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December 18, 2017

## CHANCELLORS

Dear Colleagues:

The President's Postdoctoral Fellowship Program (PPFP) remains a signature program supporting scholars in all academic fields whose teaching, research, and service contribute to the UC mission of serving the diverse population of our state and nation. In recognition of the current demand for PPFP and CFP Fellows as faculty and anticipated growth in these programs, I have eliminated the annual restriction on incentives awarded, effective FY18 and to be reviewed after four years.

Entering its 34<sup>th</sup> year, the PPFP and its partner Chancellor's Postdoctoral Fellowship Programs (CPFP) across UC campuses provide salary, research, and career development support for fellows selected from a highly competitive national and international pool of applicants that are not restricted by race, ethnicity, or gender. Overall, about 3 percent of applicants are selected from this pool, all of whom have expressed interest in faculty careers at UC. Of those hired, approximately 98 percent have achieved tenure when eligible, and approximately 90 percent are still at UC. In addition, this program has contributed significantly toward the strategic goals of diversifying the UC faculty.

The Faculty Hiring Incentive Program (FHIP) was implemented as a companion to PPFP and CPFP in 2003. This program provides five years of partial salary and benefits support to campuses that hire former President's and Chancellor's Fellows and has been our most successful program in diversifying the UC faculty, through the 175 hiring incentives supported to date.

Currently we have more than 70 President's and Chancellor's Fellows at work across UC. These Fellows are a diverse and exciting group of scholars who are poised to join our faculty and lead us in future years. I sincerely hope that the elimination of the cap on incentives facilitates the transition of these scholars into our faculty and promotes the continued success of the PPFP and CPFP.

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The Office of the Provost and Executive Vice Chancellor of Academic Affairs will provide details of the implementation of this change to the FHIP. General information about the fellowship programs is available at <http://ppfp.ucop.edu/info/>.

Yours very truly,



Janet Napolitano  
President

cc: Provost and Executive Vice President Michael Brown  
Chair White  
Executive Vice Chancellors/Provosts  
Vice Provosts for Academic Personnel/Academic Affairs  
Chief Diversity Officers  
Vice Provost Carlson  
Vice Provost Gullatt  
Executive Director Peterson  
Director Lawson