



UNIVERSITY OF CALIFORNIA

James B. Milliken
President

Office of the President
1111 Franklin Street
Oakland, CA 94607

universityofcalifornia.edu

CAMPUSES

Berkeley
Davis
Irvine
UCLA
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

MEDICAL CENTERS

Davis
Irvine
UCLA
San Diego
San Francisco

NATIONAL LABORATORIES

Lawrence Berkeley
Lawrence Livermore
Los Alamos

DIVISION OF AGRICULTURE AND NATURAL RESOURCES

November 18, 2025

Dear Chancellors:

I'm writing with regard to the President's Postdoctoral Fellowship Program (PPFP) and the program's associated faculty hiring incentive.

As you know, for more than 40 years, PPFP has provided postdoctoral research fellowships, professional development, and faculty mentoring to scholars in all fields whose research, teaching, and service advance the academic and research missions of the University of California.

Since 2003, UC campuses that hire current and former PPFP fellows into ladder-rank positions have been eligible for a hiring incentive funded by the University that provides support for newly hired fellows for five years. Since the creation of the incentive, more than \$162 million has been invested by the University to support PPFP faculty hires. This commitment has enabled our campuses to successfully recruit and retain outstanding faculty across a range of disciplines.

Given the myriad challenges currently facing UC – including disruptions to billions of dollars in annual federal support, as well as uncertainty around the state budget – reasonable questions were raised in recent months about whether the University could maintain the commitment to current levels of incentive funding. After considering a recommendation to sunset the incentive program due to these significant fiscal constraints, I consulted with all of you as well as faculty and campus academic administrators and systemwide Academic Senate leadership.

After learning more about the history and success of the program and weighing the thoughtful perspectives that have been shared, I have concluded that barring extraordinary financial setbacks, the PPFP faculty hiring incentive program will continue while the University continues to assess the program's structure as well as its long-term financial sustainability. As a result of our continuing consultation and review, there may be consideration of some changes to elements of the program including the total number of incentives supported, a number that has fluctuated significantly over the years, and how the awards are distributed among campuses. In the meantime, the University will continue to fund the PPFP faculty hiring incentive program and campuses may continue to take advantage of these incentives. We will have an opportunity to discuss any potential changes prior to adoption.

As we look to the future, I will continue to engage with faculty leaders, program stakeholders, and UC community members about this important program. I especially appreciate the thoughtful perspectives shared in recent weeks by Academic Council Chair Palazoglu and Vice Chair Scott, the Council of Graduate Deans, UC faculty members, and you as our campus leaders.

Sincerely,

A handwritten signature in black ink, appearing to read "J B Milliken". The signature is fluid and cursive, with the first name "J B" being more distinct than the last name "Milliken".

James B. Milliken
President

cc: Academic Council Chair Palazoglu
Academic Council Vice Chair Scott
Executive Vice Chancellors and Provosts
Graduate Deans
Provost Newman
Vice President and Chief of Staff Kao
Vice Provost Gullatt
Vice Provost Varsanyi
Executive Director Lawson