

\$5 Million in Funding for President's Postdoctoral Fellowship Program

The President's Postdoctoral Fellowship Program (PPFP) has received \$5 million in additional one-time funding from the PPFP Initiative. PPFP attracts the nation's top postdoctoral scholars whose teaching, research or service contributes to UC's mission to serve our increasingly diverse world.

The funding will be used to enhance this award-winning program in several ways:

- Almost half of funding (\$2.1 million) is dedicated to increasing the number of PPFP fellows hired into UC faculty positions in all disciplines, by paying salaries for five additional new faculty hires in the 2015-16 and 2016-17 academic years.
- Another substantial portion of the funds (\$2.4 million) will support start-up packages for PPFP fellows hired into UC faculty positions in STEM fields. To date, six awards have been approved for former PPFP fellows hired as faculty on the Irvine, Los Angeles, San Diego and Santa Cruz campuses.
- The remainder of the money (\$475K) will be used for mentoring, development and training.

The National Center for Faculty Development and Diversity (NCFDD) has received funds to support faculty, postdocs and graduate student development through campus partnerships. Eight campuses have enrolled in an institutional membership with NCFDD, which provides external mentoring resources to increase research productivity and achieve work-life balance (<http://www.facultydiversity.org/>). Fifty faculty members received funding to participate in NCFDD's highly [no hyphen needed with adverb]regarded Faculty Success Program, also known as "faculty boot camp," a 15-week intense coaching to [boost, develop, cultivate, ignite, foster, promote?] professional and personal growth.

Funds were also used to develop an academic leadership seminar, the Faculty Leadership Seminar Series (FLSS). Created specifically for UC department chairs and deans, the seminar fosters informed conversation about the best way to build and nurture a productive academic climate. The seminar aims to help participants gain a better understanding of implicit bias and microaggressions and their impact on departmental/school climate; to increase participants' effectiveness at recognizing and interrupting/addressing microaggressions when they occur; with a future goal to discuss tools and strategies for developing an inclusive departmental/school climate. An FLSS webpage was recently launched (<http://ucal.us/facultyleadership>) to make seminar materials, additional resources and updates available to seminar attendees, as well as other interested colleagues.

A seminar *Fostering Inclusive Excellence: Strategies and Tools for Department Chairs and Deans*, was presented at five campuses and the October 2014 PPFP 30th Anniversary celebration, and will be presented on the remaining five campuses this year. A key component of the seminar is an interactive theatre performance, "Ready to Vote?" that

centers on the merit review of a colleague in fictional UC department. The scenario is scripted by UCADD's former chair, Emily Roxworthy of UCSD, and the acting troupe consists of graduate students and a recent Ph.D. graduate. A modified version of "Ready to Vote?" addressing the issues specific to Health Sciences campuses is in development and will be presented at UCSF in May 2015 and other Health Sciences campuses later in the year. In addition to the interactive theatre experience, the seminar provides deans and chairs with research and data on both systemwide and campus-specific faculty climate, tools for building a more inclusive climate, and opportunities to interact with their colleagues during a case-study exercise. The facilitation and research segments of the seminar are led by Edith Ng, Systemwide Faculty Development Coordinator at UCOP, Danny Solarzano, UCLA faculty member, Lindsay Perez-Huber, CSU faculty member, and Susan Carlson, a vice provost at UCOP.