**Call for Applications!**

**USC Bridge to Faculty Program**

**August 2023**

The University of South Carolina is pleased to announce the continuation of our *Bridge to Faculty* program and invite all Columbia campus academic units to apply for an opportunity to host a fellow starting in AY2024-25.

Bridge to Faculty is a postdoctoral program designed to recruit talented early-career scholars with the goal of transitioning them to tenure-track faculty members after two years. The Bridge to Faculty Program aims to attract and retain promising scholars to the University of South Carolina with an emphasis on outreach to underrepresented early-career scholars.

Bridge to Faculty uses a cohort model wherein postdoctoral fellows participate together in meetings and tailored workshops to prepare them to establish a research program and support their ability to pursue grants and create productive mentoring relationships.

The University of South Carolina values diversity and continually strives to maintain and promote an inclusive learning, working, and research environment that embraces all. Accordingly, the *Bridge to Faculty* program is open to all persons who meet the eligibility criteria set by awarded departments/units. We strongly encourage programs/ departments to seek applications from individuals who have experience, background, and/or scholarship that will contribute to the vibrancy and richness of our campus community.

**Departments as well as non-departmentalized units that wish to apply to the program must send at least one representative (department chairs or director) to the *Bridge to Faculty* Application Workshop, a virtual informational session about the program, scheduled for Wednesday, August 30, 12:00-1:00pm.** Pre-registration for this workshop is required. Please register for the workshop here: <https://us02web.zoom.us/meeting/register/tZUqc-msrDItH9HPLFClS_c7EqAMtPiLYsn6>. Applications will not be considered from department/units unless at least one representative attends this virtual workshop.

Departments/units (including those disciplines where post-docs are uncommon or non-existent) interested in applying are required to complete a program application. The current application form can be accessed via <https://forms.office.com/r/68XP8VUd8e>. Department/units must secure signature approval at both the department/unit-level and the dean-level as well as from the unit’s academic diversity officer. **Only one application per department/unit is allowed. Departments previously awarded a B2F fellow are not eligible to apply again.**

**Applications are due by 5pm on Monday, September 25, 2023. Departments/units will be notified of selection the week of October 16th and awarded departments/ units must attend a post-award information session and search committee training, scheduled for Tuesday, October 24, 11:30am-1:30pm before beginning any search activities.** Selected department/units will advertise the position nationally, conduct a competitive search (i.e., identify and interview multiple qualified candidates) using non-discriminatory criteria consistent with all university policies, and select the best qualified candidate. Current and former USC graduate students are welcome to apply for advertised B2F positions.

**All candidate finalists for any advertised Bridge to Faculty position must be eligible for an August 16 start date.** Further, a selected candidate for a B2F position must be at the appropriate career stage and development level to participate in and benefit from the scholar training period (e.g., less than 5 years beyond receiving a Ph.D., MFA, or other faculty-eligible terminal degree; less than five years beyond the end of medical fellowship training).

Salary support for the B2F fellow positions and the subsequent faculty hires will be provided in full by the Office of the President. In addition, 50% of the required start-up funds will be also provided by the Office of the President with the hiring units being responsible for any additional financial support for their new hires.

The Bridge to Faculty Program is designed as a two-year program. However, we welcome departments/units to discuss with us field norms and other considerations to ensure all department/units at USC have the potential to participate in the program. Requests for exceptions to lengthen the two-year scholar period will be considered on a case-by-case basis.

Bridge to Faculty fellows participate in cohort-based programing through the Office of Access and Opportunity where they have the opportunity to meet and interact with other program fellows. The programming is designed to complement the mentoring and support fellows receive from their department/units (as outlined in the application).

B2F fellows must be provided with adequate time, resources, and mentorship to focus primarily on progress toward research activities and scholarly publications. If there is a compelling reason a department/unit wishes for their fellow to teach, **teaching responsibilities may be included but are not to exceed one course per year during the training period. Similarly, in departments where teaching is not a required activity, but there is a compelling reason for having a fellow to engage in clinical or applied work, no more than 20% FTE may be assigned.**

The B2F Program is jointly administered by the Office of Access and Opportunity and the Office of the Provost. For more information about the application and process for applying, please contact bridgetofaculty@sc.edu.

**The deadline for applying to the Bridge to Faculty Program is 5:00pm on Monday, September 25, 2023.**