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

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

October 3, 2019
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
President’s Postdoctoral Fellowship Program

Program Basics

- One year fellowship – renewable for second year based on satisfactory progress
- UC scale salary*
- No teaching*
- Fall meeting and spring retreat
- Writing workshops
- Job negotiation assistance & advocacy
- Eligibility for Faculty Hiring Incentive

* with exceptions

General Outcomes

- Over 700 fellows supported
- Approx. 70% hired in TT positions in US
- 221 hires in UC LRE positions
- Asst. Professor hire tenure and retention rate (10 yrs):
  - 77.5% UC average
  - 87% PPFP average

October 2019
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, San Francisco, Santa Barbara, 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

Data Source: UCOP October 2019
UCI 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

- 1-year postdoc and fellows are eligible to re-apply to the UC PPFP
President Napolitano committed an additional $2M in funding to the program

- This will fund additional staff, fellowships, and increased venue and travel costs
- Net result will be approximately 22 new fellows (11/yr) in addition to current funding of 28 (14/yr)
- Overall, will be approximately 50 new/renewed fellows supported
Faculty Hiring Incentive Program

- Each campus will receive $85,000/year for 5 years (total $425,000) for each PPFP/CPF hired into a Ladder-Rank Equivalent position.
- These funds go to the campus and are not tied to FTE or salary support.
- It is possible to negotiate for all or part of the incentive for use as salary support or start up.
- Funds go to the campus, not the fellow; Does not transfer if the fellow changes campus affiliation.

October 2019
University of California President’s Postdoctoral Fellows and UC Chancellor’s Fellows Applicants and Awardees by Campus, 2017-18 (Total Applicants=854; Total Awardees=47)

LANL  LBNL  UCB  UCD  UCI  UCLA  UCM  UCR  UCSD  UCSF  UCSB  UCSC

Applicants  Awardees

Fall 2018
Distribution of University of California President’s Postdoctoral Fellows and UC Chancellor’s Fellows by Discipline (2013-2018)

Art & Humanities  Life Sciences  Mathematics, Engineering & Computer Sciences  Physical Sciences  Social Sciences

2013:
- 20% Arts & Humanities
- 43% Life Sciences
- 10% Mathematics, Engineering & Computer Sciences
- 10% Physical Sciences
- 17% Social Sciences

2014:
- 26% Arts & Humanities
- 16% Life Sciences
- 11% Mathematics, Engineering & Computer Sciences
- 21% Physical Sciences
- 26% Social Sciences

2015:
- 30% Arts & Humanities
- 15% Life Sciences
- 15% Mathematics, Engineering & Computer Sciences
- 6% Physical Sciences
- 33% Social Sciences

2016:
- 27% Arts & Humanities
- 27% Life Sciences
- 7% Mathematics, Engineering & Computer Sciences
- 13% Physical Sciences
- 27% Social Sciences

2017:
- 25% Arts & Humanities
- 29% Life Sciences
- 4% Mathematics, Engineering & Computer Sciences
- 17% Physical Sciences
- 25% Social Sciences

2018:
- 27% Arts & Humanities
- 23% Life Sciences
- 9% Mathematics, Engineering & Computer Sciences
- 14% Physical Sciences
- 27% Social Sciences
## UC President’s Postdoctoral Fellows & Faculty Mentors

<table>
<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<th>Faculty Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexander Cho</td>
<td>Informatics</td>
<td>Mizuko Ito</td>
</tr>
<tr>
<td>Yidong Gong</td>
<td>Anthropology</td>
<td>Mei Zhan</td>
</tr>
<tr>
<td>Holly Guise</td>
<td>History</td>
<td>Sharon Block</td>
</tr>
<tr>
<td>Amina Hussein</td>
<td>Physics and Astronomy</td>
<td>Franklin Dollar</td>
</tr>
<tr>
<td>Mukul Kumar</td>
<td>Urban Planning and Public Policy</td>
<td>Rudy Torres</td>
</tr>
<tr>
<td>Ryan McCarty</td>
<td>Chemistry</td>
<td>Kieron Burke</td>
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<tr>
<td>Stephen Molldrem</td>
<td>Anthropology</td>
<td>Tom Boellstorff</td>
</tr>
<tr>
<td>Atena Zahedi</td>
<td>Sue &amp; Bill Gross Stem Cell Research Center</td>
<td>Aileen Anderson</td>
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## UCI Chancellor’s ADVANCE Postdoctoral Fellows & Faculty Mentors

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<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<th>Faculty Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anne Therese Frederiksen</td>
<td>Language Science</td>
<td>Judith Kroll</td>
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<tr>
<td>Stefanie Graeter</td>
<td>Anthropology</td>
<td>Kim Fortun</td>
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<tr>
<td>Elizabeth Hemming-Schroeder</td>
<td>Computer Science</td>
<td>Xiaohuie Xie</td>
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<tr>
<td>John Marquez</td>
<td>History</td>
<td>Rachel O’Toole</td>
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<tr>
<td>Diana Pardo Pedraza</td>
<td>Gender and Sexuality Studies</td>
<td>Jennifer Terry</td>
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<tr>
<td>Kimberly Stanek</td>
<td>Molecular Biology and Biochemistry</td>
<td>Celia Goulding</td>
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<tr>
<td>DeWayne Williams</td>
<td>Psychological Science</td>
<td>Julian Thayer and Roxane Cohen Silver</td>
</tr>
<tr>
<td>Salvador Zárate</td>
<td>Gender and Sexuality Studies</td>
<td>Jonathan Alexander</td>
</tr>
<tr>
<td>Jenny Zenobio</td>
<td>Civil and Environmental Engineering</td>
<td>Russell Detwiler and Adyemi Adeleye</td>
</tr>
</tbody>
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## UCI Chancellor’s Postdoctoral Fellow in Criminology, Law and Society, & Faculty Mentor

<table>
<thead>
<tr>
<th>Fellow</th>
<th>Department</th>
<th>Faculty Mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lillian Taylor Jungleib</td>
<td>Criminology, Law and Society</td>
<td>Valerie Jenness</td>
</tr>
</tbody>
</table>
Hiring by Campus 2014-15 to 2018-19

- Berkeley: 1
- Davis: 12
- Irvine: 23
- Los Angeles: 11
- Merced: 3
- Riverside: 12
- San Diego: 13
- San Francisco: 1
- Santa Barbara: 7
- Santa Cruz: 14

May 2019
Comparison of PPFP/CPF fellows with two cohorts of UC faculty hires. PPFP fellows are retained and achieve tenure at higher rates than general faculty hires

<table>
<thead>
<tr>
<th>Tenure after 10 years</th>
<th>PPFP/CPF 1998-2005</th>
<th>Assistant Professor 1998-1999</th>
<th>Assistant Professor 2004-2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>32</td>
<td>215</td>
<td>347</td>
</tr>
<tr>
<td>Left without tenure</td>
<td>13%</td>
<td>24%</td>
<td>21%</td>
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<tr>
<td>Total Tenured at UC</td>
<td>87%</td>
<td>76%</td>
<td>79%</td>
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</table>

August 2019
<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Name</th>
<th>Department</th>
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</thead>
<tbody>
<tr>
<td>Tayloria Adams</td>
<td>Chemical &amp; Biomolecular Engineering</td>
<td>Solmaz Sajjadi Kia</td>
<td>Mechanical &amp; Aerospace Engineering</td>
</tr>
<tr>
<td>Samar Al-Bulushi</td>
<td>Anthropology</td>
<td>James Kyun-Jin Lee</td>
<td>Asian American Studies</td>
</tr>
<tr>
<td>Christine Balance</td>
<td>Asian American Studies</td>
<td>Jennifer Lee</td>
<td>Sociology</td>
</tr>
<tr>
<td>Anna Boncompagni*</td>
<td>Philosophy</td>
<td>Beth Lopour</td>
<td>Biomedical Engineering</td>
</tr>
<tr>
<td>Anita Casavantes Bradford</td>
<td>Chicano/Latino Studies and History</td>
<td>Brittany Morey*</td>
<td>Public Health</td>
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<tr>
<td>Long Thanh Bui</td>
<td>International Studies</td>
<td>Sylvia G. Nam</td>
<td>Anthropology</td>
</tr>
<tr>
<td>Lee Cabtingan*</td>
<td>Criminology, Law, &amp; Society</td>
<td>Kylie Peppler</td>
<td>Informatics</td>
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<tr>
<td>Jacqueline Chen</td>
<td>Psychological Science</td>
<td>Isabela Quintana</td>
<td>Humanities</td>
</tr>
<tr>
<td>Kwasi Connor</td>
<td>Ecology &amp; Evolutionary Biology</td>
<td>Annie Ro</td>
<td>Public Health</td>
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<tr>
<td>Alicia Cox</td>
<td>Comparative Literature</td>
<td>Alejandra Rodriguez-Verdugo</td>
<td>Ecology &amp; Evolutionary Biology</td>
</tr>
<tr>
<td>Roderic Crooks</td>
<td>Informatics</td>
<td>Fatimah Tobing Rony</td>
<td>Film &amp; Media Studies</td>
</tr>
<tr>
<td>Sohail Daulatzai</td>
<td>Film &amp; Media Studies and African American Studies</td>
<td>Rocio Rosales*</td>
<td>Sociology</td>
</tr>
<tr>
<td>Rina Dechter</td>
<td>Information &amp; Computer Science</td>
<td>Ana Rosas</td>
<td>Chicano/Latino Studies</td>
</tr>
<tr>
<td>Laura E. Enriquez*</td>
<td>Chicano/Latino Studies</td>
<td>Stephanie Sallum</td>
<td>Physics and Astronomy</td>
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<tr>
<td>Christopher Fan*</td>
<td>English</td>
<td>Jared Sexton</td>
<td>African American Studies and Film &amp; Media Studies</td>
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<tr>
<td>Cynthia Feliciano</td>
<td>Sociology</td>
<td>Aomawa Shields</td>
<td>Physics and Astronomy</td>
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<tr>
<td>Angela Garcia*</td>
<td>Anthropology</td>
<td>Damien Sojoyner (Schnyder)</td>
<td>Education</td>
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<tr>
<td>Donovan German</td>
<td>Ecology &amp; Evolutionary Biology</td>
<td>Sabrina Strings*</td>
<td>Sociology</td>
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<td>Kyle Grady*</td>
<td>English</td>
<td>Celia Symons</td>
<td>Ecology &amp; Evolutionary Biology</td>
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<tr>
<td>Sora Han</td>
<td>Criminology, Law, &amp; Society</td>
<td>Katherine Thompson-Peer</td>
<td>Developmental &amp; Cell Biology</td>
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<tr>
<td>Sandra Harvey*</td>
<td>African American Studies</td>
<td>Roberto Tinoco*</td>
<td>Molecular Biology &amp; Biochemistry</td>
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<tr>
<td>Douglas Haynes</td>
<td>History</td>
<td>Linda Trinh Vo*</td>
<td>Asian American Studies</td>
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<td>Constance Iloh</td>
<td>Education</td>
<td>Irene Vega*</td>
<td>Criminology, Law, &amp; Society</td>
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<tr>
<td>Adria Imada</td>
<td>History</td>
<td>Tiffany Willoughby-Herard</td>
<td>African American Studies</td>
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<td>Sandra Irani</td>
<td>Information &amp; Computer Science</td>
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<tr>
<td>Laura Hyun Yu Kang</td>
<td>Gender &amp; Sexuality Studies</td>
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Application Overview and Strategies

Marguerite Bonous-Hammarth, PhD
Executive Director, Office of Inclusive Excellence
Program Manager, UCI ADVANCE Program
Eligibility Criteria

- Applicants must receive a Ph.D. (or other terminal degree, i.e., M.F.A, J.D., Ed.D., M.D., etc.) 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 underrepresented in higher education
  - Examples – attendance at MSI, participation in pipeline programs (Puente, MESA, McNair)
- Significant academic achievement by overcoming barriers
- Understanding of barriers to HE for URM, other groups
- Record of academic service to advance HE access
- Record of leadership, teaching, mentoring groups underrepresented in HE
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
- Ability to bring research into practice for groups historically underrepresented in HE
  - Examples: program evaluation, curricula or teaching strategies w/groups; study patterns of participation of groups; research addressing race, gender, diversity, inclusion, health disparities, artistic expressions of and/or other interests to groups
Circumstances weighted less in review

Applicants who:

- Hold tenure-track positions/have received offers
- Have considerable postdoc experience
- Propose to work in department where degree was received/hold current postdoc in proposed department
- *If any of the above, please address in application*
Save the Date

• **Deadline to submit application:**
  November 1, 2019

• **Deadline to submit faculty letters:**
  December 1, 2019