

Predoctoral Fellowship FAQ

What is the purpose of William Paterson’s predoctoral fellowship program?

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. The goal of the predoctoral fellowship program is to assure the long-term growth and success of faculty from underrepresented backgrounds both on campus and in higher education to better reflect the diversity of the students we serve.

What does this fellowship provide the selected fellows?

- ⇒ The fellowship provides a strategic means to address what national research has shown to be a core support for underrepresented faculty members: a cohort of peers and intentional support for career success.
- ⇒ Selected fellows receive mentorship, teaching support and experience, and research/creative support to advance their scholarly agendas.
- ⇒ Fellows 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 to be well-positioned for career success in higher education.

What is a “fellow”? Are fellows faculty? What are salary and benefits like for fellows?

How long is the fellowship for?

- ⇒ This is a two-year teaching fellowship. Predoctoral fellows are appointed into what New Jersey’s statewide contract terms a non-tenure-track teaching position (NTTP), with full benefits and competitive salaries. Fellows teach a 3/3 load during the time of their appointments (6 courses/year over the two regular semesters, with the option of teaching in summer for additional compensation).
- ⇒ Halfway through the first year’s appointment, fellows will follow the annual review process set for NTTPs and tenure-track faculty for reappointment to a second academic year.
- ⇒ As full-time appointees, all NTTPs hold the same comprehensive state-wide health/dental benefits as tenure-track/tenured faculty. These are detailed on the University’s benefits page: <https://wpunj.edu/human-resources/total-rewards/benefits/>

Can a fellowship appointment be converted to a tenure-track position upon degree completion? If so, does the fellowship period “count” toward the tenure clock?

Yes. If a fellow successfully completes the requirements of the degree in the first year or during the second year, by mutual agreement between the fellow and the department, the department may request conversion of the fellowship to a tenure-track line. Following conversion to a tenure-track teaching position at William Paterson University, the time of the fellowship will count toward the tenure review period.

Are the fellows expected to remain at William Paterson University beyond the fellowship appointment?

Fellowships are available in departments where we anticipate the need for long-term tenure-track appointments and are given in the hope that fellows will be well positioned to remain at William Paterson University following the fellowship period. There is, however, no obligation for fellows to do so. Whether fellows remain at the University through conversion to tenure-track appointment or move on to positions at other institutions, we want them to be primed for career success in higher education.

Does William Paterson University run the fellowship program every year?

The University plans to search for new predoctoral fellows every two years. 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?

For 2023-2025, the University has approved three fellowships in two different colleges, one each in the following areas (with links to apply below):

- ⇒ Predoctoral fellowship in [Teacher Education »](#)
- ⇒ Predoctoral fellowship in [Special Education »](#)
- ⇒ Postdoctoral fellowship in [Chemistry »](#)

This is titled a “pre-doctoral program.” Are other forms of terminal degrees considered? May candidates who will have already earned their degree apply?

- ⇒ Only terminal degree options appropriate for consideration for hire into a tenure-track position in the related discipline are eligible for consideration; these are addressed if appropriate within the position announcements above.
- ⇒ The program is appropriate for advanced-standing graduate students who have completed all formal coursework toward their terminal degree and who are advanced enough to be able to move into a fulltime position as they complete their remaining degree requirements, ideally within the first year of the fellowship.
- ⇒ Fellows must be in student standing at time of appointment.

What is the planned time frame for the 2023 search process?

- ⇒ **2/9/23:** priority consideration for applications; search committees begin review process
- ⇒ **Early-mid March:** finalists are invited to campus visit for April
- ⇒ **Thursday 4/13-Friday 4/14/23:** finalists engage in a signature virtual campus visit including panel sessions with campus offices, networking sessions with other finalists and current fellows, research presentations and sharing, and departmental interviews
- ⇒ **Late April-early May:** offers will be sent out to successful fellows

- ⇒ **May 2023:** incoming fellows will be invited for in-person visit to campus and professional development opportunity
- ⇒ **August 2023:** appointment begins with orientation and onboarding (this is *not* a remote position)

What is the mentorship plan for the fellows?

Mentorship is provided on many levels:

- ⇒ Departments have established a plan to mentor and to integrate each fellow into their faculty with intentional onboarding and ongoing disciplinary support related to developing a research/creative agenda appropriate for the field. Class schedules are designed to provide both opportunities to grow in teaching experience and time to complete degree requirements.
- ⇒ Dissertation completion will be supported through a cohorted writing group.
- ⇒ Pedagogical support and external faculty mentorship are coordinated by the University's Center for Teaching Excellence.
- ⇒ On-going cohort connections and informational sessions regarding University processes and resources are provided by the Office of the Provost and the Chief Diversity Officer.