Provost New Faculty Fellows Program

The goal of Presidential New Faculty Fellows Program is to support high-potential academics who can diversify the faculty ranks at Cornell and who are receiving offers for tenure-track faculty positions from Cornell units. The program is aimed at enabling departments to offer extra research time to the candidate before starting or right at the start of their tenure-track position.

Fellows should be identified through normal faculty searches. Up to five fellows will be selected for a period of a year or two. Faculty Fellows are encouraged to take the Fellowship at Cornell, but it can be taken at another university. If the candidates take the fellowship at Cornell, they will be included in faculty development and community activities as appropriate (e.g. attendance at faculty meetings, connecting with affinity groups, etc.).

Departments are encouraged to consult with the Vice Provost for Academic Affairs (vpaa@cornell.edu) and/or the Office of Faculty Development and Diversity (ofdd@cornell.edu) before and during the preparation of a fellowship request to evaluate the suitability of the candidate. Fellowship must be requested by the dean of the college. The letters must explain what is the value added of providing the candidate with the fellowship.

Departmental/candidate eligibility. A department and candidate are eligible if the candidate contributes to the diversity of their department. Such candidates include, but are not limited, to those who are historically or currently underrepresented within the department or school, and/or those whose research, scholarship, or classroom skills and focus will uniquely support diversity and inclusion within the department, and are being offered a position as Assistant Professor. The Dean of the college or school should submit the application describing how the candidate diversifies the department of college.

Required application materials.
- Candidate’s CV and reference letters included in his/her application materials.
- Departmental application, including a detailed mentoring plan.
- Statement from the department chair and from the college dean about the benefit of the fellowship to the candidate.
- Evidence of a tenure-track offer to the candidate.

Selection Criteria Applications will be evaluated based on:
- Quality of the candidate, as evidenced by his/her CV and recommendation letters.
- Departmental commitment to the candidate, as evidenced by the department chair’s letter, demonstration of appropriateness of the offer, and the depth and quality of the mentoring plan.
- Departmental priority for diversifying their faculty.
Presidential New Faculty Fellows Program

Cover Page

Department:

Chair or Director:

E-mail address of Chair/Director:

Date Request Submitted:

Name of Candidate:

Period of Requested Funds (start/end dates):

Required Materials:

1. Research Statement and CV from the Candidate.

2. Three Letters of recommendation

3. Candidate’s statement of contribution to diversity

4. Requested Fellow Salary $

5. Demonstration of career development planning for the candidate:

   a) Mentoring Plan: Provide a detailed description of the department’s plans to set up the candidate for success as a future faculty member, by provision of adequate mentoring by one or more tenure-track faculty (at least one of whom must have tenure). Provide the name(s) of the faculty mentors, the likely frequency with which she will meet with her mentors, and a discussion of their commitment to read and provide feedback on research papers and proposals and to introduce her to program managers of funding agencies and to other suitable Cornell and external faculty, as appropriate. We also require a statement on the mentors’ history of successfully mentoring other junior faculty.

   b) Evidence of departmental diversity: Provide a narrative of the (i) undergraduate (ii) graduate and (iii) faculty in the department, and the rationale for diversifying in the area you are requesting to hire.