

Tuesday, September 3, 2019

1. SYSTEMWIDE POLICY CHANGES TO APM 278 AND 210-6

UC-wide policy changes have been implemented regarding 1) APM Section 278, Health Sciences Clinical Professor Series, and 2) APM Section 210-6, Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series. The University has also developed guidelines for "Broadened definition of scholarly and creative activity for local UCD implementation of APD 210-d and 278." These changes were implemented on July 1, 2018 and are as follows:

- 1) Expanding the HSCP criteria to include "scholarly or creative activity" and "university and public service," in addition to the current teaching and clinical activity requirements; and
- 2) Expanding the academic advancement evaluation criteria to be defined broadly, taking into account the primary emphasis on clinical teaching and patient care services.

The following are specific excerpts from local implementation guidelines:

- **Broadened definition of scholarly and creative activity for local UCD implementation of APM 210-d and 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.

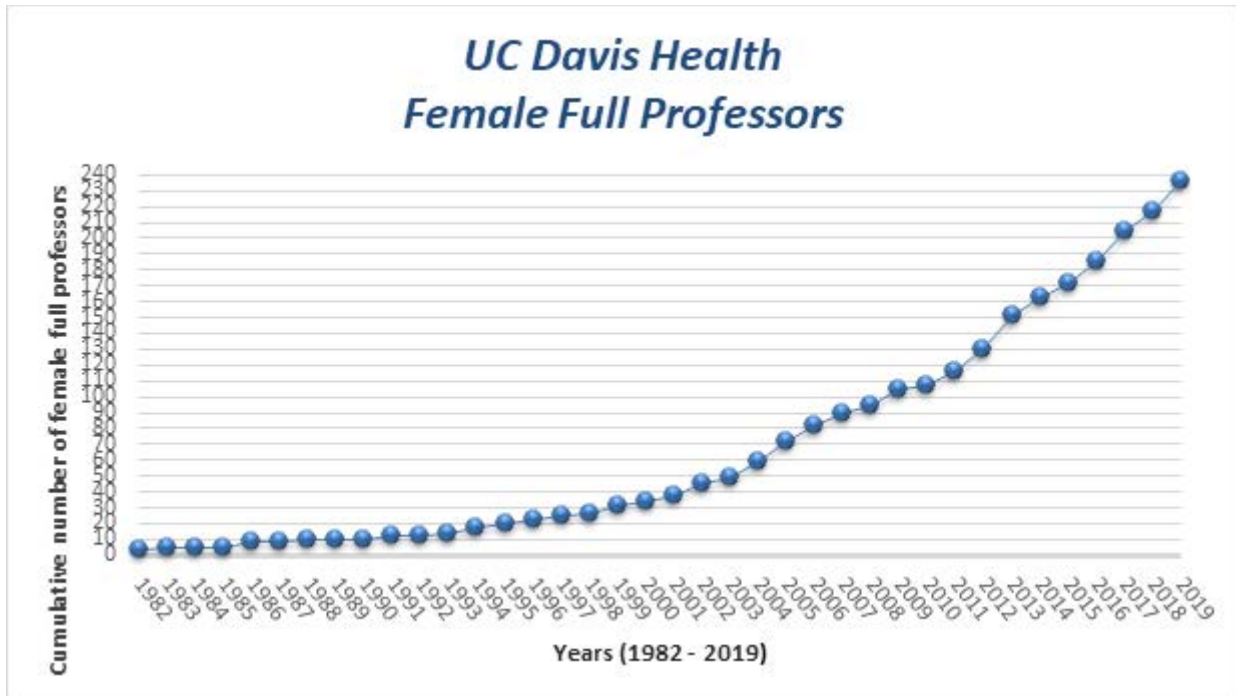
- **UC Davis Health Sciences guidelines for HSCP faculty appointment and review.**

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.

2. WOMEN IN MEDICINE AND HEALTH SCIENCES (WIMHS) WELCOMES NEW FEMALE FACULTY AND HONORS FEMALE FULL PROFESSORS

Each fall our Women in Medicine and Health Sciences (WIMHS) program hosts an event to welcome new female faculty members at UC Davis Health and to celebrate recent promotions. Female faculty who are hired or promoted to full professor each receive a custom lapel pin engraved with the number corresponding to the order in which they became full professors. In 2018, we reached a milestone of awarding the 200th pin to Dr. Clara Paik. On September 22, 2019 we will award pins for promotions that have taken place in FY2017/18 and FY2018/19, which brings the cumulative count of full professors at UC Davis Health to 237!



Pin recipients this year will include:

Dr. Allison Brashear – Dean, School of Medicine at UC Davis Health

Dr. Helen Kales – First female chair of Psychiatry & Behavioral Sciences at UC Davis Health

Dr. Brandee Waite – First African American Female Full Professor in Physical Medicine and Rehabilitation in the United States

3. 2019-2020 SOM ACADEMIC PERSONNEL DEADLINES

The following deadlines have been established for submission of review dossiers to the School of Medicine Dean’s Office, Academic Personnel.

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| September 30, 2019 | All Promotions to Associate and Full in all series <i>except</i> HSCP |
| October 14, 2019 | All HSCP Promotions
Merit Increases: <ul style="list-style-type: none"> • Deans (all levels and ranks, including those with a Joint Appt.) • Department Chairs, starting at 3rd action and beyond |
| October 28, 2019 | Merits to Associate, Step 4 or 5 (by permission of AVC)
Administrative Reviews (usually every 5 years) <ul style="list-style-type: none"> • Department Chairs |

- Center Directors
- Deans
- Endowed Chairs or Professors

November 11, 2019	Merits to Full, Step 6 Above Scale Merits
December 16, 2019	Merits/Appraisals
January 20, 2020	First normal merit(s) after Appointment or Promotion

4. UPCOMING MENTORING ACADEMY WORKSHOPS FOR 2019-2020 ACADEMIC YEAR

Registration is required for all workshops. For more information and to register, visit the [Mentoring Academy Calendar of Events](#).

Mentoring for Junior Faculty: August 22 and November 18, 12 – 1 PM

Achieving Academic Success at UC: Merits and Promotions: September 4, 2019, 12 – 2 PM

Mentoring Academy Modules 1 & 2: September 12, 12 – 1 PM

Mentoring Academy Modules 4 & 5: April 27, 2020, 12 – 1 PM