



College of Humanities, Arts and
Social Sciences
OFFICE OF THE DEAN
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October 20, 2022

TO: Chairs and Directors, CHASS

FROM: Daryle Williams, Professor and Dean

A handwritten signature in black ink that reads "Daryle Williams".

RE: CHASS Dean's PFP/CFP Incentive Fund

CC: Dan Jeske, VPAP
CHASS FAOs

I am pleased to announce the creation of the Dean's Incentive Fund to support our commitment to the [UC President's and Chancellor's Postdoctoral Fellowship Programs](#) and related partner programs focused on minority-serving institutions. In 2022-23, I have set aside \$50,000 for this Fund, to be administered by the Office of the Dean. It is my intention to refresh the Fund at comparable levels through FY26.

While the Fund is specifically targeted at Senate faculty hiring efforts and postdoctoral placements supported by the [UC incentive](#) program (expanded at the six UC HSI's [thanks to The Mellon Foundation](#)), the Fund will also support efforts to recruit, place, and mentor eligible graduate in any academic CHASS unit engaged with the [UC-HSI Doctoral Diversity Initiative](#) and the [UC-HBCU Initiative](#).

The Dean's Incentive Fund may be used to support costs associated with:

1. the direct recruitment of pre-screened individual eligible candidates
2. the direct recruitment of a slate of pre-screened eligible candidates
3. scholarly activities that introduce invited eligible candidate(s) and their research to the unit's research and teaching faculty, for later consideration of a formal recruitment
4. workshops, colloquia, performances, and/or exhibitions that highlight the work of potential, current, or past fellows, for recruitment efforts in future years

Funds will be disbursed as reimbursements, based on actual expenses, with a cap of \$1,500 per candidate brought to campus for formal consideration of an appointment. (That is, a unit might be reimbursed for expenses related to a workshop that introduces a potential candidate to the community as well as the \$1,500 to bring an actual candidate to campus for a formal interview.) Total reimbursements in excess of \$5,000 per unit will be considered by special petition, and may require a cost share.

Units may identify candidates in the manner they see fit. Candidates may be considered for appointment at any rank, provided that proposed placements are [eligible](#) for an appointment at UCR under the UC PFP/CFP and Partner Programs. (See appendix for postdoctoral fellowship awarded since 1996; the [online PFP directory](#) lists fellows in a somewhat different format, starting in 1984.)

Based on hiring proposals submitted last June, eight units have currently been authorized to extend offers of hire for Senate Faculty under the Hiring Incentive Program. I am eager to see success across all eight searches, on any appropriate timeline. All units may also recruit in the dissertation, pre-professional, and postdoctoral research programs, on the timeline set by UCOP. We are fortunate that UCOP places no upper limit on the number of faculty hiring incentive appointments in any given year, and with the support of the Mellon-HSI grant the number of postdoctoral placements has expanded. Across all facets of the UC PFP/CFP and Partner Programs, CHASS will supplement any UCOP incentive funding and/or Mellon-HSI subsidy, guaranteeing that each appointee is fully funded for the salary and benefits as well as start-up support negotiated at the time of hire.

And, a dose of reality: The competition across the UC is fierce. UCI's heavy investment is now being replicated at UCSB. Others may soon follow. UCOP still needs to clarify the mechanism to recruit from disciplines that have a terminal degree other than the PhD. It's become clear to me that certain fields (i.e., Economics, Philosophy, Psychology) are historically underinvested in the UC postdoctoral fellowship program, leaving very shallow pools of eligible candidates to be recruited for faculty appointments and postdocs. At the national level, [the sunseting of the Ford Fellowship Programs administered through the National Academies](#) potentially weakens the pipelines of inclusive excellence across all disciplines.

Nonetheless, I am confident that CHASS is ready to position the UC PFP/CFP and Partner Programs at the center of our identity, aspirations, and metrics for faculty success. Year-over-year, intentional and iterative efforts will extend and thicken the pipeline, even in disciplines that currently confront

underinvestment and shallow pools. It's clearly within our grasp to meet my ambitious goal of at least five formal offers for an eligible faculty hire extended each year through AY25-26.

Eight approved searches signals that we are off to a very strong start in FY22-23 for additional success in Fall 2023 and beyond. In each of the next few years, all units will have additional opportunities to pursue eligible placements, as part of their pre-scheduled strategic decision-making about disciplinary coverage, national distinction, and intentional inclusion.

I thank each of you for your efforts to make this a reality, and I welcome the prospect of CHASS leadership across the UC.