April 26, 2006

TO: Deans and Department Chairs

FROM: Marlene Zuk
Associate Vice Provost for Faculty Equity and Diversity

RE: President’s Postdoctoral Fellows Program
Hiring Incentives

Many of you know about the University of California President's Postdoctoral Fellowship Program, open to all qualified candidates who are committed to university careers in research, teaching, and service that will enhance the diversity of the academic community at the University of California. (More information is available on the program web site: http://www.ucop.edu/acadadv/ppfp/) You may not be aware of the substantial hiring incentives available to campuses that hire Fellows from the Program as faculty members. Below is a summary of the available incentives and some information and suggestions for taking advantage of this opportunity.

1. If a campus hires a faculty member who was a Fellow in the Program at any point since 1996, UCOP provides $62,000 per year for 5 years, which is generally used for salary and benefits. This is approximately equivalent to an Assistant Professor I or II. At present we have only 5 faculty who came from this program, relatively fewer than other campuses.

2. This is considered an “advance” on funding for an FTE on the campus. The expectation is that the department/college will commit to continuing the funding after the 5 year period.

3. Most other UC campuses hire Postdoctoral Fellows without a search, and obtain a search waiver that is sent to the Office of Faculty and Staff Affirmative Action for approval.

4. Start-up or Initial Complement funds are not included in the incentives, although the $62,000 per year can be used as the campus sees fit.

5. A list of current and former President’s Postdoctoral Fellows eligible for these hiring incentives can be found at http://www.ucop.edu/acadadv/ppfp/former-fell-9606.html. More information about the individuals and help with identifying suitable candidates is available through the Office of the President. Departments are encouraged to consult this list and take advantage of the support available to hire these outstanding scholars and enhance the diversity of our campus.

6. Departments should also encourage qualified graduate students to apply for the Program. Last year a graduate from Chemistry was awarded one of the Fellowships, but I suspect we have more outstanding students eligible for the Program.

Cc: Department MSOs and FAOs
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