

Tuesday, June 9, 2020

1. UC DAVIS OMBUDS OFFICE – WE ARE HERE FOR YOU

In times of crisis, change, and uncertainty, tension at work and in academic settings inevitably increases while people's ability to constructively manage conflicts diminishes. The Ombuds Office provides a confidential, listening ear as well as guidance on how to navigate difficult situations in a thoughtful and effective way. Through one-on-one, off-the-record conversations, we help identify options, explore resources, and discuss strategies for how you can best move forward and reduce the negative effects of work and academic-related conflict.

Through this period, the Ombud's Office remains fully operational via phone and Zoom. We continue to serve academic personnel and other members of the UC Davis and UC Davis Health communities. Please give us a call at (530) 754-7233 or (916) 734-1600 or send us an email at ombuds@ucdavis.edu to schedule a confidential appointment or discuss other services.

Visit our website at <https://ombuds.ucdavis.edu/> to learn more about our services including an upcoming webinar on communication in uncertain times. We have added a page of online resources that can help you with conflicts or concerns you might be facing during this current health situation; including how to lead through challenging times, communicate through conflict, and tips for remote working.

2. THE NEW MISSION BASED FACULTY DEVELOPMENT OFFERINGS ARE LIVE

The team of faculty and staff have been working really hard (and fast!) to complete a re-organization of Faculty Development in order provide mission-based modularized offerings beginning July 1, 2020. As part of the implementation plan we have developed a collection of new learning modules with the goals to: 1) assist us in our upcoming LCME accreditation, 2) address faculty needs and 3) better align with Institutional level priorities. The new programming is modeled on other successful Faculty Development programs around the country; we have been consulting with other university leaders with the goal of incorporating best practices from their programs. Executive coaching and internal AAMC type programming are also now available for faculty!

Effective July 1st faculty development will focus efforts on core areas including

development for educators, researchers, and other general professional development offerings. This will allow us to address specific areas of deficit that have been identified by external reviewers and our faculty and students. A critical piece of our work is to standardize content in individual modules so they can be replicable and taught by multiple instructors. The expectation is that all instructors will undergo the same training to teach based on nationally recognized learning objective standards and we are working with Dr. Venugopal in CME to ensure that faculty can receive CME credit for taking some of the courses/modules. We also plan to offer multiple formats -increasing access for faculty and allowing us to increase the number of modules that can be delivered. Standardized curricula is an essential part of the plan to ensure uniformity of content, derived from learning objectives, which we can link to learning outcomes. An important piece in development is external program review and assessments.

As part of the reorganization of faculty development, we have restructured our resources to support new programming and will sunset the Mentoring Academy Program and some leadership development offerings effective June 30 2020. I appreciate your patience while we explore new ways to provide mentoring and training to our faculty.

<https://health.ucdavis.edu/facultydev/>

Please reach out with your thoughts and ideas - we are always excited to hear from you!

3. PSEUDOSCIENCE AND COVID-19 – WE’VE HAD ENOUGH ALREADY

Cow urine, bleach and cocaine have all been recommended as COVID-19 cures — all guff. The pandemic has been cast as a leaked bioweapon, a byproduct of 5G wireless technology and a political hoax — all poppycock. And countless wellness gurus and alternative-medicine practitioners have pushed unproven potions, pills and practices as ways to ‘boost’ the immune system.

Thankfully, this explosion of misinformation — or, as the World Health Organization has called it, the “infodemic” — has triggered an army of fact-checkers and debunkers. Regulators have taken aggressive steps to hold marketers of unproven therapies to account. Funders are supporting researchers (myself included) to explore how best to counter the spread of COVID-19 claptrap.

I have studied the spread and impact of health misinformation for decades, and have never seen the topic being taken as seriously as it is right now. Perhaps that is because of the scale of the crisis and the ubiquity of the nonsensical misinformation, including advice from some very prominent politicians. If this pro-science response is to endure, all scientists — not just a few of us — must stand up for quality information.

[FULL ARTICLE HERE](#)

4. MENTORING TIPS IN THE TIME OF COVID-19

Mentoring needed now more than ever!

During the best of times the art of mentoring can be challenging. Whether it's helping a junior researcher apply for a first grant, guiding a clinician to independent practice, or advising a post-doctoral fellow on next steps, mentoring requires a wide and varied skill set. Mentors help mentees to align expectations, develop obtainable goals, sort out work-life integration issues and more. Mentoring increases mentee professional and personal satisfaction, lifts morale, diminishes stress and prevents burnout.

Now we are doing all of this, and more, as we face this global pandemic. Juggling more hats than we thought possible and meeting professional and personal demands with limited resources. It is important that we take time to think in different ways to support ourselves and our mentees. Check out these resources below for guidance on mentoring and resources for mentees to help navigate these difficult times.

Excellent article for research mentors, but really for everyone: “**Mentoring during the COVID-19 pandemic: Colleagues facing closed labs and enforced social distancing need a different type of support. Mentors must change their approach,**” <https://www.nature.com/articles/d41586-020-01028-x>

Wonderful tips for anyone in an educational setting and for general wellness – share with your mentees: **Advice for Faculty Members in a Turbulent Time** Mindi Thompson gives some practical advice to help you focus on your physical and mental health and wellness.

<https://www.insidehighered.com/advice/2020/03/19/how-faculty-members-can-best-cope-stresses-covid-19-opinion#.XozTS455wq8.email>

Brief blog post to help junior researchers in thinking about how to pivot during COVID-19 – share and discuss with your mentees: “**What to Do When Your Plans Get Thrown Out the Window**”

<https://edgeforscholars.org/what-to-do-when-your-plans-get-thrown-out-the-window/>

Short blog post reviews mindfulness apps for academic health researchers “**Just Breathe: Mindfulness Apps in a Pressured Time**”

<https://edgeforscholars.org/just-breathe-mindfulness-apps-in-the-age-of-anxiety/>

And, why spending time in an uncrowded nature spot could be good for all of us. “**Nurtured by nature Psychological research is advancing our understanding of how time in nature can improve our mental health and sharpen our cognition**” <https://www.apa.org/monitor/2020/04/nurtured-nature>

J. Faye Dixon, Ph.D., Julie Schweitzer, Ph.D. and Katren Tyler, M.D.

5. FACULTY DEVELOPMENT (FD)

The [UC Davis Health Faculty Development website](#) has been redesigned. You can find workshops and events under the OUR OFFERINGS tab or the CALENDAR tab. The registration process is quick and easy. We've also added an [ONLINE LEARNING](#) section. Many new workshops are currently being developed and will be offered over the next academic year.

6. NEW FACULTY PARENT SUPPORT GROUP: DOING IT ALL WHEN YOUR CHILDREN ARE SMALL.

Please join us for a drop-in support group for faculty parents of babies, toddlers, and preschool age children. Come meet and connect with others to share ideas and strategies for engaging in research and writing while parenting a very young child or children. The bi-weekly group is convened by Diane L. Wolf, Professor of Sociology, a long-time Work-Life Advisor, and a certified post-partum doula. You can also Zoom in for as little or as long as you like.

Please see our dates and more information:

<https://academicaffairs.ucdavis.edu/faculty-support-group-new-parents>

Questions? Write to dlwolf@ucdavis.edu