



**University of California**  
**President's Postdoctoral Fellowship Program**

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

**Annual Report**  
**2017-2018**

**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 727 participants in the Program, of which 470 have gone on to tenure-track faculty positions. Of these faculty members, 221 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 Faculty Hiring Incentive Program that has promoted the hiring of fellows into ladder-rank positions, there have been 205 fellows hired into UC tenure track positions. Of those, 89 of the 90 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 2017-2018

### 2017-2018 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, 25 new President's and 22 new Chancellor's Postdoctoral Fellowships were awarded for the 2017-2018 year for a total of 47 new awards.

Table 1. Distribution of new 2017-2018 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
LANL			1		1
Berkeley	1	1	2		4
Davis	1	2	3	1	7
Irvine	3	1	2	2	8
Los Angeles	1		2		3
Merced		2			2
Riverside	4			3	7
San Diego		5	1	2	8
San Francisco					0
Santa Barbara				1	1
Santa Cruz		2	1	3	6
<b>Total</b>	<b>10</b>	<b>13</b>	<b>12</b>	<b>12</b>	<b>47</b>

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, 7 President's Postdoctoral Fellows and 16 Chancellor's Postdoctoral Fellows renewed fellowships for the 2017-18 academic year for a total of 23 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 2017-2018 President's and Chancellor's Postdoctoral Fellows across UC campuses by discipline.*

<b>Campus</b>	<b>Arts &amp; Humanities</b>	<b>Life Sciences</b>	<b>Mathematics, Engineering &amp; Physical Sciences</b>	<b>Social Sciences &amp; Professional Fields</b>	<b>Campus Totals</b>
LANL			1		1
Berkeley	1	1	3	2	7
Davis	1	3	4	2	10
Irvine	4	1	3	3	11
Los Angeles	1		2	1	4
Merced	1	2		1	4
Riverside	5		2	5	12
San Diego		8	2	3	13
San Francisco		1			1
Santa Barbara				1	1
Santa Cruz		2	1	3	6
<b>Total</b>	<b>13</b>	<b>18</b>	<b>18</b>	<b>21</b>	<b>70</b>

## Program Outcomes for PFPF and CFP Fellows

### *Hiring Activity Summary during the 2016-2017 Program Year*

In the year ending June 30, 2018, 32 fellows have been hired into ladder-rank positions within the University of California system. These result in a total tally of 21 hires for the 2017-2018 year and 11 for the upcoming year. Of these new hires, 11 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 2003 through 2017 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, 2018.

Start Date	Name	Fellowship Year	Campus	Department
2018-19	Fatima Mojaddedi	2016-17	Davis	Anthropology
2018-19	Tayloria Adams*	2016-17	Irvine	Chemical Engineering & Materials Sci.
2018-19	Long Thanh Bui	2011-12	Irvine	International Studies
2018-19	Roderic Crooks	2016-17	Irvine	Informatics
2018-19	Sandra Harvey*	2017-18	Irvine	African American Studies
2018-19	Kylie Pepler	2007-08	Irvine	Informatics
2018-19	Katherine Thompson-Peer	2013-14	Irvine	Developmental & Cell Biology
2018-19	Roberto Tinoco*	2014-15	Irvine	Molecular Biology & Biochemistry
2018-19	Tria Blu Wakpa	2017-18	Los Angeles	World Arts Culture / Dance
2018-19	Aurora Pribram-Jones	2015-16	Merced	Chemistry & Chemical Engineering
2018-19	Alisa Bierria	2017-18	Riverside	Ethnic Studies
2018-19	Roby Douilly	2016-17	Riverside	Earth Sciences
2018-19	Keith Miyake*	2016-17	Riverside	Ethnic Studies
2018-19	Jose Fusté	2015-16	San Diego	Ethnic Studies
2018-19	Power Sotomayor*	2015-16	San Diego	Theatre & Dance
2018-19	Rebecca Rakow-Penner*	2016-17	San Diego	Radiology
2018-19	Stacy Torres	2003-04	San Francisco	Social & Behavioral Sciences
2018-19	Lynn Hou	2016-17	Santa Barbara	Linguistics
2018-19	Courtney Bonam*	2011-12	Santa Cruz	Psychology
2018-19	Jennifer Kelly	2015-16	Santa Cruz	Feminist Studies
2018-19	Anjuli Verma*	2016-17	Santa Cruz	Politics

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 2017-2018 year as 5 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, 2018.

Name	Fellowship Year	Institution	Department
Lisa Beard*	2016-17	Western Washington University	Political Science
Sarah Brown*	2016-17	Brown University	Applied Mathematics
Nickolas Castro*	2016-17	University of Arkansas	Mathematics
Anthony Covarrubias	2016-17	Buck Institute for Aging	Medicine
Mark Fleming*	2016-17	forthcoming	Public Health
Erin Gray	2016-17	New York University	English
Susila Gurusami*	2016-17	University of Toronto	Sociology
Eve Higby*	2016-17	UC Riverside	Psychology
Jacob Lau	2016-17	UNC-Chapel Hill	Women & Gender Studies
Brian Leon*	2016-17	UC San Diego	Chemistry & Biochemistry
Lauren Libero	2016-17	State of California	Developmental Services
Christopher Martinez*	2016-17	UC Davis	Evolution & Ecology
Kingsley Odigie*	2016-17	UC Riverside	Earth Sciences
Kathryn Patras*	2016-17	UC San Diego	Pediatrics
Justin Perez	2017-18	Princeton University	Liberal Arts
Adam Steinbrenner	2016-17	University of Washington	Biology
Wendy Sung	2017-18	University of Texas, Dallas	Arts, Tech., & Communication
Christien Tompkins*	2016-17	Rutgers University	Anthropology
Marissa Tremblay	2017-18	University of Glasgow	Environmental Research Centre
Liza Williams*	2016-17	UC Berkeley	Ethnic Studies

### Fall Meeting and Spring Retreat

The Fall Meeting of new and renewed fellows was held September 22, 2017 in Oakland, CA. The meeting was attended by 58 Postdoctoral Fellows, as well as 38 Dissertation-Year and UC-HBCU fellows. Overall there were 151 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 Michael T. Brown, Provost and Executive Vice President from the UC Office of the President were also in attendance. The meeting was convened by PFPF Director Mark Lawson. The meeting's keynote remarks were delivered by UC Berkeley Vice Chancellor for Equity & Inclusion, Oscar Dubón, Ph.D. The Academic Spring Retreat was held April 13-15, 2018 in Lake Arrowhead, CA. This meeting was attended by 44 President's and Chancellor's Postdoctoral Fellows, and 47 faculty members, as well as program mentors, advisory committee members, and family members. The Friday evening plenary included two junior and senior faculty panel discussions on *Perspectives on the Job Search* moderated by Director Lawson.

### Regional Luncheons

The PFPF has continued to hold regional luncheons for new President's and Chancellor's Postdoctoral Fellows. In September of 2017 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 <https://ppfp.ucop.edu/info/fellowship-recipients/fellows-in-the-news.html> These are briefly summarized below and links to the full stories can be found on our web page.

**Adela de la Torre, Ph.D.** (PPFP, UCD, 1986) has been appointed as the President of San Diego State University. De la Torre becomes the ninth permanent president of SDSU and the first woman to serve in that role. Before joining SDSU, de la Torre served in various leadership roles, at UC Davis culminating in her role as Vice Chancellor for Student Affairs.

**Stacy Copp, Ph.D.** (PPFP, UCD, 2017) was awarded 2018 L'Oreal For Women in Science Fellowship. Dr. Copp works on creating materials that emit light or interact with light by using soft molecules, like DNA and synthetic polymers, as building blocks. These materials have potential applications for biomedical diagnostics, solar energy and energy efficient lighting. Dr. Copp is one of five female postdoctoral scientists awarded grants to advance their research.

**Constance Iloh, Ph.D.** (CPF, UCI, 2015) published new framework on college "choice" in Harvard Educational Review. Constance Iloh, Assistant Professor, School of Education at UC Irvine, is the sole author of a new article and conceptual framework on college-going in The Harvard Educational Review. In "Towards a New Model for College "Choice" for a Twenty-First-Century Context," Dr. Iloh asserts that traditional models of college "choice" are inadequate for understanding contemporary student's decision-making. To address this issues, Iloh offers her model of college-going decisions and trajectories, an ecological framework comprised of three distinct yet interacting dimensions (information, time, and opportunity) that inform a person's college decisions and/or trajectory.

**Flip Tanedo, Ph.D.** (CPF, UCI, 2014) participated in a Space.com "Facebook Live" interview to discuss the *NOVA Wonders* episode "What's the Universe Made of?" The discussion, primarily centered on dark matter and dark energy, was live streamed on Space.com's Facebook profile to over 2.6 million Facebook followers. Tanedo's discussion focused on dark matter – the gravitationally inferred type of matter thought to account for approximately 80 percent of the universe's mass – as well as his participation in the episode.

### Program Administration 2017-2018

#### Changes to the Advisory Committee

As directed under the new bylaws approved in early 2015, 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 2017-2018. The new appointments include Mu-Chun Chen, Physics, UC Irvine; G. Cristina Mora, Sociology, UC Berkeley; Ben Olguín, English, UC Santa Barbara. Advisory Committee members who were reappointed include Julie Carlson, English, UC Santa Barbara; Margarita Currás-Collazo, UC Riverside; Gina Dent, Feminist Studies, UC Santa Cruz; John Carlos Garza, Ocean Sciences, UC Santa Cruz;

Gail Hanson, Physics & Astronomy, UC Riverside; Eva Harris, Infectious Diseases, UC Berkeley and Douglas Haynes, History, UC Irvine. The program also thanked exiting advisory committee members Patricia Baquedano-López, Education, UC Berkeley; Mei-Chu Chang, Mathematics, UC Riverside; Ken Millett, Mathematics, UC Santa Barbara and Christine Balance, Asian American Studies, UC Irvine for their dedicated service to the program.

#### *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 2017-2018, New York University joined the partnership connecting their own postdoc-to-faculty program with PFP. As of June 30, 2018, 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 2018-2019 Fellows and Program Goals**

#### **2018-2019 Application and Review Cycle**

The 2018-2019 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 854 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 169 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 2018-2019*

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 monitor campus use of the hiring incentive before and after the President and Provost agreed to remove the restriction on the eligibility for health sciences that the cap of 12 per year. The program will advocate for an increase in utilization and awareness of the hiring incentive availability. Discussions on this topic are ongoing.

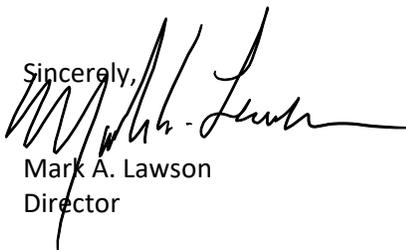
#### *National Partners*

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 New York University 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,

A handwritten signature in black ink, appearing to read 'Mark A. Lawson', written over the printed name and title.

Mark A. Lawson  
Director