
Additional funds available: Start-up funds for PFPF and CFP fellows hired into the faculty

Kimberly M. Adkinson <kadkinson@berkeley.edu>
To: Pfpinfo Departmental <pfpinfo@berkeley.edu>

Wed, Feb 12, 2020 at 12:35 PM

----- Forwarded message -----

From: **Susan Carlson** <Susan.Carlson@ucop.edu>
Date: Tue, Feb 11, 2020 at 2:17 PM
Subject: Additional funds available: Start-up funds for PFPF and CFP fellows hired into the faculty
To: UC Senior Administration

Re: 2019-2020 Startup Funds for PFPF and CFP Fellows hired as UC ladder-rank faculty members

Dear Colleagues,

This is a brief follow-up note related to the letter you received from Provost and Executive Vice President Michael T. Brown on January 23, 2020, with details of this year's program to provide partial start-up costs in connection with the hiring of President's Postdoctoral Fellowship Program (PFPF) and Chancellors' Fellowship Programs (CFP) fellows into the ladder-rank faculty.

The good news is that we now have an additional \$250,000 to contribute to the program this year. There is now a total of \$1,600,000 available. Because of this additional funding and since the timeframe for the program is short, we are increasing the percentage of start-up that may be covered by these funds to 25% from 20% and raising the maximum award to \$165,000 from \$150,000. Here is the new guideline:

The program will fund start-up costs of up to \$165,000 but not more than 25% of the total start-up package. Total packages must exceed \$300,000 to be considered.

Other details of the program remain the same, as outlined in the original announcement (below).

If you have any questions, please contact PFPF Director Mark A. Lawson at 510-643-6566 or m.lawson@berkeley.edu.

Susan Carlson

Susan Carlson

Vice Provost for Academic Personnel and Programs

University of California, Office of the President

1111 Franklin Street

Oakland, CA 94607

510.987.0728

From: Aimee Chang <Aimee.Chang@ucop.edu> **On Behalf Of** Susan Carlson

Sent: Thursday, January 23, 2020 8:47 AM

To: Subject: Start-up funds for PFP and CFP fellows

On behalf of Provost Michael T. Brown I am transmitting the attached letter. For your convenience and reference, the text of the letter is pasted below. The signed letter is attached as a PDF file.

January 23, 2020

CHANCELLORS

EXECUTIVE VICE CHANCELLORS/PROVOSTS

Dear Colleagues:

In support of the Advancing Faculty Diversity (AFD) and related programs, the President has provided ongoing funding to support efforts in faculty recruitment and retention and to improve academic climate. In 2019-2020, \$2,750,000 has been dedicated to this purpose. In addition, the State of California has provided a one-time allocation of \$2.5M in 2019-2020 to support efforts in equal opportunity employment. The majority of this funding has already been allocated to the campuses to support five recruitment pilot projects and nine retention/climate pilots as well as networking events for key personnel in these programs. I am pleased to announce that the remaining 2019-20 funds —\$1,350,000—will be committed to support start-up funds for President's Postdoctoral Fellowship Program (PFP) and Chancellors' Fellows Program (CFP) fellows who are hired into UC ladder-rank faculty positions.

This 2019-20 program will be modeled on the 2014-2017 program in which President Napolitano allocated \$2.4M to support STEM start-up packages for PFP and CFP fellows. With that program, we supported 15 new faculty on six campuses, with an average start-up contribution of \$160K. Since then, hiring of PFP and CFP fellows has increased systemwide. However, the proportion of STEM hires has not kept up. During campus visits of Vice Provost Carlson, Vice Provost Gullatt, and Director Lawson, they heard frequently that competitive start-up funding packages for highly sought fellows was a major barrier to fulfilling a hire and there were many requests for reestablishing the STEM start-up incentive program. After consulting with the Council of Vice Chancellors and others, I have decided to authorize the use of \$1,350,000 from our 2019-20 budget to support start-up packages for PFP and CFP fellows hired into ladder-rank positions in STEM and other disciplines with high start-up costs. Here are details of the program for 2019-20:

- These funds will be available in support of start-up costs of PFPF and CFP fellows hired into ladder-rank positions with start dates on or after July 1, 2020. They must be fellows who have accepted an official offer in writing for a UC ladder-rank faculty position after January 15, 2020.
- The program will fund start-up costs of up to \$150,000 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 PFPF and Academic Personnel and Programs (APP).
- Requests for the funds must be made no later than May 1, 2020 to ensure funds can be transferred to the campus from the 2019-2020 budget.
- Requests will be considered on a date-received basis.
- PFPF will provide a request form to any campus considering a specific hire, and the PFPF director must approve the commitment of PFPF start-up funds.
- Disbursement of the funds will be managed by APP, after the PFPF Director approves the funding.
- If requests for funds received by the deadline exceed the current available amount of \$1,350,000, then PFPF will provide additional funding as its year-end funds allow.
- PFPF will provide a report on the program in September of 2020.

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 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 CFP 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 CFP fellows (APM - 510 speaks specifically to the hiring of faculty from one UC campus to another UC campus). 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 Napolitano

Academic Council Chair Bhavnani

Executive Vice President – Chief Operating Officer and Chief of Staff Nava

Interim Vice President and Vice Provost Gullatt

Acting Vice President Lloyd

Associate Vice President Alcocer

Vice Provosts and Vice Chancellors for Academic Personnel

Vice Provost Carlson

Academic Personnel Directors

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Executive Director Baxter

Executive Director Peterson

Director Lawson

Assistant Director Adkinson

Manager Yeung



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

January 23, 2020

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Michael T. Brown, Ph.D.

Provost and

Executive Vice President for Academic Affairs

January 23, 2020

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