

# 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

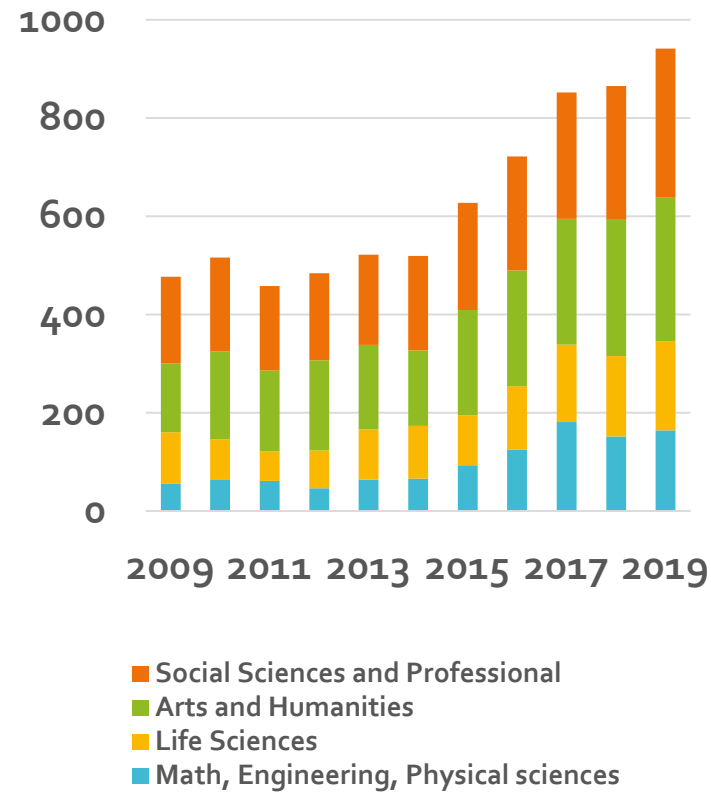
- Each campus will receive \$85,000/year for 5 years (total \$425,000) for each PFP/CPF hired into a Ladder-Rank Equivalent position.
- These funds go to the campus and are not tied to FTE or salary support.
- It is possible to negotiate for all or part of the incentive for use as salary support, startup, 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

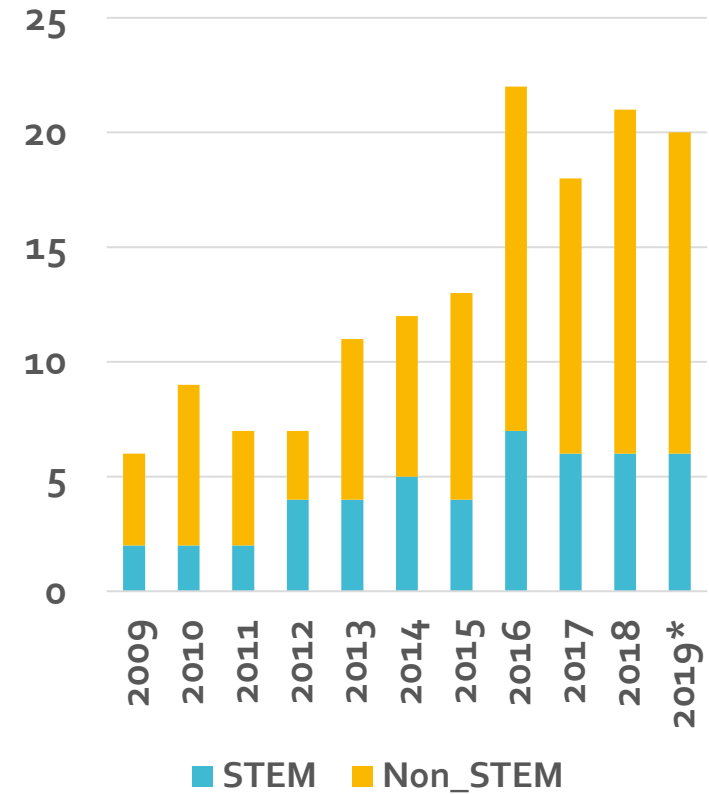
- University of Michigan
- University of Colorado, Boulder
- University of Maryland
- New York University
- Carnegie Mellon University
- University of Minnesota
- California Alliance (CalTech, Stanford, UCLA, UCB)
- UC Affiliated National Labs

# Program Outcomes

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- 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

Year	2013	2014	2015	2016	2017
<b>Total</b>	<b>52,704</b>	<b>53,992</b>	<b>54,901</b>	<b>54,862</b>	<b>54,664</b>
Female	24,366	24,816	25,354	25,256	25,495
Male	28,326	29,011	29,540	29,591	29,146
Hisp/Lat	2,135	2,191	2,448	2,550	2,540
Nat Am	119	103	131	128	119
AA	2,655	2,654	2,773	2,870	2,963
Mixed	858	879	903	1,033	1,016

NSF Survey of earned doctorates

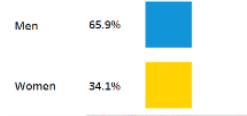
# Using Data to Change the Conversation

“We are doing our part”

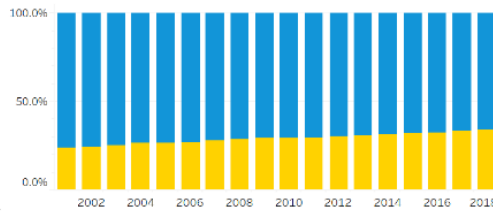
Month  
October

Year  
2018

Percentage by Gender  
(October 2018)



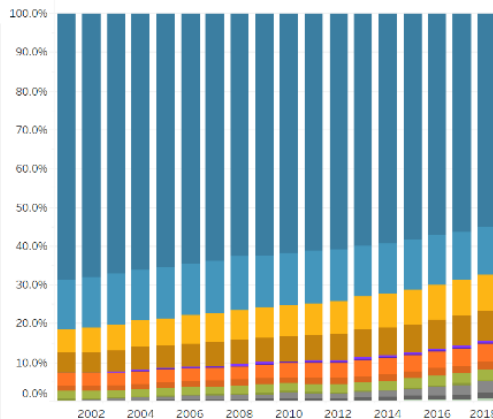
Share of Headcount by Gender (October)



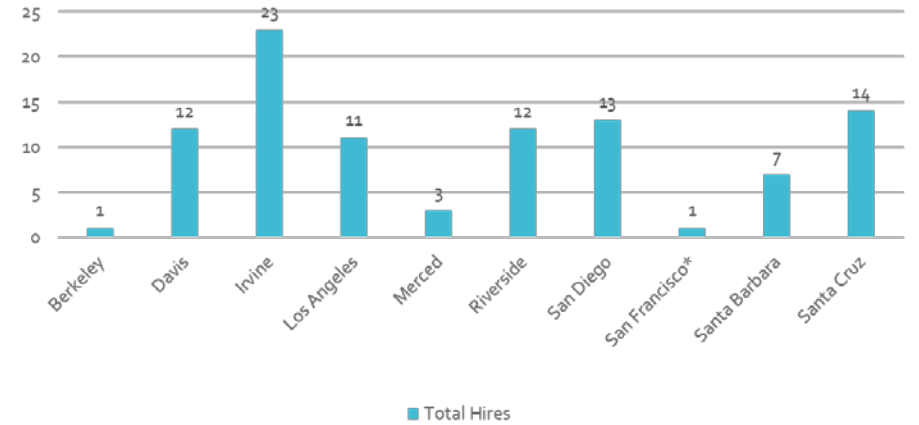
Percentage by Race/Ethnicity & Citizenship  
(October 2018)

White	Domestic	55.0%
	International	12.3%
Asian/ Native Hawaiian	Domestic	9.3%
	International	7.8%
Hispanic/ Latino(a)	Domestic	4.9%
	International	2.1%
American Indian	Domestic	0.5%
	International	0.0%
Black/ African/ American	Domestic	2.5%
	International	0.4%
Two or More Races	Domestic	0.6%
	International	0.1%
Unknown	Domestic	2.9%
	International	1.6%

Share of Headcount by Race/Ethnicity & Citizenship (October)



PPFP/CPF Hires 2014-2018





# Using Data to Change the Conversation

- “Diversity comes at the expense of excellence”
- Data suggests the contrary is true

Tenure After 10 Years	PPFP 1998-2005	Asst. Prof. 1998-99	Asst. Prof 2004-05
Left UC without tenure	4	51	72
Total tenured at UC	28	164	275
<b>Total</b>	<b>32</b>	<b>215</b>	<b>347</b>
Left UC without tenure	13%	24%	21%
<b>Total tenured at UC</b>	<b>87%</b>	<b>76%</b>	<b>79%</b>