



October 5, 2016

DEANS OF INSTRUCTIONAL UNITS

Re: **President's Postdoctoral Fellowship Program – Hiring Incentive and Program Goals**

Dear Colleagues:

The President's Postdoctoral Fellowship Program (PPFP) provides a five-year advance on faculty FTE to campuses that hire current or former President's or Chancellor's postdoctoral fellows into ladder-rank faculty positions. The start-up hiring incentive, for fellows in STEM fields, is no longer available.

This summer, the Office of the President has confirmed that the hiring incentive will continue for appointments effective in 2017-18, 2018-2019, and 2019-20. The scope of the hiring incentive program includes participants from both the President's and Chancellor's Postdoctoral Fellowship Programs for Academic Diversity.

The Program was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. Based upon our track record of success with the Program, I strongly urge you and your colleagues to carefully consider eligible former President's and Chancellor's Postdoctoral fellows in your ongoing search activities. A complete list of eligible President's and Chancellor's postdoctoral fellows is available at <http://ppfp.ucop.edu/info/fellowship-recipients/fellows-2016/fellows-2016-name/index.html>.

On the campus, once the FTE has been approved by UCOP, the FTE will be advanced to the hiring unit for a five-year period. At the end of the five-year period, units will need to provide their own FTE in support of the position. Health Science programs that do not receive general campus enrollment funding will not be eligible to receive the FTE.

As an additional and related note, the success of this Program is a direct result of the outstanding quality of participating postdoctoral fellows. I ask that you share information about this important program with your postdocs and doctoral students, and encourage them to apply now or in the future. The 2017-2018 Call for Applications is available at <http://ppfp.ucop.edu/info/documents/call-for-applications-2017-18.pdf>

If you have any questions regarding the Program, please contact Douglas Haynes, Vice Provost for Academic Equity, Diversity and Inclusion at advancedirector@uci.edu or consult the program website at <http://ppfp.ucop.edu/info/>.

Sincerely

A handwritten signature in black ink that reads "Diane K O'Dowd". The signature is written in a cursive style with a large, prominent "D" at the beginning.

Diane K. O'Dowd
Vice Provost for Academic Personnel

Enclosure

Hiring Incentive Letter from Provost Dorr, September 23, 2016

cc: Vice Provost Haynes
Assistant Vice Chancellor Tenma
Department Chairs
Assistant Deans
Equity Advisors
Program Manager Anderson-Mekhail
CPOs
Academic Personnel Office



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

September 23, 2016

EXECUTIVE VICE CHANCELLORS

Re: Hiring Incentive for UC President's and Chancellors' Postdoctoral Fellows

Dear Colleagues:

A major part of the strategic plan of each UC Campus is strong attention to the hiring of faculty whose backgrounds and research areas are much more diverse than in the past. The goal of the 32-year-old President's Postdoctoral Fellowship Program (PPFP) continues to be preparing and highlighting exceptional and diverse scholars for hiring into the faculties of the University of California. The pool of scholars continues to be rich with promise and academic excellence.

The Office of the President emphasizes that the salary hiring incentive for the UC President's and Chancellors' Postdoctoral Fellowship Program participants continues to be an important component of this program. As in the past, the incentive will be \$85,000 per year for five years provided to campuses that hire current or former President's or Chancellors' Postdoctoral Fellows into ladder-rank faculty positions for hires effective, 2017-18, 2018-19, and 2019-2020. There are twelve such incentives available annually. The Health Sciences Campuses, and professional schools are not eligible for these salary incentives as the support for this incentive originally came from funds that highlighted undergraduate education.

In 2014 the President committed an additional \$5M to PPFP to allow for additional hires, to support start-up hiring incentives for fellows in the Science, Technology, Engineering, and Math (STEM) fields, including the Health Sciences, and to offer professional development and training to the PPFP fellows and their colleagues. We are proud to report that, over the last two years, the program has distributed 15 STEM start-up incentives to newly-hired President's and Chancellor's Postdoctoral Fellows, representing \$2.4 million in support to campuses. The program has also supported additional hiring of fellows into the UC faculty and has allowed for the appointment of additional fellows. Although this fund is now exhausted, we would like to thank the President for this commitment and the impact it has made on hiring in STEM fields.

Since its introduction in 2003, the hiring incentive has been extremely successful. There have been 159 former President's and Chancellor's Postdoctoral Fellows who have joined the UC faculty since 2003 and several more are under serious consideration for future appointments. As of June 2016, 80 of the 81 faculty hires eligible for consideration have received tenure, an independent confirmation of the exceptional scholarship of these Fellows.

Please inform the President's Postdoctoral Fellowship Program office promptly when you initiate a case for hiring a former fellow and again when an offer is accepted. Notice of the hiring incentive funding for the 2016-17 year will be included in the final budget allocation letters from UCOP.

EXECUTIVE VICE CHANCELLORS

September 23, 2016

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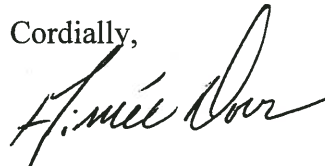
As in past years, campuses are encouraged to develop internal procedures for departments wishing to propose a faculty hire that would qualify for the President's and Chancellors' Postdoctoral Fellowship Program hiring incentive. These hires may be made pursuant to a regular search or by a waiver of regular search procedures. In my letter of July 13, 2016, I shared the memorandum prepared by the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) entitled "Diversifying the faculty at the University of California: Standardization of the appointment process for faculty hires via the UC President's Postdoctoral Fellows and Campus Chancellor's Fellows Programs". I encourage your use of the guidance in the memorandum, which can be found [here](#).

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available [here](#). I am very excited about the hiring opportunities for the coming years, since we have 70 fellows at work across the UC system, and they are now well positioned to join our faculty. General information about the fellowship programs is available on the web at: <http://ppfp.ucop.edu/info/>. Answers to frequently asked questions about the hiring incentive can be found at: [PPFP/CPF Faculty Hiring Incentive FAQs](#).

I am looking forward to working with you in the next year to ensure the success of this and other initiatives that contribute to building an outstanding faculty responsive to the needs of our increasingly diverse state.

If you have any questions about the hiring incentive, please contact the PFPF Office at 510-643-8235.

Cordially,



Aimée Dorr, Provost

Executive Vice President for Academic Affairs

cc: President Napolitano
Chancellors
Academic Senate Chair Chalfant
Vice Provost Carlson
Vice Provost Gullatt
Vice Provosts Academic Personnel
Interim Executive Director Lee
Director Alcocer
Director Lawson
Academic Personnel Directors
Campus Budget and Planning Officers