



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 30, 2015

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 30-year-old President's Postdoctoral Fellowship Program continues to be preparing and highlighting exceptional and diverse scholars for hiring into the faculties of the University of California. There is an especially rich pool of competitive scholars this coming year.

The Office of the President reminds you that the salary hiring incentive for the UC President's and Chancellors' Postdoctoral Fellowship Program participants continues 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, 2016-17, 2017-18, and 2018-19. There are 12 such incentives available annually and five additional incentives total across the three years as part of the President's special PPF Initiative. The Health Sciences Campuses, including the Veterinary Medicine School are not eligible for these salary incentives as the monies originally came from funds that highlighted undergraduate education. These schools are, however, eligible for the start-up funds (see below).

In the past ten years, this hiring incentive has been extremely successful. Over 135 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 June 2015, 74 of these 75 faculty hires from PPF are eligible for tenure received tenure, an independent confirmation of the exceptional scholarship of these Fellows.

Again this year, as announced in the President's January 28, 2014 letter, the Office of the President will support a 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>. These incentives will be awarded in chronological order by the date the offer is accepted.

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 signed offer indicating the complete start-up package to support the request for start-up funds.

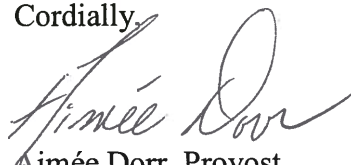
As in past years, campuses are encouraged to develop internal procedures for departments wishing to propose a faculty hire that would qualify for the President's and Chancellors' Postdoctoral Fellowship Program hiring incentive. These hires may be made pursuant to a regular search or by a waiver of regular 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-recipients/fellows-2015/fellows-2015-name/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 PFPF Office at 510-643-8235.

Cordially,



Aimée Dorr, Provost

Executive Vice President for Academic Affairs

cc: President Napolitano
Chancellors
Vice Provost Carlson
Vice Provost Gullatt
Vice Provosts Academic Personnel
Associate Vice President Obley
Executive Director Tanaka
Interim Director Kane
Academic Personnel Directors
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