

Postdoctoral Research Fellow ADVANCE Program, U-M

Position Summary

The ADVANCE Program at the University of Michigan is inviting applications for a postdoctoral research fellow in Faculty Development and Inclusion. This is a 12-month position and the appointment percentage is negotiable, between half-time (20 hrs/week) and full-time (40 hrs/week).

The postdoctoral research fellow will work under the supervision of the ADVANCE Program Director, Dr. Jennifer Linderman, and Associate Directors, Dr. Isis Settles and Dr. Debbie Rivas-Drake on several projects related to faculty development and faculty diversity, equity, and inclusion. The primary responsibilities of the postdoctoral fellow will be to collaborate with Drs. Linderman, Settles, and Rivas-Drake to develop materials – presentations, online and written resources, and interactive exercises to support ADVANCE Program projects related to faculty development and diversity. The postdoctoral fellow will draw upon ADVANCE Program data and empirical literature for the content of the materials. Therefore, the successful applicant will have knowledge of the social science and higher education literature on faculty development (e.g., mentoring) and diversity, equity, and inclusion (e.g., evaluation bias, faculty composition) as well as experience interpreting quantitative and qualitative data. In addition, because the materials to be developed are intended for university faculty, administrators, and scholars, the successful applicant will have strong writing skills and the ability to clearly communicate information in written and visual forms to a broad audience.

U-M ADVANCE Program

The ADVANCE Program (<https://advance.umich.edu/about/>) focuses on four areas relevant to the success of a diverse and excellent faculty: recruitment, retention, climate, and leadership development. Together, these encompass not only multiple stages of faculty careers but also multiple mechanisms by which faculty diversity and excellence at U-M are enhanced.

How to Apply

The application consists of (1) a cover letter that includes the names and contact information for three references and indicates whether you are able to do some work in person (in Ann Arbor, MI), (2) a CV, (3) one sample of written work (e.g., published paper), and (4) one presentation sample (e.g., the PowerPoint slides from a conference presentation). Please email these as one combined PDF to ADV-admin@umich.edu (please include “FDI Postdoc” in the subject line). If you have any questions, please email them to ADV-admin@umich.edu.

Required Qualifications

- Ph.D. in a relevant field (psychology, sociology, higher education, science communication, STEM education) by the start of the position
- Proficiency with PowerPoint, Word, and the Google suite
- Research interests in the areas of diversity, equity, and inclusion and scholarly familiarity with the higher education/faculty context.
- Strong writing skills
- Strong ability to communicate information clearly to a broad audience in written and visual forms.

Desired Qualifications

- Strong organizational skills
- Experience working in collaborative groups or teams
- Ability to work creatively in a complex environment

Additional Information

- The ability to do some work in person is preferred but an entirely remote position can be considered
- Applications will be reviewed on a rolling basis until the position is filled
- The start date is as soon as possible (Fall, 2021).
- The annual salary is consistent with current NIH stipend levels (which depend on years of prior postdoctoral experience) and this position is benefits-eligible
- Opportunities for training and career development will be provided through programs offered by the U-M Postdoctoral Association and through the U-M ADVANCE Program
- Shared office space in the U-M ADVANCE Program Office will be provided

U-M EEO/AA Statement

The University of Michigan is an equal opportunity/affirmative action employer.

U-M COVID-19 Vaccination Policy

COVID-19 vaccinations are now required for all University of Michigan students, faculty and staff across all three campuses, including Michigan Medicine, by the start of the fall term on August 30, 2021. This includes those working or learning remotely. More information on this policy is available on the [Campus Blueprint](#) website or the U-M Dearborn and U-M Flint websites.