



The FAQ below covers process points addressed during the Predoctoral Fellowship Informational Session held on 1-14-21.

- ❑ Why is the University launching a predoctoral fellowship program now?
 - As a public university serving a highly-diverse student population, William Paterson University seeks to intentionally support the mentoring and development of faculty, particularly faculty of underrepresented backgrounds. Our goal is to assure long-term faculty growth on campus and in higher education that reflects the diversity of the students we serve.

- ❑ What is valuable about this fellowship for the fellows?
 - The fellowship will provide a strategic means to address what national research has shown to be a core support for underrepresented faculty: a cohort of peers and intentional support for career success.
 - Selected fellows will receive mentorship, teaching support and experience, and research/creative support to advance their scholarly agenda.
 - Fellows will have the opportunity to gain teaching experience and skills and to understand how to balance teaching and scholarship/creative expression within a regional comprehensive environment and will be well-positioned for career launch in higher education.

- ❑ What is a “fellow”? Will these fellows be faculty members? What benefits are they eligible for?
 - The fellows will be appointed for two academic years in a non-tenure-track teaching position (NTTP) under New Jersey’s statewide contract, with full benefits and competitive salaries. Fellows will teach a 3/3 load during the time of their appointments, similar to a tenure-track faculty member and with similar levels of departmental research support.
 - As full time appointees, all NTTPs hold the same state-wide health/dental benefits as tenure-track faculty as detailed on the University’s benefits page: https://wpunj.edu/human-resources/payrollandEmployeeBenefits/employee-benefits-programs-and-services/benefit_resources_new_employees.html
 - Fellows will follow the annual review process set for NTTPs (similar to that for first- and second-year TT faculty) for reappointment to the second year.

- Should a fellow successfully complete the requirements of the degree in the first year, by mutual agreement between the fellow and the department, the department may request conversion of the fellowship to a tenure-track line.
- Are the fellows expected to remain at William Paterson University beyond the fellowship appointment?
 - We understand that some fellows may not opt to stay at William Paterson, but whether they stay here or move on to other positions, we want them to be primed for career success in higher education by nurturing instructional talent and supporting a scholarly agenda.
 - As noted above, after the first year, upon successful attainment of the terminal degree in the first year and by mutual agreement between the fellow and the department, the department may request conversion of the fellowship to a tenure-track line.
- Will the University run the fellowship program every year?
 - The current plan is to search for new pre-doctoral fellows every other year. Since the fellowship appointments are for two-year terms, this will mean that we would have a new class of fellows every other year, with only one cohort running at a time.
- How many fellows will be appointed?
 - This year, the University has approved five fellowships across five different departments, one each in the following areas (with links to apply below):
 - [Communication Disorders and Sciences »](#)
 - [Educational Leadership »](#)
 - [Management, Marketing, and Professional Sales »](#)
 - [Music »](#)
 - [Psychology »](#)
- This is titled a “pre-doctoral program.” Are other forms of terminal degrees possible to consider? And, may candidates who will have earned their degree before appointment apply?
 - Terminal degree options appropriate for consideration for hire into a tenure-track position in the discipline are eligible for consideration and would be addressed within the position announcements above.
 - The program is appropriate for advanced standing graduate students in diverse disciplines who have completed their formal coursework toward their terminal degree and who are advanced enough to be able to move into a fulltime position as they work to complete their degree requirements, ideally within the first year of the fellowship.
 - It is expected that fellows will still be in student standing at time of appointment.
- What is the planned time frame for this year’s search process:
 - We have set the following calendar for the fellowship application and search process this year:
 - **2/8/21:** priority consideration for applications and search committees begin review process

- **Early March:** recommendations due from committees to deans and finalists invited to campus visit for April
 - **4/8-4/9/21:** Finalists invited for a signature campus visit (likely virtual) including campus panel sessions, applicant networking sessions, research presentations and sharing, and department interviews
 - **Late April:** offers
 - **August 2021:** appointment begins with orientation and onboarding
- ☐ How will the search be conducted?
- Similar to standard faculty searches, the selected departments have formed committees per our hiring protocols, including outside members as appropriate.
 - In April 2021, fellowship finalists (2-3 per fellowship) will be invited for a collective fellowship event including networking and cohort-building, when they will also meet with the search committees and deans for their final interviews.
- ☐ What is the mentorship plan for these fellows?
- Mentorship is intended to be provided on many levels:
 - Departments have established a plan to mentor and to integrate each fellow into their faculty with intentional onboarding before the fall term begins and ongoing disciplinary support related to developing a research/creative agenda appropriate for the field.
 - Dissertation completion support will be provided by the Writing Across the Curriculum program.
 - Pedagogical support and external faculty mentorship will be coordinated by the Center for Teaching Excellence.
 - On-going cohort connections will be fostered by the Office of the Provost and the Chief Diversity Officer.
 - Fellows will receive course release and faculty research funding commensurate with what we provide tenure-track faculty members.