The Humanities Education for Anti-Racism Literacy in the Sciences and Medicine (HEAL) Project

at the
University of Wisconsin–Madison

invites applications for a

Postdoctoral Fellow

Anti-Racism in Higher Education

The Humanities Education for Anti-racism Literacy in the Sciences and Medicine (HEAL) project at the University of Wisconsin–Madison invites applications for a 2-year postdoctoral associate position to begin January 25, 2022 or as negotiated. We seek a qualitative or mixed-methods researcher with scholarly expertise in diversity and inclusion or anti-racism in higher education to both develop research in collaboration with the project team and to assist with project management.

The HEAL project, funded by the Mellon Foundation’s Just Futures Initiative, seeks to improve equitable access to higher education by drawing on humanities research to advance anti-racist practices and pedagogy in science, technology, engineering, mathematics, and medicine (STEMM). Our project centers on the premise that equitable access to higher education and anti-racism in STEMM require both targeted interventions to increase recruitment and advancement of minoritized students, staff, and faculty as well as educating all STEMM students and educators about histories of systemic racism and colonialism that continue to influence higher education practices and policies. Our multidisciplinary team brings together humanists, scientists, educators, pre-graduate and graduate students, and community and Tribal partners to leverage humanities-based knowledge to improve access and education in STEMM in higher education, including a special emphasis on Black and Native students.

The Postdoctoral Fellow will join the Higher Education team of our project. The position will include both research (50%)—developing a higher education systems change project in collaboration with the project team and advancing the fellow’s own research—and project management (50%), which includes assistance in coordinating events and team meetings, drafting project reports, liaising with HEAL leadership team and student fellows, and other activities. Possible themes for project-oriented research include how the HEAL project is influencing: culture in STEMM departments; sense of belonging among minoritized students in STEMM; and/or anti-racist practices by STEMM departments and programs.

Competitive applicants will have a PhD in Higher Education, Education Policy and Analysis or similar;
strong analytical and synthesizing abilities, experience in higher education as a field of scholarship (expertise in STEMM fields desired), and a demonstrated commitment to anti-racism. Applicants should have a strong background in interdisciplinary qualitative research and interpretive skills (e.g. oral histories), experience conducting community-engaged research, strong writing and communication skills (including experience communicating with students, local communities and scholars), interest in developing a higher education research project in collaboration with the HEAL leadership team, experience and interest in advancing academic and public-facing writing projects and products, and strong project management skills and experience working in teams.

This is a 2-year, 12-month position and is based in Madison, Wisconsin. The successful candidate will be expected to reside in Madison, though initial meetings will likely take place over Zoom as we continue to navigate the pandemic. Position includes a base salary of $60,000 per year; a research allowance ($6500); health insurance; mentoring; and office space.

**Applicants must have completed a PhD by the start date and be within 5 years of degree.** Candidates with PhDs from the University of Wisconsin-Madison are eligible to apply.

Applications must include the following:

- Cover letter outlining research experience, current research, and future research relevant to the HEAL project.
- Curriculum vitae; include work forthcoming and in progress.
- Writing sample of up to 25 pages double spaced. The writing sample should be in English. References/images/endnotes may be in reasonable excess of the 25 pages.

Please combine the above into ONE PDF saved as LASTNAME_FirstName_HEALPostdoc

- Three confidential reference letters to be submitted directly from the referee to fellows@humanities.wisc.edu with the subject line “[Applicant]LASTNAME_FirstName_reference”

Please direct questions to Hannah Lebovitz at fellows@humanities.wisc.edu. Application materials should be emailed to Hannah Lebovitz by 5pm CT, November 1, 2021 with the subject line “HEAL PostDoc Application.”