



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

June 18, 2014

EXECUTIVE VICE CHANCELLORS

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

Dear Colleagues:

The Office of the President will extend the salary hiring incentive for the UC President's and Chancellors' Postdoctoral Fellowship Program participants for the next three academic years. 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 2015-16, 2016-17 and 2017-18.

In the past ten years, this hiring incentive has been extremely successful. Over 115 former President's and Chancellors' Postdoctoral Fellows have joined the UC faculty since 2000 and several more are under serious consideration for future appointments. As of May 2014, 63 of the 64 faculty from these cohorts eligible for tenure received tenure.

In addition, as announced in the President's January 28, 2014 letter, the Office of the President will support additional hires as well as a new start-up hiring incentive for fellows in the Science, Technology, Engineering, and Math (STEM) fields, including the Health Sciences. The start-up hiring incentive provides up to 20% of start-up costs for faculty in STEM fields (including Health Sciences) if the total start-up costs exceed \$400K, with a cap of \$200K per hire. See the President's letter for additional context, <http://ppfp.ucop.edu/info/documents/napolitano-ppfp-initiative.pdf>. Specific parameters of awards, including the new awards allocated by the President, are as follows:

- Hiring Incentive: Salary
 - Only General Campus faculty hires are eligible.
 - The total number of salary incentives available for 2015-16 hires is 17.
 - The incentives will be awarded in chronological order by the date the offer is accepted.
- Hiring Incentive: Start-up costs
 - The total start-up hiring incentive funds are limited to \$1,200,000 for 2015-16, and the start-up funds that may be awarded to any individual campus are limited to \$400,000.
 - All disciplines, including Health Sciences, are eligible for the start-up incentive.

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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. If the hire is in a STEM field and includes a request for start-up funding, please complete the [PPFP Hiring Incentive Start-up Funds Request](#) form and be prepared to submit a copy of the offer indicating the complete start-up package to support the request for start-up funds.

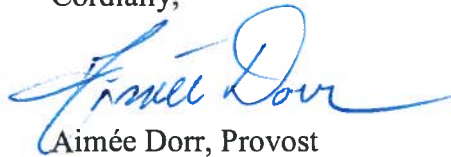
As in past years, campuses are encouraged to develop internal procedures for departments wishing to propose a faculty hire that would qualify for the President's and Chancellors' Postdoctoral Fellowship Program hiring incentive. These hires may be made pursuant to a regular search or by a waiver of regular search procedures. Notice of the funding will be included in the final budget allocation letters from UCOP.

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available at: <http://ppfp.ucop.edu/info/fellowship-recipient/fellows-2014/index.html>. I am very excited about the hiring opportunities for the coming years, since we have had over sixty fellows for the last two years, 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 to attract a faculty responsive to the needs of our increasingly diverse state. I am particularly pleased that we had additional resources from the President to support these key hires to our faculty.

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

Cordially,



Aimée Dorr, Provost
Executive Vice President for Academic Affairs

cc: President Napolitano
Chancellors
Vice President Lenz
Vice Provost Carlson
Vice Provosts Academic Personnel
Associate Vice President Obley
Executive Director Tanaka
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Academic Personnel Directors
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