



Brown Bag: Academic Personnel Updates 2022/2023

Presented by the Office of Academic Personnel

September 13, 2022

Agenda



- Annual Call 22/23
- Academic Personnel –packet preparation
- Peer Review of Teaching
- Extramural Letters
- MIV Updates & User Guide
- Teaching Evaluations
- Deadlines & Extensions
- Process for submitting Junior Specialist appointments and reappointments
- Junior Specialist 3rd year reappointment by exception
- Process for submitting Postdoc appointment and reappointments
- Postdoc 6th year reappointment by exception and transition plan
- Background check and Tracker reminder
- TOL Submission Process
- Pre-Hire Process
- Faculty & Professional Development Overview and current course offerings

Annual Call Academic Reviews – New Updates

ANNUAL CALL: NEW UPDATES



Distinguished Professor Emeritus: For faculty who are at Professor, Step 9 or 9.5 and who will be retiring before advancing to Above Scale, department(s) may prepare a dossier requesting the title “Distinguished Professor Emeritus” that would be forwarded to the Dean’s office and to CAP per the Delegation of Authority and assessed by the standards of UC APM 220-18.b.4. This action would need to be completed in the year of the faculty member’s retirement. If approved, this title would be conferred upon retirement. This process is a change in title only and will not result in advancement to Above Scale. Faculty who retired on August 31, 2020, or later and were either at Step 9 or Step 9.5 will be eligible to retroactively go through this process. Actions will need to be submitted in the academic year 2022-2023.

Peer Evaluation of Teaching for Any Action: Faculty can request a peer evaluation of teaching for any action in order to provide a more balanced perspective on their teaching record beyond student evaluations.

Items to Include with Extramural Letter Requests: While UC Davis has recently encouraged departments to utilize a more holistic evaluation process for advancements due to the deleterious impact of the pandemic on academic careers, extramural letter writers may not be aware of this. Therefore, when seeking extramural letters, we recommend that Department Chairs also consider including with the request the candidate’s statement, a statement of contributions to diversity, equity, and inclusion, and, if available, the COVID opportunities and challenges statement. Any of these items provided to extramural letter writers should first be approved by the candidate, as some faculty may not wish these documents to be shared outside the university.

Jr. Specialist Reappointment Guidance: Absent serious performance issues, a Jr. Specialist reappointed for a second year in that title must be moved from salary step 1 to salary step 2.

COVID Impact Statements in MyInfoVault (MIV): COVID impact statement should be uploaded into MIV as “COVID Opportunities and Challenges Statement.” This should no longer be included as the 6th page of a Candidate’s Statement.

MIV Packet Preparation – Common Errors

Department Letter

- Make sure that the vote count is correct and that it adds up to the total faculty eligible to vote
- MUST include no votes in the vote count and the comments in the department letter
- If the department supports step plus indicate the specific domain (Research, Service, and Teaching) that the additional step supports
- % of Clinical effort (Required for ClinX), and for Adjunct Professors the % distribution of research and teaching.
- Add the proposed step in the department letter, not TBD



Packet

- Double check that the links are active and not broken for all required categories that are required to have links published/In press publications, book chapters, evaluations, and editorial reviews
- Ensure that the correct title code, % of appointment, series, years at rank/step, action type, and delegation, are accurate on the Action Form
- Draw a line for the current review period, since the last action. Previous lines should remain for the future, especially for promotion actions and actions that cross barrier steps
- Add asterisks under Publications for the current review period
- For Project Scientists, Specialists, Professional Researchers and Adjunct Professors, Include Notice of Eligibility. Position Descriptions required for merit/promotion review for Project Scientists, Specialists and Professional Researchers
- Include Contributions to Jointly Authored Works
- Candidate Statement maximum of 5 pages



Peer Review of Teaching

WHAT is a Peer Review of Teaching?

A peer evaluation of teaching is a letter that provides a more balanced perspective on their teaching record beyond student evaluations. It includes a substantive peer of classroom teaching, direct clinical care, operating room procedures, hospital rounds, research mentorship and residency program teaching sessions.

WHEN is a Peer Review needed?



Required: A peer review of teaching is required for all faculty promotion advancements.

Optional: Faculty can now request a peer evaluation of teaching for any action in order to provide a more balanced perspective on their teaching record beyond student evaluations.

Peer Review of Teaching



WHO can provide the review letter?

The peer review of teaching must be provided by a member of the Academic Senate either within the candidate's department or other campus Senate colleagues.

WHERE does the completed review letter go?

The completed and signed letter is uploaded by the department AP analyst in the "Peer Evaluation of Teaching" section in MIV under the candidate's open action.

Policy and Resources:

[APM 220 V.B.6.b \(page 15\)](#)

[Peer Review of Teaching Template](#)

[Promotion and Merit checklists showing Peer Evaluation of Teaching letter information](#)

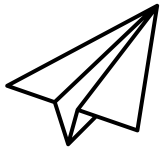
Extramural Letter Requests



- New-Optional items that may be included with extramural letter requests:
 - Candidate's Statement
 - Statement of Contributions to Diversity, Equity and Inclusion
 - COVID Opportunities and Challenges Statement (if available)
- Reminder - Extramural letters should be solicited from faculty of a rank equal to or above the rank sought by the faculty member.

Review Changes to Letter Requirements

- Lecturers with Potential Security of Employment
 - Lecturers PSOE promoting to Lecturer with Security of Employment will require 6-8 extramural letters, half of which must be arm's length



- Adjunct and Health Sciences Clinical Professor (HSCP) Series
 - Extramural letters are no longer required for Adjunct Professors and Health Sciences Clinical Professors (HSCP) undergoing merit reviews that cross the full rank, Step 6 barrier

Academic Review Packet Line Drawing for Review Period



- In MIV, lines should include the action, effective date, rank and step for all previous actions
- Updated “Where to Draw the Line” on our AP [website](#) under the academic advancement actions page.

B. MERIT ADVANCEMENTS

The period covered by the review for **merit** is as follows:

B1. Merit Increase Example (Assistant – Full Professor)

For Assistant Professor, Step 1 through Assistant Professor, Step 5;
Associate Professor, Step 1 through Step 5; Professor, Step 1 through
Step 5.5: since last successful advancement to the current step.

Merit, Title, Rank, Step # YYYY

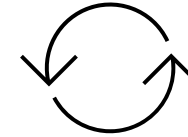
MIV Updates

New



- **New- Impacts of COVID-19:** The COVID impact statement should be uploaded into MIV as “COVID Opportunities and Challenges Statement.” This should no longer be included as the 6th page of a Candidate’s Statement.

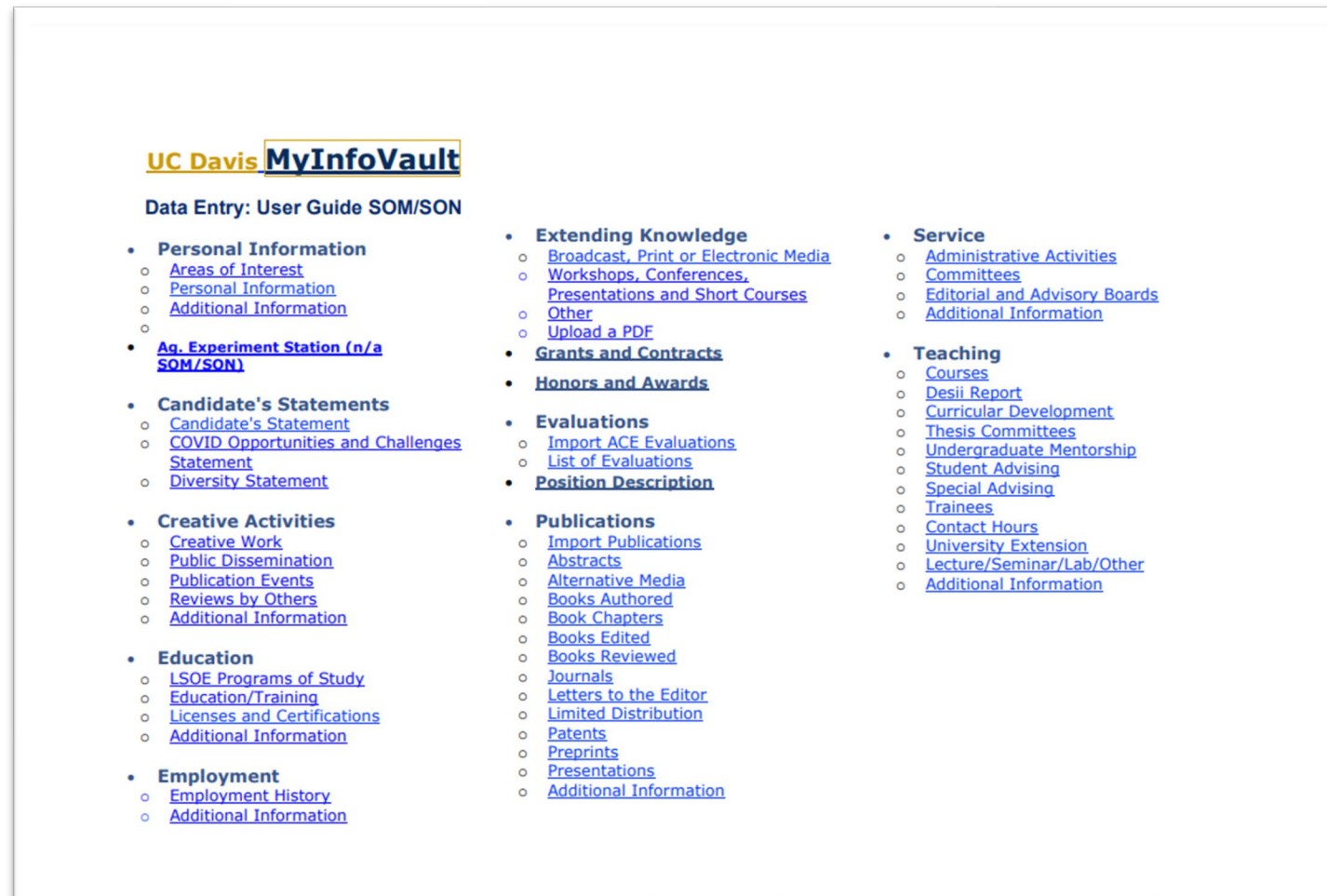
Reminders



- **Reminder- Contracts/Grants:** The VPs office now requires the On-Campus Amount (Total dollar amount to be received by UC Davis for this grant), Off-Campus Amount (Total dollar amount overall, including any funds allocated for this grant at other institutions (i.e., outside of UC Davis), Number of PIs/Co-PIs, and a List of all PIs and Co-PIs for all grants awarded within the review period.
- **Reminder- Honors/Awards:** The VPs office requires the name of the organization conferring the award, the reason for the receipt of the award, the award’s professional significance, the year the award was received, and a link to the award, if available.
- **Reminder- Editorial/ Journal Reviewer Service:** The VPs office now requires that we provide the # of reviews managed/completed within the review period (example: July 1, 2019 - June 30, 2022).

SOM/SON- MIV User Guide

- **MIV Data Entry User Guide** can be found on the Academic Personnel Website and as a **Quick Link**



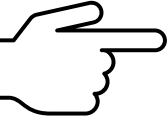
UC Davis MyInfoVault

Data Entry: User Guide SOM/SON

- **Personal Information**
 - [Areas of Interest](#)
 - [Personal Information](#)
 - [Additional Information](#)
 - [Ag. Experiment Station \(n/a SOM/SON\)](#)
- **Candidate's Statements**
 - [Candidate's Statement](#)
 - [COVID Opportunities and Challenges Statement](#)
 - [Diversity Statement](#)
- **Creative Activities**
 - [Creative Work](#)
 - [Public Dissemination](#)
 - [Publication Events](#)
 - [Reviews by Others](#)
 - [Additional Information](#)
- **Education**
 - [LSOE Programs of Study](#)
 - [Education/Training](#)
 - [Licenses and Certifications](#)
 - [Additional Information](#)
- **Employment**
 - [Employment History](#)
 - [Additional Information](#)
- **Extending Knowledge**
 - [Broadcast, Print or Electronic Media](#)
 - [Workshops, Conferences, Presentations and Short Courses](#)
 - [Other](#)
 - [Upload a PDF](#)
- **Grants and Contracts**
- **Honors and Awards**
- **Evaluations**
 - [Import ACE Evaluations](#)
 - [List of Evaluations](#)
- **Position Description**
- **Publications**
 - [Import Publications](#)
 - [Abstracts](#)
 - [Alternative Media](#)
 - [Books Authored](#)
 - [Book Chapters](#)
 - [Books Edited](#)
 - [Books Reviewed](#)
 - [Journals](#)
 - [Letters to the Editor](#)
 - [Limited Distribution](#)
 - [Patents](#)
 - [Preprints](#)
 - [Presentations](#)
 - [Additional Information](#)
- **Service**
 - [Administrative Activities](#)
 - [Committees](#)
 - [Editorial and Advisory Boards](#)
 - [Additional Information](#)
- **Teaching**
 - [Courses](#)
 - [Desii Report](#)
 - [Curricular Development](#)
 - [Thesis Committees](#)
 - [Undergraduate Mentorship](#)
 - [Student Advising](#)
 - [Special Advising](#)
 - [Trainees](#)
 - [Contact Hours](#)
 - [University Extension](#)
 - [Lecture/Seminar/Lab/Other](#)
 - [Additional Information](#)

Voting Website

Kerberos IDs

- 
- The system will now alert users if a duplicate faculty account or an account with an invalid Kerberos ID exists. This alert is messaged on the **Manage System Menu**
 - Added warning/error messages will alert the user to either an **Invalid Kerberos ID**, or a **Duplicate Account**
 - New vote postings cannot be created for faculty accounts that have warning/error messages. Errors must be corrected before creating a new posting

Account/Post Management

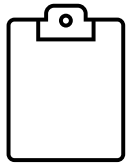
- If an account is **Active**, but the person is no longer with UCD, simply click on the “trash can” icon to deactivate it in one click

Group Restrictions

- The system now includes an option to create **voting groups** for voting restrictions. See “**Manage Voting Groups**” on the **Manage System Menu**
- **Groups** allow for restrictions on ballots, in which a department approved voting procedure only allows specific ranks or series to vote on an action
- Note, **Manage Voting Groups** is different from **Voting Restrictions**. **Voting Restrictions** is reserved for identifying faculty with near relatives’ relationships

Teaching Evaluations

ACGME / University Rules for Teaching Evaluations



- Per ACGME Anonymity requirements for all trainees, ANY reporting can only be in **aggregate format and there MUST be 4 or more responses**
 - **If there are less than responses 4 you CANNOT use the report** - the faculty MUST wait
 - **Actual evaluation forms CANNOT be posted in MIV (even redacted)**
- There can be NO identifying information in the reporting
- Fellowships should use the Residency evaluation form; delivery CANNOT be automated
 - Residency program has shared the evaluation form with Fellowships
 - This is newer requirement to ensure anonymity
- The only report form for Trainee **Evaluation of Faculty** that can be used is the **Aggregate** without rotation dates, names of evaluators or services
- Evaluations should have the **anonymous comments** included, whenever available
- **Academic Personnel is unable to pull evaluations from MedHub** per the Office of Medical Education and Graduate Medical Education

Teaching Evaluations

Teaching evaluations should contain:

- Faculty Name
- Date Range
- Number of Respondents
- Scale (e.g., 1-5)
- Overall teaching score (averaged)
- Anonymous comments

Reminder from OME & GME:

Please do not include written/paper evals in MIV for advancements.

Instead use the [cover sheet](#) provided on the Academic Personnel website.

Aggregate Evaluation Report - Student Evaluation Of Faculty

Generated: 09/18/2020 4:32pm PDT

Evaluation: Medical Student Evaluation of Faculty & Residents - Clinical Electives

Target: [REDACTED]
Course: [REDACTED]

Date Range: 07/01/19-06/30/20

Responses: [REDACTED]

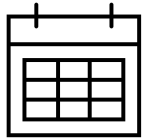
| Student Evaluation of Clinical Educator | | | | | | | |
|--|-------|----|--------|--------|---|-----|------------------|
| | 1 | 2 | 3 | 4 | 5 | N/A | |
| 1. Rate this educator's professional ability and commitment to teaching and patient care.* | | | | | █ | | Avg: █ Std: █ |
| 2. Rate the educator's commitment to the scientific, scholarly and evidence-based practice of medicine.* | | | | | █ | | Avg: █ Std: █ |
| 3. Rate the educator's humanism toward patients, colleagues, and staff.* | | | | █ | █ | | Avg: █ Std: █ |
| 4. Rate the educator's commitment to your education, balancing teaching with service requirements, and consistently provides high quality teaching.* | | | | █ | █ | | Avg: █ Std: █ |
| 5. Rate the availability of this attending to participate in diagnostic and management decisions* | | | | █ | █ | | Avg: █ Std: █ |
| 6. Rate the educator's appropriateness of involvement in the care of patients including evaluation and notes.* | | | | █ | █ | | Avg: █ Std: █ |
| 7. Rate the educator's feedback to you regarding those skills and knowledge sets pertinent to this activity.* | | | | █ | █ | | Avg: █ Std: █ |
| 8. Rate the appropriateness of this clinical educator's delegation of responsibilities in patient care.* | | | | █ | █ | | Avg: █ Std: █ |
| 9. The managing attending physician made teaching rounds at least three times a week with you.* | Yes █ | No | Avg: █ | Std: █ | | | |
| 10. The educator provided appropriate supervision for procedures (when appropriate).* | | | | █ | █ | | Avg: █ Std: █ |
| 11. Appropriate backup was provided during any absences of this educator.* | | | | █ | █ | █ | Avg: █ Std: █ |
| 12. The educator allowed you to attend required conferences.* | | | | █ | █ | | Avg: █ Std: █ |
| 13. Rate the overall teaching performance of this faculty member.* | | | | █ | █ | | Avg: 4.80 Std: █ |

Comments:

Educator Strengths

[REDACTED]

2022/2023 Academic Personnel Deadlines



Earlier Deadlines to Schools of Health

| | |
|--|--------|
| Promotion to Assoc or Full (not HSCP) | 26-Aug |
| Promotion All (HSCP) | 16-Sep |
| Promotion (Other Fed titles) | 14-Oct |
| Merit for Dean or Chair | 14-Oct |
| Merit Assoc 4/5 | 28-Oct |
| Merit to Prof Step 6 or AS | 28-Oct |
| Merit (Regular) | 2-Dec |
| Appraisal | 2-Dec |
| Merit (1st after) | 2-Dec |

- Due to large growth within the Schools of Health, earlier deadlines were established to align the volume of actions with the deadlines for review to the Vice Provost and the Associate Vice Chancellor

Extensions for Academic Advancements



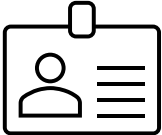
- **Reminder** –Extension requests must be submitted prior to the due date of the action type. Should your department need to request an extension, please email your assigned AP Analyst with the following details
 - Reason for the extension request
 - Anticipated date of submission (not to exceed 30 days from the date of extension request)

NOTE: subsequent extensions will require justification from the department, and email concurrence from the Department Chair/Dean

Reminder: Please email your assigned analyst when the action is at the School/College level

Junior Specialist Process and Updates

Junior Specialist Appointment and Reappointments

- 
1. Refer to appointment checklist on VP-AA's website: [UC DAVIS: OFFICE OF THE PROVOST](#)
 2. An approved search report or approved search waiver (under special circumstance) must be approved before proceeding with a hire.
 3. **NEW** – Please submit your AggieService case for onboarding when the appointment dossier is submitted in MIV. When establishing a start date, we strongly recommend selecting an effective date at least three weeks from date of appointment dossier submission.
 4. Employee may not start work without an approved appointment and appointment letter. If a start date change is needed, please contact your non-faculty analyst.

Junior Specialist Reappointments

1. **NEW** – Absent serious performance issues, a Junior Specialist reappointed for a second year in that title must be moved from salary step 1 to salary step 2. Justification to step 2 is no longer required.
2. **NEW** – All reappointments (including 3rd year by exception) must be submitted through MIV.
3. Reappointment into 3rd year by exception is rare and must have strong justification.

Postdoctoral Scholar Process and New Hire Reminders

Postdoctoral Scholar Process and Reminders

1. AggieService cases for onboarding and reappointment must include the following documents uploaded to the case: a) Approved appointment letter with signatures, b) Graduate Studies case with approval, c) PEP if applicable.
2. For Postdocs in their 6th year by exception, please start planning early for appointment after their postdoc ends. Delay in planning may result in a break in service from University employment.

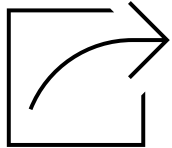


New Hire Reminders and Updates

1. Background check / Tracker requests must be emailed to HS-SOMAPTeam@ucdavis.edu with cc to your AP analyst. Background check form must be completed in full and start date should be included.
2. Background check must be cleared, and I-9 must be initiated prior to start date. Section 1 of the I-9 must be completed no later than employee's start date. Delay in Section 1 completion will result in delay of start date.
3. All appointment approvals and appointment letters must be completed prior to start date.
4. **NEW** - Onboarding cases should include the Reports To PCN in the *Anything else you'd like us to know* comments field.

NEW TOL Submission Process

1. **Open link to TOL Submission form** "Submit Tentative Offer Letters for Approval" on SOM AP website under the Recruitment Section. You will be directed to enter a password. The password is "aphealth" in all lowercase.
2. Enter "**Today's Date**" by clicking in the box and selecting the date you are submitting the TOL.
3. Select the "**Fiscal Year (FY)**" using the drop-down menu. You will select the current fiscal year 2022-23.
4. All fields with **asterisk** are required and must be filled out.



A password is required to view this content

This password is not the same as your Airtable account password

Password

Airtable

UC DAVIS HEALTH | SCHOOL OF MEDICINE

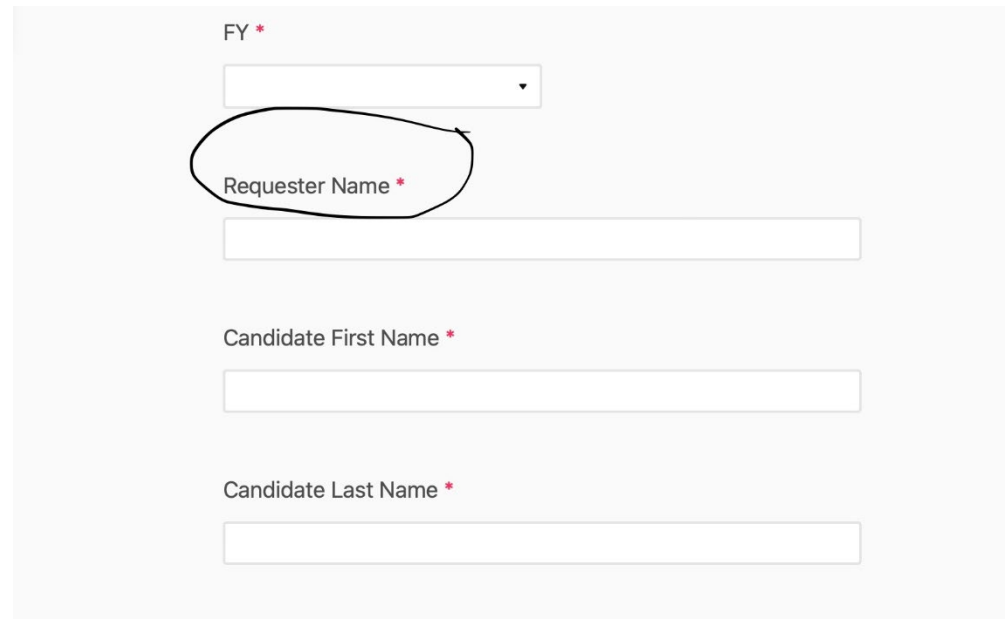
Tentative Offer Letter Submission

Today's Date *

FY *

NEW TOL Submission Process

5. Enter **“Requester Name”** by clicking in the box and entering your name (First and Last Name). *Do not enter your nickname please. We should be able to use your full name to find your email address in the UCD directory if necessary.*
6. Enter **“Candidate’s First Name”** by clicking in the box and entering the final candidate’s first name as shown in the TOL and Curriculum Vitae (CV).
7. Enter **“Candidate’s Last Name”** by clicking in the box and entering the final candidate’s last name as shown in the TOL and CV.

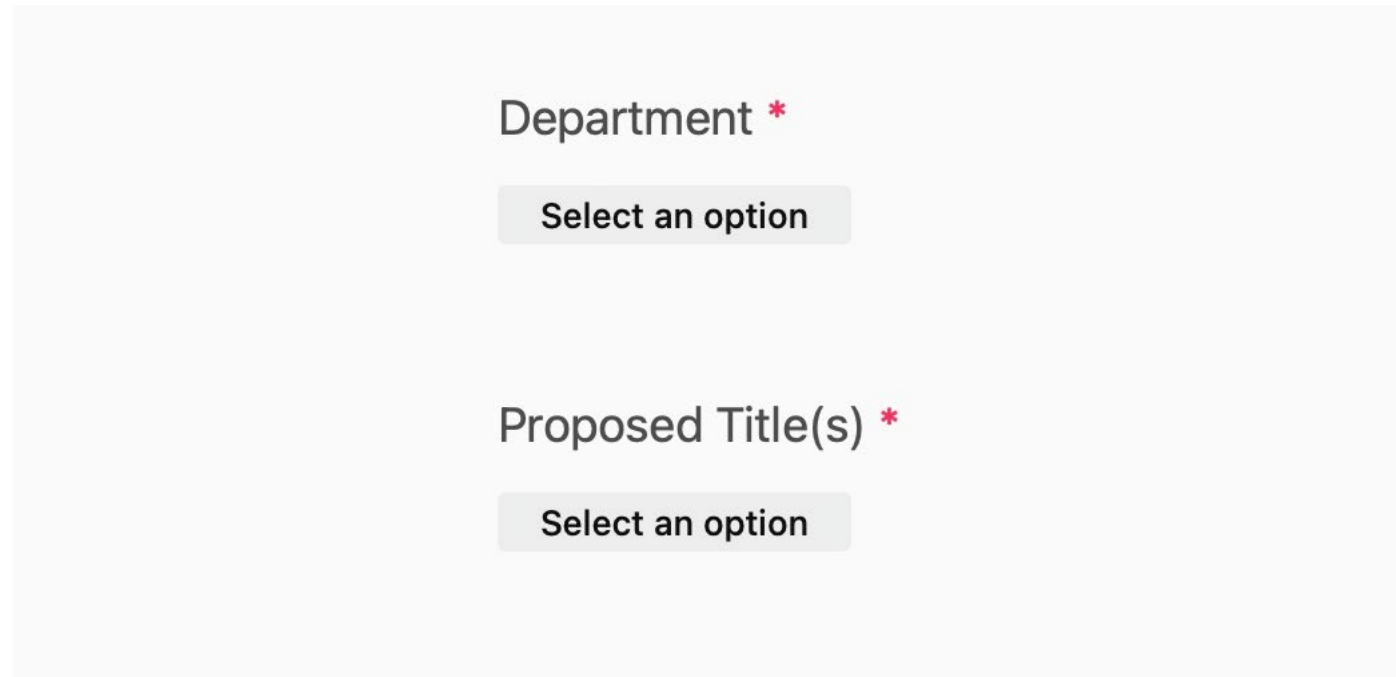


The screenshot shows a form with the following fields:

- FY * (dropdown menu)
- Requester Name * (text input field, circled in red)
- Candidate First Name * (text input field)
- Candidate Last Name * (text input field)

NEW TOL Submission Process

8. Select the “**Department Name**” using the drop-down menu.
9. Select the “**Proposed Title(s)**” using the drop-down menu. *If this is for a Reg/In-Res Split position, please select two options.*



Department *

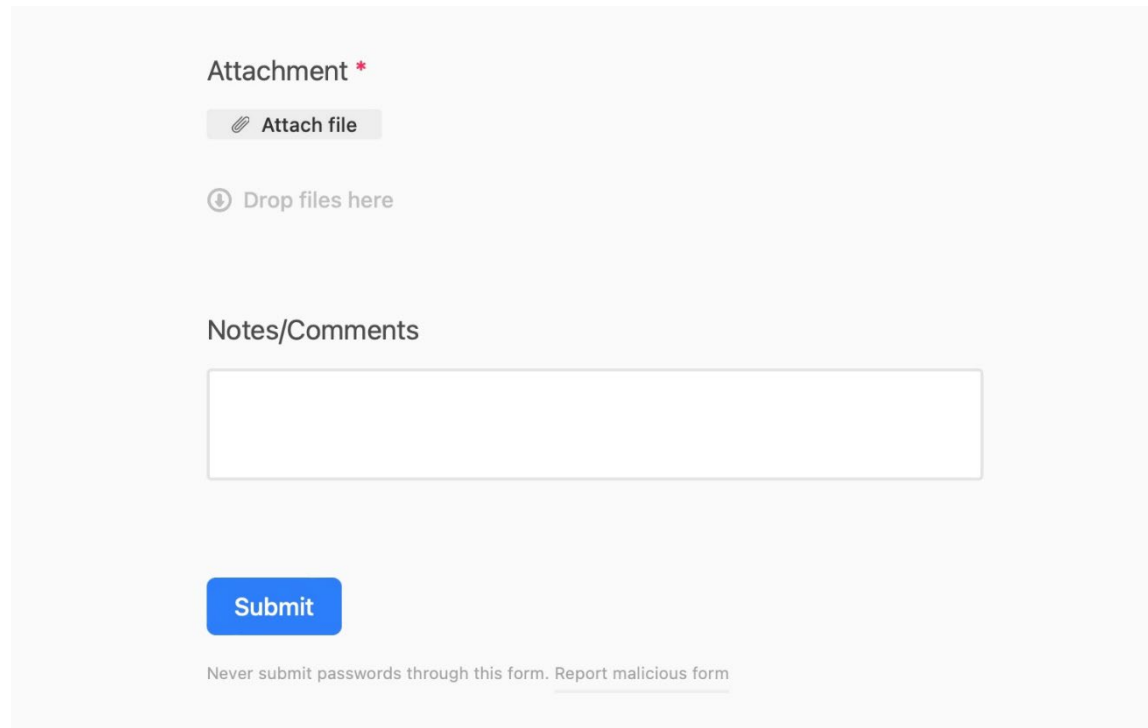
Select an option

Proposed Title(s) *

Select an option

NEW TOL Submission Process

9. Upload your final draft TOL under “**Attachment**” by clicking attach file. *Please use Word document when submitting your TOL.*
10. Notes/Comments is not a required field; however, you may use this field to enter any pertinent information that will be helpful when your department RT Analyst is reviewing the offer letter.
11. Submit your form: After you have filled the required fields, click the blue “Submit” button



The screenshot shows a web form with the following elements:

- Attachment ***: A label with a red asterisk indicating a required field.
- Attach file**: A button with a paperclip icon.
- Drop files here**: A text prompt with a downward arrow icon.
- Notes/Comments**: A label above a large, empty text input box.
- Submit**: A blue button.
- Never submit passwords through this form. Report malicious form: A footer note with a link to report a malicious form.

Timeline for Response and/or Approval



- Departments are expected to have worked out the details regarding space, startup funds, etc. with the appropriate administrators in advance (i.e., the Hospital CEO, Vice Chancellor or Dean's Office). Tentative Offer Letters (TOLs) should not be submitted for approval until the department has prior formal approval in these aspects
- TOLs should be prepared on Department/Division letterhead. If Department letterhead is not available, please use UC Davis Health letterhead provided on the template. Departments should make every effort to submit an error free electronic copy to the Office of Academic Personnel Recruitment Team
- The Recruitment Team analyst will review and circulate to the TOL Review Committee for comments and approvals if there are no edits to be made. The approval or suggested changes will be conveyed within three days. Some reasons that the approval maybe delayed are (i.e., letter requires grammatical and/or formatting corrections, startup of \$1 million or more, or notification to the candidate's current institution (APM 500) is required)

Pre-Hire Process



Pre-Hire Process effective 9/1/2022

Objective: To obtain an employee UCPATH ID number prior to the employment start date to assist the department with access requests and onboarding only. The pre-hire is not an authorization for employee to start working prior to appointment approval.

Timeline: Department must provide Pre-Hire request no earlier than 30 days of appointment start date, and no later than two weeks of the appointment begin date.

AP Analyst will process the Pre-Hire transaction within 72 hours of receipt (this does not include the UCPATH processing time, which may vary and take up to 3-5 working days for processing).

Initiation: The appointment dossier must be submitted to AP for the Pre-Hire to be initiated. Department to submit an AggieService- Onboarding case with the required data listed below. AP submits the Pre-Hire via the appropriate **Smart HR Transactions** template.

Pre-Hire Process



Department must provide the following for the Pre-Hire data entry:

- Appointment dossier completed and submitted to Academic Personnel
- Position information to generate position number (Title, Job Code, Rank, FTE, Dept Code, Reports To PCN, Location, Patient Care y/n)
- Employee Name
- DOB, SSN, and Address (can obtain from the background check release form)
- Background check clearance
- Tracker profile creation and completion of Section 1
- Completed Personal Data Form (including degree information)

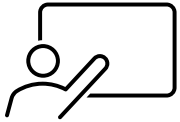
Pre-Hire Process



Internal Process for the next steps to complete the employee record:

- Confirm that the background check has cleared prior to appointment start date entry
- Confirm that Section 1 and Section 2 of the I-9 are completed by the appropriate date(s)
- Process any updates to DOB, SSN, and/or address by submitting a **UC_PERSON_DATA** template transaction
- Confirm that the Oath/Patent are signed no later than the appointment start date. Update employee record with this information in **Workforce Summary > Personal Information > Organizational Relationships > Person Checklist**
- If the appointment decision is not available by the payroll processing date, the “Pre-Hire” will be without salary and the employee will not be paid until the appointment is approved
- Complete the appointment details by adding the Step, Salary and any other Job Data changes once the decision is available via **PayPath**

Faculty & Professional Development Updates



- Renewed focus on providing more training sessions and making them more accessible:
 - [Faculty Essentials Workshops and Offerings - Faculty Development | UC Davis Health](#)
 - [Vice Chancellor Learning Series | Faculty Development | UC Davis Health](#)
- Education programming changes
 - NEW Launching new Teaching Certificate Programs:
 - Inclusive Educator
 - Clinical Teaching in the Classroom and in the Trenches
 - Fundamentals of Learning and Course Development
- Leadership programming changes
 - NEW Thrive leadership and coaching webinars
 - NEW CEO Mentorship Program

The screenshot shows the UC Davis Health website's Faculty and Professional Development page. The header includes the UC Davis Health logo and navigation links for various roles: For Educators, For Researchers, For Clinicians, For Professionals, For Leaders, For Women, and About Us. A main banner features the text "Providing development opportunities for faculty learners" over an image of a classroom. Below the banner is a section for the "Teaching Scholar Certificate Series - Starting September 2022", which replaces the Interprofessional Teaching Scholars Program. A prominent yellow box highlights the "CEO Mentorship Program" with a calendar icon for September 15th, 2022, and a "Find out more" button. The bottom of the page includes an "Upcoming Events" section with a search bar and a "Quick Links" section with links to Academic Personnel, Calendar, Diversity and Inclusion, and Vice Chancellor Learning Series.

Faculty & Professional Development Updates



- Clinical programming
 - Clinical time management -NEW
- Other
 - School of Medicine (SOM) Early Career Faculty Funding Opportunity
 - 14 recipients received 50k research funds to early-career biomedical researchers working on clinical research projects and facing extra-professional demands of caregiving increased by the COVID-19 pandemic
 - Website update – calendar now includes all training sessions from CTSC, Ombuds office, HEDI
 - Target audience expanding

School Of Medicine Early Career Faculty Funding Opportunity

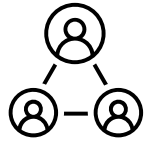
A Novel Program to Identify, Support and Retain Biomedical Researchers Impacted by Pandemic Caregiving Challenges

The UC Davis School of Medicine is pleased to announce that the following faculty have been selected to participate in our inaugural cohort of the SOM Early Career Faculty Funding Opportunity

UC DAVIS HEALTH | Faculty and Professional Development

UC DAVIS HEALTH | Academic Personnel | BURROUGHS WELLCOME FUND | DORIS DUKE CHARITABLE FOUNDATION | UC DAVIS HEALTH | MIND INSTITUTE

Faculty Development Resources



- Website provides one-stop resource for workshops and opportunities for faculty professional development
- Quarterly offerings of trainings in essential topics such as retirement, saving, outside professional activity, conflict management, compensation, crucial conversations and accountability, merits and promotions and more
- R01 program for early career researchers offers mentorship, expert panel application review, professional development, resources and peer group activities
- WIMHS Program provides peer support, networking opportunities, mentorship and resources for women in medicine and health sciences

Our Program Directors



Kupiri Ackerman-Barger, Ph.D., R.N.
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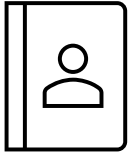


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For questions regarding Faculty and Professional Development, mentoring, new programs, or to request an offering, please contact: hs-ucdhsfacultydevelopment@ucdavis.edu

Or visit: <https://health.ucdavis.edu/facultydev/about-us/team>

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Q&A