

September 6, 2007

ACADEMIC DEANS  
DEPARTMENT CHAIRS

RE: President's Postdoctoral Fellows Hiring Incentive Program

Dear Colleagues:

The Office of the President will continue to provide a five-year advance on faculty FTE to campuses that hire current or former President's Postdoctoral Fellows into ladder-rank faculty positions for hires effective July 1, 2008. The scope of the hiring incentive program has again been expanded to include participants in the UC Chancellors' Postdoctoral Fellowship Programs for Diversity beginning with participants in the 2005-06 academic year. Program guidelines and campus procedures are detailed below.

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

Information about President's Postdoctoral Fellowship Program is available on the web at: [ucop.edu/acadadv/ppfp/](http://ucop.edu/acadadv/ppfp/) and a complete list of former and current fellows since 1996 is available at: [ucop.edu/acadadv/ppfp/former-fell-9608.html](http://ucop.edu/acadadv/ppfp/former-fell-9608.html). A list of eligible UC Chancellors' postdoctoral fellows is available at: [ucop.edu/acadadv/ppfp/chancellors-fellows.html](http://ucop.edu/acadadv/ppfp/chancellors-fellows.html).

General guidelines for the program:

- Eligible candidates are current or former President's Fellows since 1996 or UC Chancellors' Fellows since 2005
- Fellows are to be considered for ladder rank faculty positions effective July 1, 2008
- 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
- FTE is allocated at Assistant Professor III level (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.

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 Academic Human Resources of potential hires under the initiative program.

### 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.

- FTE is provided to the campus, 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 FTE will be recouped via reduction of future allocations to the affiliated division
- UCOP funding of these FTEs is taken "off the top" from general enrollment dollars pro-rated based on total campus enrollment

I urge departments to look at the lists of President's Postdoctoral Fellows and UC Chancellors' 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 first five years of its implementation, the hiring incentive program has been very successful. A total of 52 former President's Postdoctoral Fellows have joined the UC faculty systemwide since 2003. UCSC has hired four 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: CAP Chair Bowman  
Academic Senate Chair Crosby  
Director Dettman  
Assistant Vice Chancellor Eckert  
Vice Provost Galloway  
CPB Chair Gilman  
Director Hiramoto  
Vice Chancellor Michaels  
Assistant Provost Moreno  
Assistant Vice Chancellor Peterson  
Divisional Academic Personnel Coordinators