Creating Pathways to Career Excellence:
UC President’s Postdoctoral Fellowship Program

Douglas M. Haynes, PhD
Vice Provost for Academic Equity, Diversity & Inclusion
Director, UCI ADVANCE Program

May 14, 2018
Purpose

Established in 1984 to encourage outstanding women and minority PhD recipients to pursue academic careers at the University of California

Opened to all qualified candidates in 1996 who are committed to university careers that will enhance the diversity of the academic community at the University of California
Distinctive Features

- 15-25 Fellowships awarded each year; may be renewed for a second year subject to review
- Dedicated mentoring by faculty member
- Provision of work space and computer by hosting academic unit
- Salary and research budget (may be augmented by hosting department)
- Sponsored career development programs and resources
- Associated with the Hiring Incentive Program since 2003
- Salary incentives available throughout the University of California as determined by campus guidelines; includes health sciences
- Promotes inclusive excellence

Spring 2018
Partnership for Faculty Diversity

- UC PPFP partners with sister programs:
  - UC Chancellor’s Postdoctoral Fellowships at: Berkeley, Davis, Irvine, Los Angeles, Merced, Riverside, San Diego, and Santa Cruz
  - Non-UC, AAU campuses hosting PPFP: Carnegie Mellon University, New York University, University of Colorado Boulder, University of Maryland, University of Michigan, University of Minnesota
  - STEM specialties: UC-affiliated national laboratories (Lawrence Berkeley, Lawrence Livermore, Los Alamos) and California Alliance (UCB, UCLA, Stanford University and Caltech)

- Funded researchers are encouraged to appoint postdocs through the UC PPFP pool of candidates

Spring 2018
Partnership for Faculty Diversity

UC Irvine Chancellor’s ADVANCE Postdoctoral Fellowship Program

- Purpose is to support early career scholars and researchers who model excellence through a demonstrated commitment to Equity & Diversity
- Supported through a partnership of several campus units including the offices of the Provost, Graduate Division, Equal Opportunity & Diversity, and School Deans
### 2017-18 Appointments at UCI
**UC President’s Postdoctoral Fellows & Faculty Mentors**

<table>
<thead>
<tr>
<th>Fellow</th>
<th>Department and School</th>
<th>Faculty Mentor</th>
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</thead>
<tbody>
<tr>
<td>Samar Al-Bulushi</td>
<td>Anthropology, <em>School of Social Sciences</em></td>
<td>Kristin Peterson</td>
</tr>
<tr>
<td>Roderic Crooks</td>
<td>Informatics, <em>Donald Bren School of Information &amp; Computer Sciences</em></td>
<td>Geoffrey Bowker</td>
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<tr>
<td>Erin Gray</td>
<td>African American Studies, <em>School of Humanities</em></td>
<td>Bridget Cooks</td>
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<tr>
<td>Seyda Ipek</td>
<td>Physics and Astronomy, <em>School of Physical Sciences</em></td>
<td>Tim Tait</td>
</tr>
<tr>
<td>Jacob Roberts Lau</td>
<td>Film &amp; Media Studies, <em>School of Humanities</em></td>
<td>Fatimah Rony</td>
</tr>
<tr>
<td>Rolando Ruiz-Vega</td>
<td>Developmental and Cell Biology, <em>Francisco J. Ayala School of Biological Sciences</em></td>
<td>Arthur Lander</td>
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<tr>
<td>SA Smythe</td>
<td>Gender and Sexuality Studies, <em>School of Humanities</em></td>
<td>Lilith Mahmud</td>
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### UCI Chancellor’s ADVANCE Postdoctoral Fellows & Faculty Mentors

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<thead>
<tr>
<th>Fellow</th>
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<th>Faculty Mentor</th>
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</thead>
<tbody>
<tr>
<td>Sandra Harvey</td>
<td>African American Studies, <em>School of Humanities</em></td>
<td>Jared Sexton and Sora Han</td>
</tr>
<tr>
<td></td>
<td>Criminology, Law and Society, <em>School of Social Ecology</em></td>
<td></td>
</tr>
<tr>
<td>Anna Nierenberg</td>
<td>Physics and Astronomy, <em>School of Physical Sciences</em></td>
<td>James Bullock and Michael Cooper</td>
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</tbody>
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### UCI Chancellor’s Postdoctoral Fellow in Criminology, Law and Society, and Faculty Mentor

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<tr>
<th>Fellow</th>
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<th>Faculty Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Irene Vega</td>
<td>Criminology, Law and Society, <em>School of Social Ecology</em></td>
<td>Geoff Ward</td>
</tr>
</tbody>
</table>
Since its founding, 62% of 707 participants have gone on to tenure-track positions.

Nearly half of all tenure track positions among former Fellows have been within UC (43%).

175 Fellows hired into UC tenure track positions since 2003 implementation of the hiring incentive.
<table>
<thead>
<tr>
<th>Name</th>
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<th>Field</th>
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<tbody>
<tr>
<td>Tayloria Adams</td>
<td>Chemical Engineering and Materials Science</td>
<td>Christine Balance</td>
<td>Asian American Studies</td>
<td>Anita Casavantes Bradford</td>
<td>Chicano/Latino Studies and History</td>
<td>Lee Cabatingan*</td>
<td>Criminology, Law and Society</td>
<td>Jacqueline Chen</td>
<td>Psychology and Social Behavior</td>
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<td>Roderic Crooks</td>
<td>Informatics</td>
<td>Sohail Daulatzai</td>
<td>Film &amp; Media Studies and African American Studies</td>
<td>Rina Dechter</td>
<td>Information &amp; Computer Science</td>
<td>Laura E. Enriquez*</td>
<td>Chicano/Latino Studies</td>
<td>Christopher Fan*</td>
<td>English</td>
</tr>
<tr>
<td>Angela Garcia *</td>
<td>Anthropology</td>
<td>Donovan German</td>
<td>Ecology &amp; Evolutionary Biology</td>
<td>Sora Han</td>
<td>Criminology, Law &amp; Society</td>
<td>Douglas Haynes</td>
<td>History</td>
<td>Constance Iloh</td>
<td>Education</td>
</tr>
<tr>
<td>Laura Hyun Yi Kang</td>
<td>Gender &amp; Sexuality Studies</td>
<td>Solmaz Sajjadi Kia</td>
<td>Mechanical &amp; Aerospace Engineering</td>
<td>Adria Imada</td>
<td>History</td>
<td>James Kyun-Jin Lee</td>
<td>Asian American Studies</td>
<td>Jennifer Lee</td>
<td>Sociology</td>
</tr>
<tr>
<td>Syliva G. Nam</td>
<td>Anthropology</td>
<td>Annie Ro</td>
<td>Public Health</td>
<td>Rocio Rosales*</td>
<td>Sociology</td>
<td>Ana Rosas</td>
<td>Chicano/Latino Studies</td>
<td>Aomawa Shields</td>
<td>Physics and Astronomy</td>
</tr>
<tr>
<td>Jared Sexton</td>
<td>African American Studies and Film &amp; Media Studies</td>
<td>Sabrina Strings*</td>
<td>Sociology</td>
<td>Fatimah Tobing Rony</td>
<td>Film &amp; Media Studies</td>
<td>Linda Trinh Vo*</td>
<td>Asian American Studies</td>
<td>Tiffany Willoughby-Herard</td>
<td>African American Studies</td>
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*former Chancellor’s Postdoctoral Fellow
Eligibility Criteria

- Applicants must receive a Ph.D. from an accredited university before the start of their fellowship.

- Successful applicants must present documents demonstrating they are legally authorized to work in the United States without restrictions or limitations.

- Individuals granted deferred action status under the Deferred Action for Childhood Arrivals program are encouraged to apply.
Selection Criteria

- Application reviewed by a selection committee, according to discipline group, consisting of UC Faculty
- Selection based on quality of proposal and strength of letters from reference writers and mentor, and distinctive advantages of hosting department
- Consideration given to candidates whose record of scholarship and service will contribute to diversity of the academic community
Education Background Statement: Address

- Perspectives based on non-traditional educational background or understanding of groups historically under-represented in higher education
- Communication skills and cross-cultural abilities for effective collaboration with a diverse cross section of the academic community
- Significant academic achievement by overcoming barriers
- Capacity to understand barriers to higher education for underrepresented groups
Elements of Research Proposal:

- Focus on the originality and importance of the research project
- Describe relevant department/campus programming that will provide an enriching intellectual community and research community
- Discuss research and/or academic service that advances equitable access to higher education or promotes understanding of racial or gender inequalities
Trends in UC PPFP/CFP Applicant Pool by Discipline


Arts & Humanities
Life Sciences
Mathematics, Engineering, Computer Sci & Physical Sci
Social Sciences

Spring 2018
Save the Date

- **Deadline to submit application:** November 1, 2018
- **Deadline to submit faculty letters:** December 1, 2018