



Gonzaga's Underrepresented Minority Postdoctoral Fellowship Program is ready to serve new candidates for the academic year 2022-2023!

## Underrepresented Minority

# POSTDOCTORAL FELLOWSHIP

## SUPPORTING TEACHER-SCHOLARS

### Rationale

Gonzaga University's Postdoctoral Fellowship Program seeks to promote pedagogical and institutional excellence by diversifying faculty, curriculum, and students at the University. Under the program, postdoctoral fellows from groups underrepresented among higher education faculty will spend two years at Gonzaga, subject to reappointment, fulfilling departmental teaching needs, bringing new perspectives and current knowledge of their fields, and participating in campus life. The program continues to be a priority for Gonzaga University in bringing diverse scholars to the University and to change the professoriate at Gonzaga. The fellows will receive mentoring and support that will help them better understand the nature of a career at a Jesuit, mission-driven, liberal arts teaching institution, to assist their transition to a teaching institution with a strong mission and orientation toward social justice. Gonzaga University aims for 100% retention of scholars that meet the needs of the University.

### Benefits to Postdoctoral Fellows

In partnership with host departments, the Office of Diversity, Equity & Inclusion (ODEI), Gonzaga University's Center for Teaching and Advising (CTA), and the Jesuit Post-Doctoral Diversity Program (JPDDP) Consortium, the fellowship program aims to help postdoctoral fellows shape short-term and long-term career goals. The program goals will be accomplished by meeting the following objectives:

- Improving teaching skills, including pedagogical tools, course design, evaluation of student work, assessment, and reflection.
- Formulating and/or refining a teaching philosophy and developing course and teaching portfolios consistent with the expectations of liberal arts teaching institutions and Gonzaga University's Mission specifically.
- Gaining experience teaching both lower and upper-division courses (potentially in inter- or cross-disciplinary collaborations).
- Continuing scholarly work on-campus presentations or scholarship and eligibility for funding to support travel to conferences and workshops.
- Gaining experience working with undergraduates on scholarly research and other high-impact practices as appropriate (service-learning, blended learning).
- Developing skills and appreciation of mentoring in academia through experiences of mentoring students and being mentored by faculty colleagues.
- Integrating into the Gonzaga University and Spokane communities by establishing life-long collegial connections with members of the postdoctoral cohort and members of the Gonzaga and Spokane communities.



Office of Diversity,  
Equity and Inclusion

## Postdoctoral Experience, Roles and Responsibilities

To show commitment to the fellow, the program is for two-years. URM postdoc fellows are appointed for an academic year. The initial contract will be for one-year; a second-year contract is contingent upon reappointment. Depending on program needs there is a possibility of renewal for a third year.

- Fellows will teach a 1-3 or 2-2 load of mixed upper and lower division courses.
  - A reduced teaching load is necessary to:
    - Allow time to focus on teaching development.
    - Allow time to focus on research and citizenship.
- Fellows will have opportunities to present their scholarship once in their first year in a public forum appropriate for the discipline, and as decided on by the department and fellow. In their second year, fellows will have the opportunity to engage with the campus community in co-curricular, interdisciplinary, or scholarly presentations to expand and deepen their networks and relationships within the broader campus community.
- In their first year, fellows will be matched with a mentor in the hosting department. Ideally, mentors would be tenured and sensitive to the specific and different needs of underrepresented minority faculty and faculty of color regarding mentoring and legal issues.

- Fellows are expected to participate in a Course Design Institute organized by the CTA ideally between their second and third semester at Gonzaga, or during their second year based on availability of these programs, faculty interest and mentors' feedback, this is conditional on reappointment. Fellows are also expected to participate in the various CTA support programs based on mentors' feedback and teaching evaluations.
- Fellows and mentors are required to have at minimum once a month meeting to check-in and assess progress.
- Fellows will receive teaching observations and an observation report that focuses on teaching development rather than teaching evaluation at least once a semester.
- Fellows will have the opportunity to negotiate their second or third postdoctoral fellowship year.
- Fellows may request credit for time served if they are selected for a tenure-track position. A one-year credit toward tenure is allowed if the fellow has served for three years in the fellowship.
- Department mentors will receive professional development training focused on working with and supporting underrepresented minority postdoctoral fellows provided by the postdoctoral fellowship program, and professional training on mentoring and supporting faculty of color at Gonzaga through a CTA workshop.



*"The GU community has challenged me to work hard in becoming a better instructor and scholar every day. I found great collaborative spaces, and being able to contribute to those spaces has made this one of the best academic and professional experiences of my life."*

**Dr. Noralis Rodríguez-Coss**

### For more Information on the Postdoctoral Fellowship Contact:

#### **ROBIN M. KELLEY, Ph.D.**

Chief Diversity Officer  
Office of Diversity, Equity, and Inclusion  
Gonzaga University  
(509) 313-6013  
[urmpostdoc@gonzaga.edu](mailto:urmpostdoc@gonzaga.edu)