



Academic Personnel 2016-2017 Annual Report

Academic Personnel Priorities 2016-17

Four guiding principles informed all of our academic personnel functions throughout the 2016-2017 school year:

1. **Transparency:** An honest way of doing things that allows other people to know exactly what you are doing.
2. **Diversity:** Understanding and appreciating interdependence of humanity, cultures and practicing mutual respect.
3. **Equity:** The quality of being fair or impartial.
4. **Efficiency:** Good use of time and energy without waste.

We identified 3 major priorities:

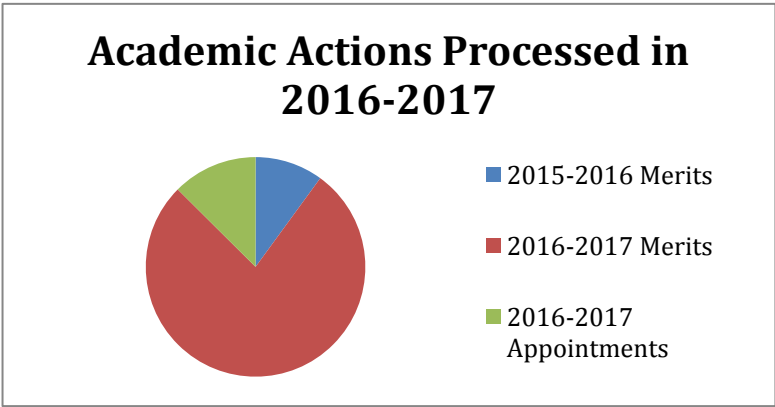
Major Priority 1: Improve our service related to fundamental AP functions focused on personnel actions, including recruitment, merits and promotions, compensation, retention and other policy areas. We are developing specific plans to reorganize internally, improve our communication and workflows with Departments and Campus Academic Affairs, and bring our guiding principles to bear on all personnel actions. (see page 2)

Major Priority 2: Create a fully informative web based resource for faculty, academic personnel and staff that will contain easy to locate information for all academic personnel related functions. “How-to” sections, templates, training modules and checklists will be included. We will provide a user-focused one-stop shop for all things academic personnel. (see page 3)

Major Priority 3: Undertake a needs assessment for our valuable HSCP faculty colleagues. We are tracking our HSCP faculty for progress and retention rates over the last 10 years so that we can develop programming to enhance their experiences and ensure career success here in the UC Davis Health Sciences. Included in this goal is assessment via our planned participation in the campus COACHE Faculty Job Satisfaction Survey, which will include the “clinical practice” module of the COACHE-AAMC instrument. (see page 4)

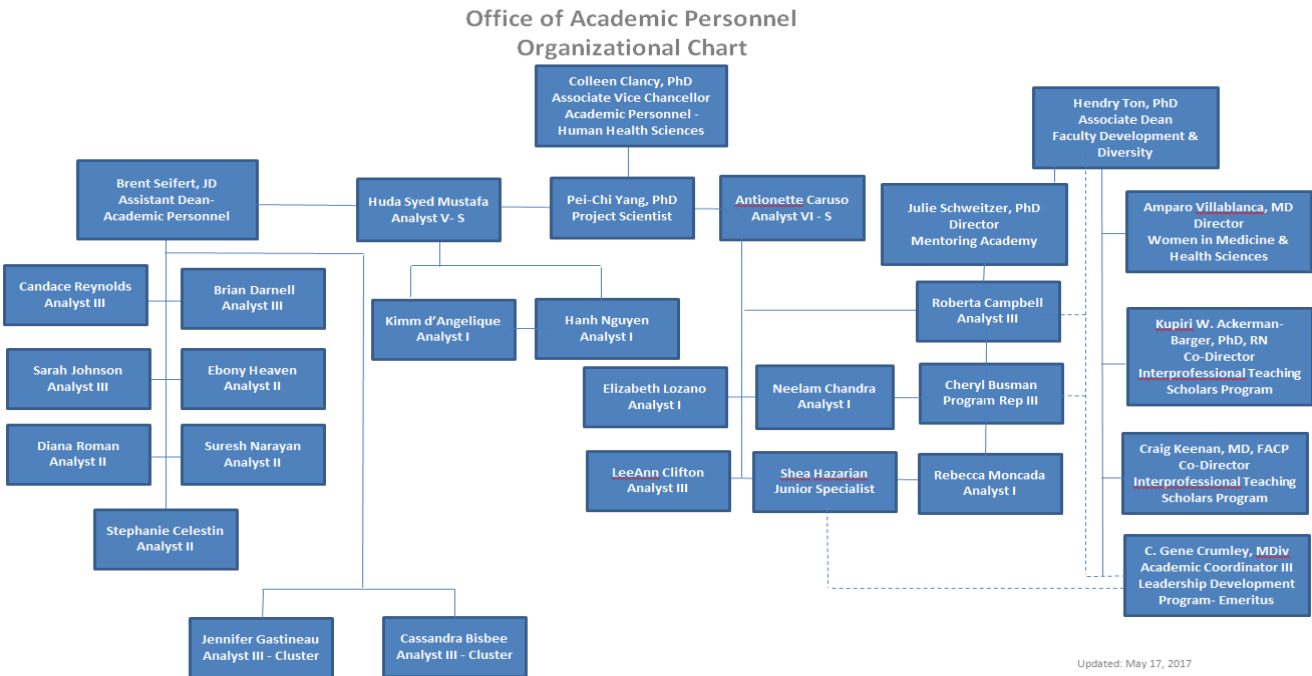
To address these major priorities, we specifically committed to 1) digitize all personnel files, 2) develop academic personnel advisory committees, 3) produce an AP weekly digest, 4) require diversity statements in all academic personnel recruitments, 5) develop HSCP faculty personnel committees, 6) develop an interview toolkit, 7) develop creative solutions for salary coverage for faculty and 8) begin planning for a space equity analysis.

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Academic Actions:	598
15-16 Merits:	60
16-17 Merits:	463
% Redelegated:	73
16-17 Appointments:	75
% Redelegated:	79

We have reorganized internally (including team building retreats and activities):



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Below is a snapshot of the newly redesigned [Academic Personnel Website](#):



We have developed numerous templates and checklists, all available on our website:

- [Senate – Merits, Promotions, and Reviews](#)
- [Academic Advancement Actions](#)

We have produced a biweekly AP digest:

- [Academic Personnel Digest](#)

We have produced Institutional and Departmental Diversity Reports:

- [2016-2017 State of The UC Davis Health Science Faculty Annual Report](#)
- [Diversity of the Faculty at the University of California Davis Health Sciences and Betty Irene Moore School of Nursing 2016-2017 Annual Reports](#)
- [Diversity of the Faculty at the University of California Davis School of Medicine: 2016-17 Annual Departmental Reports](#)

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We formed the HSCP Wellness Task Force:

GOALS: To undertake a needs assessment and develop wellness oriented programming for HSCP faculty to enhance their experiences and ensure career success.

STEPS:

- Analyze HSCP faculty for progress and retention rates over the last 10 years.
- Identify time points of concern (i.e. rank and step patterns).
- Identify shared concerns, needs and satisfaction levels.
- Participate in the campus COACHE Faculty Job Satisfaction Survey, which will include the “clinical practice” module of the COACHE-AAMC instrument.
- Identify points for targeted intervention.
- Create opportunities for HSCP faculty to serve faculty and institutional goals.

HSCP COMMITTEE MEMBERS:

- Ray Dougherty, M.D. (Radiology)
- Hooman Rashidi, M.D. (Path)
- Kristin Olsen, M.D. (Path)
- David Copenhaver, M.D., M.P.H. (Anesth/Pain)
- Angie Hood-Medland, M.D. (IM chief resident)
- Gerald Kayingo, Ph.D., P.A.-C.Ha (SON)
- Blanca Solis, M.D. (OB/Gyn)
- Rebecca Nkrumah, (Med. Student M2)
- Prasanth Surampudi, M.D. (IM)
- Jasjeet Bindra, M.D., M.B.B.S. (Radiology)
- Hendry Ton, M.D., M.S. (Associate Dean)
- Colleen Clancy, Ph.D. (AVC)

Through committee discussion, three major goals were identified resulting in the development of 3 subcommittees as follows:

- 1) Identify ways to improve HSCP morale through equity measures (Lead: Copenhaver)**
Participants: Medland, Ton and Solis -*UCSF may provide a senate/non-senate equity model*
- 2) Investigate the multiple costs of poor retention in the HSCP series (Lead: Rashidi)**
Participants: Dougherty, Nkrumah, Surampudi and Olson
- 3) Investigate, identify and disseminate information about “what is scholarship”.
Develop opportunities for HSCP to engage in broad scholarship and paths to leadership (Lead: Kayingo)**
Participants: Ackerman-Barger, Clancy and Bindra

Recommendations from the subcommittees are currently being finalized and will be submitted prior to end of 2017.