early as July 1, 2019, but appointments may start at any point in the first semester of the 2019-20 academic year.

Eligible candidates: To apply, candidates must meet one of the following criteria:

- Earned a PhD in a discipline in the humanities or social sciences within two years of their anticipated start date;
- Earned a PhD in the natural sciences or engineering within four years of their anticipated start date;
- Anticipate receiving a PhD in a discipline in the humanities, social or natural sciences, or engineering by the start date of their appointment.

Responsibilities: Pursuit of a research project crafted by the candidate in consultation with their faculty sponsor. If the fellow is in the natural sciences or engineering, the research project should be located in the lab of the faculty sponsor/PI. As part of the application, a plan should be presented for the fellow to be thoroughly integrated into the life of the department, program or center. This plan can include teaching or participating in one undergraduate course or advising undergraduate independent work. No teaching is required, but fellows who wish to teach may do so with the support of their department and the Dean of the Faculty (DOF). In such cases, a secondary appointment as a lecturer will be required. The DOF will sponsor workshops and programming to provide fellows with additional development opportunities and build a sense of community among the fellows.

Financial support: Two years at full salary, with the possibility of renewal (within DOF standard guidelines) if additional years are funded by the department or the faculty PI. Salary determined by field and experience, with NSF's annual recommended salary serving as a minimum. An annual research fund of \$2000 for professional development, such as travel to conferences, will also be provided for both years of the appointment. Fellows will be eligible for moving expenses per University guidelines.

Nomination process: Individual faculty sponsors/PIs nominate candidates and develop a plan with the candidate to facilitate the candidate's research.

Nomination materials: *Curriculum vitae*; research statement by candidate; three letters of recommendation; letter of nomination from the faculty sponsor/PI, including plan for the candidate's research and other activities during the appointment; two-year budget (including salary and benefits). The application materials should be submitted as one PDF file.

Presidential Visiting Scholars Program

This program will support four visitors from academia or relevant professional fields per academic year, each holding appointments for the full academic year. Departments and instructional programs or centers in the humanities, social sciences, natural sciences and engineering are invited to nominate scholars for the academic year 2020-21 by **March 1, 2019**. Nominations may be considered up to two years in advance of the visit. Departments are responsible for providing office space. The Housing Office will give high priority to the visitors' housing needs.

Eligible candidates: Faculty or professionals in the humanities, social sciences, natural sciences, or engineering who can contribute to the intellectual community at Princeton through their teaching and interactions with students. Strong preference will be given to scholars who have expertise in an academic area in which we may be hiring faculty members in the next three to five years and have not participated in a similar program at a peer institution.

Responsibilities: One public lecture or anchor event per semester. Although teaching or participating in an undergraduate or graduate course is not a required component of the program, it is encouraged for those interested in a greater exchange with our undergraduate and graduate students.

Financial support: Augmenting sabbatical or outside funding to provide up to two semesters at full salary. A research fund of \$5000 for professional development, such as travel to conferences, will also be provided. Scholars will be eligible for moving expenses per University guidelines.

Nomination process: Department chairs nominate candidates and develop a plan, with a member of the department serving as the faculty host, for the candidate's teaching and other activities for the year of their visit.

Nomination materials: *Curriculum vitae*, letter of nomination from the chair or faculty host (with the chair's approval); plan for the candidate's teaching and other activities during the visit; budget (including salary and benefits). The application materials should be submitted as one PDF file.

It is my sincere hope that you will take advantage of these programs, which will greatly benefit our faculty and our students. I appreciate that the timeframe provided for nominations is short as we roll out both programs for the first time. We will be sure to provide you more notice regarding deadlines next year, and we are developing a website to give these programs broader exposure. If you have any questions or concerns, please do not hesitate to contact me or Toni.