

February 24, 2023

LORI KLETZER  
Campus Provost and Executive Vice Chancellor

**RE: Proposed Expansion of Waivers for Hiring of Senate Faculty from Postdoctoral Programs**

Dear Lori,

The Academic Senate has reviewed the proposal for an expansion of waivers for hiring Senate faculty from highly selective postdoctoral programs. This expansion is intended as a mechanism for further diversifying Senate faculty. Currently, there is a process for automatic waivers of open recruitment for hiring from the UC Presidential (PPFP) and Chancellor's Postdoctoral (CPFP) Fellowship Program. This proposal would add additional programs (after consultation with CAAD and CAP); these programs would meet the following criteria: "1) program is highly selective; 2) the program has a significant component of contributions to diversity, equity, and inclusion; 3) the program is open to applicants regardless of race, ethnicity, gender, or gender identity."

The Committees on Affirmative Action and Diversity (CAAD), Academic Personnel (CAP), and Planning and Budget (CPB) have reviewed and responded. All three committees raised concerns with the proposal as currently conceptualized, and committees recommended steps to take and additional information needed before moving forward with an expansion of the program.

CPB noted it views postdoctoral programs positively, and recommends waiting until after the new Academic Instructional Resources (AIR) funding model is in place before expanding the program, given campus wide uncertainty about planning for future faculty FTE. CPB suggested that an expansion of postdoctoral program waivers might be perceived as a fundamental change in campus planning and hiring. Significantly, the five-year forward funding that is available with PPFP and CPFP hires would not be available for candidates from any added postdoctoral programs eligible for waivers. Overall, while the proposed postdoctoral programs provided as examples are relatively small programs, CPB nonetheless suggests it is most prudent to allow the new culture of planning to become established before expanding the program.

CAAD similarly recognized that there is convincing evidence that the PPFP has been highly effective in increasing the diversity and quality of our faculty. Before adding additional programs, however, CAAD suggests that it would like a more thorough explanation of the vetting process and diversity outcomes of each of the postdoctoral programs proposed to be added for automatic waivers. CAAD cited that the second criterion above ("significant component of contributions" to DEI) is vague. CAAD looks forward to a more detailed description of criteria for evaluating postdoctoral programs proposed to be added for automatic waiver of open recruitment.

CAP noted that while it sees value in the proposed expansion, the committee recommends that some information and assessments are done to ensure the expansion is needed. Whenever the campus chooses to forgo the standard recruitment process, it must be done carefully. CAP is concerned that the review materials lacked an assessment of how the programs may favor certain disciplines, and notes it would have been helpful to have seen justification that these programs span all campus disciplines, and where they do not, that another program can be provided so that automatic waivers do not favor one discipline over another.

The Senate appreciated the opportunity to comment on the proposed expansion of waivers for hiring of Senate faculty from postdoctoral programs.

Sincerely,

A handwritten signature in black ink that reads "P. Gallagher". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Patty Gallagher, Chair  
Academic Senate

cc: Herbert Lee, Vice Provost, Academic Affairs  
Grace McClintock, Assistant Vice Provost, Academic Personnel  
Kirsten Silva Gruesz, Chair, Committee on Affirmative Action and Diversity  
Stefano Profumo, Chair, Committee on Academic Personnel  
Dard Neuman, Chair, Committee on Planning and Budget  
Matthew Mednick, Executive Director, Academic Senate