



University of California
President's Postdoctoral Fellowship Program

<http://ppfp.ucop.edu/info/>

Annual Report
2015-2016

Submitted by

Mark A. Lawson, Ph.D.

Director, UC President's Postdoctoral Fellowship Program

Introduction

The University of California President's Postdoctoral Fellowship Program was founded in 1984 as a program designed to promote the diversity of the UC faculty through support of talented postdoctoral scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at UC. The program provides fellows with two years of postdoctoral training under a UC faculty mentor, offers guidance in career preparation, and promotes the hiring of fellows within the UC system. As one of the largest public educational institutions in the U.S., this pool of outstanding talent and scholarship within the UC system is recognized as an important resource for increasing diversity of the UC faculty ranks. Since its founding, there have been 693 participants in the Program, of which 424 have gone on to tenure-track faculty positions. Of these faculty members, 190 have been appointed to tenure-track positions within the UC system. Since 2003, an important year for the Program as it marks the inauguration of the Hiring Incentive, there have been 159 fellows appointed to UC tenure track positions. Of those, 80 of the 81 who have been eligible for tenure have achieved that important career milestone. Overall estimates indicate that PFP fellows represent over 10% of the total hiring of faculty from underrepresented groups. Thus, the PFP has become an important program contributing to both to excellent scholarship and the diversity of the UC faculty.

Review of 2015-2016

2015-2016 New and Renewed Fellows

As part of the 30th anniversary celebration of the President's Postdoctoral Fellowship Program, it was announced that 30 fully-funded fellowships would be awarded for the 2015-2016 academic year. These were distributed during the review cycle concluding February 2015 and the 2015-2016 academic year saw the largest class of President's and Chancellor's fellows in the history of the program. The final distribution of new fellowships is listed in Table 1 by campus and discipline. Overall, 33 new and 15 renewed President's Fellows were appointed. There were 19 new and 8 renewed Chancellor's Fellows, as well as one new California Alliance Fellow appointed across campuses and disciplines for a total of 53 new fellows and 23 renewed fellows.

Table 1. Distribution of 2015-2016 President's and Chancellor's Fellows across UC campuses by discipline.

Campus	Arts and Humanities	Social Sciences	Math, Engineering, and Physical Sciences	Life Sciences	Campus Totals
Berkeley	4	4	5	6	19
Davis	4	4	1	2	11
Irvine	5	5	1	1	12
Los Angeles	3	2	1	1	7
Merced	1		1		2
Riverside	6	2	1		9
San Francisco				2	2
Santa Barbara			3		3
Santa Cruz	1	1			2
San Diego		3	3	3	9
Total (76)	24	21	16	15	

Program Outcomes for PFPF and CFP Fellows

Hiring Activity Summary during the 2015-2016 Program Year

In the year ending June 30, 2016, 15 fellows have been hired into ladder-rank positions within the University of California system. This number includes one with a delayed start date of November 1, 2015 during the previous year, and the remaining 14 appointed June 30, 2016. This is a record number of hires for the program and includes 11 Chancellors fellows. The presence of Chancellors fellows in those that were hired is an endorsement of the overall quality of the applicant pool from which both President's and Chancellor's fellows are chosen.

The fellows hired this year come from the 2008 to 2015 award cohorts. Two factors likely contributed to this: (1) a historically large cohort of awardees contributed to the overall pool of those seeking positions and (2) there was a significant change to the structure of the UC retirement program which took effect July 1, 2016, which may have also expedited hiring. At this time, we do not have an assessment of whether the rate of PFPF hiring activity remained proportional to system wide hiring on the various campuses. Table 2 below shows the distribution of hiring among the UC individual campuses by Discipline.

Table 2. List of PFPF and Chancellors Fellows () hired into UC tenure track positions as of June 30, 2016.*

Start Date	Name	Campus	Department
2015-2016	Rebecca Hernandez	Davis	Land, Air and Water Resources
2016-2017	Javier Arbona*	Davis	American Studies
2016-2017	Sarah Miller	Davis	Civil and Environmental Engineering
2016-2017	Anjali Nath*	Davis	American Studies/Asian American Studies
2016-2017	Alicia Cox	Irvine	Comparative Literature
2016-2017	Timu Gallien*	Los Angeles	Civil and Environmental Engineering
2016-2017	Kit Myers*	Merced	Social Sciences, Humanities and Arts
2016-2017	Xóchitl Chávez	Riverside	Music
2016-2017	Philip Tanedo*	Riverside	Physics and Astronomy
2016-2017	Hanna Garth	San Diego	Anthropology
2016-2017	Lara Rangel*	San Diego	Cognitive Science
2016-2017	Elizabeth Perez	Santa Barbara	Religious Studies
2016-2017	James Battle	Santa Cruz	Sociology
2016-2017	Russell Corbett-Detig*	Santa Cruz	Biomolecular Engineering
2016-2017	Lindsey Dillon*	Santa Cruz	Sociology

Both President's and Chancellor's fellows are highly competitive in the job market and, historically, a substantial number of fellows are recruited to other institutions nationally. This remains true for the 2016 year as 11 President's and Chancellor's fellows were hired into tenure-track faculty positions at other institutions across the nation. The vigorous hiring of fellows both within and outside the UC system demonstrates the extraordinary quality of our fellows and their high level of academic promise. Table 3 lists these fellows and their destination institutions.

Table 3. List of President's and Chancellor's Fellows hired into non-UC tenure-track positions as of June 30, 2016.

Name	Department	Institution
E. Mara Green	Anthropology	Barnard College-Columbia University
Ekaterina Merkurjev	Mathematics	Michigan State University
Jessica Oakes	Bioengineering	Northeastern University
Manijeh Moradian	Gender and Sexuality	New York University
Andreas Chavez	Evolution and Ecology	Ohio State University
Stacy Torres	Sociology	SUNY-Albany
Joshua Guzmán	English	University of Colorado-Boulder
Lila Sharif	Asian American Studies	University of Illinois, Urbana-Champaign
Naomi Bragin	Interdisciplinary Arts and Science	University of Washington, Bothell
José I. Fusté*	Interdisciplinary Arts and Science	University of Washington, Bothell
Jasmine Syedullah	Sociology	Vassar College

Fall Meeting and Spring Retreat

The Fall Meeting of new and renewed fellows was held September 18, 2015 in Oakland, CA. The meeting was attended by 35 President's Fellows and 22 Chancellor's Fellows, as well as 29 Dissertation fellows and 7 HBCU fellows. Overall there were 157 attendees representing mentors, program partners, advisory committee members, and representatives from the Office of the President. Susan Carlson, the UC Vice Provost for Academic Personnel and Programs was also in attendance. The meeting was convened by Interim Director Caroline Kane and she introduced the new incoming director, Mark Lawson. The meeting keynote was delivered by the incoming UC Berkeley Vice Chancellor for Equity and Inclusion, Na'ilah Nasir.

The Academic Spring Retreat was held April 15-17, 2016 in Lake Arrowhead, CA. This meeting was attended by 34 President's fellows and 8 Chancellor's Fellows, as well as program mentors, advisory committee members, and family members. The Friday evening plenary was delivered by Director Mark Lawson and Professor Leisy Abrego, Chicana and Chicano Studies, UCLA. This presentation addressed the challenges of academic writing experienced across all academic disciplines and common approaches to improve writing practice. Saturday evening entertainment was provided by Cuñya, a musical group which includes President's Postdoctoral Fellow José I. Fusté and UC Riverside Chancellor's Postdoctoral Fellow Jade Power Sotomayor as members and specializes in music rooted in Puerto Rican culture. Overall evaluations of the event indicated that the weekend was well received and the programming was useful. One theme of the reviews that we became aware of was the fellows' desire for the program to provide more guidance to mentors. These suggestions have been incorporated into the Fall 2016 meeting.

Regional Luncheons

The PFP has continued to hold regional luncheons for new President's and Chancellor's fellows. In September of 2015 luncheons were held at UCLA, hosting fellows from the Santa Barbara, Los Angeles, Riverside, Irvine, and San Diego campuses; and at UC Berkeley, hosting fellows from the Berkeley, San Francisco, Davis, Santa Cruz, and Merced campuses. The purpose of these luncheons is to welcome new fellows, introduce them to the program and staff, to local peers, mentors, PFP Advisory Committee members, former President's and Chancellor's Postdoctoral Fellows who are current UC faculty, and

friends of the program, and to initiate them into the networking component of the fellowship. These meetings are a prelude to the Fall Meeting which includes the broad audience of President's and Chancellor's fellows as well as President's Dissertation Fellows.

[Fellows in the News](#)

The program regularly posts news stories that involve past or present fellows in order to highlight their impact on the larger community. This past year saw a number of notable news events that we reported on our Fellows in the News web page located at <http://ppfp.ucop.edu/info/fellowship-recipient/fellows-in-the-news.html> . These are briefly summarized below and links to full stories can be found on our web page.

Katie Thompson-Peer, Ph.D. (PPFP, 2013), a postdoctoral fellow at UCSF, was awarded the UCSF Chancellor's Diversity Award for the Advancement of Women as a recognition of her work engaging women in collaborative projects and advocating for improved working conditions for women.

Constance Iloh, Ph.D. (CPFP, UCI, 2015) was named to the Forbes "30 under 30 in Education" list for her work on underserved students and understudied sectors of postsecondary education. She was also invited to the White House-sponsored Black Excellence in Higher Education summit.

Indara Suarez, Ph.D. (PPFP, 2014) accompanied President Napolitano during her visit to the Large Hadron Collider at CERN in February. She also had the opportunity to share her work in physics at CERN with the President.

In Memoriam, the PPFP and the UC community as a whole lost Professor **Horacio Roque Ramírez, Ph.D.** (PPFP, 2001), an Associate Professor of Chicano and Chicana Studies at UCSB. His highly regarded work focused on the cross section of immigration, gender identity, and persecution in Latino communities. He was a regular participant and strong supporter of the PPFP. A number of memorial events were held in the various communities he served.

[Status of the President's 2013 STEM and Hiring Initiative](#)

In 2013, President Napolitano announced a new initiative to support the President's Postdoctoral Fellowship Program. In order to promote the hiring of fellows into ladder-rank faculty positions, she made available 5 million dollars to support program activities. As part of this, 2.1 million dollars were earmarked for additional hiring incentives. Another 2.4 million dollars were to be used for a STEM startup incentive that provides up to \$200,000 of startup funds for a new PPFP hire in STEM fields where startup packages are customary. The remaining funds were used to support educational initiatives for faculty and administrators in order to promote understanding of issues facing minority faculty and to support leadership education through the National Center for Faculty Development and Diversity. These activities were independent of the PPFP and were reported on separately.

[Program Administration 2015-2016](#)

[Leadership Transition](#)

Interim Director, Dr. Caroline M. Kane, Professor-in-Residence Emerita from UC Berkeley, was appointed in August of 2014. This coincided with the initiation of a search for a new director. It was decided that the new director search should include applicants from both staff and faculty ranks in order to identify strong candidates from both perspectives. A number of well-qualified candidates were screened and the search committee selected Dr. Mark Lawson, Professor-in-Residence from the Department of

Reproductive Medicine at UC San Diego. Dr. Lawson was a PFP fellow in 1992-1994 and has been an active participant in the program as a reviewer, meeting presenter, and moderator since attaining a UC San Diego faculty appointment in 2000. His background includes time as a research scientist in private industry, co-director of a national NIH-funded mentoring program for underrepresented minority students, extensive work in undergraduate through early-career faculty development, and training with professional societies, the National Institute of Diabetes, Digestive, and Kidney Disease, and the National Academy of Science/Ford Foundation Postdoctoral Fellowship Program. Professor Kane stepped down from her position on September 30, 2015 and Dr. Lawson Assumed his position as Director on October 1, 2015.

Changes to the Advisory Committee

The Chair of the PFP Advisory Committee, Professor Patricia Baquedano-López of the Graduate School of Education at UC Berkeley, stepped down from the leadership position on February 3, 2016 and Professor Gina Dent of the Department of Feminist Studies at UC Santa Cruz assumed the leadership role for a three-year term beginning on February 4, 2016. Professor Dent will be working with the Director on new initiatives for the program in the 2016-17 year.

Advisory Committee By-Laws

Bylaws for the operation of the PFP Advisory Committee and governance of the program were drafted in April of 2015 and submitted for comment to the Office of the Provost and Executive Vice President for Academic Affairs, the office responsible for the program. At the semi-annual Advisory Committee meeting held February 2016, a final draft of the by-laws was approved by the committee, re-submitted for review, and approved by the Provost. Highlights of these by-laws are guidance on the distribution seats across UC campuses, the duration of committee appointments, and the respective roles of the Committee Chair and the Director.

Memorandum of Understanding with UC Berkeley

Although the PFP is a program administered by the Office of the President within the Academic Personnel and Programs office, the administrative office of the PFP was moved to the Berkeley campus in 2008 as part of the restructuring of the Office of the President. This was deemed advantageous for the program by operating the program in the context of a campus environment rather than an administrative one. The office was placed under UC Berkeley's Vice Chancellor for Equity and Inclusion and, as a result, the PFP office administered the UC Berkeley Chancellor's Fellowship program. However, a formal memorandum of understanding was not implemented at the time of relocation. The need for a formalized arrangement to assist in management of both the PFP and the UC Berkeley Chancellor's Fellowship programs has been apparent for some time. A formal memorandum of understanding was agreed to in June 2016, signed by Provost and Executive Vice President Aimée Dorr of the UC Office of the President and the Interim Provost and Executive Vice Chancellor of UC Berkeley Carol T. Christ. Highlights of the memorandum include provisions for office space and the structure of the office and staff, as well as provisions for administration of the UC Berkeley Chancellor's fellowship program.

Institutional Partnerships for Faculty Diversity

As of June 30, 2016 the PFP is partnered with the University of Michigan, the University of Colorado, Boulder, and The California Alliance in working toward the common goals of supporting postdoctoral scholars with promise to contribute to excellent scholarship and diversity. As of June 30, discussions

with other institutions were ongoing. It is the goal of the PFP to expand these partnerships in order to build a national network of similar programs, and to develop and share best practices in mentoring and career development.

Changes to the PFP Budget

As is true for many programs at the system and campus levels, the PFP has been subject to cost-reduction measures and restrained growth in order to manage the overall budgetary stress caused by the recent economic downturn. In 2011, President Yudof restored funding to the program that had been cut as a consequence of the 2008 recession. However, changes in operational costs, postdoctoral salary levels, benefits, and inflation have contributed toward strain on the program budget. To relieve this, President Napolitano has approved a \$352,000 permanent budget augmentation to the program that will allow better management of fellowship and operations costs. This will provide the resources necessary to maintain important training and develop program components that differentiate the PFP from other fellowship programs.

Selection of 2016-2017 Fellows and Program Goals

2016-2017 Application and Review Cycle

The 2016-2017 review cycle saw many changes to the program. As an overview, our annual application and review cycle begins with the opening of the application acceptance window in late August, closing traditionally on November 1. Completed applications are then reviewed off-site by over 170 faculty across the UC system with expertise in the fields and sub-disciplines of the applicants. The highest 40% of the reviewed applications are then referred to a second review that takes place in February at the Office of the President. At this review meeting, fellowship awardees are determined and those not selected are ranked. These serve as alternates should the award be declined, and constitute the ranked pool forwarded to individual campuses for selection of Chancellor's Fellowships.

Changes in eligibility and impact on the number of applications

The President's Postdoctoral Fellowship Program recognizes that talented individuals who are in a position to contribute to the diversity of the UC faculty may come from a variety of backgrounds and situations. The eligibility criteria were expanded to include both international scholars and those that qualify for the Deferred Action for Childhood Arrivals (DACA) program. With this change to the eligibility criteria, the PFP saw a marked increase in applications, going from 632 applications for the 2015-2016 academic year to 722 applications for the 2016-2017 year. Although DACA status was not tracked specifically, we can report that the program received 154 applications from non-citizens, including 42 permanent residents. As this information has not been tracked before, it is not clear how this has impacted the overall applicant pool. It is expected that the PFP will continue to see a higher number of applications in outgoing years due to these changes and it may take a few years to assess the true impact on the application number.

On-Site Review Changes

There has been a consistent desire on the part of on-site reviewers to streamline the application review process. Up to this point, the application process has been handled via a web application hosted at the Office of the President that provides a workflow for applicants to submit applications and a dashboard for off-site reviewers to enter reviews and scores. However, the on-site review process was still a largely manual process with considerable time and labor spent in preparing final hard-copy applications for review. As a pilot, in February 2016, PFP staff generated a workflow for on-site review based on

the UCOP SharePoint infrastructure. The overall workflow was produced in a few weeks and implemented for the February 5, 2016 on site review. This application demonstrated the utility and feasibility of such an approach. Importantly, the approach was broadly supported by the on-site reviewers. With the experience and feedback in place, the current application and off-site review application is being further developed to add this functionality. At the time of this report, a project plan has been developed and work has begun. It is anticipated that the basic functionality desired will be in place for the 2017-2018 review cycle.

New and Renewed Fellowships for 2016-2107

As noted above, 722 completed applications were submitted for the 2016-2017 academic year review. Of these applications, 317 were referred to the on-site meeting for final review and selection. After selection and acceptance of the PFP awards, the remaining ranked applicants were referred to the seven campuses supporting the Chancellor's Fellowship Programs. The final total of new President's and Chancellor's fellows is 34. There are no new California Alliance fellows in this cohort. As of June 30, 2016, 36 fellows from the 2015-2016 President's Chancellor's and California Alliance fellowship cohort have renewed their fellowships. Overall, the final population of new and renewed PFP and CFP fellows for 2016-17 will be 70.

Table 4. Distribution of 2016-2017 President's and Chancellor's Fellows by campus and discipline.

Campus	Arts and Humanities	Social Sciences	Math, Engineering, and Physical Sciences	Life Sciences	Campus Totals
Berkeley	3	4	5	2	14
Davis	2	3	1	2	8
Irvine	2	4	2		8
Los Angeles	3	2	1	2	8
Merced	1	1	1		3
Riverside	5	3	3		11
San Francisco				2	2
Santa Barbara			1		1
Santa Cruz	2	2			4
San Diego	2	2	3	4	11
Total (70)	20	21	17	12	

Goals for 2016-2017

In the coming year the program will be focusing on a few important components that look to improve mentoring and career development and improve the review process. General goals are summarized below.

Strategic Planning

With the renewed structure of the advisory committee, it is expected that it will take a greater role in supporting the Director to lead the program, particularly in assisting with developing a strategic plan for the growth of the program. It is particularly important to determine how the program fits into the

context of the overall mission of the University of California, and what aspects of postdoctoral support and training should be the central focus.

On-site Review

The on-site review application that is in development is expected to be deployed in the coming review cycle for 2017-2018. This will create a more powerful tool for reviewing and tracking applications, and will bring better functionality and scalability to the program. As this program is implemented, we expect that revisions will be continued as we determine how best to serve this program and the programs of our institutional partners: The University of Michigan, University of Colorado, Boulder, and the California Alliance. The expanded capability will support future growth in the number of partnerships.

Hiring Incentive

The program is obligated to support up to 12 hiring incentives per year. This year we have exceeded that amount and are supporting an additional three through the President's Initiative. In coming years, the program will need to reassess the number of incentives supported and the mechanisms of support such that both the expanded demand and the possibility of supporting health sciences and professional schools can be accommodated. This will be a major focus of our effort in the coming year.

STEM Startup Incentive

The STEM startup incentive has been exhausted and we have disbursed all the funds to new hires from the President's and Chancellor's programs. To continue to encourage hiring in STEM fields, we will be advocating for a reassessment of the startup incentive and looking for avenues by which it can be institutionalized or otherwise continued in the future.

National Partners

We continue to have discussions with potential partner institutions regarding sharing of our application and review system, and assisting in the establishment of similar fellowship programs. We will continue to pursue these opportunities in order to provide greater impact and support for our fellows and to increase awareness of the pool of highly qualified scholars available for consideration of faculty positions within the University of California.

Summary

The President's Postdoctoral Fellowship Program remains strong and there is increased optimism concerning the growth of the program, its national alliances, and the increase in fellows hired into UC faculty positions. The potential for this program to make a continued impact on the goal of diversifying the UC faculty is high and recent trends suggest that our campus partners see the value in the academic professional development and mentorship that make fellows compelling candidates for positions on the faculty. We look forward to the coming year with excitement and with enthusiasm.

Sincerely,



Mark A. Lawson
Director