

# 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