Using Data to Change the Conversation on Diversity in Hiring

The UC President’s Postdoctoral Fellowship Program
UC President’s Postdoctoral Fellowship Program

Program History

- 1984-Founded
- 1996-Adapted to conform to Prop 209 changes in public funding guidelines
- 2003-Faculty Hiring Incentive Program instituted
- 2011 Chancellor’s Postdoctoral Fellowships established/FHIP Capped at 12
- 2013 President’s Startup/FHIP Initiative
- 2018-Expanded to include Professional Schools/FHIP cap lifted

Current Program

- Up to two years of support
- UC scale salary research funds, travel funds
- Participation in Fall and Spring conferences
- Writing workshops
- Protected research time
- Support in hiring negotiations
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, startup, or other uses.
- Funds go to the campus, not the fellow. Do not transfer if the fellow changes campus affiliation or departs UC.
Increased Investment in PPFP

- President Napolitano has committed an additional $2M in permanent funding to the program-total $4.6M
  - This will support additional fellowships, staff, and increased conference and travel costs.
  - Net result will be approximately 22 new fellowships (11/year) in addition to current funding of 28 (14/year).
  - Overall will be approximately 50 new/renewed fellows supported
Program Reach

Application Rates

PPFP Partnerships

- University of Michigan
- University of Colorado, Boulder
- University of Maryland
- New York University
- Carnegie Mellon University
- University of Minnesota
- California Alliance (CalTech, Stanford, UCLA, UCB)
- UC Affiliated National Labs
Program Outcomes

- 728 President’s Fellows supported as of 2018/2019
- 209 Chancellor’s Fellows supported as of 2018/2019
- 215 hired into UC TT positions since 2003

Hiring Trends

*As of April 2019
Using Data to Change the Conversation

- There aren’t qualified candidates matching our search criteria
- Berkeley, Los Angeles, Davis, Irvine, San Diego are among the top 20 producers of PhD’s in most disciplines

### NSF Survey of earned doctorates

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<th>Year</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
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<tr>
<td>Total</td>
<td>52,704</td>
<td>53,992</td>
<td>54,901</td>
<td>54,862</td>
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<tr>
<td>Female</td>
<td>24,366</td>
<td>24,816</td>
<td>25,354</td>
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<tr>
<td>Male</td>
<td>28,326</td>
<td>29,011</td>
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<td>2,191</td>
<td>2,448</td>
<td>2,550</td>
<td>2,540</td>
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<tr>
<td>Nat Am</td>
<td>119</td>
<td>103</td>
<td>131</td>
<td>128</td>
<td>119</td>
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<tr>
<td>AA</td>
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<td>2,654</td>
<td>2,773</td>
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<tr>
<td>Mixed</td>
<td>858</td>
<td>879</td>
<td>903</td>
<td>1,033</td>
<td>1,016</td>
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"We are doing our part"

Using Data to Change the Conversation
• “Diversity comes at the expense of excellence”
• Data suggests the contrary is true

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<tr>
<th></th>
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<tbody>
<tr>
<td>Left UC without tenure</td>
<td>4</td>
<td>51</td>
<td>72</td>
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<tr>
<td>Total tenured at UC</td>
<td>28</td>
<td>164</td>
<td>275</td>
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<tr>
<td>Total</td>
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<td>215</td>
<td>347</td>
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<tr>
<td>Left UC without tenure</td>
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<td>24%</td>
<td>21%</td>
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<tr>
<td>Total tenured at UC</td>
<td>87%</td>
<td>76%</td>
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