



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

December 5, 2022

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

To maintain academic excellence and leadership in research and creative expression, it is a strategic goal for all campuses of the University of California to hire faculty whose diverse backgrounds, perspectives, and research meet the needs of the increasingly diverse and dynamic populace and world that the modern university serves. This strategic goal has been a focus of the 39-year old President's Postdoctoral Fellowship Program (PPFP). In partnership with the Chancellors' Fellowship Programs at individual campuses, the PPFP has been preparing exceptional and diverse scholars for hiring into the University of California faculty. This pool of scholars continues to represent the highest level of academic excellence and promise.

The Faculty Hiring Incentive Program is an important component of the PPFP and Chancellors' programs. This incentive program provides \$85,000 per year for five years to campuses that hire current or former President's or Chancellors' Fellows into ladder-rank faculty positions. Fellows awarded in 1996-1997 onward are eligible for the incentive program in support of their first UC ladder-rank faculty hire, regardless of rank or previous positions. The incentive does not follow a faculty member from one campus to another. The Office of the President has renewed this commitment for hires effective 2023-24, 2024-25, and 2025-26.

As announced on December 18, 2017 and upon my recommendation, President Napolitano eliminated the annual cap on incentives, allowing the program to return to its original status of no limit on the number of incentives awarded per year. Subsequently and on a trial basis, I lifted the restriction on Health Sciences and professional school eligibility. This has led to an increase in overall hiring of fellows from 15 per year to 27 per year during the five years pre and post change in policy, respectively. This includes an increase from 0.6 to 2.4 hires per year by UC Health Sciences over those same periods. I am pleased with the impact on diversifying the health sciences and suggest, though, that care be taken not to over shift scarce resources from the diversification of academic programs that serve the bulk of diverse undergraduate students enrolled on UC campuses. The balance will be difficult but should be continuously monitored and assessed.

As in prior years, 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. All hires confirmed by June 30, 2023 will be included in the budget for 2023-

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24; any hires after that date will receive funding beginning in the following fiscal year. (Notice of the hiring incentive funding for the 2022-23 year will be included in the final budget allocation letters from UCOP.) 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 and to work with the President's Postdoctoral Fellowship Program office to identify candidates and develop effective strategies for hiring. These hires may be made pursuant to a regular search or by a waiver of regular search procedures. In a letter on July 13, 2016, our office 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 Chancellors' Fellows Programs." I encourage your use of the guidance in the memorandum, which can be found at https://senate.universityofcalifornia.edu/files/reports/documents/DH_AD_DiversityHiringBestPractices.pdf.

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available at <https://ppfp.ucop.edu/info/fellowship-recipient/fellows-2022/fellows-2022-discipline/index.html>. This year, 28 former fellows joined the ranks of the UC faculty. I am very excited about the hiring opportunities for the coming year, since we have over 100 fellows at work across the UC system in 2022-23, and they are now well positioned to join our faculty in future years. General information about the fellowship programs is available on the web at: <https://ppfp.ucop.edu/info/index.html>. Answers to frequently asked questions about the hiring incentive can be found at: <https://ppfp.ucop.edu/info/fellowship-recipient/hiring-incentive-faqs.html>

I am confident that my successor will continue to partner with you 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 PFPF Director Mark Lawson, at the PFPF Office at m.lawson@berkeley.edu.

Sincerely,



Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

cc: President Drake
Chancellors
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Academic Council Vice Chair Steintrager
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