Diversifying the Postdoctoral Scholar Population: University of California President’s Postdoctoral Fellowship Program

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June 22, 2019
Number of Doctorate Recipients in the U.S. (US Citz./PR), by Gender and Fiscal Year, 1958-2016


Number of Doctorate Recipients in the U.S. (All PhDs), Gender and Calendar Year, 1920-2015

All U.S. PhDs*

Female  Male


*Includes U.S. citizens, permanent residents temporary visa holders, and unknown citizenship.
Proportion of Doctorate Recipients in the U.S. (US Citz./PR),
by Race/Ethnicity and Fiscal Year, 1974-2016

- White
- Asian
- Black/Afram
- Hispanic
- Nat. Am./Haw.
- Other/Two+
- Missing

US Citizens/Permanent Residents Only


Proportion of Doctorate Recipients in the U.S. (All PhDs), by Race/Ethnicity and Fiscal Year, 1974-2016

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Evaluating Equity in Faculty Recruitment

Supported by: National Science Foundation ECR Grants 1535509 & 1535435
UC TOTAL Faculty Applicant Diversity Pipeline, STEM* Compared to Non-STEM,
Missing Gender/Race/ Ethnicity Data Excluded, AY2013-14—2016-17

% Women in applicant pipeline

STEM: 657 total job searches;
Non-STEM: 826 job searches.

*STEM=Science, Technology, Engineering, & Math. Only searches with applicants, finalists, and PhD availabilities (NSF’s SED date) are included in the above figure.
UCSB not included due to lack of SED field codes.
UC President’s Postdoctoral Fellowship Program (PPFP)

- 1984: Program founded, providing up to two years of post-doc support to candidates from all disciplines with the goal to increase the diversity of the faculty
- 1996: Program guidelines amended to conform to California Proposition 209
- 2003: Faculty Hiring Incentive Program established
- 2011: UC Chancellors’ Postdoctoral Fellowships (CPF) established, on all ten UC campuses as of 2019
- 2011 to present: Partnership programs established with other non-UC research universities, six current partners
Components of PPFP

- Selection criteria include demonstration of contributions to diversity and goal of a faculty career.
- Up to two years of salary support, research support, and travel funds
- 180+ current UC faculty participate annually in evaluation of candidates
- Fall and Spring retreats, attended by fellows, mentors, and former fellows, focused on networking and professional development
- Writing workshops, protected research time, and support in hiring negotiations
- Strong faculty support network, both at UC and around the country, with 35 years of former fellows
### PPFP and Partners’ applicant pools, Fall 2018

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</table>

Source: President’s Postdoctoral Fellowship Program Office
Demographic composition of PPFP applicant pool, Fall 2018

- **Female**: 70%
- **Male**: 28%
- **Decline to State**: 2%

- **Racial/Ethnic Composition**:
  - African American: 6%
  - Latinx: 19%
  - American Indian/Native Alaskan: 2%
  - Native Hawaiian/Pacific Islander: 0%
  - White: 25%
  - Asian American: 16%
  - Other/mixed/decline to state: 31%

Source: President’s Postdoctoral Fellowship Program Office
Demographic composition of UC Postdoctoral fellows, Fall 2018

- Asian/Pacific Islander (domestic and international): 36.4%
- URM (domestic and international): 11.3%
- White (domestic and international): 51.5%

- Domestic: 35.3%
- International: 64.7%

- Female: 40.8%
- Male: 59.2%

Source: Academic Personnel and Programs, UC Office of the President
Measuring PPFP success

- Strong support from President, Regents, Legislature, Chancellors, Provosts, and faculty
- Growing national partnership network
- Increasing application rates

Source: President's Postdoctoral Fellowship Program Office
Faculty Hiring Incentive

- Established in 2003 to provide incentive to hire PPFP and CPF fellows into the faculty: $85K per year for five years ($425K total) and eligibility for waiver of recruitment
- No cap on number of incentives in a given year, all departments eligible
- 215 former fellows hired into UC ladder-rank positions since 2003
- Hiring is increasing with about 20 fellows hired into the faculty, each year, for the last four years
Program Outcomes

• 728 PPFP fellows supported since 1984

• 209 CPF fellows supported since 2011

• Fellows hired into the faculty are tenured at a higher rate than other ladder-rank hires
  • 87% of fellows-turned-faculty are tenured after 8 years, compared to 76% and 79% of two comparison cohorts of all other ladder-rank faculty

Source: President’s Postdoctoral Fellowship Program Office / Academic Personnel and Programs, UC Office of the President
https://ppfp.ucop.edu/info/

Thanks to Marc Goulden, Mark Lawson, Gregory Sykes, Aimee Chang, and Kim Adkinson