

Postdoc Hiring IST_HR-03 Administrative Guideline

In an effort to increase the diversity of the faculty of the College, if someone has identified a postdoc they would like to hire who:

- Is considering a career as faculty,
- Fits with an area where we may be hiring in the next couple of years, and
- Would diversify the faculty of the College.

The College will contribute funds equal to 20% of the individual's salary (plus benefits) for a period of up to two years. The salary must be reasonably consistent with what other postdocs in the College are receiving. The intent is not to significantly increase the salary being offered, but for the College to defray some of the expenses with the long-term goal of increasing the diversity of the college's faculty and students. In exchange for this contribution, the postdoc would be expected to teach one course per year as part of their responsibilities.

We may have to adjust the details of this effort as things evolve and we learn how it is working, but for now please keep this in mind as you are thinking about postdocs – it may help you stretch your funding a little further, and it may just help us diversify the faculty a little if some of these postdocs end up as strong candidates for open faculty positions.

Approved by: Andrew Sears, Dean, 01.12.18