



Office of the Provost and Executive Vice Chancellor

509 Aldrich Hall
Irvine, CA 92697-1000
(949) 824-7371
(949) 824-9349 FAX

October 2, 2014

DEANS OF INSTRUCTIONAL UNITS

Re: **President's Postdoctoral Fellowship Program – Hiring Incentive and Program Goals**

Dear Colleagues:

The President's Postdoctoral Fellowship Program (PPFP) provides a five-year advance on faculty FTE to campuses that hire current or former President's or Chancellor's postdoctoral fellows into ladder-rank faculty positions. Earlier this year, the Program added a new start-up hiring incentive, for fellows in STEM fields, including Health Sciences.

This summer the Office of the President has confirmed that the hiring incentive will continue for appointments effective in 2015-16, 2016-17, and 2017-18. The scope of the hiring incentive includes participants from both the President's and Chancellor's Postdoctoral Fellowship Programs for Academic Diversity.

The PPFP was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. Based upon our record of success with the Program, I urge you and your colleagues to consider [eligible former President's and Chancellor's Postdoctoral fellows](#) in your ongoing search activities. The ADVANCE Program will host an [informational workshop regarding the hiring incentive](#) for department chairs, search committee chairs, and departmental personnel on Tuesday, October 7, 2014, from 11:30 - 1pm, in 338 Aldrich Hall. UC Berkeley Professor Emerita Caroline Kane, system-wide Interim Director of the Program, will be present to provide critical information and respond to your questions.

As an additional and related note, the success of the PPFP is a direct result of the outstanding quality of participating postdoctoral fellows. I ask that you share the [2015-16 Call for Applications](#) with your postdocs and doctoral students, and encourage them to apply. The Graduate Division and the UCI ADVANCE Program will host an [informational workshop for Equity Advisors, faculty, postdoctoral scholars, and graduate students](#) on Tuesday, October 7, 2014, from 9:00-10:30 am at the Graduate Resource Center.

Instructional Unit Deans
October 2, 2014
Page 2 of 2

If you have any questions regarding the Program, please contact Douglas Haynes, Vice Provost for Academic Equity, Diversity and Inclusion at advancedirector@uci.edu.

Sincerely

A handwritten signature in black ink that reads "Diane K. O'Dowd". The signature is written in a cursive style with a large, prominent "D" at the beginning.

Diane O'Dowd
Vice Provost of Academic Personnel

Enclosures (3)

President's Postdoctoral Fellows Letter from President Napolitano, January 28, 2014
Hiring Incentive Letter from Provost Dorr, June 18, 2014
President's Postdoctoral Fellows Program, UCI Info Sheet, 2014

cc: Vice Provost Haynes
Assistant Vice Chancellor Tenma
Department Chairs
Assistant Deans
Director Marks
Director Price
Program Manager Jankowski
CPOs
Academic Personnel Office



1111 Franklin Street
Oakland, California 94607-5200
Phone: (510) 987-9074
Fax: (510) 987-9086
<http://www.ucop.edu>

January 28, 2014

CHANCELLORS

Dear Colleagues:

As you know, I recently authorized the use of \$5 million in one-time funds taken primarily from excess reserves from the Mortgage Origination Program (MOP) to enhance the President's Postdoctoral Fellowship Program (PPFP). I am writing with details about the process for awarding the funding in support of the PPFP hiring incentive and the development of additional mentoring and training resources.

The \$5 million is a one-time allocation, to be committed to hiring and programming over the next three years. Should any of the funds be uncommitted after June 2017, they will be returned to the MOP. Because the PPFP hiring incentive is a five-year commitment, it is expected that all funds will have been committed by June 2017, but some may be unexpended on the campuses in order to finish out the five-year hiring incentive commitments.

Enhancements of the Hiring Incentive

As you know, the Office of the President (UCOP) currently supports the hiring of former PPFP fellows into UC ladder-rank faculty positions by providing \$85,000 for each of five years to support a portion of salary and benefits (for a total of \$425,000 per hire). The program is funded to support up to twelve new hires per year. There is no funding for start-up costs. The Initiative funds will support the current hiring incentive by funding additional fellows and adding an option to partially fund start-up costs in selected disciplines as follows:

Hiring Incentive Salary Budget

\$2,125,000 will support five additional hires, to be in addition to the twelve per year already supported through the Hiring Incentive. Each of the five hires would be allotted \$85,000 for five years with a total of \$425,000 for each hire. There will not be a special process to award these funds, but they will be available as a part of the current Hiring Incentive process, coordinated by the PPFP Executive Director, Sheila O'Rourke. Funds will be managed by the UCOP Budget Office. Since there is

an historic high number of fellows this year, it is likely that the extra hires will occur for those fellows as they become eligible to be hired as faculty beginning in July 2014 and July 2015. If not entirely committed after these first two years, then the remaining funding will be available to support new hires beginning in July 2016.

Hiring Incentive Start-up Budget

\$2,400,000 will be available to support partial start-up costs for those former PFP fellows being hired into STEM (STEM includes science [physical and life sciences], technology, engineering, and mathematics) and health sciences ladder-rank faculty positions; former PFP fellows hired as faculty in the health sciences are eligible for these start-up funds, even though they are not eligible for the salary incentive. Funds will support up to 20 percent of start-up costs if total start-up costs exceed \$400,000, with a cap of \$200,000 per hire. The funding would support twelve new faculty members at the maximum amount.

- A request form will be available by February 1 on the PFP web site, and questions about the incentive should be directed to Director Sheila O'Rourke.
- We hope that the funding will be sufficient to support hires over three years, but funding may be fully committed in the first two years. Up to \$1,200,000 will be awarded in each of the first two years, for hires commencing in FY 13-14 and FY 14-15, and any remaining funds will be available for the hiring cycle in FY15-16.
- A new hire in STEM disciplines is eligible for both the Hiring Incentive and the partial support of start-up costs.
- A new hire in the health sciences is eligible only for the partial support of start-up costs.
- Director O'Rourke will inform the Council of Vice Chancellors of funding commitments at the end of each month during the main hiring cycle in the spring, beginning in February 2014. There will only be a new monthly report if the numbers change.
- Disbursements will be coordinated with the UCOP Budget Office.

The Hiring Incentive has never been administered with restrictions on how many hires may be supported annually on a given campus. We will continue to award the salary incentive on a first-come basis. Since we do not know how requests for the start-up funds will come in, however, and because the health sciences will be

eligible for an incentive for the first time, we would like to restrict the funding to no more than \$400,000 to a single campus in a given year. This can be assessed as hiring unfolds and any requests for an exception will be reviewed by Provost Dorr.

Resources for Mentoring and Development

In addition to the support for the Hiring Incentive and partial start-up costs in some fields, the President's initiative includes funds to support the PFP fellows and new faculty who were PFP fellows in their department and campus environments. A total of \$475,000 will support additional mentoring and training as follows:

- *Programming for deans and department chairs to support a diverse faculty.* During a three-year period, the Initiative will sponsor training seminars for deans and department chairs since deans and chairs play a key role in creating inclusive academic climates that enable all faculty to do their best work. The training will be available to all deans and chairs--not just those from departments sponsoring fellows or new faculty hired through the incentive--under the assumption that all departments need to be aware of best practices that enable the hiring and retention of diverse faculty. With advice from campus Vice Provosts in Academic Affairs/Academic Personnel, the Initiative will develop training materials and facilitators to lead training on implicit biases, sub-cultural differences, and the role of departmental practices and cultures in academic success. To facilitate strong participation, trainings will be held on each of the ten campuses. I hope you will work with your Executive Vice Chancellor/Provost to encourage participation. Funds will support administration of the seminars, including support for program development and for speakers and facilitators with research expertise in academic cultures. Planning for the seminars has already begun by the Initiative Advisory Group, with trainings to be offered beginning in 2014.
- *Professional support for current fellows and for former fellows in new faculty roles.* In addition to current PFP retreats that support professional development, Initiative funds will support access to new resources for fellows and new faculty. Vice Provost Susan Carlson and Director O'Rourke are discussing a systemwide membership for UC in organizations that provide such professional development support. They will seek your buy-in for such memberships.

Development of this professional support and training will be coordinated by Vice Provost Carlson and Director O'Rourke in consultation with the Initiative Advisory Group that includes the Chair of the PFP Advisory Board and the Chair

of the University Committee on Affirmative Action and Diversity (UCAAD). Regular updates will also be provided to the President, Chancellors, Executive Vice Chancellors, Academic Council Chair, and Chief Diversity Officers over the life of the initiative.

Outcome Reporting and Accountability for Use of Funds

Initiative leaders will collect information to assess our effectiveness in building a stronger PFP, working with the campuses to collect feedback on the new funding for hiring start-up funds and on the training and professional support components. Those campuses who participate in the initiative will have the responsibility to supply data on the program. Consistent with the University's obligation to be transparent and accountable, Vice Provost Carlson and Director O'Rourke will report biannually on the expenditures. All funds will be dispersed to the campuses with hiring commitments or expended by June 2017.

This PFP Initiative is designed to strengthen an already successful program with the goal of diversifying the UC ladder-rank faculty. We will be celebrating the 30th Anniversary of the program October 9-10 in Oakland, and I look forward to your joining me for that event. I am counting on your continuing support of our mission to serve the increasingly diverse state, nation, and world.

Yours very truly,



Janet Napolitano
President

cc: Director Alivisatos
Academic Council Chair Jacob
Provost Dorr
Executive Vice President Brostrom
Vice President Lenz
Vice President Mara
Vice Provost Carlson
Associate Vice President Obley
Executive Vice Chancellors/Provosts
Vice Provosts and Vice Chancellors for Academic Personnel
Director O'Rourke



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

June 18, 2014

EXECUTIVE VICE CHANCELLORS

Re: Hiring Incentive for UC President's and Chancellors' Postdoctoral Fellows

Dear Colleagues:

The Office of the President will extend the salary hiring incentive for the UC President's and Chancellors' Postdoctoral Fellowship Program participants for the next three academic years. As in the past, the incentive will be \$85,000 per year for five years provided to campuses that hire current or former President's or Chancellors' Postdoctoral Fellows into ladder-rank faculty positions for hires effective 2015-16, 2016-17 and 2017-18.

In the past ten years, this hiring incentive has been extremely successful. Over 115 former President's and Chancellors' Postdoctoral Fellows have joined the UC faculty since 2000 and several more are under serious consideration for future appointments. As of May 2014, 63 of the 64 faculty from these cohorts eligible for tenure received tenure.

In addition, as announced in the President's January 28, 2014 letter, the Office of the President will support additional hires as well as a new start-up hiring incentive for fellows in the Science, Technology, Engineering, and Math (STEM) fields, including the Health Sciences. The start-up hiring incentive provides up to 20% of start-up costs for faculty in STEM fields (including Health Sciences) if the total start-up costs exceed \$400K, with a cap of \$200K per hire. See the President's letter for additional context, <http://ppfp.ucop.edu/info/documents/napolitano-ppfp-initiative.pdf>. Specific parameters of awards, including the new awards allocated by the President, are as follows:

- Hiring Incentive: Salary
 - Only General Campus faculty hires are eligible.
 - The total number of salary incentives available for 2015-16 hires is 17.
 - The incentives will be awarded in chronological order by the date the offer is accepted.
- Hiring Incentive: Start-up costs
 - The total start-up hiring incentive funds are limited to \$1,200,000 for 2015-16, and the start-up funds that may be awarded to any individual campus are limited to \$400,000.
 - All disciplines, including Health Sciences, are eligible for the start-up incentive.

EXECUTIVE VICE CHANCELLORS

June 18, 2014

Page 2

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. If the hire is in a STEM field and includes a request for start-up funding, please complete the [PPFP Hiring Incentive Start-up Funds Request](#) form and be prepared to submit a copy of the offer indicating the complete start-up package to support the request for start-up funds.

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. Notice of the funding will be included in the final budget allocation letters from UCOP.

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available at: <http://ppfp.ucop.edu/info/fellowship-recipient/fellows-2014/index.html>. I am very excited about the hiring opportunities for the coming years, since we have had over sixty fellows for the last two years, and they are now well positioned to join our faculty. 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: [PPFP/CPF Faculty Hiring Incentive FAQs](#)

I am looking forward to working with you in the next year to ensure the success of this and other initiatives to attract a faculty responsive to the needs of our increasingly diverse state. I am particularly pleased that we had additional resources from the President to support these key hires to our faculty.

If you have any questions about the hiring incentive, please contact the PPFP Office at 510-643-8235.

Cordially,



Aimée Dorr, Provost
Executive Vice President for Academic Affairs

cc: President Napolitano
Chancellors
Vice President Lenz
Vice Provost Carlson
Vice Provosts Academic Personnel
Associate Vice President Obley
Executive Director Tanaka
Director O'Rourke
Academic Personnel Directors
Campus Budget and Planning Officers

President's and Chancellor's Postdoctoral Fellowship General Guidelines and Hiring Information University of California, Irvine, 2014-15

Since its inception in 2000, the President's Postdoctoral Fellows hiring incentive has been extremely successful. Approximately 75% of UC President's Postdoctoral Fellows have received tenure track faculty appointments. Since 2003, over 100 former fellows received faculty appointments at University of California campuses.

In 2014, there are **two types** of hiring incentives in place:

- The *salary hiring incentive* initiated in 2003 provides five years of partial salary support to UC campuses that hire current and former UC President's and Chancellor's Postdoctoral Fellows for faculty appointments at the general campuses.
- Beginning in 2014, there will be a *start-up fund hiring incentive* that will provide partial start-up funds for faculty in science, technology, engineering and math (STEM) fields at the general campuses and the health science schools.

General Guidelines

- The total number of salary incentives available for the 2015-16 academic year is 17.
- Eligible candidates are current or former President's Fellows since 1996 or Chancellor's Fellows since 2005. A listing of eligible candidates can be found at <http://ppfp.ucop.edu/info/fellowship-recipients/fellows-2014/fellows-2014-name/index.html>.
- Fellows are to be considered for ladder-rank faculty positions **2015-16, 2016-17, and 2017-18**.
- Fellows are not eligible if they currently hold a tenure-track appointment at a UC campus.
- Eligible fellows may be hired either through an open search, or from targeted outreach efforts.
- Salary dollars will be allocated at the Assistant Professor III level for appointments paid on the Regular professorial salary scale, and at the Assistant Professor II level for appointments paid on the Business, Economics, and Engineering professorial salary scale. The affiliated division will assume the costs of any upgrades.
- The Provost's Office will consider requests for start-up funds for appointees, in consultation with the Office of Academic Planning & Budget.

Campus Procedures

- The hiring unit should review the list of [eligible PPF fellows](#) prior to commencing its search, or at the earliest practicable point after a search has commenced.
- Eligible PPF fellows should be invited to apply for open positions.

**President's and Chancellor's Postdoctoral Fellowship
General Guidelines and Hiring Information
University of California, Irvine, 2014-15**

- Hiring units should follow all other regular search protocols.
- As soon as the hiring unit determines that it plans to move forward with an offer to an eligible fellow, the department manager or Campus Personnel Office must send an e-mail to Stella Marks, Director of Faculty Relations and Development, at sgmarks@uci.edu, to coordinate confirmation of funding with the PFP Program Office. *It is recommended that funding verification requests be forwarded by no later than February 2015.*
- Requests for start-up funding must include: Name, Department, School/division, proposed title, rank and step at hire, proposed start date, amount of PFP Hiring Incentive start-up funding requested and total amount of start-up funding offered to candidate. Requests for start-up funding must also include a copy of the offer letter, and approvals from the Department Chair, Dean, and Vice Provost.
- Upon confirmation of funding, a notification will be sent to the hiring unit, as well as to Academic Planning & Budget, and the ADVANCE Program Office.
- If an eligible fellow is proposed as a second hire from an open search or is identified as the result of targeted outreach efforts, the dean must submit an off-cycle recruitment authorization request to the Provost. UCOP no longer provides supplemental start-up funds; however, the Provost's Office will consider requests for start-up funds for appointees.
- After the FTE has been approved by UCOP, the FTE will be advanced to the hiring unit for a five-year period. At the end of the five-year period, units must provide their own FTE in support of the position. Health Science programs that do not receive general campus enrollment funding will not be eligible to receive the FTE.
- Campuses are required to provide projections of PFP faculty incentive hires by late March 2015, in order to ensure timely budget transfers and allocation in July 2015.

For questions or additional information, please consult

The President's Postdoctoral Fellowship Program website at <http://ppfp.ucop.edu/info/index.html>

The ADVANCE Program Office at <http://advance.uci.edu>

or

The Academic Personnel Office at www.ap.uci.edu