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# Academic Insight

A newsletter brought to you by Academic Affairs



## A Message from Vice Provost Phil Kass

To our academic community: I want to recognize and thank everyone who has worked so hard to bring this unprecedented spring quarter to a close. That our campus was able to remotely deliver a curriculum to tens of thousands of students with almost no advance warning or time to prepare is a testimony to the resilience of our faculty. I also want to recognize the many department chairs, deans, vice provosts, and vice chancellors who rose to the challenge by working around the clock to support our campus community. While it would be tempting to take a victory lap, the work is just beginning. We have a lot to consider as we begin the slow but inexorable path to “reopening” the campus, and more news on this from the campus leadership will be forthcoming soon.

I acknowledge that we are living through a time of social upheaval, and no one remains untouched by the tragedies experienced by African-Americans throughout the United States. As an office with a deep sense of and commitment to social justice, Academic Affairs stands with the many individuals who have provided eloquent testimony on the Office of Diversity, Equity, and Inclusion’s Racial Trauma Resources as noted below. We will provide our own statement on this soon at our website, but please know that the work that Academic Affairs does to support diversity, equity, and inclusion continues unabated, with our resolve to make a difference and impact that grows even stronger.

Best wishes,  
Phil

## Extending the Clock Related to COVID-19



The COVID-19 pandemic has caused major disruptions to university life, especially for faculty members. Unique challenges are positioned against teaching and research which may affect academic careers for faculty. That is why we are sharing with you recommendations from **Academic Council Chair Bhavnani** and

University policy from **UC Office of the President Provost and Executive Vice President Michael Brown**, granting up to two one-year “stop the clock” tenure/security of employment extensions during the probationary period as a way to support faculty during these trying times.

## UC-Wide Benefit Changes for COVID-19 Relief

Some changes have been made by the UC Office of the President to provide faculty affected by COVID-19 with more flexibility in withdrawing money from their retirement plans and in changing their benefits.

### Accessing funds from retirement savings plans



If you or a dependent have been diagnosed with COVID-19, or you are experiencing financial hardships due to the virus, you are now eligible to withdraw from the UC 403(b), 457(b) and DC Plan without penalty. **Learn more about this UC provision to the CARES Act here**.

### Changes in medical plans

Until October 28, 2020, **employees will have the option** to enroll in new medical coverage, change plans or coverage levels, or cancel coverage. Any changes will be made effective the upcoming first of the month. **Click here to read more about the various options available**.

## Important Resource to Support Students

UC Davis non-clinical Case Managers, based in the **Office of Student Support and Judicial Affairs (OSSJA)**, are here to provide support and assistance to students in need and faculty members/academics who become aware of student concerns. These students could be facing challenges and crisis-related issues that interfere with their academic and student life success. OSSJA Case Managers receive information, identify resources, reach out to students, and follow up so that students receive assistance with their needs. Concerned staff and faculty/academics are kept informed when necessary and appropriate. OSSJA Case Managers make connections so that students in distress do not fall through the cracks.



To contact a Case Manager at OSSJA, please **fill out this short form**.



# Racial Trauma Resources

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We hope that you are all taking care of yourselves during these difficult times. With all that's happening in our country, many may be experiencing and/or reliving this grief firsthand.

We want to share resources that UC Davis leadership has offered our campus. Please visit the **Diversity, Equity and Inclusion webpage on Racial Trauma Resources** for a comprehensive list of resources.

## **Statements and Guidance Resources**

- **Statement from Chancellor May**
- **Statement from UC Office of the President**
- **Taking Care of Yourself and Your Team (for Supervisors and Managers)**
- **End of Spring 2020 Guidance for Faculty, Including Resources to Address Racism**
- **Mentoring and Advising Guidance for Racial Injustice (Graduate Studies)**

## **Upcoming Events**

- **6/10/20 from 12pm - 1pm - Racial Healing: Our Lived Experiences**
- **6/13/20 from 3pm - 4:30pm - Safe Black Space**
- **6/24/20 from 2pm-5pm - from From Self-Care to Soul-Care: Mindfulness and Soulfulness for Educators and Academics a virtual workshop**



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