



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

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

**Annual Report**  
**2022-2023**

**Submitted by**

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## 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 candidates who advance equity and equal opportunity and is a model program for supporting scholars aspiring to academic careers. Since its founding, there have been 953 participants in the UC-PPFP. Of those, 596 have gone on to tenure-track faculty positions at any university. Since 2003, an important year for the program as it marks the inauguration of the Faculty Hiring Incentive Program that promotes the hiring of fellows into ladder-rank positions at UC campuses, there have been 345 President's and Chancellor's Postdoctoral fellows hired into UC tenure track positions. At this time, 128 fellows have been considered for tenure, and 123, or 96%, have achieved that important career milestone. The program continues to contribute substantially to the diversity of new faculty hired into the UC system.

This report provides a snapshot view of the program covering the period from July 1, 2022 to June 30, 2023. Although the data reported are fluid and changes occur throughout the academic year, the intent of this report is to provide a snapshot to serve as a benchmark for comparison with past years. As the program emerges from the challenges of the pandemic, it has continued to adapt to changing conditions. We have continued to incorporate and refine practices and approaches to accomplishing our mission in both implementation of the fellowship and administration of the program. The program has proven to be resilient and agile in its response to the pandemic and the adaptations have resulted in overall improvement of the program. This year has also marked the completion of the second year of the initiative to enhance support for humanities at six of our campuses funded a grant from the Andrew W. Mellon foundation. This program will contribute to enhanced support of fellows in the program and new hires at six UC campuses. These topics will be addressed in this report.

## Review of 2022-2023

### Partnership with the Andrew W. Mellon Foundation

In early 2021 UC President Michael V. Drake had discussion with the Andrew W. Mellon Foundation on the topic of the President's Postdoctoral Fellowship Program and its overall goals to diversify the UC faculty. This goal is in line with the approaches taken by the foundation's higher learning program, which includes three primary strategies to broaden understanding of American history and culture, develop tools and methods to create meaning, support faculty and students whose work exemplifies a drive toward greater equity in their fields and institutions and to promote pathways for those seeking to exercise transformative institutional leadership. These strategies are: 1) Elevating the knowledge that informs more complete and accurate narratives of the human experience and lays the foundation for more just and equitable futures, 2) Accelerating the demographic transformation of US academic faculties and institutional leadership to better reflect the population and center humanities expertise, and 3) Creating equitable broader access to humanities higher learning opportunities. The mission of the PPFP is closely aligned with Strategy 2 of the higher learning program. which is also interested in

promoting and securing strong humanities at current and emerging Hispanic-Serving Institutions. To establish this partnership, the program submitted an ambitious proposal to the foundation’s Higher Learning Program that creates a partnership with PFPF in supporting young scholars in their transition to the professoriate at the UC, introduces career development and support programming to provide a strong foundation on which to build success as scholars and leaders, and to expand this support through early stages of a faculty career. On July 1, 2021, the Andrew W. Mellon Foundation committed \$15M to the University of California in support of the Andrew W. Mellon foundation/PFPF UC-HSI Humanities Initiative over 5 years to fund additional fellowships in humanities and humanities-inflected social sciences, to provide resources to 6 of the UC campuses that are or are emerging as Hispanic Serving Institutions (Davis, Irvine, Merced, Riverside, Santa Barbara, and Santa Cruz) to support hiring in these disciplines, and to introduce program activities that span the postdoctoral to early career transition. This year the program is funding an additional 16 PFPF fellowships in the humanities and humanities-inflected social sciences beginning in the 2023-2024 academic year. This transformative partnership is the first of its kind for the PFPF and will serve not only as a project that can fundamentally impact the faculty membership at these campuses, but also serve as a model for partnership with outside foundations that share the goals and mission of the PFPF.

#### 2022-2023 New and Renewed Fellows

The program has continued to receive firm commitment of resources from the Office of the President, which in turn has facilitated continued growth in the program. The program has continued to utilize various cost-sharing strategies to support a higher number of fellows than would be possible using only program funding. This approach has also been institutionalized across most campuses for the support of Chancellor’s Postdoctoral Fellows. The increased budgetary commitment to the program has also facilitated the support of additional fellows. For the 2022-2023 academic year PFPF named 55 new fellows and there were 35 applicants selected as Chancellor’s Postdoctoral Fellows across all campuses, nearly doubling the size of the program. The final distribution of new fellowship awards is listed below in Table 1 by campus and discipline.

*Table 1. Distribution of new 2022-2023 President’s and Chancellor’s Postdoctoral Fellowship awards by discipline and campus.*

| <b>Campus</b> | <b>Arts and Humanities</b> | <b>Life Sciences</b> | <b>Math, Engineering, and Physical Sciences</b> | <b>Social Sciences</b> | <b>Campus Totals</b> |
|---------------|----------------------------|----------------------|---|------------------------|----------------------|
| Berkeley      | 2                          | 4                    | 2   | 4                      | 12                   |
| Davis         | 5                          | 1                    | 1   | 2                      | 9                    |
| Irvine        | 6                          |                      | 1   | 1                      | 8                    |
| Los Angeles   | 7                          | 3                    | 4   | 6                      | 20                   |
| Merced        | 1                          |                      |   | 3                      | 4                    |
| Riverside     | 5                          | 1                    | 1   | 2                      | 9                    |
| San Diego     | 1                          | 3                    | 4   | 2                      | 10                   |
| San Francisco |                            | 1                    | 1   | 1                      | 3                    |
| Santa Barbara | 4                          | 1                    | 1   | 1                      | 7                    |
| Santa Cruz    | 4                          | 1                    | 1   | 2                      | 8                    |
| <b>Total</b>  | <b>35</b>                  | <b>15</b>            | <b>16</b>                                       | <b>24</b>              | <b>90</b>            |

The fellows continue to find success in landing academic positions. Many have accepted positions prior to the completion of the full two-year fellowship. Thus, renewal of fellows is less than 100%, and reflects success of the fellows rather than loss of participation. Overall, 25 President’s Postdoctoral Fellows and 26 Chancellor’s Postdoctoral Fellows renewed fellowships for the 2022-23 academic year for a total of 51 renewed fellows from the total population of 140. 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 achieved a balance of fellows across disciplines and campuses as the program has grown.

*Table 2. Total distribution of 2022-2023 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 |
|---------------|-------------------|---------------|--|---------------------------------------|---------------|
| Berkeley      | 2                 | 5             | 8  | 7                                     | <b>22</b>     |
| Davis         | 6                 | 2             | 3  | 3                                     | <b>14</b>     |
| Irvine        | 7                 | 1             | 2  | 3                                     | <b>13</b>     |
| Los Angeles   | 10                | 4             | 5  | 8                                     | <b>27</b>     |
| Merced        | 2                 | 1             |  | 3                                     | <b>6</b>      |
| Riverside     | 8                 | 3             | 2  | 4                                     | <b>17</b>     |
| San Diego     | 2                 | 5             | 7  | 3                                     | <b>17</b>     |
| San Francisco |                   | 3             | 2  | 1                                     | <b>6</b>      |
| Santa Barbara | 5                 | 1             | 1  | 1                                     | <b>8</b>      |
| Santa Cruz    | 4                 | 1             |  | 3                                     | <b>10</b>     |
| <b>Total</b>  | <b>46</b>         | <b>26</b>     | <b>32</b>                                    | <b>36</b>                             | <b>140</b>    |

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

##### *Hiring Activity Summary during the 2022-2023 Program Year*

The 2022-2023 academic year continued to show increases in hiring activity. In the year ending June 30, 2023, campuses reported that 38 fellows were hired into ladder-rank positions within the University of California system with start dates within the 2023-2024 academic year (Fig. 1). These hires included 11 fellows from past cohorts between 2008-2009 to 2020-2021, indicating the value of the career-long benefits of the faculty hiring incentive and waiver of open search. It is of interest that 36 of the hires were reported to have utilized the waiver of open search in place to support the hiring of promising early career faculty. This has continued to be a valuable tool in facilitating the hiring of fellows who may not perfectly align with current departmental hiring plans but who present a unique opportunity for departments to enrich their faculty with scholars who will advance the mission of the program. This is significantly higher than the 28 hires reported last year, this year was also accompanied by campuses reporting the hiring of 15 fellows scheduled to start their positions in the 2024-2025 academic year. We believe this is the result of our work to increase the visibility of program within Humanities departments on the UC-HSI campuses and leadership from the PFPF-Mellon HSI Initiative in the Humanities Executive Board to encourage more hires. Of the new hires, 18 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 PFPF/CPF fellows. A summary of hiring over

the last ten years is shown in Figure 1, illustrating a steady growth of hiring in both STEM and non-STEM disciplines.

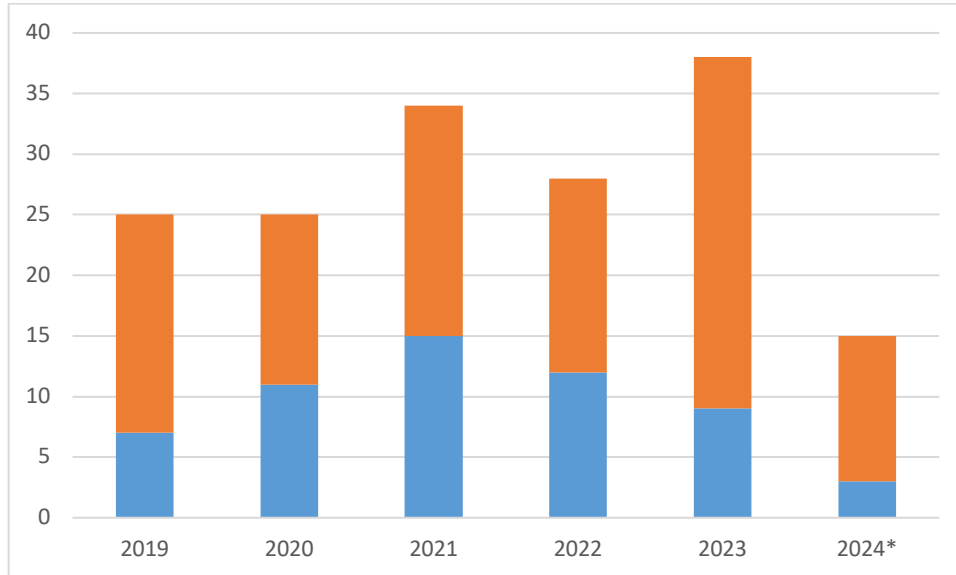


Figure 1. Five-year hiring counts for PFPF and CPF fellows across all UC campuses. STEM disciplines are indicated in Blue. Non-STEM disciplines are indicated in Orange. Also included are hires for the academic year beginning July 1, 2024, that were reported by June 30, 2023.

Both the UC Office of the President and the campus Chancellors have continued to invest in the PFPF and CPF programs and the numbers of PFPF and CPF fellows has increased substantially in recent years. It is of interest to examine overall trends in hiring particularly in relationship to the numbers of fellows. This provides insight into program outcomes both in terms of absolute numbers of hires into the UC faculty, but also in the relative effectiveness and return on investment. Below is presented the running

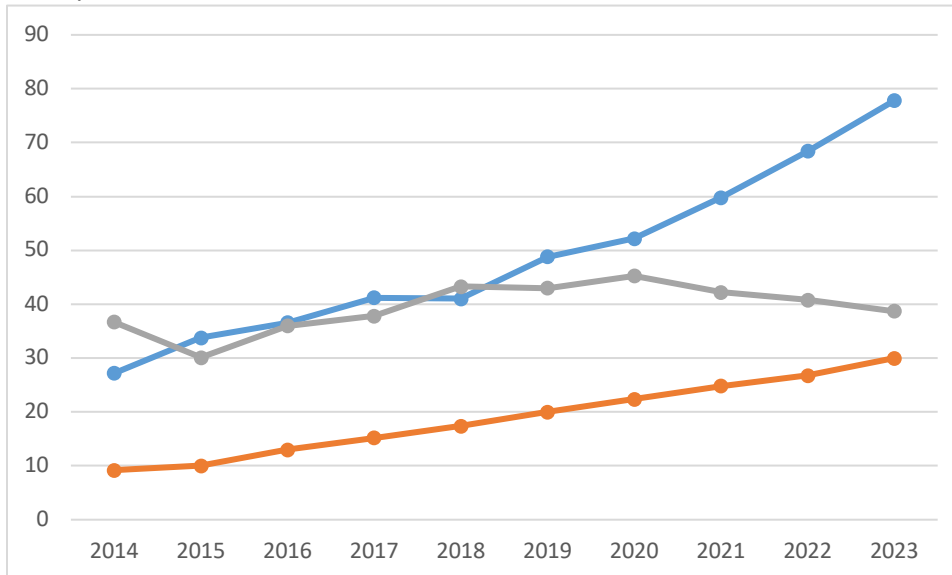


Figure 2. Running 5-year averages of the total PFPF and CPF fellows (blue), number of UC hires (orange), and the ratio of hires/fellow (yellow). Data are accumulated beginning 2003 and 5-year averages from 2014 onward are shown in the chart.

5-year average number of the total number of fellows supported by the program (both PFPF and CPF), the running 5-year average of ladder rank hires into the UC faculty, and the ratio of hires/fellow (Fig. 2).

The data illustrate throughout the historical growth of the program, the relative number of fellows hired into UC ladder rank faculty positions has remained generally constant, with a historical average of 40%. Understanding this relationship will be useful in planning for continued growth of the program, establishing expectations for program outcomes, and the potential effects of any changes to the program.

Hiring activity among campuses can vary widely and is subject to many variables including enrollment growth and turnover. The breakdown of hiring by campus over the past five years appears in Figure 3. All campuses continue to support the program both through the support of Chancellor’s Postdoctoral Fellowships, but also through the hiring of fellows into their respective faculties.

It should be noted that the Health Sciences and professional schools carry relatively few FTE, generally approximately 10-20% of the total tenure-track faculty with the bulk of the remainder being in the In-Residence or similar ranks. This has proved to be a constraint on hiring, particularly for the San Francisco campus, which is not affiliated with an undergraduate campus and has fewer options for the sharing of FTE across schools. UCSF was designated eligible for the hiring incentive program in the 2019-2020 academic year and has embraced the goals of the program. In an effort to support the mission of the program at that campus, the UC Executive Vice President and Provost has granted some exceptions to the restriction of use of the hiring incentive to ladder rank faculty only. This will remain a case-by-case evaluation and decision by that office. Below is the distribution of hires by campus over the past 5 years (**Fig. 3**).

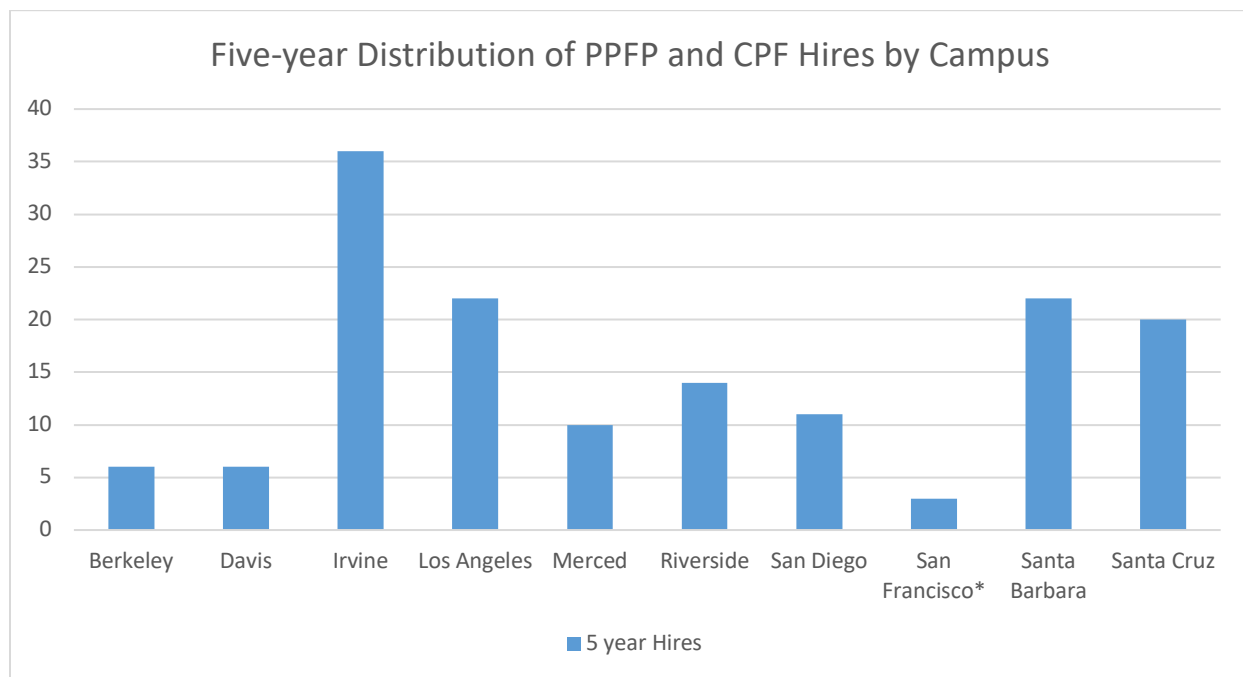


Figure 3. Five-year distribution of PFPF and CPF hires by campus, with start dates from July 1, 2019 to July 1, 2023. \*UC San Francisco became eligible for the Faculty Hiring Incentive Program during the 2019-2020 academic year.

The fellows hired this year come from the 2008 through current 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 with start dates in the 2023-24 academic year as of June 30, 2023.

| Name                         | Fellowship Year | Campus        | Department   |
|------------------------------|-----------------|---------------|--|
| David J. X. Gonzalez         | 2022-23         | Berkeley      | Public Health                                      |
| Carolyn Smith*               | 2018-19         | Berkeley      | Anthropology                                       |
| Daniah Beleford              | 2021-22         | Davis         | Pediatrics and Physiology & Membrane Biology       |
| Alexander Huezo              | 2022-23         | Irvine        | Global and International Studies                   |
| Mirian Martinez-Aranda*      | 2021-22         | Irvine        | Sociology  |
| Nivedita Nath                | 2022-23         | Irvine        | History  |
| H. Mercedes (Mercy) Romero   | 2008-09         | Irvine        | Criminology, Law & Society                         |
| Luis Sanchez-Lopez           | 2021-22         | Irvine        | Chicano/Latino Studies                             |
| Nohora Arrieta Fernandez     | 2021-22         | Los Angeles   | Spanish & Portuguese                               |
| Solange Ashby                | 2021-22         | Los Angeles   | Near Eastern Languages and Cultures                |
| Cindy Nguyen*                | 2021-22         | Los Angeles   | Information Studies                                |
| Kelly Nguyen                 | 2021-22         | Los Angeles   | Classics (Mellon-funded Social Justice initiative) |
| Nour Joudah                  | 2022-23         | Los Angeles   | Asian American Studies                             |
| Rodrigo Ranero*              | 2021-22         | Los Angeles   | Spanish & Portuguese                               |
| Hayden Schaeffer             | 2013-14         | Los Angeles   | Mathematics  |
| Jingwen Yao*                 | 2022-23         | Los Angeles   | Radiological Sciences                              |
| Chris Berardino*             | 2021-22         | Riverside     | English  |
| Jack Caravas*                | 2022-23         | Riverside     | Gender and Sexuality Studies                       |
| Magda Garcia                 | 2021-22         | Riverside     | English  |
| John Marquez*                | 2019-20         | Riverside     | History  |
| Heather Rastovac Akbarzadeh* | 2018-19         | Riverside     | Dance  |
| Alex Chaim*                  | 2019-20         | San Diego     | Cell and Developmental Biology                     |
| Nadia Leonard                | 2021-22         | Santa Barbara | Chemistry & Biochemistry                           |
| Jessica Lopez-Espino         | 2021-22         | Santa Barbara | Sociology  |
| Caleb Luna                   | 2023-24         | Santa Barbara | Feminist Studies                                   |
| Candice Lyons*               | 2022-23         | Santa Barbara | History  |
| Jaime Perez-Gonzalez*        | 2021-22         | Santa Barbara | Linguistics  |
| Jorge Omar Ramírez Pimienta  | 2022-23         | Santa Barbara | Spanish & Portuguese                               |

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 2021-2022 year as 10 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 or are in a discipline with a tradition of longer postdoctoral training. 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, 2023.

| Name                           | Fellowship Year | Institution   | Department                               |
|--------------------------------|-----------------|---|--|
| Tim Abate                      | 2021-22         | MIT   | Materials Science and Engineering        |
| Heba Alnajada <sup>^</sup>     | 2022-23         | Boston University                                   | History of Art and Architecture          |
| Karen Arcos                    | 2020-22         | Braille Institute of America                        | Library Services                         |
| Christina Ashurina Aushana     | 2021-22         | UC Santa Barbara                                    | Sociology                                |
| Mairin Balisi*                 | 2021-22         | Raymond M. Alf Museum of Paleontology               |  |
| David Brown*                   | 2021-22         | University of Michigan, Ann Arbor                   | Mechanical Engineering                   |
| Kaitlin Brown <sup>^</sup>     | 2022-23         | California State University, Northridge             | Anthropology                             |
| Dmitri Brown                   | 2022-23         | University of Michigan/UC Berkeley                  | American Cultures/History                |
| Kendra Calhoun <sup>^</sup>    | 2021-22         | University of Illinois, Urbana Champaign            | Anthropology                             |
| Alexander Catchings*           | 2021-22         | UC Irvine   | English                                  |
| Kapua Lililehua Chandler       | 2021-22         | Namahana Charter School                             |  |
| S. Chava Contreras             | 2020-22         | UC Berkeley   | Anthropology                             |
| Grisel Cruz*                   | 2021-22         | UCSD  | Education Studies                        |
| Miles Davison                  | 2022-23         | NWEA  | Center for School and Student Progress   |
| Deshonay Dozier* <sup>^</sup>  | 2021-22         | Claremont Graduate School                           | Cultural Studies                         |
| Javier Fajardo Jr.*            | 2021-22         | UCLA  | Chemistry & Biochemistry                 |
| Tara Fetherolf*                | 2021-22         | California State University, San Marcos             | Physics                                  |
| Ana Flauzina* <sup>^</sup>     | 2021-22         | Federal University of Bahia in Brazil               | Education and Law                        |
| Lam-Kiu Fong Eiranova          | 2021-22         | UCSF  | Pharmaceutical Chemistry                 |
| Katherine Garcia*              | 2021-22         | UC Irvine   | Education                                |
| Isabel Garcia Valdivia         | 2022-23         | Brown University                                    | Population and Training Center           |
| Noemie Globus*                 | 2021-22         | UC Santa Cruz                                       | Astronomy and Astrophysics               |
| Jen Gomez*                     | 2021-22         | UC Santa Cruz                                       | Molecular Cell and Developmental Biology |
| Berit Goodge                   | 2022-23         | Max Planck Institute for Chemical Physics of Solids | Physics of Quantum Materials             |
| Janin Guzman-Morales           | 2021-22         | UC Santa Barbara                                    | Geography                                |
| E. M. Hernandez                | 2021-22         | UC Irvine   | Philosophy                               |
| Malika Imhotep <sup>^</sup>    | 2021-22         | Spelman College                                     | International Studies                    |
| Elizabeth Kopacz* <sup>^</sup> | 2021-22         | Penn State Abington                                 | Race and Ethnic Studies                  |
| Leonila Lagunes                | 2021-22         | UCLA  | Integrative Biology and Physiology       |
| Marcus Lee                     | 2022-23         | Princeton   | Society of Fellows                       |
| Peggy Lee <sup>^</sup>         | 2022-23         | Georgetown University                               | English                                  |



|                            |         |   |  |
|----------------------------|---------|---|--|
| Jory Lerback               | 2021-22 | Lawrence Livermore National Labs                  | Nuclear and Chemical Sciences – Environmental Systems    |
| Jeraul Mackey^             | 2022-23 | McGill University                                 | Organizational Behavior                                  |
| Candy Martinez^            | 2022-23 | Vassar College                                    | Latinx and Latin American Studies                        |
| Diana Mercado-Garcia*      | 2021-22 | California Education Partners                     | Research Practice Partnership Program                    |
| Brittany Miles             | 2022-23 | University of Arizona                             | Astronomy and Steward Observatory                        |
| Daniel Millan*             | 2021-22 | UCLA  | Chicano Studies Research Center                          |
| Asia Murphy                | 2021-22 | University of Arizona                             | Institute for Resilience                                 |
| Hannah Palmer*             | 2021-22 | US Congress                                       | US Congressional Science Office                          |
| Olivia Arlene Quintanilla^ | 2021-22 | Miracosta Community College, Oceanside California | Ethnic Studies   |
| Connie Rojas*              | 2021-22 | AnimalBiome, Oakland, CA                          |  |
| Anna Rosen*^               | 2022-23 | San Diego State University.                       | Physics  |
| Kamala Russell*^           | 2021-22 | University of Chicago                             | Anthropology   |
| Anthony Sanchez*           | 2021-22 | UCSD  | Mathematics  |
| Alejandra Sanchez-Rios*    |         | UCSD  | Scripps Institution of Oceanography                      |
| Natalie Santizo^           | 2022-23 | San Diego State                                   | Chicana and Chicano Studies                              |
| Alicia Sheares^            | 2022-23 | Stanford University                               | Sociology  |
| Jackson Smith*             | 2021-22 | University of Oregon                              | History  |
| Edwin Solares              | 2021-22 | UC San Diego                                      | Computer Science and Engineering                         |
| Ariana Stickel^            | 2022-23 | San Diego State                                   | Psychology   |
| Katherine Suess*           | 2021-22 | Stanford University                               | Kavli Institute for Particle Astrophysics and Cosmology  |
| Michelle Velasquez-Potts*^ | 2021-22 | University of Oklahoma                            | Women's and Gender Studies                               |
| Sissy Wamaita              | 2021-22 | UCLA  | Molecular, Cell and Developmental Biology                |
| Kenyon Whitman*^           | 2021-22 | UNLV  | Educational Psychology, Leadership, and Higher Education |
| Michael Williams^          | 2022-23 | San Diego Mesa Community College                  | Biology  |
| Cheryl Yin*^               | 2021-22 | Carleton College                                  | Anthropology   |

### Regional Luncheons

The PFP has continued to hold regional luncheons for new and returning President's and Chancellor's Postdoctoral Fellows. In September of 2022 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, UC-HBCU Fellows, UC-HSI-DDI Pre-Professoriate Fellows.

### Fall Meeting

The Fall Meeting of new and renewed fellows was held September 22, 2022, as an in-person event hosted at the Marriott City Center Hotel in Oakland. The meeting was attended by President's and Chancellor's Postdoctoral Fellows, as well as Dissertation-Year, UC-HBCU fellows, UC-HSI-DDI Pre-Professoriate Fellows and President's Postdoctoral Fellows from our University Partners for Faculty Diversity. The keynote remarks were delivered by Dania Matos, Vice Chancellor for Equity and Inclusion, UC Berkeley. Her plenary keynote address, on the importance of the UC President's and Chancellor's Postdoctoral Fellowships and their role in making the University what it will be in the future, was very well received.

### Academic Spring Retreat

The program planned the 2023 retreat as an in-person event returning to its traditional home of the Bruin Woods Lake Arrowhead Conference Center, in Lake Arrowhead, CA. The event was held from April 21-23, 2023. Over 87 fellows attended the event, with over 60 program mentors, advisory committee members and senior administrators, and guests. Overall, there were 208 attendees for the Academic Spring Retreat. Due to the overwhelming response for participation, the program booked overflow accommodations and arranged transportation to the conference center.

### Fellows in the News

The program regularly posts news stories that involve past or present fellows 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 site. The remarkable accomplishments of our fellows, their appointment to positions of national significance, and their recognition by a variety of agencies, foundations, and public media attest to the core strength of these fellows and the impact of their leadership and scholarship in and beyond academia.

#### Scholar Reconnects to UC Davis and His Homeland Through Research on San Francisco Murals

“Mauricio Ernesto Ramírez, a postdoctoral scholar in the UC Davis Department of Chicana and Chicano Studies, first walked through Balmy Alley when he was a student at a nearby elementary school in San Francisco’s Mission District. The block-long alley contains the most concentrated collection of murals in a city that’s a tapestry of murals. The alley’s art — which first began appearing in the early 1970s — has long been about issues relevant to the many Mission residents who trace their roots to Mexico and Central America.”

#### Caroline Collins highlights Black Americans ties to the Pacific

Caroline Collins is a President's Postdoctoral Fellow in the Department of History at UC Irvine who recently published a perspective piece in the Washington Post. Her article, titled, “Black Americans have deep ties to the Pacific — but they’ve been erased,” analyzes experiences of Black mariners upon the Pacific including exploration, U.S. military service, and discrimination. Collins explains, “Black histories like these are often absent both from popular understandings of Western history, as well as cultural representations of the Pacific Ocean and its beaches. But they are crucial to include, because this rich history is a living one — Black folks continue to live, work and play upon the Pacific. And including these

stories in popular conceptions of the U.S. Pacific is integral to better understanding the complex histories of migration, innovation, conflict and race that define the American West.”

N. Soledad Reyes de Barboza work on cellular senescence in the lung

N. Soledad Reyes de Barboza is former UCSF Chancellor's Postdoctoral Fellow in the Department of Medicine who recently published an article in the peer-reviewed journal American Association for the Advancement of Science. Her article, titled, “Sentinel p16<sup>INK4a+</sup> cells in the basement membrane form a reparative niche in the lung” highlights a role for p16<sup>INK4a+</sup> fibroblasts as tissue-resident sentinels in the stem cell niche that monitor barrier integrity and rapidly respond to inflammation to promote tissue regeneration.

Biomedical sciences postdoc awarded UC fellowship

Meli’sa Crawford explains that her study has direct relevance to understanding how air pollutants drive chronic disease by modifying gut physiology.

“This project lies at the intersection of climate change-induced environmental pollution, the rapid increase in respiratory driven diseases in inland California, and addresses causes of health disparities in poorer rural areas of the U.S. that are dependent on agriculture,” she said. “This fellowship will help fund gut microbiome and metabolomic analyses following agricultural dust exposure to identify biomarkers of disease and recovery from dust-induced intestinal inflammation.”

"You can't dismantle what you don't recognize: The effect of learning critical Black history in healthcare on perspective-taking"

Being exposed to some of the many historical incidences of anti-Black racism in American health care can contribute to white peoples' recognition of health disparities currently faced by Black Americans and lead to their support for policies that aim to create more equitable health outcomes, according to UCLA psychologists Kimberly Martin, who conducted the research as a UCLA doctoral student in social and health psychology and formerly President's Postdoctoral Fellow at UCSF, and Kerri Johnson, a UCLA professor of social psychology and communication

Their [findings are published today](#) in the peer-reviewed Journal of Experimental Psychology: General.

Facing racism in science, 'I decided to prove them wrong'

UCI assistant professor of molecular biology and biochemistry Dequina Nicholas studies how lipid immunology contributes to Type 2 diabetes and polycystic ovarian syndrome, with the goal of developing immunotherapies. Before she joined UCI, some colleagues told her that Black people didn't make good scientists. “There are many ways you can take messages such as that,” she says. “It can demoralize or crush you. I decided to prove them wrong. I worked extremely hard. My goal has always been to change attitudes, change perspectives.” Nicholas recently sat down with Nature magazine [to](#)

[discuss tackling racism in science](#) head on and how burning a bridge can sometimes be an act of self-preservation.

Last year, Dr. Nicholas won the National Institutes of Health Director's New Innovator Award. The award comes with \$1.5 million, Nicholas says, which means that "for the next five years we have funds to recruit patients and pay for staff. I want things to get better and better, and this will help.

#### Roberto Tinoco makes New Breakthrough in Chronic Infections and Cancer

Former Chancellor's Postdoctoral Fellow and Assistant Professor Roberto Tinoco has made a groundbreaking discovery regarding the vital role of a protein called High Mobility Group Box 2 (HMGB2). HMGB2 was found to regulate chromatin accessibility, affecting the expression of genes crucial for T<sub>H</sub>1 and T<sub>H</sub>2 cell differentiation. This opens up the possibility of manipulating chromatin remodeling to increase the reinvigoration potential of exhausted T cells, thereby extending the effectiveness of immunotherapies. This research brings us closer to unlocking the full potential of our immune defenses and offering new hope to patients worldwide.

#### Aaron Streets receives Chancellor's Award for Advancing Institutional Excellence and Equity

Former President's Postdoctoral Fellow and Associate Professor of Bioengineering Aaron Streets has been awarded the Chancellor's Award for Advancing Institutional Excellence and Equity (CAAIEE.) This award has been presented to UC Berkeley faculty members for outstanding contributions in advancing diversity, equity, inclusion, belonging, and justice (DEIBJ) – through their research, teaching, and public or university service. Professor Streets' wide-ranging efforts to diversify engineering and the biosciences have been deeply transformative – not only to Berkeley Bioengineering, but also to the College of Engineering, the campus as a whole, and the broader field of STEM scholarship and practice.

As a scholar, Streets' innovative research includes key contributions to the Human Cell Atlas, an international collaboration to map the types and properties of all cells found in the human body. Since 2017, he has served as director of Berkeley's Bioengineering Scholars Program (BioESP.) Professor Streets will use his award grant to support and enhance the work of the Next Generation Faculty Symposium and to provide additional summer research stipends to support more undergraduate students in the Bioengineering Scholars Program.

#### Proposal to Create a Philosophy Department at UC Merced Approved

After nearly 20 years, philosophy is its own department at UC Merced. The formation of this department represents the ongoing evolution and maturation of the campus. Former President's Postdoctoral Fellow Jeff Yoshimi joined the new UC Merced campus at its founding as Assistant Professor and created the Philosophy Minor with his colleagues in 2011 and Philosophy Major in 2019.

An important thread in the proposal is the faculty's intention to contribute significantly to the campus's commitments to grow its education and research contributions in ways that support UC Merced's objectives for diversity, equity, and inclusive excellence. For instance, the proportion of Hispanic, women, and first-generation students in the Philosophy major matches that of the campus more

generally, reflecting intentional changes to the program initiated. This is unusual for a philosophy program and speaks volumes about the likely future impacts of their ongoing commitment, which will include ongoing diversification of their faculty as their department grows. The faculty are pursuing a strongly campus-aligned teaching and research agenda that will add great value to UC Merced's students' educations and in turn the impact of our campus on the region, California, and the world.

Rema Vassar elected new chair of the Michigan State University board of trustees

The Michigan State University board of trustees elected the first Black woman to lead the board, former President's Postdoctoral Fellow, Rema Vassar. Affectionately known as Dr. Rema, Vassar is a professor of educational leadership and policy studies at Wayne State University in Detroit and serves as special adviser to the office of the provost on Black student success in K-12 education and public schools in Detroit. Dr. Rema earned her doctorate from UCLA in Urban Schooling and currently serves as Professor in the department of Administrative and Organizational Studies at Wayne State University's College of Education.

UC Berkeley Social Sciences Associate Dean Khatharya Um wins prestigious Fukuoka Prize

[UC Berkeley Social Sciences](#) Associate Dean Khatharya Um was recently named a laureate of the distinguished Fukuoka Prize. Um, who is also an associate professor of Ethnic Studies, was selected for Fukuoka's Academic Prize for her notable contributions in the fields of political science, Southeast Asian Studies and global education – especially her work on the history of Cambodia, the Fukuoka Prize Committee announced.

"I am extremely humbled by this honor and profoundly grateful for this recognition," said Um, who was born in Phnom Penh, Cambodia and relocated to the U.S. in 1975 during her country's civil war. "As a refugee studies scholar, I see this as a recognition not only of my scholarly contributions but of the critical nature of the issues that we engage as scholars and global citizens, which are among the most pressing of our time."

In Memoriam:

Dr. Julio Lopez Maldonado, former UC President's Postdoctoral Fellow, passed away due to complications from the COVID-19 virus on July 1, 2020. Dr. Maldonado was a preeminent scholar on the relationship between the native sting-less *Melipona beechi* bee and Mayan society, which led him to decode more than 24,000 Mayan hieroglyphs- the most extensive work that has been done to further the understanding of Mayan culture. The central thesis of his work was that in their relationship with the *Melipona*, the Mayans organized their society to reinforce the practice of bio-cultural reciprocity and diversity as a function of a good society and a balanced world. We send our deepest condolences to his wife, children, family, and friends.

On December 10, 2021, Tyler Stovall suddenly and unexpectedly passed away in New York City. He spent most of his career in the University of California system. He held a Berkeley postdoc from 1984 to 1986

and then was a professor at Santa Cruz from 1988 to 2001. From 2001 to 2015, he served on the Berkeley faculty, entering administration in 2006. Stovall returned to Santa Cruz as dean of humanities from 2015 to 2020. In 2020, he became dean of graduate studies at Fordham University. Despite his administrative duties, Stovall remained a prolific historian and a passionate teacher.

Stovall was one of the first historians to engage in a critical analysis of race in France, challenging the self-congratulatory French myth that racism was an Anglo-Saxon problem. Arguing that history could not exist within the framework of the nation-state, he placed France in a world historical context. While trained in the late 1970s and early 1980s as a social historian of white industrial workers, Stovall pioneered the history of nonwhite people in France. His best-known work is *Paris Noir: African Americans in the City of Light* (Houghton Mifflin, 1996). The lively and entertaining narrative recounts how Black American soldiers in the First World War discovered a white world free of Jim Crow. Stovall contrasts how Paris welcomed generations of Black Americans with how migrants from French colonies in Africa were (and continue to be) subject to various forms of prejudice, repression, and violence. After decades of historians either ignoring or romanticizing the French colonies, Stovall played a crucial role in the “colonial turn” in French history, an explosion of critical empire studies. Stovall co-edited volumes including *French Civilization and Its Discontents: Nationalism, Colonialism, and Race* (Rowman and Littlefield, 2003); *The Color of Liberty: Histories of Race in France* (Duke Univ. Press, 2003); and *Black France/France Noire: The History and Politics of Blackness* (Duke Univ. Press, 2012), which directly challenged older scholarship and scholars.

As an administrator, Stovall worked to support historically underrepresented faculty and students long before the phrase “diversity, equity, and inclusion” became common parlance.

In 2017, Stovall served as president of the AHA. In his *Perspectives* columns and his presidential address, Stovall presented the central argument of his last book, *White Freedom: The Racial History of an Idea* (Princeton Univ. Press, 2021), which examines the intersections of white supremacy and political privilege in France and the United States. The book is a culmination of the historian and the man who was Tyler Stovall. His final work critiques the global history of white supremacy, arguing that French and American notions of freedom were built on the unfreedom of people of color.

Tyler Stovall should be remembered as a scholar who firmly believed that the writing and teaching of history was a political act. He is survived by his wife, Dr. Denise Herd, and his son, Justin. (excerpts from Michael G. Vann, California State University, Sacramento)

## [Program Administration 2022-2023](#)

### [Changes to the Advisory Committee](#)

As directed under the 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 2022-2023.

### [Institutional Partnerships for Faculty Diversity](#)

Our national network of partners continues to expand. Institutions continue to reach out to the Program expressing interest in joining the network to promote faculty diversity in their own institutions. As of June 30, 2023, the network has added the Fred Hutchinson Cancer Center. These institutions join the University of Michigan, University of Colorado, The California Alliance, University of Maryland, College Park, Carnegie Mellon University, University of Minnesota, New York University, UNC at

Charlotte, UNC at Chapel Hill, Georgia Tech, Penn State, and the University of Arizona. As we re-enter in-person activities, we will resume our initiative, started in 2019, to convene program directors for the purpose of sharing best practices and exploring ways to promote the advancement of program fellows into our respective faculties. We will convene program directors in Fall of 2023 at the UC Washington DC Center. 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*

The program budget remains on firm footing with continued substantial commitment to the program from the Office of the President. The program budget of approximately \$5.5M and funding from the Mellon Foundation have permitted the expansion of the number of fellowships offered to its present size of 55 new fellows and 25 renewed. One result of the vigorous recruitment of fellows for UC ladder-rank faculty positions and the additional success of the fellows in finding positions outside the UC, is that many fellows depart from the program prior to completing a full 2 years. In these cases, fellowship funds are returned to the program and rolled into new fellowships once the funds are sufficient to fully fund a two-year fellowship offer. Approximately \$4.8M is currently committed to support fellowships, with the balance of the budget supporting operations, including staff support and program activities, application review, and maintenance of the application interface.

#### *Selection of 2023-2024 Fellows and Program Goals*

##### *2023-2024 Application and Review Cycle*

In continuance of the adaptations to the review process developed due to the pandemic and reduction of in-person meetings, the program conducted a review of applications entirely online. Modifications from the previous year's process included convening of a Math review panel in the third week of January to better coincide with traditional disciplinary practices of fellowship selections being made before the end of January of each year. There remains some difficulty in matching the national review cycle for Physics, which has a national annual acceptance deadline of January 7. To mitigate this, we are emphasizing that the PPF is not an exclusive fellowship, and the fellows are able to accept PPF in addition to other awards, with the understanding that PPF is a career development. This practice may require some time to be generally understood and accepted and we are working with relevant faculty to develop best practice in the area.

Once again, the program also saw a record number of applications. The review cycle for fellowships awarded for the 2023-2024 academic year received 832 completed applications for the fellowship. In comparison, in 2021 we received 1,000 complete applications for the 2022-2023 academic year and 1,183 complete applications for the 2021-2022 academic year. This is slightly lower than the previous two years and may suggest that program has reached a plateau in the number of applications received. However, this is a substantial number of applications with respect to the national pool of PhD's awarded. As is shown in Fig. 4 below, the overall pool of PhD awarded to domestic URM candidates in 2020 according to the NSF Survey of earned doctorates was 8,624, from an overall total of 55,614. The makeup of the pool of applicants is also of interest. Overall, about 67% of PPF applicants identify as another race than white, 23% identify as Hispanic/Latino, and 68% identify as female or gender neutral. These data show that the PPF applicant pool is broadly diverse and overall represents a substantial proportion of the new Ph.D.'s awarded. Caution in overall inferences from this data are warranted, as PPF itself does not select on the basis of these parameters, but rather solicits applications from any

individual who engages in the mission areas of the program, including both domestic and international scholars.

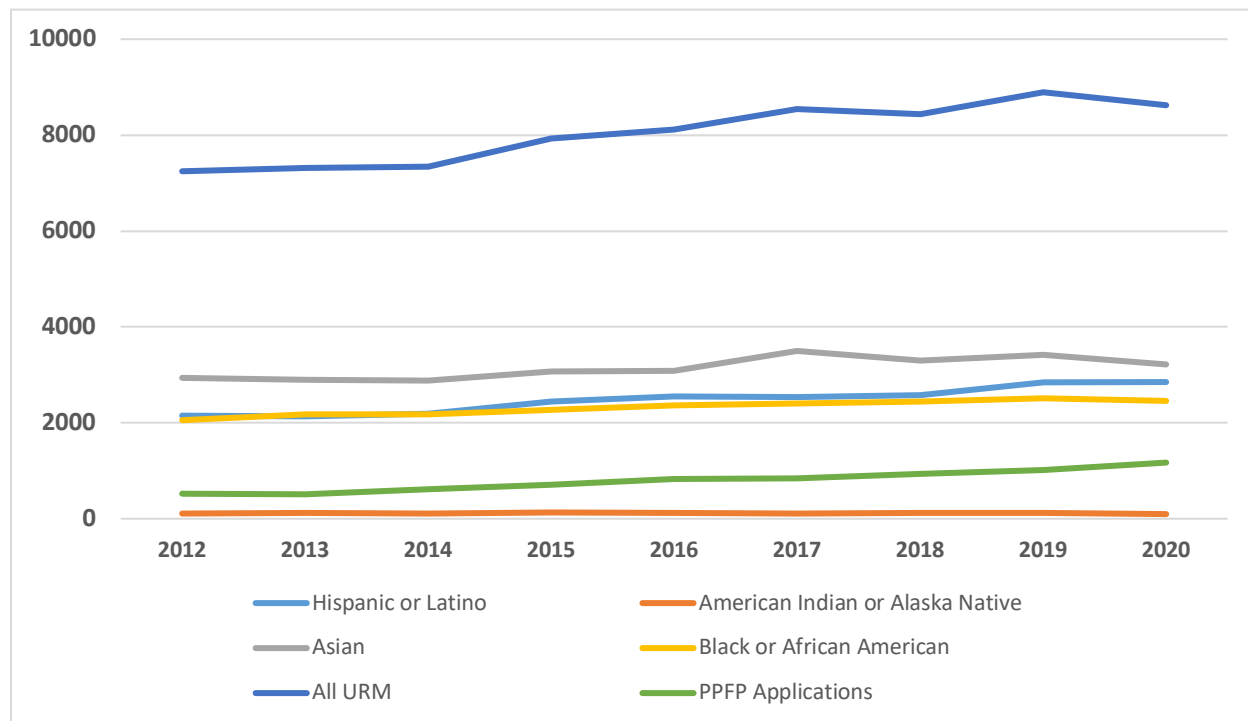


Figure 4. PPF application number (green) in comparison to the overall number of Ph.D.'s awarded to domestic URM candidates, (blue) and to subgroups. The PPF pool includes individuals from all racial and ethnic backgrounds and genders. (Data from the NSF Survey of Earned Doctorates and PPF application data.)

For the review, the program once again engaged over 220 faculty reviewers across the system and employed a virtual review and selection process. The expanded process includes an extended secondary review to provide final selection panel members more time to examine and compare applications. This process is generally well received. As we return to in-person activities, this process will be translated to the in-person meeting format.

#### Goals for 2023-2024

In the coming year the program will be focusing on implementing the programs proposed under the grant from the Mellon Foundation and planning the program's 40<sup>th</sup> Anniversary Celebration. This includes expanding engagement with the UC Press, and establishment of the mentoring network for new hires. These activities will include the addition of staff to manage the increased administrative requirements, and the identification of a mentoring network faculty coordinator. Both these positions will be compensated by funds from the grant. The office is also returning to in person activities and will be managing increases in meeting sizes, requiring larger venues and logistics. This will include a 1.5-day final review session for selection of fellows, which will return to the Oakland UCOP headquarters. Our footprint for the Fall and Spring meetings is increase and we are identifying new venues or increased commitments for sufficient capacity and accommodations. The program will continue to work with the advisory committee to conduct a program review, which was stalled during the pandemic.

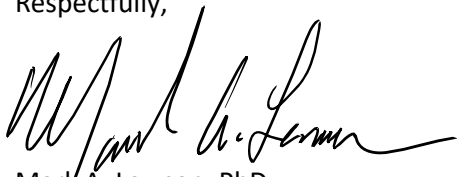
#### Summary

The program remains in a strong position to support outstanding scholars that will contribute to the vitality and culture of a university that fulfills its service mission to the public and continues to be a



world-leading research institution. The growing support of the program by the Office of the President has resulted in an increase in numbers of fellows supported and hired into the UC faculty and has maintained its success during this growth. The program continues to be recognized nationally as a leader in advancing inclusive excellence in the professoriate.

Respectfully,

A handwritten signature in black ink, appearing to read 'Mark A. Lawson', written in a cursive style.

Mark A. Lawson, PhD

Director

Submitted October 2023.