

Monday February 27th, 2017

1. COACHE – the Collaborative on Academic Careers in Higher Education:

You will receive a critically important survey of faculty job satisfaction on March 1, 2017. This survey is part of a national research program called COACHE – the Collaborative on Academic Careers in Higher Education – which has been operating from the Harvard Graduate School of Education since 2003. This is the second COACHE survey of UC Davis faculty (the first was in 2012-13). This follow-up survey will allow us to track our progress on the areas of strength and weakness that were identified five years ago. UC Davis faculty are strongly encouraged to participate in the COACHE study by Interim Chancellor Hexter, Interim Provost and Executive Vice Chancellor Burtis, Vice Provost Stanton and Associate Vice Chancellor for Academic Personnel Clancy.

Relevant information about the COACHE survey from Vice Provost Stanton:

- The target population is full-time tenured, tenure-track, and non-tenure-track faculty (including clinical faculty titles) who were hired prior to 2016, are not in a terminal year after being denied tenure, not in a represented unit, and/or not in a senior administrative position, (e.g., Dean, Assistant Dean, Associate Provost). Department chairs will be included.
- This survey is designed specifically to determine the satisfaction of university faculty on the many dimensions of their jobs (research, teaching, service, departmental climate and collegiality, merit and promotion criteria and procedures, personal and family benefits, etc.)
- The UC Davis survey will provide data that is comparable to specific peer institutions that are also participating in the 2016-17 COACHE survey.
- The online survey takes about 25 minutes to complete and we will receive a detailed descriptive analysis of the results early in the Summer of 2017.
- We will also receive the individual-level survey response data (stripped of individually-identifying information) so that we can conduct further multivariate analyses of the data (the data will be received and analyzed on a secure server by Everett Wilson, Data Analysis and Management Coordinator for Academic Affairs).
- This survey is approved by the institutional review boards (IRBs) at Harvard and UC Davis.
- High response rates will not only enhance the power of comparisons with peer institutions, but will also allow greater analysis of faculty satisfaction within individual schools and colleges on our campus.

If you have any questions about the COACHE survey, please contact Vice Provost Stanton, Philip Kass at phkass@ucdavis.edu or Kimberlee Shauman at kashauman@ucdavis.edu, the co-chairs of the COACHE Survey Advisory Committee. A webpage that outlines the results of the 2012 survey and provides information about the current survey, can be accessed

here: <https://academicaffairs.ucdavis.edu/faculty-satisfaction-survey-reports-coache>

2. Research Supplements to Promote Re-Entry into Biomedical and Behavioral Research Careers:

Eligibility Circumstances: In general, the duration of the career interruption should be at least one year and no more than eight years. Examples of qualifying interruptions would include a complete or partial hiatus from research activities for child rearing; an incapacitating illness or injury of the candidate, spouse, partner, or a member of the immediate family; relocation to accommodate a spouse, partner, or other close family member; pursuit of non-research endeavors that would permit earlier retirement of debt incurred in obtaining a doctoral degree; and military service. The program is not intended to support additional graduate training and is not intended to support career changes from non-research to research careers for individuals without prior research training. Generally, the candidate should be in complete or partial hiatus from research activities at the time of application, and should not be engaged in full-time paid research activities. Preference will be given to candidates with a complete hiatus from research activities.

Link to the full announcement:

<https://grants.nih.gov/grants/guide/pa-files/PA-16-289.html>

3. Creating a Welcoming Environment for LGBTQ+ Students from AAMC News

“LGBTQ+ medical students and residents often walk in two worlds—one they share comfortably with other people who belong to sexual and gender minorities, and another where they fear discrimination, according to Anthony Gacita, an MD-PhD student in the Medical Scientist Training Program at Northwestern University Feinberg School of Medicine.

“You’re unsure which world you’re stepping into in a classroom or clinic,” he explained. “You come out every time you meet a new person or new group.”

Medical schools need to acknowledge this feedback as a first step toward creating more welcoming, inclusive environments for LGBTQ+ students, said Teresa Mastin, PhD, director of the Office of Diversity and Inclusion at Feinberg School of Medicine. “If you’re not talking about it, it’s easy to pretend it’s not a problem. It has to be top of mind.””

Read more [here](#).

4. Michael Upton, University of Vermont, who was quoted in the Creating a Welcoming Environment for LGBTQ+ Students will be one of the exciting speakers at this year’s Improving OUTcomes Leadership Summit at UC Davis Health on March 25! More information and registration here: <http://improvingoutcomesconference.com>.

5. Did you know about University of California Salary Scales?

All salary scales are available on the web [here](#)!