



University of California
President's Postdoctoral Fellowship Program

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

Annual Report
2016-2017

Submitted by

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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., UC recognizes this pool of outstanding talent and scholarship within the UC system as an important resource for increasing diversity of the UC faculty ranks. Since its founding, there have been 707 participants in the Program, of which 440 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 Program that has promoted the hiring of fellows into ladder-rank positions, there have been 175 fellows hired into UC tenure track positions. Of those, 86 of the 87 who have been eligible for tenure have achieved that important career milestone. The program continues to contribute substantially to the diversity of new faculty hired into the UC system.

Review of 2016-2017

2016-2017 New and Renewed Fellows

The program office has worked vigorously in the past year to maximize the number of fellowships offered as either fully-funded, partial, or without salary. Using this approach has increased the reach of the program. By leveraging support that candidates receive through other fellowships, we are able to support more fellows and we are able to permit fellows to accept other, often prestigious discipline-specific awards that provide evidence of individual accomplishment and scholarship. The final distribution of new fellowships is listed in Table 1 by campus and discipline. Overall, 15 new President's and 20 new Chancellor's Postdoctoral Fellowships were awarded for the 2016-2017 year for a total of 35 new awards.

Table 1. Distribution of new 2016-2017 President's and Chancellor's Postdoctoral Fellowship awards by discipline and campus

Campus	Arts and Humanities	Life Sciences	Math, Engineering, and Physical Sciences	Social Sciences	Campus Totals
Berkeley	1	1	2	2	6
Davis	1	1	1	1	4
Irvine	1		2	1	4
Los Angeles	1		1	1	3
Merced	1			1	2
Riverside	2		2	2	6
San Diego	1	4	1	1	7
San Francisco		1			1
Santa Barbara					
Santa Cruz	1			1	1
Total	9	7	9	10	35

The past two years have seen outstanding success among fellows in finding new positions and many have accepted a position prior to the completion of the full two-year fellowship. Overall, 22 President's Postdoctoral Fellows and 14 Chancellor's Postdoctoral Fellows renewed fellowships for the 2016-17 academic year for a total of 36 renewed fellows. These senior fellows are important contributors to the program. Renewed fellows are able to share their experiences in the program with new fellows and are excellent sources of service and advice regarding the program. The overall population of fellows across the UC system is reported in Table 2 by campus and discipline. It is notable that the program has been able to achieve a balance of fellows across disciplines as the program has grown.

Table 2. Total distribution of 2016-2017 President's and Chancellor's Postdoctoral Fellows across UC campuses by discipline.

Campus	Arts & Humanities	Life Sciences	Mathematics, Engineering & Physical Sciences	Social Sciences & Professional Fields	Campus Totals
Berkeley	3	2	5	5	15
Davis	2	2	1	3	8
Irvine	2	1	2	3	8
Los Angeles	3	1	1	3	8
Merced	1		1	1	3
Riverside	5		3	3	11
San Diego	2	5	2	2	11
San Francisco		2			2
Santa Barbara			1		1
Santa Cruz	3			1	4
Total	21	13	16	21	71

Program Outcomes for PFPF and CFP Fellows

Hiring Activity Summary during the 2016-2017 Program Year

In the year ending June 30th, 2017, 26 fellows have been hired into ladder-rank positions within the University of California system. This number includes 8 hires with start dates of July 1, 2016 that were not reported prior to the previous June 30th 2016 cutoff date. The balance of 18 new hires for the 2017-18 academic year were reported by the cutoff. These result in a total tally of 22 hires for the previous 2016-2017 year and 18 for the incoming 2017-2018 year. Of these new hires, 9 are Chancellor's Postdoctoral Fellows, indicating that the individual campus Chancellors Postdoctoral Fellowship Programs continue to support outstanding fellows that are competitive candidates for UC faculty positions. In general, hiring activity is vigorous and remains so throughout the year.

The fellows hired this year come from the 2007 through 2015 award cohorts. The bulk of hires were from recent award years, but fellows continue to be hired from cohorts greater than three years previous due to longer overall postdoc training periods typical of their disciplines or other intervening activities. Table 3 below shows the distribution of hiring among the UC individual campuses and departments.

Table 3. List of President's and Chancellor's Postdoctoral Fellows (*) hired into UC tenure track positions as of June 30, 2017.

Start Date	Name	Fellowship Year	Campus	Department
2016-17	Ofelia Cuevas	2008-09	Davis	Chicana/o Studies
2017-18	Jeramy DeCristo	2015-16	Davis	American Studies
2017-18	Samuel Diaz-Munoz*	2013-14	Davis	Microbiology and Molecular Genetics
2017-18	Marie Heffern	2015-16	Davis	Chemistry
2017-18	Lee Cabatingan*	2015-16	Irvine	Criminology, Law & Society
2017-18	Christopher Fan*	2016-17	Irvine	English
2017-18	Constance Iloh*	2014-15	Irvine	Education
2017-18	Aomawa Shields	2014-15	Irvine	Physics and Astronomy
2016-17	Minayo Nasiali*	2010-11	Los Angeles	History
2016-17	Courtney Thomas	2015-16	Los Angeles	Public Health
2017-18	Juliann Anesi	2015-16	Los Angeles	Gender Studies
2017-18	Joshua Guzman	2015-16	Los Angeles	Gender Studies
2017-18	Juan Herrera	2013-14	Los Angeles	Geography
2016-17	Anthony Jerry*	2015-16	Riverside	Anthropology
2016-17	Raquel Rall*	2015-16	Riverside	Education
2017-18	Emily Hue*	2015-16	Riverside	Ethnic Studies
2017-18	Melanie Yazzie	2016-17	Riverside	Gender & Sexuality Studies
2017-18	Francisco Contijoch	2016-17	San Diego	Bioengineering
2017-18	Alex Frano	2016-17	San Diego	Physics
2016-17	Vena Chu	2015-16	Santa Barbara	Geography
2016-17	Katy Craig	2015-16	Santa Barbara	Mathematics
2016-17	Ashley Larsen	2015-16	Santa Barbara	Environmental Science & Management
2017-18	Summer Gray	2015-16	Santa Barbara	Environmental Studies
2017-18	Marcella Gomez*	2015-16	Santa Cruz	Applied Mathematics and Statistics
2017-18	Russel Rodriguez	2007-08	Santa Cruz	Music
2017-18	Jerry Zee*	2015-16	Santa Cruz	Anthropology

Both President's and Chancellor's Postdoctoral 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 2016-2017 year as 19 President's and Chancellor's Postdoctoral 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 4 lists these fellows and their destination institutions.

Table 4. List of President's and Chancellor's Postdoctoral Fellows (*) hired into non-UC tenure-track positions as of June 30, 2017.

Name	Fellowship Year	Institution	Department
Adela Amaral	2015-16	College of William and Mary	Anthropology
Ibrahima Bah	2015-16	Johns Hopkins University	Physics and Astronomy
Corey Baker	2015-16	University of Kentucky	Computer Science
Tina Beyene	2015-16	University of New Hampshire	Women's Studies
Iokepa Casumbal-Salazar	2015-16	Ithaca College	Anthropology
Vicky Doan-Nguyen	2015-16	The Ohio State University	Materials Science and Engineering
Angela Fillingim*	2015-16	Western Washington University	Sociology
Maryam Griffin	2015-16	University of Washington-Bothell	Interdisciplinary Arts and Sciences
Julia Mundy	2015-16	Harvard University	Physics
Zachary Price*	2015-16	Texas A&M University	Performance Studies
Makenzie Provorse*	2015-16	University of Central Arkansas	Chemistry
Ivan Ramos	2015-16	University of Maryland, College Park	Women's Studies
Davorn Sisavath	2015-16	CSU Fresno	Asian American Studies
Nicole Swann	2015-16	University of Oregon	Human Physiology
Lee Ann Wang	2015-16	University of Washington-Bothell	Interdisciplinary Arts and Sciences
Renee Hudson*	2016-17	University of Massachusetts, Boston	English
Andrea Moore*	2016-17	Smith College	Music
Ianna Owen	2016-17	Williams College	English
Cleo Woelfle-Erskine	2016-17	University of Washington	Marine and Environmental Affairs

Fall Meeting and Spring Retreat

The Fall Meeting of new and renewed fellows was held September 23rd, 2016 in Oakland, CA. The meeting was attended by 57 Postdoctoral Fellows, as well as 49 Dissertation-Year and UC-HBCU fellows. Overall there were 150 attendees representing mentors, program partners, advisory committee members, and representatives from the Office of the President. Susan Carlson, Vice Provost for Academic Personnel and Programs, and Yvette Gullatt, Vice Provost for Diversity and Engagement and Chief Outreach Officer from the UC Office of the President were also in attendance. The meeting was convened by Director, Mark Lawson. The meeting keynote, "Self Leadership in Your C.A.R.E.E.R.," was delivered by Dr. Elayne Chou, Ph.D., and provided training in individual career and development planning.

The Academic Spring Retreat was held April 21-23, 2017 in Lake Arrowhead, CA. This meeting was attended by 45 President's and Chancellor's Postdoctoral Fellows, and 55 faculty members, as well as program mentors, advisory committee members, and family members. The Friday evening plenary was delivered by Chavella Pittman, a 2003 President's Postdoctoral Fellow, Associate Professor of Sociology at Dominican University, and Director of Effective and Efficient Faculty, a non-profit faculty training organization. Her presentation was entitled "Opportunities and Challenges: The Teaching Experiences of Faculty with Marginalized Status." She also led an intensive workshop on "Preparing Your Teaching Materials for the Academic Job Market (and other personnel reviews)."

Regional Luncheons

The PFPF has continued to hold regional luncheons for new President's and Chancellor's Postdoctoral Fellows. In September of 2016 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, PFPF 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 Postdoctoral Fellows as well as UC Dissertation-Year 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. Fellows continue to be highlighted for their contributions. These are updated regularly on our web page located at <http://ppfp.ucop.edu/info/fellowship-recipient/fellows-in-the-news.html>. These are briefly summarized below and links to the full stories can be found on our web page.

Theresa Jean Ambo, Ph.D. (PFPF, UCSD, 2017) was among the first women of Tongva descent to be awarded a Ph.D. from UCLA. The campus was built upon ancestral Tongva land nearly 100 years ago. This fall, she will be joining UC San Diego's Department of Education to conduct her research project "California Tribes and the University: Decolonizing Institutional Relationships and Responsibility."

Mishuana Goeman, Ph.D. (PFPF, UCB, 2003) published a new book entitled "Mark My Words" which examines the role of twentieth-century Native women's literature in remapping settler geographies. She is currently an Associate Professor, of Gender Studies, the Chair of the American Indian Studies Interdepartmental Program, and the Associate Director of the American Indian Studies Research Center at UCLA.

Aomawa Shields, Ph.D. (PFPF, UCLA, 2014) is a new member of the UC Irvine faculty who works on understanding the climate of newly-discovered planets and their potential ability to support life. She is also a classically-trained actress. She was featured in a story by the UC Newsroom about the search for extraterrestrial life, the link between art and astrophysics, and her work mentoring middle school girls to create a new generation of star scientists.

In Memoriam: **Mark Q. Sawyer** was a Professor of Political Science and African-American Studies at the University of California, Los Angeles. He earned his B.A. from the University of Illinois Urbana-Champaign and his Ph.D. in 1999 from the University of Chicago. Dr. Sawyer was a devoted and compassionate advocate for civil rights, justice and equality. He joined the UCLA Department of Political Science in 1999 and co-founded the Race, Ethnicity, and Politics Program. He also played a critical role in the establishment of UCLA's Department of African American Studies in 2014.

His first book, "Racial Politics in Post-Revolutionary Cuba," published by Cambridge University Press in 2006, earned critical acclaim and garnered major prizes in his field, including the Ralph J. Bunche Award from the American Political Science Association and the W. E. B. DuBois Award from the National Conference of Black Political Scientists.

His essays have appeared in SOULS, the Journal of Cross-Cultural Psychology, Journal of Political Psychology, the DuBois Review, Perspectives on Politics, and the UCLA Journal of International and Foreign Affairs.

A champion for access and diversity, Professor Sawyer was also a long-time President's Postdoctoral Fellowship Program supporter and member of our Faculty Advisory Committee.

[Program Administration 2016-2017](#)

[Changes to the Advisory Committee](#)

As directed under the new bylaws approved in early 2016, membership in the advisory committee has been limited to up to two 3-year terms. Through this structure, new appointments were made to the committee in 2016-2017. These include Christine Balance, Asian American Studies, UC Irvine; Paul Barber, Ecology & Evolutionary Biology, UCLA; Kelly Lytle Hernandez, History, UCLA; Asmeret Asefaw Berhe, Soil Biochemistry, UC Merced; Andrea Tao, NanoEngineering, UCSD; Farid Chehab, Laboratory Medicine UCSF; and Christine Miaskowski, Physiological Nursing UCSF.

[Institutional Partnerships for Faculty Diversity](#)

This has been a growth year for the national network of partners. A number of institutions have reached out to the Program expressing interest in joining the network in order to promote faculty diversity in their own institutions. In 2016-2017 the University of Maryland, College Park joined the network and instituted their own program modeled on the PFP. As of June 30th of 2017, discussions with other institutions were nearing final stages and it is expected that new partners will be joining the program in the coming year. The Director and Assistant Director continue to explore new opportunities for expanding the network as well as ways in which the combined programs can coordinate to promote hiring across all institutions.

[Program Budget](#)

Since the implementation of the increased permanent budget allocation to the program of \$352,000 and establishment of a new MOU with the host campus, UC Berkeley, announced in the previous report, the program has found itself on firm footing. The program operates on a planned budget of approximately \$2.6 million derived from a variety of funds from the UC Office of the President. Approximately \$487,000 support program staff and operations, with the remainder allocated to fellowships.

[Selection of 2017-2018 Fellows and Program Goals](#)

[2017-2018 Application and Review Cycle](#)

The 2017-2018 review cycle is distinguished by a number of important milestones. After the piloting of an electronic on-site review system in the previous cycle, feedback from users was used to develop an onsite review component to the current web-based application and award application system. The goal of this approach was to create a fully-integrated and centralized system. This was debuted with great success in the February on site review meeting at the Office of the President. This overall system has resulted in the savings of nearly 80 hours of staff time previously used for manual printing, collating, and distribution of materials for the meeting. User feedback from this new cycle was strongly positive and we continue to reinvest in fine-tuning the system, as well as incorporating modifications to better serve our institutional partners.

The program also saw a record number of applications. This past cycle received 852 completed applications for the fellowship. It is clear that the interest in the fellowship and its benefits is both widely recognized and sought after. With this growth in applications, we have had to increase the reviewer pool in order to better serve the applicants and provide objective expert reviews. This cycle relied on the services of 184 faculty members across all campuses and disciplines to review the applications. Many of these reviewers were new to the reviewing pool. A benefit of this broad pool is that awareness of the program and quality of applications is also increased. As interest in the program grows, future plans for the program will need to incorporate consideration of the size of the program and the reviewing pool in order to maximize the impact of the program and to bring the greatest number of fellows to the UC while maintaining the high level of scholarship that distinguishes President's and Chancellor's Postdoctoral Fellows.

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

The coming year anticipates the initiation of a strategic planning process under the approval of the Advisory Committee.

Hiring Incentive

The program continues to advocate for an increase in the hiring incentive availability. Discussions on this topic are ongoing.

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. In the past year, the University of Maryland, College Park joined the network and fruitful conversations are continuing with other potential partners.

Summary

The President's Postdoctoral Fellowship Program has continued to strengthen through improvements in operations and in leveraging resources to maximize the numbers of fellows supported through the program. The increased number of faculty hires both within and outside the University of California show that the program continues impact the careers of young scholars that contribute toward the university mission of increased diversity and outreach. New opportunities continue to be explored that will impact both the reach of the program within the UC and nationally through its partnership network. We look forward to an exciting year for the program

Sincerely,



Mark A. Lawson
Director