

# Expanding Faculty Diversity through the President's and Chancellor's Postdoctoral Fellowship Programs

*UC San Diego FTE Incentive - FAQs*

## What is the President's Postdoctoral Fellowship Program?

The UC President's Postdoctoral Fellowship Program (PPFP) was established in 1984 to encourage outstanding women and minority Ph.D. recipients to pursue academic careers at the University of California. The current program offers postdoctoral research fellowships, professional development, and faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity. Each award is for a minimum of 12 months, renewable for one year upon demonstration of academic productivity.

## What is the Chancellor's Postdoctoral Fellowship Program?

The Chancellor's Postdoctoral Fellowship Program (CPFP) at UC San Diego is a campus-funded extension of PPFP. Chancellor's postdoctoral fellows are selected from the same pool of applicants and are awarded the same benefits.

## Why should I consider hiring PPFP and CPFP fellows?

President's and Chancellor's fellows represent a pipeline of highly competitive and UC vetted scholars who are committed to educational access and diversity. More than 800 applicants competed in 2018 for 22 fellowship appointments, and more than 700 scholars have been supported through the program since it started in 1984.

A key component of the program is the UCOP hiring incentive, which provides salary support of up to \$85,000 per year for five years to campuses who hire eligible current or former fellows into ladder-rank faculty equivalent positions.

As of December 2017, all campus units, including Health Sciences and professional schools are eligible for the hiring incentive. Additionally, there is no longer a cap on the number of incentives that can be granted per year. Both the elimination of the cap and removal of the restriction on Health Sciences and professional schools will be evaluated in 2021-22 to assess their impact on hiring and budget.

For additional information on the UCOP hiring incentive, visit <https://ppfp.ucop.edu/info/fellowship-recipients/hiring%20incentive%20faqs.html>.

## How can potential candidates be identified?

Unit leaders should encourage search committees to share job advertisements with all eligible current and former PPFP/CPFP fellows in relevant fields and encourage them to apply.

Search committees may request a customized contact list based on area of discipline from the Center for Faculty Diversity and Inclusion at [vcfdi-faculty@ucsd.edu](mailto:vcfdi-faculty@ucsd.edu) or may search the online fellows directory at <https://ppfp.ucop.edu/info/fellowship-recipients/fellows-2018/fellows-2018-name/index.html>.

## What's the FTE Incentive?

To further encourage hiring units to consider hiring current or former fellows, the EVC will provide 0.5 FTE to UC San Diego academic units that hire a fellow and match with their own 0.5 FTE. The EVC has committed six (6) FTEs for up to 12 hires in the 2018-19 hiring season.

### Can the FTE incentive be used to hire any former fellow?

The FTE incentive can be used to hire any former or current PFPF/CPFP fellow from 1996 onward who are eligible for the UCOP salary incentive. This includes General Campus, SIO, and Health Sciences. It excludes former fellows who are currently or were previously employed in a tenure-track faculty equivalent position at a UC campus.

### Are there any related opportunities or incentives?

In some fields, it can be useful for a starting assistant professor to first have an additional year of postdoctoral experience to focus on scholarship. The EVC will consider allocating CPFP funds to offer the option of a postdoctoral year at UC San Diego if fellows and their chairs agree fellows would benefit from additional time before starting their tenure clock. Examples of where this might be useful include candidates with complicated laboratory requirements, or those who would benefit from bringing additional significant bodies of work to completion. This would be offered as one element of hiring a new LRF and should only be considered if the candidates are interested.

### How and when should hiring departments request the partial FTE?

Fellows may be hired by waiver or through an open recruitment. Once a department identifies a current or former fellow whom it would like to hire, the department chair should submit a proposal to Sr. AVC Bob Continetti ([savcaa@ucsd.edu](mailto:savcaa@ucsd.edu)), with the endorsement of their Dean.

A proposal can be submitted at the point of identifying the short-list for an open recruitment and/or prior to submitting a recruitment waiver if the candidate is identified by other means.

The proposal should include A) justification articulating the intellectual and academic context for the proposed hire; B) candidate's CV, including degree, fellowship campus and mentor, and current institution; C) confirmation from the dean of the academic unit's 0.5 FTE match; and D) other application materials if identified through an open recruitment.

Proposals for 0.5 FTEs will be considered and granted by the EVC on a rolling basis, presumptively limited to two 0.5FTEs per division to allow for distribution across units.

### When should departments request the UCOP hiring incentive?

Departments should separately notify PFPF ([ppfpinfo@berkeley.edu](mailto:ppfpinfo@berkeley.edu)) to request the salary support as soon as a candidate is being considered, and again when an offer has been made and accepted. Please copy the UC San Diego Center for Faculty Diversity and Inclusion ([vcedi-faculty@ucsd.edu](mailto:vcedi-faculty@ucsd.edu)) and Academic Personnel Services ([lfield@ucsd.edu](mailto:lfield@ucsd.edu)) in all correspondence to PFPF.

For additional questions about the President's or Chancellor's Postdoctoral Fellowship Programs, contact:

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Director of Faculty Development and Diversity  
Center for Faculty Diversity and Inclusion, Office for Equity, Diversity, and Inclusion

For additional questions about the FTE incentive or hiring a current/former fellow, contact:

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