

Highlander Orientation Series Session #2

Welcome!

Lunch with Academic Personnel Leadership

January 26, 2023
1:00pm - 2:30pm

AGENDA

1:00pm-1:10pm	Daniel R. Jeske, Vice Provost for Academic Personnel
1:10pm – 1:30pm	Lunch Served
1:30pm- 2:00pm	Group Activity
2:00pm – 2:20pm	UCR Presentation by Andrea Hoff
2:20pm-2:25pm	Binders and Welcome Boxes
2:25pm-2:30pm	Raffle

UCR: A Friendly Place to Work!

Some Examples

➤ **Faculty climate survey**

- Shared governance
- Communications
- Inclusiveness
- Collegiality
- Merit and Promotion Process

➤ **Family friendly policies**

- Childbearing leave
- Active service modified duties
- Pay for family care and bonding
- Family medical leave (unpaid)
- Paid medical leave
- Hybrid work options
- Spousal hires
- UC Mortgage Origination Program (MOP)

➤ **Merit and promotion process**

- Stop the clock
- Book disciplines
- Grant recognition
- Life Event Outcome
- Equity in outcomes analyses
- Sabbatical leaves

➤ **Pandemic accommodations**

- COVID-IMPACTED outcome
- COVID-related retroactive promotion pay
- Flexibility around review areas
- Contextual understanding of teaching evaluations
- GSR support for Assistant Professors
- Dependent care modification of ASMD
- Temporary compassion clause for online teaching

INTRODUCTIONS



Name

Title

Department

Share **one challenge** and **one nice surprise**
you experienced this year



Thank you!

