



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

August 18, 2021

## EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

To maintain academic excellence and leadership in research, it is a strategic goal for all campuses of the University of California to hire faculty whose backgrounds and research meet the needs of the increasingly diverse and dynamic population that the modern university serves. This strategic goal has been a focus of the 38-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 2022-23, 2023-24, and 2024-25.

As announced on December 18, 2017, 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, I lifted the restriction on Health Sciences and professional school eligibility. Both the elimination of the cap and of the Health Sciences and professional school eligibility restriction will be evaluated in 2021-22 to assess their impact on hiring and budget.

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, 2022 will be included in the budget for 2022-23; any hires after that date will receive funding beginning in the following fiscal year. (Notice of the hiring incentive funding for the 2021-22 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.

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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](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-2021/fellows-2021-discipline/index.html>. This year, 34 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 2021-22, 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 looking forward to working 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 PPFPP Director Mark Lawson, at the PPFPP Office at [m.lawson@berkeley.edu](mailto:m.lawson@berkeley.edu).

Sincerely,



Michael T. Brown, Ph.D.  
Provost and  
Executive Vice President for Academic Affairs

cc: President Drake  
Chancellors  
Academic Council Chair Gauvain  
Academic Council Vice Chair Horwitz  
Vice President and Vice Provost Gullatt  
Vice Provost Carlson  
Vice Provosts/Vice Chancellors of Academic Personnel/Academic Affairs  
Chief Diversity Officers  
Associate Vice President Alcocer  
Director Lawson  
Director Osorio-O'Dea  
Academic Personnel Directors  
Campus Budget and Planning Officers