



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

September 23, 2016

## EXECUTIVE VICE CHANCELLORS

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

Dear Colleagues:

A major part of the strategic plan of each UC Campus is strong attention to the hiring of faculty whose backgrounds and research areas are much more diverse than in the past. The goal of the 32-year-old President's Postdoctoral Fellowship Program (PPFP) continues to be preparing and highlighting exceptional and diverse scholars for hiring into the faculties of the University of California. The pool of scholars continues to be rich with promise and academic excellence.

The Office of the President emphasizes that the salary hiring incentive for the UC President's and Chancellors' Postdoctoral Fellowship Program participants continues to be an important component of this program. 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, 2017-18, 2018-19, and 2019-2020. There are twelve such incentives available annually. The Health Sciences Campuses, and professional schools are not eligible for these salary incentives as the support for this incentive originally came from funds that highlighted undergraduate education.

In 2014 the President committed an additional \$5M to PPFP to allow for additional hires, to support start-up hiring incentives for fellows in the Science, Technology, Engineering, and Math (STEM) fields, including the Health Sciences, and to offer professional development and training to the PPFP fellows and their colleagues. We are proud to report that, over the last two years, the program has distributed 15 STEM start-up incentives to newly-hired President's and Chancellor's Postdoctoral Fellows, representing \$2.4 million in support to campuses. The program has also supported additional hiring of fellows into the UC faculty and has allowed for the appointment of additional fellows. Although this fund is now exhausted, we would like to thank the President for this commitment and the impact it has made on hiring in STEM fields.

Since its introduction in 2003, the hiring incentive has been extremely successful. There have been 159 former President's and Chancellor's Postdoctoral Fellows who have joined the UC faculty since 2003 and several more are under serious consideration for future appointments. As of June 2016, 80 of the 81 faculty hires eligible for consideration have received tenure, an independent confirmation of the exceptional scholarship of these Fellows.

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 2016-17 year will be included in the final budget allocation letters from UCOP.

EXECUTIVE VICE CHANCELLORS

September 23, 2016

Page 2

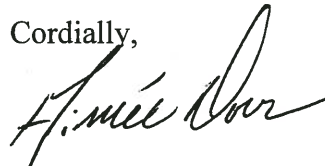
As in past years, campuses are encouraged to develop internal procedures for departments wishing to propose a faculty hire that would qualify for the President's and Chancellors' Postdoctoral Fellowship Program hiring incentive. These hires may be made pursuant to a regular search or by a waiver of regular search procedures. In my letter of July 13, 2016, I 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 Chancellor's Fellows Programs". I encourage your use of the guidance in the memorandum, which can be found [here](#).

A complete list of President's and Chancellors' Postdoctoral Fellows eligible for the hiring incentive is available [here](#). I am very excited about the hiring opportunities for the coming years, since we have 70 fellows at work across the UC system, 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 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 the PFPF Office at 510-643-8235.

Cordially,



Aimée Dorr, Provost

Executive Vice President for Academic Affairs

cc: President Napolitano  
Chancellors  
Academic Senate Chair Chalfant  
Vice Provost Carlson  
Vice Provost Gullatt  
Vice Provosts Academic Personnel  
Interim Executive Director Lee  
Director Alcocer  
Director Lawson  
Academic Personnel Directors  
Campus Budget and Planning Officers