

Proposed Changes to the Faculty Handbook

May 15, 2015

Two changes proposed for discussion in **red below**:

Section 2.4.3 Criteria for Advancement

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2.4.3 Criteria for Advancement

Key definitions/examples:

Creative Activity: may include development of innovative programs, innovative teaching materials, or enhancement of a service.

Scholarly Activity: includes contribution to the literature, in the form of manuscripts, chapters, books, participation in invited lectureships, and development of new methods and tools.

Research Productivity: includes publication of original articles, independent **or collaborative** extramural research funding, primary investigator status, and **track record of extramural funding support**.

Teaching Activity: includes formal classroom teaching as well as teaching in the laboratory or clinical setting. Teaching in continuing education is also an important component. **Suggest add mentoring here with a definition with examples and referral to section 2.6 for additional information.**

Public Service: includes departmental, school, and University committee service as well as service to national academic societies and to the community.

Page 31 2.6 Diversity Contribution

Should there be examples to help clarify each of the examples of different types of diversity contribution so that faculty has an idea on how to strengthen their packet?

Examples:

a) Advance equitable access to education: outreach at all levels

- b) Public service that addresses the needs of California's diverse population: educational presentations to improve health in communities.**
- c) Research in a scholar's area of expertise that highlights disparities: research that discovers, documents and seeks to understand and improve the health of vulnerable populations.**
- d) Mentoring / Advising of students or faculty at all levels: assisting URM or disenfranchised with understanding the process of merits and promotions; encouraging career advice and career.**
- e) Teaching: incorporating diversity and inclusion training, health disparity issues, population risk factors, and research findings of URM /disenfranchised groups in core curriculum content.**
- f) Service: identify programs that include a focus on diversity and inclusion.**
- g) Administration: resources and tools that encourage the recruitment and retention of diverse individuals, diversity and inclusion training of staff and faculty.**