



Robert C. May
Telephone: (510) 987-0711
Email: robert.may@ucop.edu

Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

November 1, 2018

JANET NAPOLITANO, PRESIDENT
UNIVERSITY OF CALIFORNIA

Re: Recommendations for the Expansion of the President's Postdoctoral Fellowship Program (PPFP)

Dear Janet,

At its October 26, 2018 meeting, the Academic Council unanimously endorsed the attached set of recommendations from the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) for expanding the President's Postdoctoral Fellowship Program (PPFP).

As you know, the PPFP is one of the University's most effective tools for promoting the diversity of the UC faculty through its support of diverse postdoctoral scholars. The success of the PPFP in promoting a pipeline to UC for URM faculty, women faculty, and faculty whose research, teaching, and service contribute to diversity and equal opportunity is well-documented. The program is a great service to the University and also a national model for other institutions.

Interest in the program is strong and growing. Applications from potential Fellows have more than doubled over the past ten years, and last year the program received 854 applications for only 20 fellowship awards. One of UCAADE's recommendations is to double the number of annual awards to 40, which would represent a 5% yield on the 2017-2018 applicant pool. Beyond additional awards, UCAADE recommends significant new enhancements to the PPFP that will promote the advancement of Fellows through the faculty ranks, support their career development, and improve family-friendly accommodation, support for mentoring, and other program support infrastructure.

We want to thank you again for your ongoing commitment to the PPFP, demonstrated most recently by your decisions to lift the cap on the number of annual PPFP awards and expand eligibility to the Health Science and professional schools. In addition, we are encouraged by your recent decision to direct \$7.1 million in additional funding to support the expansion of proven programs like the PPFP, and the creation of new programs to increase faculty diversity.

The Academic Council also recognizes that we are nowhere near where we want to be with faculty diversity, and that the PPFP is only one tool in the University's faculty diversity toolkit;

however, we believe that taken together, UCAADE's recommended enhancements and the additional funding are a concrete and significant first step in a new push to diversify the faculty.

Council also recognizes that additional funding alone will not solve the problem and that growing faculty diversity is a shared responsibility that falls at least as much on the faculty as on the administration. I want to emphasize that the faculty is committed to working with the administration to do even more, including looking at our own processes. UCAADE will be following up with recommendations for additional campus efforts that support diversification of the pipeline and the recruitment and retention of diverse faculty.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in brown ink that reads "Rob C May".

Robert C. May, Chair
Academic Council

Cc: Academic Council
UCAADE Chair Siu
Provost Brown
Vice Provost Carlson
Senate Director Baxter
Senate Directors



UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION, DIVERSITY,
AND EQUITY (UCAADE)

Lok Siu, Chair
lok.siu@berkeley.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

October 22, 2018

ROBERT MAY
ACADEMIC COUNCIL CHAIR

Re: Recommendations for the Expansion of the President's Postdoctoral Fellowship Program

Please find enclosed the document, "**UCAADE Recommendations for the Expansion of the President's Postdoctoral Fellowship Program (PPFP)**" submitted to you and the Academic Council on behalf of UCAADE.

Regents Policy 4400 states that "because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees... (T)he University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity."

Since the establishment of the President's Postdoctoral Program in 1984, it has played an important role in supporting the development of scholars whose research, teaching and service contribute to the diversity mission of the UC. Current trends showing elevated rates of hiring President's Postdoctoral Fellows into UC ladder-rank positions, along with changes in the PPFP hiring incentive awards program made by President Napolitano and Provost Brown in 2017, indicate the need to expand the President's Postdoctoral Fellowship Program to meet increasing demands in hiring across all UC campuses.

UCAADE strongly recommends the expansion of the PPFP. I am eager to discuss UCAADE's proposal and seek endorsement by Council to forward these recommendations to Provost Brown and President Napolitano for implementation.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lok Siu".

Lok Siu
Chair, UCAADE

cc: Kum-Kum Bhavnani, Academic Council Vice Chair
Hilary Baxter, Academic Senate Executive Director
UCAADE Members

Recommendations for the Expansion of the President's Postdoctoral Fellowship Program

Submitted by UCAADE on October 23, 2018

Since its establishment in 1984, the President's Postdoctoral Fellowship Program (PPFP) has helped advance the core mission of the University of California by offering postdoctoral research fellowships, career development, and faculty mentoring to outstanding scholars whose work will contribute to diversity and equal opportunity at UC.

As a relatively small program, with a budget of \$2.6 million to support fellowships, the PPFP has proven to be an effective tool to support faculty diversification. As of 2018, 205 PPFP fellows have been hired into UC tenure-track positions since 2004. It is particularly noteworthy that in the last three years, hiring of fellows has increased dramatically to 20 per year. According to the 2017 President's Postdoctoral Fellowship Program Summary of Program and Impact (written by PPFP Director Mark Lawson for President Napolitano), "current trends indicate that this elevated hiring rate will be sustained in the near future and contribute to an even greater proportion of URM and female hires into tenure-track positions."

To further encourage and support the hiring of President's Postdoctoral fellows, President Napolitano in December of 2017 lifted the cap on the number of PPFP hiring incentive awards that can be allocated in a single year. During that same week, Provost Brown lifted the eligibility restriction on Health Science and professional schools so they can begin participating in the incentive awards program. Both changes in the hiring incentive awards program, along with the projected elevated hiring rate, all point to the dire need to expand the President's Postdoctoral Fellowship Program. If nothing is done, it is likely that, in the very near future, the demand for PPF hires will exceed the available number of PPF candidates to hire (see chart in Appendix for PPFP awards and UC Ladder Rank Equivalent hires from 2009 to 2019).

We have to address the immediate need to increase the pool of PPF candidates to meet the rising demand in hiring. Moreover, UCAADE also wants to address the importance of providing continued career development support for these fellows throughout their careers.

With input from Mark Lawson, Director of the PPFP program, UCAADE recommends the expansion of the President's Postdoctoral Fellowship Program in the following areas.

1. Increase the number of fellowship awards to expand the pool of PPF for hiring into ladder rank positions.

The number of PPFP applicants has more than doubled from 385 in 2008 to 854 in 2018 (see chart in Appendix on number of PPFP applicants from 2008 to 2018). Yet, the number of fellowship awards—approximately 20 annually—has remained steady over the past ten years. To increase the pool of the President's postdoctoral Fellows for hiring into ladder rank positions, we recommend increasing the overall number of awards to 40 annually. Doubling the current number of fellowship awards to 40 annually would represent a 5% yield of the 2017-2018 total

applicant pool. This maintains the selectivity of the fellowship program but increases the pool of faculty candidates. We estimate a budget of \$4 million for 20 additional awards at \$200,000/2-year fellowship award.

2. Create a new, competitive, Post-Tenure Research Fellowship to support advancement from Associate to Full Professorship.

A crucial area for intervention in the advancement of women and URM faculty is at the stage between Associate and Full Professorship. According to a Berkeley report, this stage is where ladder rank faculty, especially those in the humanities and social sciences, tends to stagnate or at least take longer to advance ([See chart on “Achieving Full Professor at UCB by Broad Disciplinary Groups”](#)). The humanities and social sciences are also areas where women and URM faculty are most numerous. With its established infrastructure, the PPF is well positioned to expand its program to offer a new, competitive, post-tenure research fellowship to address this concern. This new research fellowship aims to support the advancement of post-tenured women and URM faculty to full professorship. This extends the current mission of the President’s Postdoctoral Fellowship program, which aims to increase faculty diversity at hiring, by ensuring the advancement of faculty diversity into the full professor level. The program will be open to tenured faculty at all UC campuses, and it will be awarded on a competitive basis. For this award, we recommend cost sharing with campuses to top off any salary above \$100,000 and to cover all existing benefits. The estimated budget is \$4 million for 40 awards at \$100,000.

3. Support career development with a third year review retreat

To provide critical support in preparation for tenure review, we propose a one-day intensive third-year review retreat that brings together each PPF alum/alumna in third-year tenure-track positions and at least two senior scholars in relevant fields to have focused discussion on the candidate’s progress toward tenure. This one-day retreat can include manuscript reviews, mentoring on publication placement, and advisement on second research projects. The third year review is an important time to assess progress and make any necessary adjustments to set the course toward tenure. The retreat will allow candidates to build connections with senior scholars in their fields, who can then serve as their advocates in the future. We recommend cost sharing with campuses. The proposed PPF budget for this item is \$80,000 for 40 annual retreats at \$2,000 per retreat.

4. Establish fund to provide dependent care support

For current fellows who have dependents to support, additional funding to help offset the cost of dependent care is critical in ensuring their ability to attend and participate in conferences, participate in workshops, and to go on job talks. Dependent care support recognizes the differential needs of fellows and will be provided on the basis of need. We recommend an annual budget of \$10,000.

5. Recognize and incentivize mentoring

Most faculty mentors for President’s postdoctoral fellows participate in the program because of

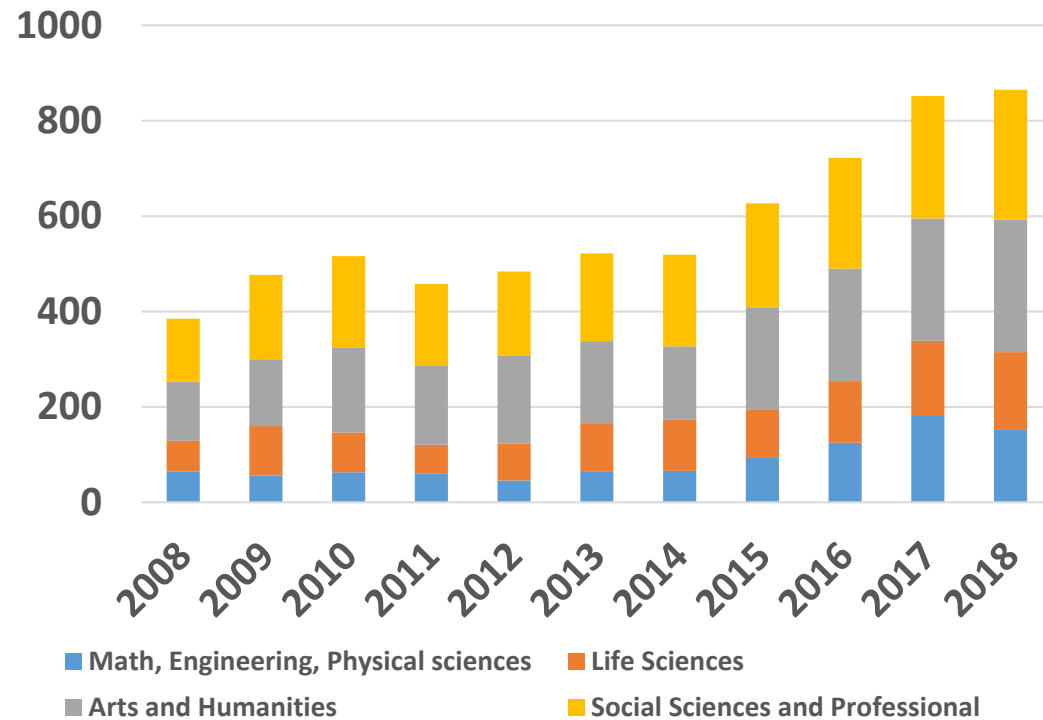
their commitment to support and advance faculty diversity. Often their time and efforts in mentoring go unrecognized. An increase in fellowship awards will necessarily require more mentors to participate, and perhaps even increase workload for some mentors who take on more than one fellow in a single year. It is important to recognize the value of mentoring and incentivize more people to get involved. We suggest a modest stipend of \$1,000 per year for each mentor, in recognition of her/ his mentoring. The recommended budget is \$40,000 for 40 mentors at \$1,000/mentor per year.

6. Increase funding for staff and infrastructural needs

The current PFPF has 1.5 full-time staff administering the entire program. To support the suggested expansion of the PFPF, we recommend increasing funding to hire additional staff and to support infrastructural growth. Consultation with Mark Lawson, Director of the PFPF, is necessary to determine the additional staffing needs and budget for the proposed expansions.

Application Data and Outcomes

Applications



PPFP Awards and UC LRE Hires



References:

General information about the fellowship programs: <https://ppfp.ucop.edu/info/>

Answers to frequently asked questions about the hiring incentive:

<https://ppfp.ucop.edu/info/fellowship-recipients/hiring%20incentive%20faqs.html>.

President Napolitano's letter eliminating the annual restriction on incentives awarded:

<https://ppfp.ucop.edu/info/documents/presidents-letter-december-2017.pdf>

Provost Brown's letter eliminating the restriction on Health Sciences and professional school eligibility: <https://ppfp.ucop.edu/info/documents/provost-letter-august-2018.pdf>