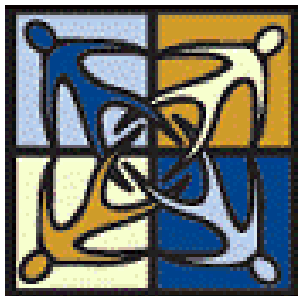


Tuesday, July 10, 2018



1. ON behalf of RAHIM REED, JD, MSW, MPA
ASSOCIATE EXECUTIVE VICE CHANCELLOR

We invite you to participate in or nominate a faculty or staff colleague for the **Fall 2018 Diversity Awareness Workshops** sponsored by the Office of Campus Community Relations.

The **Diversity Awareness Workshop** was initiated in 1993. The goal of the workshop, which is a part of our Diversity Education Program, is to build awareness about the diversity of our campus community and engage in important conversations about ways of making our campus more inclusive and more welcoming. As our campus continues to grow, these types of important dialogues are more imperative to ensure that we continue to aspire towards an environment that is inclusive of our diversity. Since its inception in the early 1990's, more than a thousand campus community members have participated in the workshop. I hope that you will consider taking part in this great educational and community building opportunity.

The two-day diversity workshops, facilitated by outside consultants, are scheduled this fall for **Thursday and Friday, August 16 & 17, 2018** and for **Thursday and Friday, September 6 & 7, 2018, both from 8:30am to 5:00pm**. If you are interested in participating in or would like to nominate a colleague for **one** of these two sessions, please complete the online Participant Interest Sheet at <https://diversity.ucdavis.edu/diversity-awareness-workshop>. Space is limited, so please respond by **July 20, 2018**, in order to be considered. We will send out notification letters in late July. If selected, participants will receive a confirmation letter with additional information; those not selected this year will be notified and their names will be placed on the waiting list, they will receive priority for future sessions. At this time, we are only able to consider participants who have not attended the workshop in previous years. If you have any question, please contact Sunny Dosanjh at ssdosanjh@ucdavis.edu or at (530) 752-2071.

2. The National Academies of Sciences, Engineering, and Medicine released a report entitled, "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine," describing the biases and barriers—particularly sexual harassment—women face in the sciences. In its

coverage of the report, **STAT** notes that sexual harassment is rampant in academic science and medicine, with no evidence that current policies are sufficient to halt the trend. The report covers surveys from two years of research into harassment in higher education, finding that the issue is more common in engineering and medical settings than non-STEM fields, with nearly half of female medical students reporting they were harassed by faculty or staff.

Read the full report [here](#):



3. Celebrating 50 years for the School of Medicine and reaching 200+ women professors in the Schools of Health

Date: October 27, 2018

Time: 4-6 p.m.

Location: Putah Creek Lodge, Davis

4. Effective July 1, 2018, changes to APM 278 are in full effect:



<https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/policy-issuances-2015-2019.html>

Please see the following local guidelines for a Broadened definition of scholarly and creative activity for local implementation of APD 210-d & 278

We reaffirm that scholarly and creative activity is an expectation of all faculty members and that scholarship is a career-long expectation. We emphasize the importance of recognizing all forms of scholarship, particularly at our Health Sciences institutions where innovation and leadership in clinical care and education are amongst the top values. It is important to impress that the review committee should evaluate scholarly or creative activity from the perspective that these activities are generally derived from clinical teaching and professional service activities appropriate to the HSCP series. Evidence of scholarly or creative activity should be evaluated in the context of the candidate's academic, clinical, teaching and administrative responsibilities and the time available for creative activity. Candidates in the HSCP series may be involved in clinical research programs; many may demonstrate a creative or scholarly agenda in other ways that are related to the specific disciplinary/clinical area and may be incorporated into or arise within the scope of clinical duties.

UC Davis Health Sciences guidelines for HSCP faculty appointment and review are as follows:

In order to be appointed or promoted to the Associate Professor or Professor rank in the HSCP series, the individual's record must demonstrate contributions to scholarly, creative, or administrative activities.

Evidence may include, but is not limited to, the following examples of such activity: participation in clinical trials, participation in platform or poster/exhibit presentations at local, regional, or national meetings; development of/or contributions to educational (including simulation and inter-professional) curricula; development of/or contributions to administration of a teaching program; participation in the advancement of professional education; development of standardized training and assessment tools; development of innovative combined-degree programs; innovation in leadership roles in education (program director, clerkship director, grant investigator, course director, committee chair); participation in education research; publication of case reports or clinical reviews; publication of essays, commentary or opinion-editorial pieces; authorship of book chapters, or books; development of educational electronic media; participation in grand rounds, or being invited speaker at local, regional or national meetings; development of/or contributions to administration (supervision) of a clinical service or health care facility; development of/or contributions to clinical guidelines or pathways; bringing utilization of new procedures and techniques in patient care; development of/or contributions to quality improvement programs; development of mentoring programs; involvement in formal mentoring of students, trainees and junior faculty; development of or contributions to medical or other disciplinary information systems; participation in the advancement of university professional practice programs; development of or contributions to community-oriented programs; or development of or contributions to community outreach or informational programs. Interprofessional scholarship is also included in the creative and scholarly missions and may include activities including translation and application of knowledge across disciplinary boundaries to improve teaching, scholarship, educational activities and clinical practice.

5. **Tips for *Mentors/Mentee*:**



Academic actions - Get involved in helping your mentees prepare their merits and promotions packets. Offer to review merits / promotions packets and candidate statements. It is very hard to write a letter in support of yourself when you are junior faculty – a mentor can provide key insights in

this process. Review CV and if your department has an annual career planning document, offer to review that as well. Review your mentees annual Individual Development Plan as part of this process.

6. Date set for ***New Faculty Workshop - Tools for Success!*** For new faculty members, navigating the culture of UC Davis Health, one's department, work and life can be overwhelming. Mentoring relationships can help with that! This year we are adding a Speed Mentoring event as part of the New Faculty Workshop. Registered attendees will receive a catered meal and then the speed mentoring event will take place where you will be able to speak to senior faculty. Event will end at 5:00 pm.



Tuesday, October 30, 2018

1:00 - 5:00 pm

MIND Institute Auditorium

2825 50th Street, Room 1115, Sacramento

7. **NEW Faculty Development and Diversity Blog**
Subscribe to be notified of NEW posts COMING SOON!

