



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

August 30, 2018

## EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

In light of the good news that President Napolitano has lifted the cap on the number of PFPF hiring incentive awards that can be allocated in a single year (see her attached letter from December 18, 2017), I wanted to update the December 19, 2017 letter I sent you on the hiring incentive process. Below, I will repeat all relevant detail from the December letter and reiterate important new details about the incentive, including extension of the eligibility to first-time ladder-rank hires of former fellows.

To maintain academic excellence and leadership in research, it is a strategic goal for all campuses of the University of California to hire faculty whose backgrounds and research meet the needs of the increasingly diverse and dynamic population that the modern university serves. This strategic goal has been a focus of the 35-year old President's Postdoctoral Fellowship Program (PFPF). In partnership with the Chancellors' Fellowship Programs at individual campuses, the PFPF has been preparing exceptional and diverse scholars for hiring into the University of California faculty. This pool of scholars continues to represent the highest level of academic excellence and promise.

The Faculty Hiring Incentive Program is an important component of the PFPF and Chancellor's programs. This incentive program provides \$85,000 per year for five years to campuses that hire current or former President's or Chancellors' Fellows into ladder-rank faculty positions. Fellows awarded in 1996-1997 onward are eligible for the incentive program in support of their first UC faculty hire, regardless of rank or previous positions. The incentive does not follow a faculty member from one campus to another. The Office of the President has renewed this commitment for hires effective 2019-20, 2020-21, and 2021-22.

From 2010-12 through 2016-17, this incentive was limited to an annual cap of twelve incentives. Further, Health Sciences and other professional schools were not eligible for these incentives. As she has announced on December 18, 2017, President Napolitano eliminated the annual cap on incentives that allowed the program to return to its original status of not having any limit on the number of incentives awarded per year. Consequently, I eliminated the restriction on Health Sciences and professional school eligibility. Both the elimination of the cap and of the Health Sciences and professional school eligibility restriction will be evaluated in 2021-22 to assess their impact on hiring and budget.

August 30, 2018

Page 2

As in prior years, please inform the President's Postdoctoral Fellowship Program office promptly when you initiate a case for hiring a former fellow, and again when an offer is accepted. Notice of the hiring incentive funding for the 2018-19 year will be included in the final budget allocation letters from UCOP. As in past years, campuses are encouraged to develop internal procedures for departments wishing to propose a faculty hire that would qualify for the President's and Chancellors' Postdoctoral Fellowship Program hiring incentive. These hires may be made pursuant to a regular search or by a waiver of regular search procedures. In my predecessor's letter of July 13, 2016, she shared the memorandum prepared by the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) entitled "Diversifying the faculty at the University of California: Standardization of the appointment process for faculty hires via the UC President's Postdoctoral Fellows and Campus Chancellors' Fellows Programs." I encourage your use of the guidance in the memorandum, which can be found at:

[https://senate.universityofcalifornia.edu/files/reports/documents/DH\\_AD\\_DiversityHiringBestPractices.pdf](https://senate.universityofcalifornia.edu/files/reports/documents/DH_AD_DiversityHiringBestPractices.pdf).

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available at <https://ppfp.ucop.edu/info/fellowship-recipient/fellows-2018/fellows-2018-name/index.html>. I am very excited about the hiring opportunities for the coming years, since we have over 80 fellows at work across the UC system in 2018-19, and they are now well positioned to join our faculty in future years. General information about the fellowship programs is available on the web at: <https://ppfp.ucop.edu/info/index.html>. Answers to frequently asked questions about the hiring incentive can be found at: <https://ppfp.ucop.edu/info/fellowship-recipient/hiring%20incentive%20faqs.html>.

I am looking forward to working with you to ensure the success of this and other initiatives that contribute to building an outstanding faculty responsive to the needs of our increasingly diverse state. If you have any questions about the hiring incentive, please contact PFPF Director Mark Lawson, at the PFPF Office at 510-643-8235.

Sincerely,



Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

Attachment

Cc: President Napolitano  
Chancellors  
Academic Council Chair White  
Vice Provost Carlson  
Vice Provost Gullatt  
Associate Vice President Alcocer

August 30, 2018

Page 3

Vice Provosts Academic Personnel

Chief Diversity Officers

Executive Director Peterson

Director Lawson

Director Lee

Academic Personnel Directors

Campus Budget and Planning Officers



1111 Franklin Street  
Oakland, CA 94607-5200  
Phone: (510) 987-9074  
<http://www.ucop.edu>

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.

Chancellors  
December 18, 2017  
Page 2

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,

A handwritten signature in black ink, appearing to read "Janet Napolitano". The signature is written in a cursive, flowing style.

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