

November 3, 2009

DEAN KAMIENIECKI  
DEAN RAMIREZ  
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DEAN VAN DEN ABEELE  
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RE: President's Postdoctoral Fellows Hiring Incentive Program

Dear Colleagues:

To underscore the commitment of the University of California to faculty diversity, the Office of the President has confirmed that despite the current budget crisis the President's Postdoctoral Fellows Hiring Incentive Program will continue for appointments effective July 1, 2010. The program still provides a five-year advance on faculty FTE to campuses that hire current or former President's or Chancellor's postdoctoral fellows into ladder-rank faculty positions. The scope of the hiring incentive program will again include participants from both the President's and Chancellor's Postdoctoral Fellowship Programs for Academic Diversity.

I acknowledge that none of the divisions are currently conducting ladder-rank faculty recruitments. I also understand that given the present financial crisis, you may decide not to take advantage of the President's Postdoctoral Fellows Hiring Incentive Program at this time. However, I want to remind you of the program guidelines and campus procedures.

**Guidelines for hiring President's or Chancellor's Postdoctoral Fellows**

Information about the President's Postdoctoral Fellowship Program is available at [ucop.edu/acadadv/ppfp/](http://ucop.edu/acadadv/ppfp/). A complete list of eligible President's and Chancellor's postdoctoral fellows is available at [ucop.edu/acadadv/ppfp/fellows-list.html](http://ucop.edu/acadadv/ppfp/fellows-list.html).

General guidelines for the program:

- Eligible candidates are current or former President's Fellows since 1996 or Chancellor's Fellows since 2005.
- Fellows are to be considered for ladder-rank faculty positions effective July 1, 2009 through July 1, 2011.
- Fellows are not eligible if they currently hold a tenure-track appointment at a UC campus.
- Eligible fellows may be hired either through an open search or from targeted outreach efforts; for the latter, the Office of the President has preauthorized a waiver of recruitment for eligible candidates.
- Salary dollars will be allocated at the Assistant Professor III level for appointments paid on the Regular professorial salary scale and at the Assistant Professor II level for appointments paid on the Business, Economics, and Engineering professorial salary scale. The affiliated division will assume the costs of any upgrades.

**Campus procedures**

If an eligible fellow is hired as the top candidate from an open search, no change in procedure is required.

If an eligible fellow is proposed as a second hire from an open search or is identified as the result of targeted outreach efforts, the cognizant dean must submit an off-cycle recruitment authorization request to the CP/EVC. UCOP no longer provides supplemental start-up funds; however, start-up will be covered per normal campus policy. Although a waiver of recruitment has been granted, budgetary approval including consultation with CPB is required. The request should detail how the proposed hire will be consistent with departmental plans and divisional priorities. It should also identify how the FTE will be funded at the end of the five-year period.

All hires under the President's Postdoctoral Fellows Hiring Incentive Program will follow normal departmental and CAP review. The criteria for appointment are the same as other appointments and are found in APM 210 at [ucop.edu/acadadv/acadpers/apm/apm-210.pdf](http://ucop.edu/acadadv/acadpers/apm/apm-210.pdf). Please inform the Academic Personnel Office of potential hires under the initiative program as soon as they are identified.

### **Effects on campus planning**

Hiring a new faculty member through the President's Hiring Incentive Program should support department plans and divisional goals. It is possible, however, that a potential hire may present opportunities to reevaluate priorities within established plans. Below is information on how such a hire affects campus FTE counts.

- FTE is provided to the campus from UCOP, which in turn goes to the department.
- FTE is returned to UCOP if former fellow leaves the campus within five years.
- After five years, UCOP will retrieve an FTE off the top of campus allocations; there is no net gain to the campus.
- On campus, the hiring division must identify a division-held vacant FTE at the end of the five-year period. Please note that this is a change in campus practice: starting with 07/01/09 hires, the divisions will need to return an FTE in five years. President's Postdoctoral Fellows hired prior to 07/01/09 are covered under the old agreement (no return of FTE, but the hire counts as an advance against the CP/EVC target FTE count for the division).
- UCOP funding of these FTEs is taken "off the top" from general enrollment dollars pro-rated based on total campus enrollment.

You may wish to suggest that departments look at the lists of President's and Chancellor's Postdoctoral Fellows and to make an effort to recruit these individuals to our campus. If you identify a current fellow that you would like to invite to Santa Cruz for a visit, these fellows have access to their own travel funds to visit UC campuses to present research or to give job talks.

In the seven years of its implementation, the hiring incentive program has been very successful. UCSC has hired eight faculty members under this program, and we hope to see additional hires in the future.

If you have any questions or need additional information about the program, please contact Assistant Vice Chancellor Pamela Peterson at [pgpeters@ucsc.edu](mailto:pgpeters@ucsc.edu) or x9-5380.

Sincerely,



David S. Kliger  
Campus Provost and  
Executive Vice Chancellor

cc: Analyst Burke, Planning and Budget  
Vice Chancellor Delaney, Planning and Budget  
Vice Provost and Dean Galloway, Academic Affairs  
Chair Kletzer, Academic Senate  
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