MEMORANDUM

To: Academic Deans
Deans of Faculty

From: Elizabeth A. Graddy
Executive Vice Provost

Date: December 10, 2018

Subject: Expanding the Provost’s Postdoctoral Scholars Program for Faculty Diversity

A key component of the Provost’s initiative on fostering our diverse academic community is the development of our pipeline programs devoted to postdoctoral scholars, our future members of the academy. The provost’s signature pipeline program, the Provost’s Postdoctoral Scholars Program for Faculty Diversity, has helped focus the university’s efforts in recruiting postdoctoral fellows from sectors of the population historically underrepresented on faculties in American higher education. The program has provided support to as many as three postdocs each year, as well as incentives to schools that hire one of these postdocs to a tenure-track faculty position upon completion of their two-year postdoctoral appointments.

Today, I am pleased to announce that the Provost’s Postdoctoral Scholars Program for Faculty Diversity is expanding to award up to five postdocs annually. In addition, the program will increase the amount of funding granted to each postdoc selected. Beginning this recruitment cycle, the salary incentive, previously $20,000 towards the postdoc’s salary, will increase to a 50% salary match. The minimum salary for these postdoctoral scholar positions is $50,000 plus fringe benefits. The program also provides the postdoc a research and travel account, which will remain at $5,000 annually for up to two years. As before, schools that hire one of these postdoctoral scholars into a tenure-track faculty position are eligible to receive up to $100,000 to assist with start-up and onboarding packages.

The Provost’s Postdoctoral Scholars Program for Faculty Diversity has garnered interest throughout the university and made a genuine impact. We currently have six postdoctoral scholars at USC taking part in the program. Two of the program’s previous scholars have accepted faculty positions at the Rossier School of Education and the Keck School of Medicine, while two other previous postdocs are currently on the faculty at Northwestern University and UC Irvine. The success of the program is a testament to what USC can accomplish as we concentrate our efforts towards diversity and equity, and expanding this program marks an important step in implementing the provost’s initiative on fostering diversity in our community.

I encourage you to take an active part in this beneficial program; the call for applicants is now open at https://postdocs.usc.edu/program-for-faculty-diversity/. If you would like to participate in recruiting, please contact Dan Carino in the Office of Postdoctoral Affairs at dcarino@provost.usc.edu or by phone at (213)740-5485.

cc: Michael W. Quick
Provost’s Cabinet
Academic Senate President