



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

December 19, 2017

EXECUTIVE VICE CHANCELLORS

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 October 20, 2017 letter I sent you on the hiring incentive process. Below, I will repeat all relevant detail from the October letter and add important new details about the incentive, including extension of the eligibility to all 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 34-year old President's Postdoctoral Fellowship Program (PFPF). In partnership with the Chancellor's 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 Chancellor's 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. The Office of the President has renewed this commitment for hires effective 2018-19, 2019-20, and 2020-21.

For the past seven years, this incentive was limited to an annual limit of twelve. Further, Health Sciences and other professional schools were not eligible for these incentives. As she has announced, President Napolitano has eliminated the annual cap on incentives and the program will return to its original status of not having any limit on the number of incentives awarded per year. Consequently, I am eliminating the restriction on Health Science and Professional School eligibility. Both the elimination of the cap and of the Health Sciences and professional school eligibility restriction will be evaluated in four years to assess their impact on hiring and on the overall budget.

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 2017-18 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 http://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 <http://ppfp.ucop.edu/info/fellowship-recipients/>. I am very excited about the hiring opportunities for the coming years, since we have over 70 fellows at work across the UC system in 2017-18, 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: <http://ppfp.ucop.edu/info/>. Answers to frequently asked questions about the hiring incentive can be found at: PFP/CPF Faculty Hiring Incentive FAQs.

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 PFP Director Mark Lawson, at the PFP Office at 510-643-8235.

Sincerely,



Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

Enclosure

Cc: President Napolitano
Chancellors
Academic Senate Chair White
Vice Provost Carlson
Vice Provost Gullatt
Associate Vice President Alcocer
Vice Provosts Academic Personnel
Chief Diversity Officers
Executive Director Peterson
Director Lawson
Director Lee
Academic Personnel Directors
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