

Monday January 30th, 2017

1. It's merit season!

As Academic Personnel works to upgrade our website, please visit the [Academic Affairs](#) website which has additional information, suggestions, and resources available for you.

[Information about Step Plus](#)
[Key features of Step Plus](#)

The Guidelines for Advancements Under the Step Plus System:

[Academic Senate titles](#)

[Professor and Professor in Residence Series](#)
[Professor of Clin X Series](#)

[Academic Federation Titles](#)

[Adjunct Professor Series](#)
[Health Sciences Clinical Professor Series](#)
[Professional Researcher Series](#)
[Project Scientist Series](#)
[Specialist in Cooperative Extension Series](#)
[Specialist Series](#)

2. Understanding your Compensation Plan

The Health Sciences Compensation Plan is important to the faculty because it seeks to define compensation criteria and apply them equitably.

The Office of Academic Personnel provides departments with a Health Sciences Compensation Plan template on an annual basis. Each Department is then responsible for developing appropriate academic programmatic units (APUs) that group people doing like work together, defining salary scales for each of the APUs, establishing transparent methodologies for defining specific compensation for salary components and other aspects of compensation. The Departmental Health Sciences Compensation Plan is developed by the Department Chair and Manager, and then vetted and ultimately approved by the faculty. The Compensation Advisory Committee then reviews Compensation Plans from all Departments. The Compensation Advisory Committee also provides advisory feedback to the Dean for resolving issues related to compensation.

Important links to further understand the Comp Plan can be found [here](#) and [here](#).

Furthermore, Academic Personnel and Compensation Advisory Committee offer a biannual workshop on “Understanding your Compensation Plan” through the UC Davis Faculty Development Office.

3. UCD Bridge Funding Program

In partnership with the UC Davis Office of Research, the SOM will consider Bridge Funding for eligible faculty under the new program. <http://research.ucdavis.edu/wp-content/uploads/InternalResearchFundingForm1.pdf>

Applicants may apply, based on need and documented eligibility, for a total maximum of \$60,000. If awarded, the total amount will be split evenly between the UC Davis Office of Research, the SOM Dean’s Office, and the Department (up to \$20,000 each).

Contribution from the Office of Research will be based on the availability of funds during each fiscal year.

- Submit requests with a letter from the Department Chair committing matching funds.
- Will be confidentially peer-reviewed by SOM faculty for recommendations.
- The SOM Dean’s Office will evaluate, sign the request if approved, and forward to the UC Davis Office of Research for consideration.
- Contact Anuurad Erdembileg (916-703-9143) for any questions related to the program.

4. Did you know? There are upcoming Events: *You are invited! We encourage you to enroll in the various workshops and events sponsored by the Faculty Development Program. For more event details and to register, visit health.ucdavis.edu/facultydev/ and click on “ Offerings”. (Event co-sponsors are indicated within parentheses.) Volunteer Clinical Faculty members are also welcome and encouraged to attend faculty development events.*