

UC DAVIS

ACADEMIC AFFAIRS

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November
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Academic Insight

Your quick guide to staying up-to-date with the
Office of the Vice Provost - Academic Affairs

A Message from Vice Provost Phil Kass

Greetings! It has been our privilege to keep in touch with you via this newsletter over that last academic year.

Academic Affairs just received two new Advancing Faculty Diversity (AFD) Grants from UCOP to further refine campus practices related to improving climate, retention, and hiring. These build upon the successes of our last year's grant, which led to the hiring of eight outstanding CAMPOS and CAMPSSAH faculty scholars across the university. The Office of Diversity, Equity, and Inclusion also was awarded an AFD grant for faculty retention and success. In fact, UC Davis is the only UC campus to have received three AFD awards this year.



UC Davis is also currently the only university in the US in both the AAAS SEA

Change Program and the NSF Aspire Alliance IChange Program, both of which recognize universities for their ongoing faculty diversification and inclusion efforts. And our pilot faculty hiring reference check program, now in its second and evaluative year, continues to receive attention across the country, including from many other universities, the national media, and even Congress. Later this year we look forward to collaborating with the Academic Senate on its five-year review of Step Plus and academic advancement.

Thank you for being a member of the UC Davis academic community, and for your efforts that repeatedly elevate our university into the national and international spotlight.

Phil

Upcoming Events and Deadlines



Coffee with Phil

What's on your mind?
Join **Vice Provost Phil Kass**
for a cup of coffee and good
conversation.

Thurs, December 5, 2019
11:00am - 12:30pm
MU - DeCarli Room

RSVP today

Disability Survey Reminder

UC has hired Willis Towers Watson to administer the UC Disability Survey. If interested, please complete this **voluntarily**, which is open from

Oct 7 - Nov 15.

Why it's important

Open Enrollment 2020

All employees will utilize **UC Path for Open Enrollment**, which occurs;

Oct 31 (8am) to Nov 26 (12pm)

Employees have an opportunity to meet medical plan providers through the **Health and Wellness Fairs**, which will be taking place

Nov 7 (11am - 4pm) (Davis)

Nov 8 (11am - 4pm) (Sacramento)

"Transitioning to Retirement" Workshop Series
Session 1: Introduction &
Understanding UC Retirement Plan Income Options

Davis

Fri, Jan 10, 2020

1pm - 4pm

UCD Conference Room

Sacramento

Fri, Feb 7, 2020

1pm - 4pm

Cancer Center Auditorium

Are you an academic considering retirement in the next five to eight years but are unsure of what steps to take to prepare? In collaboration with the **UC Davis Retiree Center**, we are proud to offer the “Transitioning to Retirement” workshop series designed specifically for faculty/academics. The series focuses on key issues ranging from health care benefits, social security, and financial planning to the challenges associated with work and lifestyle transitions. The four-part series will be held at both the Davis and Sacramento campuses.

[Click here to learn more](#)



Capital Resource Network

Client Spotlight

Associate Professor Stephen Garcia, who joins the Graduate School of Management, was one of the candidates hired from the inaugural grant for Advancing Faculty Diversity. “I am so grateful for the meeting with the CRN during my interview as it was a life-giving interaction and also an opportunity to decompress. My transition is already been smoother as they also helped with my housing and were central to my positive transition to UC Davis.”



The CRN meets with shortlisted candidates as part of the interview process, providing an orientation to the program in the event they are offered and accept a position with UC Davis, which can tip the balance towards a successful, competitive recruitment.

Dr. Garcia’s research “status signals paradox,” looks at the misconception that people seeking close friends find high-status markers (e.g. BMW, fancy watch) appealing, but in actuality, people want friends who don’t signal status (e.g. Honda drivers, generic watch). His research has also been featured in major

media, including *The Economist*, *The Wall Street Journal*, *New York Times*, and *The Washington Post*.

[Learn more about CRN](#)

Doing it All When your Children Are Small: A Support Group for Faculty Parents

Adding a very young child to your family can exacerbate challenges inherent in the life of a faculty member. Read [here](#) to learn more about a new, pilot drop-in support group for faculty parents of very young children. Faculty-led, this confidential support group connects you with others to share ideas and strategies for engaging in research and writing while parenting a young child.



[Learn about dates & times](#)

Academic Federation Professional Development Spotlight



Academic Federation member, **Dr. Marike Zwienenberg**, MD, Health Sciences Clinical Professor in the Department of Neurological Surgery, traveled to **CURE Hospital, Uganda**, to receive advanced neuro-endoscopic training for the treatment of infant hydrocephalus. Dr. Zwienenberg received funding for the training through the **Professional Development awards program** co-sponsored by Academic Affairs.

Expanding the treatment of hydrocephalus

Dr. Zwienenberg spent five days at CURE Hospital performing endoscopy under the supervision of the local surgeons. She gained progressive experience in performing the surgeries under difficult circumstances, which she reported was highly valuable and has expanded her clinical skills. In fact, the first week back at UC Davis, she was able to apply some newly acquired endoscopy skills.

[Click here for more info](#)

Partner Opportunities Program (POP)

Client Spotlight

"The POP program has played a vital role in my husband and I choosing to invest our future at UC Davis. When searching for career opportunities on my own, I found many positions that resonated with some, but not all, of my skills and interests. The POP program helped me find the perfect opportunity at the LGBTQIA Resource Center as Education Specialist. The position incorporates my passion for LGBTQIA advocacy, my enthusiasm for creativity, and my professional background in healthcare. We are incredibly grateful to the POP program for their support!" - ***Vincent Cheng, Education Specialist***



Learn more about POP

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