Highlander Orientation Series
Session #2

Welcome!

Lunch with Academic Personnel Leadership

January 26, 2023
1:00pm - 2:30pm
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:00pm-1:10pm</td>
<td>Daniel R. Jeske, Vice Provost for Academic Personnel</td>
</tr>
<tr>
<td>1:10pm – 1:30pm</td>
<td>Lunch Served</td>
</tr>
<tr>
<td>1:30pm- 2:00pm</td>
<td>Group Activity</td>
</tr>
<tr>
<td>2:00pm – 2:20pm</td>
<td>UCR Presentation by Andrea Hoff</td>
</tr>
<tr>
<td>2:20pm-2:25pm</td>
<td>Binders and Welcome Boxes</td>
</tr>
<tr>
<td>2:25pm-2:30pm</td>
<td>Raffle</td>
</tr>
</tbody>
</table>
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

Hello I am

Name
Title
Department

Share one challenge and one nice surprise you experienced this year
Thank you!