

**TO:** SUNY University Faculty Senate

**FROM:** UFS Graduate Programs and Research Committee

**RE:** Resolution: To Institute a SUNY Diversity Postdoctoral Fellowship Program

**DATE:** 178<sup>th</sup> Plenary, January 18-20, 2018

**LOCATION:** SUNY Polytechnic Institute at Utica

**RESOLUTION #:** 178-06-01

**VOTE TALLY:** 38 For; 2 Against; 3 Abstain

**RATIONALE:**

**WHEREAS** SUNY's 2010 Strategic Plan, *The Power of SUNY*,<sup>1</sup> lists diversity as one of SUNY's core values, stating that diversity "ensures that our campuses mirror the rapidly changing world, creating an environment that prepares our students to be culturally competent so they can succeed anywhere. Our diversity is SUNY's edge"; and

**WHEREAS** the SUNY Board of Trustees passed the *Diversity, Equity, and Inclusion Policy*<sup>2</sup> in 2015 that states that "SUNY aspires to be the most inclusive state university system in the country" and "SUNY's approach must employ best practices to attract diverse students, faculty, staff and administrative leaders, including efforts to strengthen the pipeline of diverse individuals with advanced credentials"; and

**WHEREAS** the 2017 SUNY Provost's Office report *Data Brief: Diversity, Equity, and Inclusion*<sup>3</sup> clearly shows that SUNY's percentage of fulltime faculty positions held by under-represented minorities is in the bottom 50% when compared to other public four year institutions across the nation; and

**WHEREAS** the University Faculty Senate Operations Committee's *Report on the Gender and Ethnic Composition of State University of New York Faculty 1995-2015*<sup>4</sup> concluded that "despite strong efforts by the SUNY system, the number and percentage of tenured and tenure-track faculty from under-represented groups, especially Blacks and Hispanics, remain stubbornly, frustratingly, and unconscionably low"; and

**WHEREAS** the SUNY Office of Diversity, Equity & Inclusion strives to "increase public and private resources necessary to sustain new initiatives to augment the numbers of underrepresented faculty, staff, students and administrators at SUNY"; and

**WHEREAS** SUNY funds several diversity programs administered by the Office of Diversity, Equity & Inclusion that are meant to help recruit and retain faculty and graduate students who can contribute to the diversity of our campuses, but in contrast these programs are not designed to help move underrepresented individuals from graduate programs into the faculty ranks at SUNY; and

**WHEREAS** postdoctoral associates are important scholars who can make significant contributions to SUNY's research, creative, and scholarly activities; and

**WHEREAS** postdoctoral associates are frequently training to become the next generation of faculty at institutes of higher education; and

**WHEREAS** postdoctoral credentials are commonly a preferred or required qualification when hiring for a tenure track faculty position at SUNY institutions; and

**WHEREAS** funds spent on postdoctoral fellows represent a substantial and important investment in talent that should be retained within SUNY if possible; and

**WHEREAS** there are successful postdoctoral fellowship programs (see Background) already operating across the nation that are designed to strengthen the pipeline of diverse individuals with advanced credentials into the tenure stream.

**RESOLUTION:**

**THEREFORE, BE IT RESOLVED** that the University Faculty Senate recommends to the Chancellor that the SUNY Administration develop and fund a SUNY Diversity Postdoctoral Fellowship program specifically designed to recruit scholars who can significantly contribute to the diversity of SUNY; and

**BE IT FURTHER RESOLVED** that the University Faculty Senate recommends to the Chancellor that SUNY modify the SUNY Faculty Diversity Program so that it specifically creates incentives to hire SUNY Diversity Postdoctoral Fellowship recipients into tenure-track faculty lines within the SUNY system.

1. [https://www.suny.edu/media/suny/content-assets/documents/powerofsuny/SUNY\\_StrategicPlan.pdf](https://www.suny.edu/media/suny/content-assets/documents/powerofsuny/SUNY_StrategicPlan.pdf)

2. [http://www.suny.edu/sunypp/documents.cfm?doc\\_id=804](http://www.suny.edu/sunypp/documents.cfm?doc_id=804)

3. <http://system.suny.edu/media/suny/content-assets/documents/institutional-research/Diversity-Data-Brief-June2017.pdf>

4. <http://system.suny.edu/media/suny/content-assets/documents/faculty-senate/resources/Composition-of-Faculty-Report-Submitted-to-Operations-Committee-April-12-with-final-revisions.pdf>

## **BACKGROUND:**

List of diversity programs designed to strengthen the pipeline from Ph.D. degree programs to tenure track faculty positions.

### **1. The University of California President's/Chancellor's Postdoctoral Fellowship Programs (PPFP, CPFP) and the Partnership for Faculty Diversity**

<http://ppfp.ucop.edu/info/about-ppfp/partnerships.html>

The PPFP is a system-wide program at UC that supports new scholars interested in faculty and research careers who will contribute to diversity and equal opportunity in higher education through their teaching, research and service. The program is particularly interested in supporting scholars with the potential to bring to their academic and research careers the perspective that comes from their non-traditional educational background or understanding of the experiences of groups historically underrepresented in higher education. The fellowships are awarded for 1 year, renewable for a 2<sup>nd</sup> year, and are paid at the typical post-doctoral salary rate for the academic field. Additionally, \$5000 are included for supplies and travel.

The CPFP was created in response to the overwhelming number of applicants for the PPFP. The CPFP program is generally exactly the same as the PPFP, drawing from the same pool of applicants, but it is funded by individual campuses in the UC system. Significantly, both of these programs "tag" participating Fellows with hiring incentives for UC campuses.

This PPFP program has expanded to other universities across the country to form the Partnership for Faculty Diversity. The programs at the other schools follow the PPFP model closely, but may have some local differences. The programs benefit by sharing a common application portal and process. Overall, close to 1000 applications are received each year. There are also plans to share the application data among all the partner institutions to help develop diverse applicant pools for faculty positions.

Currently, the following schools participate:

- University of California system
  - Berkeley (also CPFP)
  - Davis (also CPFP)
  - Irvine (also CPFP)
  - Los Angeles (also CPFP)
  - Merced (also CPFP)
  - Riverside (also CPFP)
  - San Diego (also CPFP)
  - San Francisco
  - Santa Barbara
  - Santa Cruz (also CPFP—\$5000 travel/supplies only)
- University of Michigan
- University of Colorado, Boulder

- University of Maryland
- Carnegie Mellon University
- University of Minnesota
- “California Alliance”
  - UC Berkeley
  - UC Los Angeles
  - Stanford
  - Cal Tech
- UC–affiliated National Labs
  - Lawrence Berkeley
  - Lawrence Livermore
  - Los Alamos

## **2. The Carolina Postdoctoral Program for Faculty Diversity**

<http://research.unc.edu/carolina-postdocs/>

The Carolina Postdoctoral Program for Faculty Diversity (CPPFD) fellowship, is one of the oldest diversity fellowship programs in the nation. Program support is offered to postdocs by top level administrators, departments, centers and institutes. Recruiting is carried out on a national basis, historically attracting scholars predominantly from the humanities but with growing exposure to all fields. More than 160 scholars have participated in the program that had its first scholar in 1983.

The purpose of the Program is to develop scholars from underrepresented groups for possible tenure track appointments at the University of North Carolina and other research universities.

## **3. University of Maryland Baltimore County Faculty Diversity Postdoctoral Fellows Program**

<https://facultydiversity.umbc.edu/program-description/>

UMBC’s Postdoctoral Fellowship for Faculty Diversity is a 2-year in-residence fellowship that supports promising scholars who are committed to diversity in the academy and to prepare those scholars for possible tenure track appointments at UMBC. During the two-year appointment, UMBC provides fellows with teaching and research mentors, and professional development opportunities across campus. Fellowship recipients are provided with a stipend, health benefits, and additional funding for conference travel and the preparation of scholarly work, office space with a computer, library and other privileges at the university.

## **4. National Institutes of Health K99/R00 program**

<https://grants.nih.gov/grants/guide/pa-files/PA-16-077.html>

The objective of the NIH Pathway to Independence Award (K99/R00) is to help outstanding postdoctoral researchers with a research and/or clinical doctorate degree complete needed, mentored career development and transition in a timely manner to independent, tenure-track or equivalent faculty positions The K99/R00 award provides up to 5 years of support in two phases.

The initial (K99) phase provides support for up to 2 years of mentored postdoctoral research and career development. The second (R00) phase will provide up to 3 years of independent research support, which is contingent upon satisfactory progress in the K99 phase and the awardee accepting an approved, independent, tenure-track (or equivalent) faculty position. The two award phases are intended to be continuous in time.

#### **5. University of Chicago Provost's Postdoctoral Fellows Program**

<http://provostpostdoc.uchicago.edu>

This program provides funding to individual departments to support scholars from underrepresented groups. It is designed to carry out the University's mission of cultivating a diverse intellectual community that is enriched by the expertise and professional contributions of people who can contribute to the diversity and excellence of the academic community through their research, teaching, and service. Provost's Postdoctoral Fellows are appointed as Instructors for up to two years with the intent that they will be promoted to Assistant Professor on the tenure track at the end of the fellowship period. As Fellows, they will expand their research and teaching portfolios while being fully integrated into the academic life of the University of Chicago. Each Fellow will be engaged in mentored research and receive guidance as they create an individualized career plan.

#### **6. National Institutes of Health Institutional Research and Academic Career Development Award (IRACDA)**

<https://publications.nigms.nih.gov/multimedia/map/iracda/>

<http://www.stonybrook.edu/commcms/cie/iracda/aboutus/index.html>

The purpose of the NIH IRACDA program is to develop a diverse group of highly trained biomedical and behavioral scientists to address the nation's biomedical, behavioral and clinical research needs. The program promotes consortia between research-intensive institutions and partner that have a historical mission and a demonstrated commitment to providing training, encouragement and assistance to students from groups underrepresented in the biomedical and behavioral research enterprise of the nation. The program is expected to facilitate the progress of postdoctoral candidates toward research and teaching careers in academia.

Stony Brook University's NY-CAPS Program, the New York Consortium for the Advancement of Postdoctoral Scholars, is one of approximately 19 US IRACDA sites. The partner (teaching) institutions are SUNY Old Westbury, CUNY Brooklyn College, and Suffolk County CC.

#### **7. Massachusetts Maritime Academy Postdoctoral Diversity Teaching Fellowships**

<https://www.maritime.edu/postdoctoral-diversity-teaching-fellowships>

The program was developed to promote diversity at Massachusetts Maritime Academy in the faculty population by creating a potential pipeline for underrepresented individuals to gain teaching experience and, potentially, full time appointments. These fellowships will enhance the academic careers of scholars who have recently received their Ph.D. degrees and are at the early

stages of their careers. The term of appointment will be for one year with opportunity for extension. Selected candidates will have a three-quarter teaching load and a one-quarter non-teaching assignment. Applicants may bring existing research to campus or be assigned duties relevant to their interest that coincide with the needs of the Academy.

**8. Ford Postdoctoral Fellowship.**

[http://sites.nationalacademies.org/PGA/FordFellowships/PGA\\_047960](http://sites.nationalacademies.org/PGA/FordFellowships/PGA_047960)

Postdoctoral fellowships are awarded in a national competition administered by the National Academies of Sciences, Engineering, and Medicine on behalf of the Ford Foundation. The awards are made to individuals who, in the judgment of the review panels, have demonstrated superior academic achievement, are committed to a career in teaching and research at the college or university level, show promise of future achievement as scholars and teachers, and are well prepared to use diversity as a resource for enriching the education of all students.

JAR 1/26/18

