

Report to the Provost on the President's Postdoctoral Fellowship Program

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The UM President's Postdoctoral Fellowship Program is administered by the Provost's office, in collaboration with the ADVANCE Program. A faculty advisory committee provides overall assessment of the applications, and provides suggestions about improvements in the application process. Over time we have refined directions to candidates so that we receive better-targeted and more complete applications (e.g., only in specified fields—STEM, Economics and Political Science at the moment--and only in fields in which undergraduate teaching is a routine demand on faculty). We require that candidates identify a mentor on campus, that the mentor support the application, and that the department or school provide a supporting letter. Thus, all complete and reviewed applications are now in fields open to awards, and come to the committee having full screening and support by an on-campus tenured faculty member and a unit that provides a supporting letter.

During each academic year beginning in 2011-12, the University of Michigan's President's Postdoctoral Fellowship, in partnership with the University of California, has conducted a multi-staged application and selection process. It begins with an online application that is shared between UC and UM, continues with a triage process conducted by the Director of ADVANCE and the Vice Provost for Academic and Faculty Affairs, followed by a review of retained applications by one Advisory Board Member and one expert in a related field (not the applicant's field so as to avoid conflict of interest). The Advisory Board then meets to discuss all of the reviewed applications, and to provide their recommendations to the Director of ADVANCE and the Vice Provost for Academic and Faculty Affairs, who then take their proposed applicants to the Provost. The Provost makes the final selection. A table is attached summarizing the selected applicants to date, who are also described below.

Round One (2011-12): In our first year we received 114 applications because the application process was open to all fields, as it is at UC. After the initial review process, the board was presented with 47 applications to review. Four Presidential Postdoctoral Fellows were appointed:

- Tawanna Dillahunt: School of Information, mentor Paul Resnick, Female, African American, now a tenure-track assistant professor at UM
- Jessica Welburn: Sociology, mentor Karyn Lacy, Female, African American, now a tenure-track assistant professor at University of Iowa
- Carlos Silvera Batista (deferred start date): Chemical Engineering, mentor Michael Solomon, Male, Latino, currently in third year of post-doc, under consideration for tenure-track appointment in Chemistry
- Keren Sharon: Astronomy, mentor Eric Bell, Female, White, now a tenure-track assistant professor at UM

In addition to these four, two additional individuals were selected, but declined offers. Five alternates were identified; none of them were offered positions.

Round Two (2012-13): In the second year we received 48 applications. After the initial review process, the board was presented with 16 applications to review. The three selected applicants were:

- Aaron Frank: Chemistry, mentor Charles Brooks, Male, African-American, currently in third year as post-doc, but has accepted a tenure track offer to begin in 2016
- Ginger Shultz: Chemistry, mentor Tim McKay (Physics), Female, White, currently in third year as post-doc, but has accepted a tenure track offer to begin in 2016
- Daniel Romero (Bridging Post-Doc with SI): School of Information, mentor Eytan Adar, Male, Latino, now a tenure-track assistant professor at UM

Round Three (2013-14): In the third year we received 25 applications. After the initial review process, the board was presented with 10 applications to review. The three selected applicants were:

- Catherine Fromen: Chemical Engineering, mentor Lola Eniola-Adefeso, Female, White, currently in second year of post-doc
- Mai Hassan: Political Science, mentor Anna Grzymala-Busse, female, African-American, currently in second year of post-doc, but has accepted a tenure track offer to begin in 2016
- Emily Rauscher: Astronomy, mentor Edwin Bergin, Female, White, now a tenure-track assistant professor at UM

Round Four (2014-15): In our fourth year we received 45 applications. After the initial review process, the board was presented with 14 applications to review. The two appointed positions were:

- Stephen Oney: School of Information, mentor Eytan Adar, Male, African American, currently in first year of post-doc, but has accepted a tenure track offer to begin in 2016
- Gabriel Zayas-Caban: Industrial and Operations Engineering, mentor Amy Cohn, Male, Puerto Rican, currently in first year of post-doc

One more applicant was also selected, but did not accept the position. Two other alternates were identified, but were not offered positions.

Round Five (2015-16): In our fifth year we received 51 applications. After the initial review process, the board was presented with 14 applications to review. The two appointed positions were:

- Ashley Payne: Climate and Space Sciences, mentor Christiane Jablonowski, Female, White, beginning first year of post-doc in 2016
- Patricia Schuster: Nuclear Engineering and Radiological Sciences, mentor Sara Pozzi, Female, White, beginning first year of post-doc in 2016

One additional applicant was also selected, but did not accept the position.

Our program's results to date can be summarized in this way:

- (1) We have brought, in five years, 14 underrepresented minority and female scientists to campus as Presidential Postdoctoral Fellows, in Astronomy, Chemistry (and Physics), Chemical Engineering, Industrial and Operations Engineering, School of Information, Nuclear Engineering and Radiological Sciences, and the Department of Climate and Space Sciences. Eight of these 14 have already accepted positions as tenure-track faculty at UM. Only 1 of the 14 has left UM at this point.
- (2) We have developed a successful procedure for assessing departmental, mentor and fellow qualifications.
- (3) In the first year, four of six offers were accepted. In the next two years, all six offers were accepted. The fourth and fifth years had two of three offers accepted.
- (4) The ADVANCE Program provides backup support to the Fellows in a few ways:
 - a. We cohost a welcoming dinner with the Provost's office.
 - b. We provide staff support for monthly lunches of the Fellows with each other. These are much appreciated and well-attended.
 - c. The Director of ADVANCE has 1:1 meetings with each Fellow every semester, providing advice about issues that may need attention (mentoring, climate, family issues, etc.).
 - d. The President had a dinner with the Fellows in February of 2015.
 - e. We offer the opportunity for the Fellows to give practice job talks to the cohort.

The Fellows have expressed very positive views of their reception in their units, as well as on campus more generally.

Round One

Name	Department	Mentor	Gender	Race/Ethnicity	Current Status
Tawanna Dillahunt	School of Information	Paul Resnick	Female	African American	TT Asst. Professor (UM)
Jessica Welburn	Sociology	Karyn Lacy	Female	African American	TT Asst. Professor (University of Iowa)
Carlos Silvera Batista	Chemical Engineering	Nicholas Kotov	Male	Latino	3rd year of post-doc
Keren Sharon	Astronomy	Eric Bell	Female	White	TT Asst. Professor (UM)

Round Two

Name	Department	Mentor	Gender	Race/Ethnicity	Current Status
Aaron Frank	Chemistry	Charles Brooks	Male	African American	3rd year of post-doc, accepted TT offer (UM)
Ginger Shultz	Chemistry	Tim Mckay, Physics	Female	White	3rd year of post-doc, accepted TT offer (UM)
Daniel Romero	School of Information	Eytan Adar	Male	Latino	TT Asst. Professor (UM)

Round Three

Name	Department	Mentor	Gender	Race/Ethnicity	Current Status
Catherine Fromen	Chemical Engineering	Lola Eniola-Adefeso	Female	White	2nd year of post-doc
Mai Hassan	Political science	Anna Grzymala-Busse	Female	African American	2nd year of post-doc, accepted TT offer (UM)
Emily Rauscher	Astronomy	Edwin Bergin	Female	White	TT Asst. Professor (UM)

Round Four

Name	Department	Mentor	Gender	Race/Ethnicity	Current Status
Stephen Oney	School of Information	Eytan Adar	Male	African American	1st year of post-doc, accepted TT offer (UM)
Gabriel Zayas-Caban	IO Engineering	Amy Cohn	Male	Puerto Rican	1st year of post-doc

Round Five

Name	Department	Mentor	Gender	Race/Ethnicity	Current Status
Ashley Payne	Climate and Space Sciences	Christiane Jablonowski	Female	White	Post-doc beginning 2016
Patricia Schuster	Nuclear Engineering and Radiological Sciences	Sara Pozzi	Female	White	Post-doc beginning 2016

Totals

Department	
Astronomy	2
Chemical Engineering	2
Chemistry	2
Climate and Space Sciences	1
IO Engineering	1
Nuclear Engineering and Radiological Sciences	1
Political science	1
School of Information	3
Sociology	1

Gender	
Female	9
Male	5

Ethnicity	
African American	5
Latino	2
Puerto Rican	1
White	6