



University of California
President's Postdoctoral Fellowship Program

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

Annual Report
2019-2020

Submitted by

Mark A. Lawson

Director, UC President's Postdoctoral Fellowship Program

m.lawson@berkeley.edu

Introduction

The University of California President's Postdoctoral Fellowship Program (UC-PPFP) 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. In support of the UC-PPFP, individual UC campuses also support highly ranked candidates using local funding sources, and these are referred to as Chancellors Postdoctoral Fellows (CPF). 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. Indeed, the UC-PPFP contributes to the national pool of university faculty and is a model program for supporting scholars aspiring to academic careers. Since its founding, there have been 820 participants in the UC-PPFP, of which 751 have completed the fellowship. 512 have gone on to tenure-track faculty positions. 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 203 President's and 57 Chancellor's Postdoctoral fellows hired into UC tenure track positions. Of those, 96 of the 100 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.

This academic year closed with multiple challenges presented by the SARS-CoV2 pandemic. The initiation of community lockdowns and campus closures occurred just after the selection of fellows in February. This altered many programs activities that occur in the spring of the academic year and required rapid adaptation to the new working environment, altered programming, and the nature of the fellowship itself. The coming academic year will be severely affected by the continuation of closures, limited return to work, and community changes that will require adaptation by the program. These issues and the program response will be discussed where appropriate throughout this report.

Review of 2019-2020

2019-2020 New and Renewed Fellows

The program continues to maximize the number of fellowships offered as either fully funded, partially funded, or without salary through various funding and cost-sharing strategies. This supports the growing number of highly ranked applicants to the program. Using this approach, the program has increased the number of fellows supported and maximized its resources for supporting fellows. By leveraging support that candidates receive through other fellowships, we can support more fellows and permit fellows to accept other, often prestigious discipline-specific awards that provide evidence of individual accomplishment and scholarship, thus contributing to their overall competitiveness for faculty positions within the UC. As the practice has become established, Chancellor's Postdoctoral Fellowship programs at the various campuses have also adopted this model, leveraging resources to increase this aspect of the program and increasing the effective award rate. Overall, 39 new President's and 33 new Chancellor's Postdoctoral Fellowships were awarded for the 2019-2020 year for a total of 72 new awards. The final distribution of new fellowship awards is listed below in Table 1 by campus and discipline. Of note, each campus is hosting multiple fellows. This provides the opportunity for individual campuses to provide some campus-specific programming to support fellows locally and augment the programming in place system wide.

Table 1. Distribution of new 2019-2020 President's and Chancellor's Postdoctoral Fellowship awards by discipline and campus. (LANL, Lawrence Livermore National Laboratory, a UC-affiliated national laboratory).

Campus	Arts and Humanities	Life Sciences	Math, Engineering, and Physical Sciences	Social Sciences	Campus Totals
LANL					0
Berkeley		2	3	4	9
Davis	2	1		1	4
Irvine	4	3	1	8	16
Los Angeles	3	2	2	5	12
Merced	2			2	4
Riverside	1		2	2	5
San Diego	2	3	4		9
San Francisco		3	1	1	5
Santa Barbara	1	2		2	5
Santa Cruz	1	2			3
Total	16	18	13	25	72

The continuing success among fellows in finding new positions and many have accepted a position prior to the completion of the full two-year fellowship. Thus, renewal of fellows is less than 100%, but this reflects success of the fellows rather than loss of participation. Overall, 16 President's Postdoctoral Fellows and 17 Chancellor's Postdoctoral Fellows renewed fellowships for the 2019-20 academic year for a total of 33 renewed fellows from the total population of 72. These senior fellows serve informally as peer mentors and are excellent sources of service and advice. 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 and campuses as the program has grown.

Table 2. Total distribution of 2019-2020 of new and renewed 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
LANL					0
Berkeley	2	4	4	6	16
Davis	5	2	1	3	11
Irvine	4	3	2	9	18
Los Angeles	5	3	3	6	17
Merced	2			3	5
Riverside	4	4	2	2	12
San Diego	2	3	4		9
San Francisco		4	1	2	7
Santa Barbara	1	2		2	5
Santa Cruz	1	2	2		5
Total	26	27	19	33	105

Program Outcomes for President’s and Chancellor’s Postdoctoral Fellows

Hiring Activity Summary during the 2019-2020 Program Year

As a result of campus closures that occurred in response to the pandemic, hiring freezes were implemented across the system. These affected fellows interviewing for faculty positions that were subsequently frozen and this impacted our fellows on the market directly. However, other searches in more advanced stages did continue to completion. In the year ending June 30, 2020, campuses reported that 25 fellows were hired into ladder-rank positions within the University of California system. This is the second year the program has achieved this number. The overall five-year trend of 22 hires per year represents a doubling of the previous 5-year trend of 10 hires per year. Further, 10 fellows have signed contracts for the upcoming year. Of these new hires, 12 are Chancellor’s Postdoctoral Fellows, indicating that the individual campus Chancellors Postdoctoral Fellowships continue to support outstanding fellows that are competitive candidates for UC faculty positions. In general, hiring activity has been vigorous and we have seen a trend in increased hiring of PFP/CPF fellows. A summary of hiring over the last five years is shown in Figure 1, illustrating a steady growth of hiring in both STEM and non-STEM disciplines.

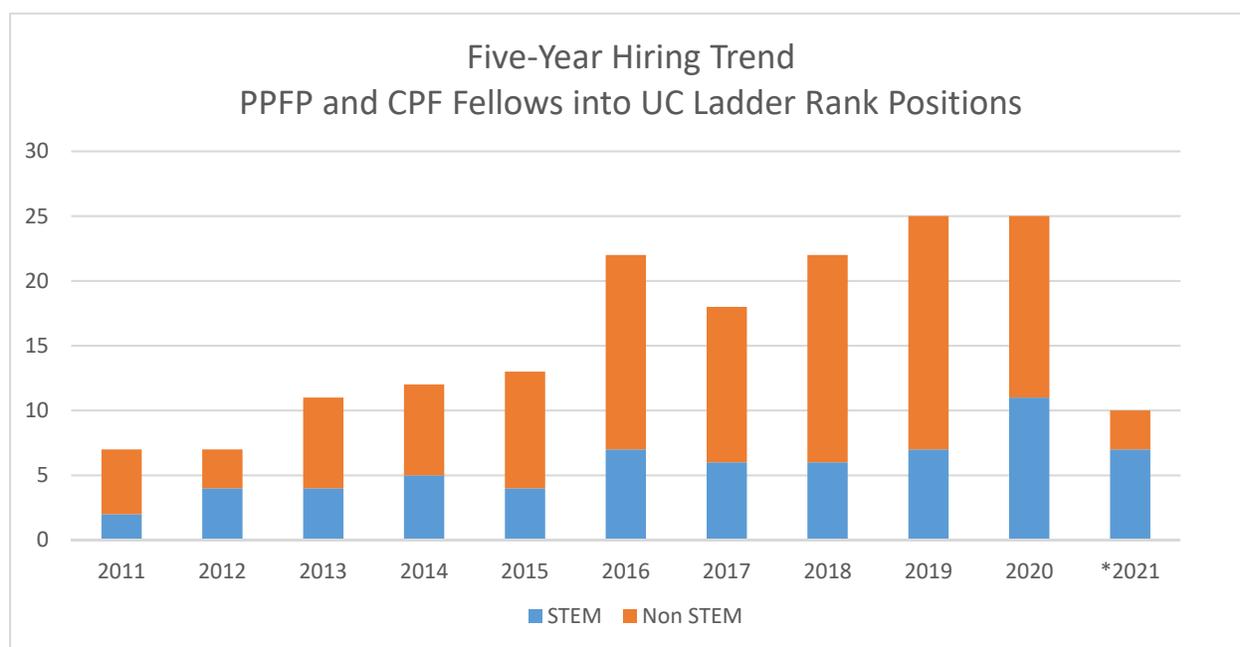


Figure 1. Five-year hiring counts for PFP and CPF fellows across all UC campuses. STEM disciplines are illustrated in Blue. Non-STEM disciplines are visible in Orange. Also included are hires for the academic year beginning July 1, 2021 that were reported by June 30, 2020.

Hiring activity among campus can vary widely and is subject to many variables including enrollment growth and turnover. In 2019, UC San Francisco became eligible for the Faculty Hiring Incentive Program and has hired the first PFP fellow for that campus under the program. The breakdown of hiring by campus over the past five years appears in Figure 2. Discussions are underway to address the challenges faced by professional schools in leveraging the hiring incentive while carrying relatively few FTE.

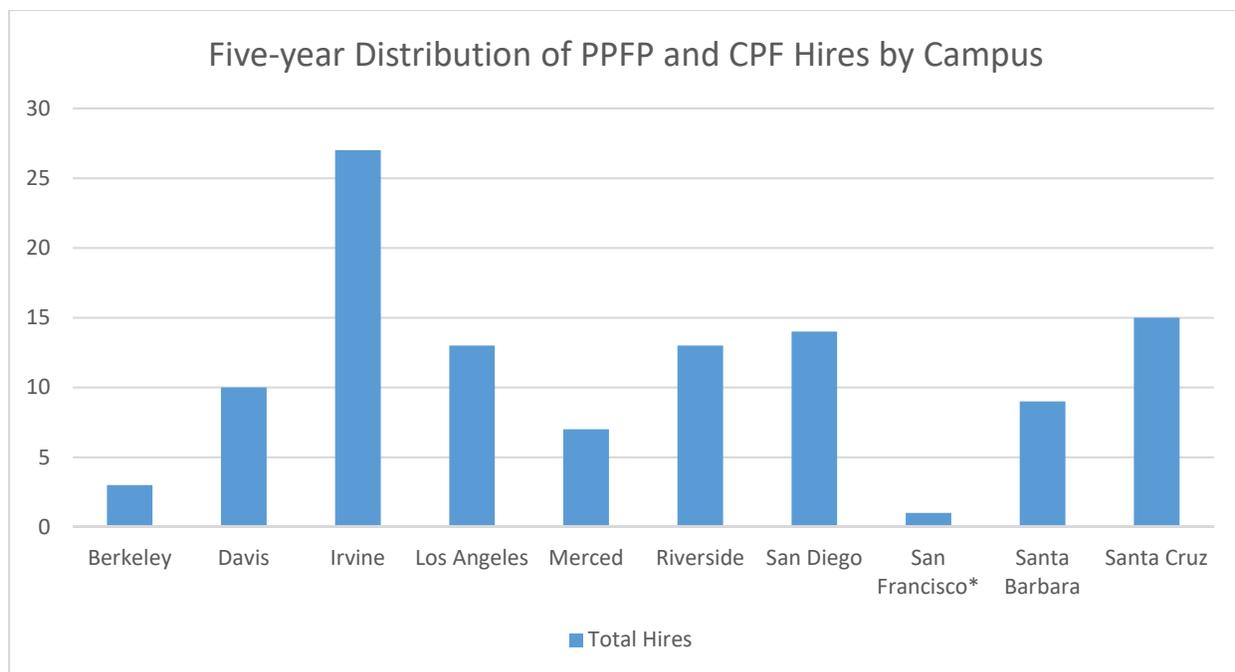


Figure 2. Five-year distribution of PFPF and CPF hires by campus. *UC San Francisco became eligible for the Faculty Hiring Incentive Program during the 2019-2020 academic year.

The fellows hired this year come from the 1997 through 2019 award cohorts. The bulk of hires were from recent award years, but fellows continue to be hired from prior cohorts. This is due to longer overall postdoc training periods typical in their disciplines or to recruitment of fellows back to the UC from other institutions. Table 3 shows the distribution of hiring among the UC campuses and departments.

Table 3. List of President's Postdoctoral Fellows and Chancellor's Postdoctoral Fellows* hired into UC tenure track positions as of June 30, 2020.

Start Date	Name	Fellowship Year	Campus	Department
2020-21	Sara Mameni	2016-17	Berkeley	Ethnic Studies
2020-21	Asad Rahim*	2019-20	Berkeley	Law
2020-21	Michael Singh	2019-20	Davis	Chicano Studies
2020-21	Meryem Kamil*	2019-20	Irvine	Film & Media Studies
2020-21	Zachary Price*	2015-16	Irvine	Drama
2020-21	Manuel Reyes	2010-11	Irvine	Mathematics
2020-21	Steph Sallum	2017-18	Irvine	Physics & Astronomy
2020-21	DeWayne Williams*	2019-20	Irvine	Psychological Sciences
2020-21	Salvador Zarate	2019-20	Irvine	Anthropology
2020-21	Jolie Chea	2018-19	Los Angeles	Asian American Studies
2020-21	M. Kamari Clarke	1997-98	Los Angeles	Anthropology
2020-21	Loubna Qutami	2018-19	Los Angeles	Asian American Studies
2020-21	Stephanie Canizales*	2019-20	Merced	Sociology
2020-21	Felicia Rhapsody Lopez	2018-19	Merced	Literature & Languages
2020-21	Anna Nierenberg*	2017-18	Merced	Physics
2020-21	Meredith Van Natta*	2019-20	Merced	Sociology

2020-21	Ayana Flewellen	2018-19	Riverside	Anthropology
2020-21	Amy Murillo*	2018-19	Riverside	Entomology
2020-21	Jasmin Young	2018-19	Riverside	Ethnic Studies
2020-21	Amanda Batarseh*	2018-19	San Diego	Literature
2020-21	Amanda Lewis	2007-09	San Diego	Obstetrics, Gynecology & Reproductive Sciences
2020-21	Alexander Cho	2018-19	Santa Barbara	Asian American Studies
2020-21	Roxanne Beltran*	2019-20	Santa Cruz	Ecology & Evolutionary Biology
2020-21	Caitlin Keliiaa	2019-20	Santa Cruz	Feminist Studies
2020-21	Maywa Montenegro de Wit	2018-19	Santa Cruz	Environmental Studies

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 2019-2020 year as 13 President's and Chancellor's Postdoctoral Fellows were hired into tenure-track faculty positions at other institutions across the nation. Others may be hired into transition research or other academic positions as a result of garnering independent outside funding. 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. As mentioned in the discussion of Table 3, fellows are often hired after continued postdoc years or serving in positions at other institutions. Thus, this list is only a snapshot of the outcomes to date. Table 4 lists these fellows and their destination institutions.

Table 4. List of President's Postdoctoral Fellows and Chancellor's Postdoctoral Fellows () hired into non-UC tenure-track positions (^) or other continuing postdoc or other non-tenure track positions as of June 30, 2020.*

Name	Fellowship Year	Institution	Department
Dena Al-Deeb*	2018-19	UC Davis	American Studies
Michelle Antione	2018-19	National Institute on Alcohol Abuse and Alcoholism (NIAAA)	Section on Neural Circuits
Natasha Batalha	2018-19	NASA Ames Research Center	Space Sciences
Christopher Chamberlin	2018-19	ICI Berlin	Institute for Cultural Inquiry
Colleen Cheverko*	2018-19	UC Merced	Anthropology
Robert Connell	2018-19	UC Davis	African & African American St.
Gian Carlo Cornejo-Salinas^	2019-20	USC	Cinema and Media Studies
Rolando de Santiago^	2018-19	Purdue University	Mathematics
Anne Theresa Frederickson*	2019-20	UC Irvine	Language Science
Camille Gaynus	2019-20	University of Pennsylvania	Biology
Michael Gil*	2019-20	University of Colorado	Ecology & Evolutionary Biology
Anum Glasgow*	2019-20	UCSF	Bioengineering & Therapeutic Sci.
Andrea Gomez Cervantes^	2019-20	Wake Forest University	Sociology
Yidong Gong^	2019-20	New College of Florida	Anthropology
Stephanie Graeter*^	2019-20	University of Arizona	Latin American Studies and Anthropology
Holly Guise^	2019-20	University of New Mexico	History

Elizabeth Hemming-Schroeder*	2019-20	Case Western Reserve University	Center for Global Health and Diseases
Amina Hussein^	2019-20	University of Alberta	Electrical & Computer Engineering
John Marquez*^	2019-20	College of Colorado	History
Emily Martin*	2018-19	UC Santa Cruz	Astronomy & Astrophysics
Ryan McCarty	2018-19	UC Irvine	Chemistry
Shelbi Meissner^	2018-19	Georgetown University	Philosophy
Steven Pan*	2018-19	UCSD	Psychology
Diana Pardo Pedraza*^	2019-20	George Washington University	Anthropology
Suzanne Pierre	2018-19	The Exploratorium	Teacher Institute
Patricia Pirbhoy	2018-19	UC Riverside	Biomedical Sciences
Heather Rasatovac Akbarzadeh*	2018-19	UC Davis	Asian American Studies
Martin Rizzo*	2018-19	California State Parks	Santa Cruz County
Didem Sarikaya	2018-19	UC Davis	Evolution & Ecology
Elena Sesma^	2019-20	University of Kentucky	Anthropology
Jen Rose Smith^	2019-20	University of Wisconsin-Madison	Geography and American Indian Studies
Carolyn Smith*	2018-19	California Indian Basketweavers Association	
Nicole R.L. Sparks*	2018-19	UC Riverside	Molecular, Cell & Systems Biology
Kimberly Stanek*	2018-19	University of Montana	Chemistry
Coral Wheeler	2019-20	NASA - Hubble	Carnegie Observatories
Lauren Whitehurst*^	2018-19	University of Kentucky	Psychology
Catera Wilder*	2018-19	UCLA	Microbiology, Immunology & Molecular Genetics
Jenny Zenobio*	2019-20	UC Irvine	Civil and Environmental Engineering
Bo Zhang*^	2018-19	Oklahoma State University	Natural Resource Ecology & Management

Fall Meeting and Spring Retreat

The Fall Meeting of new and renewed fellows was held September 20, 2019 in Oakland, CA. The meeting was attended by 57 Postdoctoral Fellows, as well as 56 Dissertation-Year and UC-HBCU fellows. Overall there were 161 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 Vice Provost for Diversity & Engagement, Yvette Gullatt, Ph.D. from the UC Office of the President.

The Academic Spring Retreat was held April 12-14, 2020 in a virtual format. Upon initiation of campus closures and restrictions on gatherings, the program staff quickly pivoted to re-configuring the spring retreat into an on-line format. This was within a month of the initiation of the broad shut-down and the technology for doing this was new and unfamiliar. Nevertheless, the program staff successfully scheduled

and managed a virtual Spring Retreat that included the key job talk portions of the meeting, as well as the keynote components. This meeting was attended by 50 President's and Chancellor's Postdoctoral Fellows, and 55 faculty members, as well as program mentors, advisory committee members and senior administrators. Overall, there were 150 attendees for the Virtual Academic Spring Retreat. The professionalism and agility of the program staff in recreating this conference was a remarkable achievement.

Regional Luncheons

The PFP has continued to hold regional luncheons for new and returning President's and Chancellor's Postdoctoral Fellows. In September of 2019 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, returning fellows, PFP staff, to local peers, mentors, PFP 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 and UC-HBCU 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-recipient/fellows-in-the-news.html> These are briefly summarized below and links to the full stories can be found on our web page.

Ayana Flewellen and Justin Dunnivant featured in SCIENCE and National Geographic

[SCIENCE features the research of Dr. Ayana Flewellen and Dr. Justin Dunnivant](#) for their work on preserving the lived experiences of enslaved Africans on Estate Little Princess in St. Croix. "One of the very few ways to get at the experiences of enslaved Africans is to look at [what] they left behind," Dunnivant says. At the site, Dunnivant and Flewellen also run a training program for HBCU undergraduates funded by the Slave Wrecks Project. "Since the late 1970s, archaeologists have been asking questions about black culture and identity formation in the African diaspora," largely through research on plantations, Flewellen says. However, "There hasn't been a rise in actually training people of African descent to ask those questions themselves." Eventually, Dunnivant and Flewellen plan to document every step in the lives of the enslaved Africans who lived at Estate Little Princess, beginning with the ships that brought them to the port of Christiansted. [National Geographic features their work with the Slave Wrecks Project](#), researching maritime heritage sites related to the Transatlantic Slave-Trade through Diving with a Purpose.

Holly Guise named Native American 40 under 40

Holly Guise received a 2019 Native American 40 under 40 award. The prestigious accolade from the National Center for American Indian Enterprise Development honors emerging Native American and Alaska Native leaders who have made significant contributions in their business, profession or community and demonstrated leadership, initiative and dedication. Guise, an Iñupiaq Alaska Native from the village of Unalakleet, said, "I'm glad I've made it my mission to empower Indigenous history and to bridge community-based research with the academic institution."

Roxanne Beltran asserts field courses can diversify STEM

[Roxanne Beltran has published research](#) that reveals taking a field course dramatically improves academic achievement among undergraduates who are underrepresented minorities, first-generation college students, or face financial need. If such undergraduates took a field course, the study finds, they are more likely to graduate and earn degrees in biology than peers who took only lecture courses. The findings point to field classes as a much-needed means to diversify STEM (science, technology, engineering, and math) fields. "Diversity in STEM fields is critical," said Beltran. "Scientists can help solve global challenges like disease outbreaks and climate change. But we can't do that without the diversity of ideas that comes from diverse experiences. Our success is tied unequivocally to the diversity of the scientists doing the work." Roxanne Beltran will join the UCSC faculty as an Assistant Professor of Ecology and Evolutionary Biology.

Ma Vang awarded 2020-21 Whiting Public Engagement Fellowship

Ma Vang, Assistant Professor of History and Critical Race and Ethnic Studies at the University of California, Merced, is the recipient of the 2020-21 Whiting Public Engagement Fellowship. The Whiting Public Engagement Fellowship supports ambitious public-facing humanities projects with \$50,000 to support a public facing project. Professor Vang will use the fellowship to launch the Refugee Teaching Institute, a series of public workshops facilitated by scholars and educators that will bring high school teachers together with refugee communities to collaborate on lesson plans that reflect refugees' histories and culture. The work will also incorporate the dispossession of indigenous Miwok and Yokut peoples and the relocation to the region of African-Americans from the U.S. South.

Adeyemi Adebiyi proves current climate models underestimate global warming

Adeyemi Adebiyi has published research in the journal *Science Advances* asserting current climate models significantly underestimate the amount of dust particles in the air that contribute to global warming. His research shows there are about four times more large dust particles in the atmosphere than most climate models currently simulate. These large, coarse particles absorb radiation coming in from the sun and leaving the Earth, trapping that radiation on our planet. "Models have been an invaluable tool for scientists," Adebiyi said. "But when they miss most of the coarse dust in the atmosphere, it underestimates the impact that this type of dust has on critical aspects of life on Earth, from precipitation to cloud cover to ocean ecosystems to global temperature." Dr. Adeyemi Adebiyi is a PFPF Fellow in the Department of Atmospheric and Oceanic Sciences at UC Los Angeles.

[Program Administration 2019-2020](#)

[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 2019-2020. The new appointments include Jae Sevelius, Medicine, UCSF. The program also thanked exiting advisory committee member Christine Miaskowski, Nursing Physiology, UCSF for her dedicated service to the program.

[Institutional Partnerships for Faculty Diversity](#)

This has been a growth year for the national network of partners. Multiple institutions have reached out to the Program expressing interest in joining the network in order to promote faculty diversity in their own institutions. As of June 30, 2020, discussions with other institutions including Georgia Tech 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 \$2,000,000, announced by President Napolitano, the program is on firm footing. The program operates on a planned budget of approximately \$4.6 million derived from a variety of funds from the UC Office of the President. Approximately \$700,000 support program staff and operations, which includes conferences, luncheons, and support for the application and renewal process, with the remainder allocated to fellowships. In response to the conversion to remote work, PFPF utilized operations savings to provide \$750 per fellow in COVID-19 support funds to returning and exiting President's Postdoctoral and Chancellor's Postdoctoral Fellows impacted by the shelter-in-place orders and the transition to remote work.

Selection of 2020-2021 Fellows and Program Goals

2020-2021 Application and Review Cycle

The 2020-2021 review cycle was distinguished by several 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 during 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 updating and improving the system, as well as incorporating modifications to better serve our institutional partners.

Once again, the program also saw a record number of applications. The 2019-2020 review cycle received 1,032 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 206 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 2020-2021

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 implementing the UC-HIS fellowship initiative. As part of the additional permanent funding to the program, UC-PFPF is directed to support qualifying PFPF applicants from California Hispanic-Serving Institutions as fellows. This is similar to our previous implementation of a UC-HBCU fellowship, which supports qualifying fellows who have participated in the UC-HBCU program as they continue their careers into postdoctoral study.

Strategic Planning

The advisory committee will be completing a program review of the UC-PPFP. This has never been done formally. This review will be the foundation for a strategic planning exercise to plan for the future of the program under its new funding model and policy implementations.

Five-year review of the Director

The Director's appointment was completed June 30, 2020. His appointment was extended until December 31, 2020 to accommodate completion of a five-year review. The review will be conducted by a panel of UC and national leaders in faculty development and diversity and headed by the Advisory Committee chair, Professor Gina Dent, of UC Santa Cruz.

Hiring Incentive

The program continues to 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 and professional schools and the cap of 12 incentives per year. Hiring trends suggest that this has supported increased recruitment of President's and Chancellor's Postdoctoral Fellows to UC campuses.

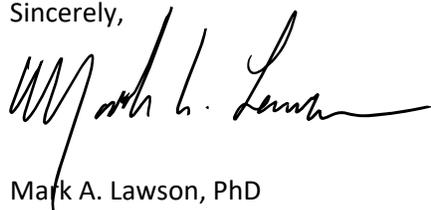
National Partners

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. The partnership is growing with the addition of Georgia Tech. This partnership will be implemented in the coming year.

Summary

The increased commitment to the UC-PPFP and the expansion of the Chancellor's Postdoctoral Fellowship programs to include UC Santa Barbara and UC San Francisco, now encompassing all UC campuses, indicates robust commitment to increasing diversity by the University of California. The broad support for this program at all levels of the University and the inclusion of the UC-PPFP and its fellows in many of the Advancing Faculty Diversity projects implemented at campuses within the system (<https://www.ucop.edu/faculty-diversity/index.html>) underscores the prominence and importance of this program as a model for supporting young scholars and recognizing the importance of inclusive excellence in the mission of the UC. The coming growth of the program due to increased fellowship support and budget commitment will increase the visibility and impact of this program. We anticipate building on this foundation to support more fellows and continue to support hiring into the UC faculty.

Sincerely,



Mark A. Lawson, PhD
Director