



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
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Oakland, California 94607-5200

March 7, 2022

CHANCELLORS  
EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

I am pleased to announce that I am dedicating \$900,000 of 2021-22 Advancing Faculty Diversity funds to support a start-up fund program for the President's Postdoctoral Fellowship Program (PPFP) and Chancellors' Postdoctoral Fellows (CPF) Program for recruitment in the current academic year.

The funds will be committed to support start-up funds for PPFP and CPF fellows who are hired into UC ladder-rank faculty positions for the 2022-23 year. This program will be modeled on previous PPFP/CPF initiatives, which demonstrated significant success in supporting the hiring of fellows into STEM disciplines. Although the hiring of PPFP and CPF fellows has increased systemwide, the proportion of STEM hires has not increased at a rate similar to that in other disciplines. Here are details of the program using 2021-22 AFD funding:

- These funds will be available in support of start-up costs of PPFP and CPF fellows hired into ladder rank positions with start dates on or after July 1, 2022. They must be fellows who have accepted an official offer in writing for a UC ladder-rank faculty position after February 15, 2022.
- The program will fund start-up costs of up to \$100,000 but not more than 20% of the total startup package. Total packages must exceed \$300,000 to be considered.
- The faculty position should be in a STEM discipline or a discipline with high start-up costs.
- The program will be administered by PPFP and Academic Personnel and Programs (APP).
- Requests for the funds must be made no later than May 15, 2022 to ensure funds can be transferred to the campus from the 2021-2022 budget.
- Requests will be considered on a date-received basis.
- PPFP will provide a request form to any campus considering a specific hire, and the PPFP director must approve the commitment of PPFP start-up funds.
- Disbursement of the funds will be managed by APP, after the PPFP Director approves the funding.
- If requests for funds received by the deadline exceed the current available amount of \$900,000 then PPFP will provide additional funding as its year-end funds allow.

- PFPF will provide a report on the program in September of 2023.

Requests for the start-up funding should be directed to [ppfpinfo@berkeley.edu](mailto:ppfpinfo@berkeley.edu).

Let me also take this opportunity to remind you of the PFPF Faculty Hiring Incentive program and the waiver of open search, which are continuing this year. The hiring incentive, which totals \$425,000 disbursed in \$85,000 increments over 5 years, is intended to help facilitate the hiring of a qualified fellow into a UC faculty position. These funds can be used for temporary support of salary or, in the absence of sufficient budgetary flexibility, used toward start-up costs, or other expenses associated with facilitating the hiring of new ladder-rank faculty. In conjunction with the waiver of open search, the Faculty Hiring Incentive funds are meant to provide the flexibility a campus may need to hire a talented scholar who will contribute long term to the inclusive excellence of our faculty, someone in whom we have invested in as a system through the PFPF and CPF fellowships. Further, campuses are free to negotiate with fellows entertaining offers at more than one UC campus and there are no “non-compete policies” that restrict negotiations with PFPF or CPF fellows.

We hope that the availability of an additional source of funds to contribute specifically toward start-up costs will lead to increased hiring of fellows in STEM disciplines. This PFPF Initiative is designed to strengthen a highly successful program with the goal of diversifying the UC ladder rank faculty. I thank you for your continued support for this important program and your broad efforts on building a diverse and inclusive faculty.

Sincerely,



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

cc: President  
Academic Council Chair Horwitz  
Vice President and Vice Provost Gullatt  
Vice Provost Carlson  
Vice Provosts and Vice Chancellors for Academic Personnel  
Associate Vice President Alcocer  
Associate Vice Provost Lee  
Chief Diversity Officers  
Assistant Vice Provosts/Assistant Vice Chancellors for Academic Personnel  
Executive Director Baxter  
Director Lawson  
Director Osorio-O’Dea  
Assistant Director Adkinson  
Analyst Ha