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In support of the University's goal for preeminence among U.S. research institutions, the Academic Personnel Office (APO) facilitates the recruitment, development, and retention of academic employees of the highest caliber.

We provide leadership, training, and assistance on policy issues associated with the employment and advancement of academic employees. APO leads and serves a diverse and internationally renowned academic community.

APO is a dedicated team in support of all academic employees on campus. Whether you need guidance on University of California policy, help with navigating UCR policies and processes, or assistance with employment matters, we are here to help. Below are just some of the services we provide to the campus and the academic community. Visit our website at academicpersonnel@ucr.edu to learn more.

 <p>Advancement and Promotion</p>	 <p>Compensation</p>	 <p>Conflict of Commitment</p>	 <p>Data and Reporting</p>
 <p>Employee Relations</p>	 <p>Faculty Development</p>	 <p>Faculty Recognition</p>	 <p>Fellowship Programs</p>
 <p>Labor Relations</p>	 <p>Leadership and Analysis</p>	 <p>Leaves of Absence</p>	 <p>Partner Opportunities Assistance</p>
 <p>Recruitment and Appointment</p>	 <p>Systems Management</p>	 <p>UCPath</p>	 <p>Work/Life Balance</p>

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QUICK LINKS

UC's Mission: "The distinctive mission of the University is to serve society as a center of higher learning, providing long-term societal benefits through transmitting advanced knowledge, discovering new knowledge, and functioning as an active working repository of organized knowledge. That obligation, more specifically, includes undergraduate education, graduate and professional education, research, and other kinds of public service, which are shaped and bounded by the central pervasive mission of discovering and advancing knowledge."

<https://www.ucop.edu/uc-mission/index.html>

UCR's Principles of Community: We take pride in the diversity of the campus community and in ourselves by using the campus environment as a place, committed to academic integrity, where all members are encouraged to use their unique talents to enrich the daily life of the community in which they live, work, teach and learn.

<https://chancellor.ucr.edu/sites/default/files/2019-01/community.pdf>

Academic Personnel Manual (APM): The APM includes policies and procedures pertaining to the employment relationship between an academic appointee and the University of California. <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/>

Academic Bargaining Units and Contracts: The University of California works hard to build professional relations and negotiate fair agreements with the 15 unions that represent more than 115,172 of our employees. <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/labor-contracts/index.html>

The CALL is a UCR document for campus policies and procedures on review procedures for senate faculty. <https://academicpersonnel.ucr.edu/the-call>

Implementing Procedures for the Health Sciences Compensation Plan (HSCP) provides a common administrative framework within which a participating health sciences school can compensate its faculty according to the competitive requirements of each discipline. [Health Sciences Compensation Plan 2020](#)

Conflict of Commitment and Outside Professional Activities: The University encourages faculty to engage in outside activities that contribute to their respective professions and the community. APM [025](#) (general campus faculty) and APM [671](#) (HSCP faculty) clarifies a faculty member's commitment to the University and outlines reporting guidelines for outside professional activity.

Community Service Portal ([link](#)) allows UCR student volunteers to easily connect with on and off-campus departments and non-profit organizations for one-off events, group service events and longer-term academic internships and service-learning.

Save The Dates

HIGHLANDER ORIENTATION SERIES (HOS)

Highlander Orientation Series – session 1 “New Faculty Orientation”

Attendees: Newly hired Senate Faculty from 23-24AY, Chancellor, Provost/EVC, VPAP, Deans

Topic: New Faculty Orientation

Date: Tuesday, **September 26, 2023** | **Time:** 9:00am – 3:00pm by invite (*includes Breakfast & Lunch*)

Location: **In person** at Highlander Union Building (HUB 355 and 302South)

Highlander Orientation Series – session 2

Attendees: NEWLY Hired Ladder Rank/Senate Faculty 23-24AY, AP Leadership and VPAP

Topic: Lunch w/ Academic Personnel Leadership

Date: Wednesday, **January 24, 2024** | **Time:** 1:00pm -2:30pm (by invite)

Location: **In Person** at the Alumni & Visitors Center

Highlander Orientation Series – session 3

Attendees: Newly Hired Ladder Rank/Senate Faculty 23-24AY

Topic: Merit & Promotions Process - By Daniel R. Jeske, Vice Provost for Academic Personnel

Date: Wednesday, **February 21, 2024** | **Time:** 1:00pm-3:00pm

Location: Virtual Only

[Link to Register](#) – zoom link provided after registration

Highlander Orientation Series - session 4

Attendees: Newly Hired Ladder Rank/Senate Faculty 23-24AY, and SME’s

Topic: Academic Systems- By Sara Umali, Director of Academic Personnel Data & Technology

Date: Wednesday, **March 13, 2024** | **Time:** 1:00pm- 3:00pm

Location: Virtual Only

[Link to Register](#) – zoom link provided after registration

Highlander Orientation Series – session 5

Attendees: Newly Hired Ladder Rank/Senate Faculty 23-24AY

Topic: Academic Benefits (APM700; Leaves, Sabbaticals, and STC’s)

By Sara Umali, Director of Academic Personnel Data & Technology

Date: Friday, **April 12, 2024** | **Time:** 1:00pm – 3:00pm

Location: Virtual Only

[Link to Register](#) – zoom link provided after registration

Highlander Orientation Series – session 6

Attendees: Newly Hired Ladder Rank/Senate Faculty 23-24AY

Topic: Academic Compensation by Sonia Kalogonis, Academic Personnel Compensation Policy Analyst

Date: Wednesday, **May 15, 2024** | **Time:** 1:00pm – 3:00pm

Location: Virtual Only

[Link to Register](#) – zoom link provided after registration

PROFESSOR PATH TO TENURE & PROMOTION WORKSHOPS

Attendees: All senate ladder-rank tenure track faculty

CHASS/SPP/SOE

Date: Friday, **October 13, 2023**

Location: Virtual Only

- **Path to Tenure - 11am-12:30pm-** Register [Here](#) for Zoom Link
- **Path to Full- 1pm-2:30pm** – Register [Here](#) for Zoom Link

CNAS/BCOE/SOM

Date: Friday, **October 20, 2023**

Location: Virtual Only

- **Path to Tenure - 11am-12:30pm** – Register [Here](#) for Zoom Link
- **Path to Full -1pm-2:30pm** – Register [Here](#) for Zoom Link

BUSINESS

Date: Friday, **October 27, 2023**

Location: Virtual Only

- **Path to Tenure - 11am-12pm** – Register [Here](#) for Zoom Link
- **Path to Full – 12:00pm-1:00pm** – Register [Here](#) for Zoom Link

Campus-Wide

- **Professors of Teaching Workshop**

Date: Friday, **November 3, 2023**

Location: Virtual Only

Time: 11:00am-12:00pm

Register [Here](#) for Zoom Link

CHAIR WORKSHOPS

New Department Chair Orientation

Attendees: **NEWLY appointed** Department Chairs, VPAP, AVPAP, VC & Chief Diversity Officer

Topic: New Dept. Chair Orientation

Date: Wednesday, **October 4, 2023**

Location: **In person** only at Alumni & Visitors Center in Johnson Boardroom

Time: 1:00pm-3:00pm (*Invites emailed to NEWLY appointed Dept. Chairs*)

Chairs Leadership Training Series – session 1

Attendees: All appointed Dept. Chairs, Vice Chairs & Co-Chairs, VPAP, AVPAP and VC & Chief Diversity Officer

Topic: TBD

Date: Thursday, **October 12, 2023**

Location: Virtual Only

Time: 1:00pm-3:00pm

[Link to Register](#)

Chairs Leadership Training Series – session 2

Attendees: All appointed Dept. Chairs, Vice Chairs & Co-Chairs, VPAP, AVPAP and VC & Chief Diversity Officer

Topic: TBD

Date: Wednesday, **November 8, 2023**

Location: Virtual Only

Time: 1:00pm - 3:00pm

[Link to Register](#)

Chairs Leadership Training Series – session 3

Attendees: All appointed Dept. Chairs, Vice Chairs & Co-Chairs, VPAP, AVPAP and VC & Chief Diversity Officer

Topic: TBD

Date: Wednesday, **November 15, 2023**

Location: Virtual Only

Time: 1:00pm- 3:00pm

[Link to Register](#)

Chairs Leadership Training Series – session 4

Attendees: All appointed Dept. Chairs, Vice Chairs & Co-Chairs, VPAP, AVPAP and VC & Chief Diversity Officer

Topic: TBD

Date: Wednesday, **March 20, 2024**

Location: Virtual Only

Time: 1:00pm -3:00pm

[Link to Register](#) – *zoom link provided after registration*

CHAIRS & VPAP MEETINGS

Attendees: Department Chairs, Vice Chairs, Co-Chairs, and Interim Chairs

These meetings are all virtual by invite and are not recorded.

Chairs & VPAP Meeting – meeting 1

Date: Wednesday, **October 4, 2023**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 2

Date: Wednesday, **November 1, 2023**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 3

Date: Wednesday, **December 6, 2023**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 4

Date: Wednesday, **January 10, 2024**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 5

Date: Wednesday, **February 7, 2024**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 6

Date: Wednesday, **March 6, 2024**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 7

Date: Wednesday, **April 3, 2024**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 8

Date: Wednesday, **May 1, 2024**

Time: 12:00pm-1:00pm

Chairs & VPAP Meeting – meeting 9

Date: Wednesday, **June 5, 2024**

Time: 12:00pm-1:00pm

MISCELLANEOUS

Academic Forum *(replaces the Dept. Chair Spring Forum)*

Attendees: College AP Directors and Analysts, Dept. Chairs, Co-Chairs, Deans, Assoc. Deans

Date: Thursday, May 16, 2024

Location: In Person at Alumni & Visitors Center

Time: 10:00am-1:00pm

[Link to Register](#)

All Faculty & VPAP Caucus

Attendees: All Faculty and Vice Provost for Academic Personnel

Date: Friday, June 7, 2024

Location: Virtual Only

Time: 12:00pm-2:00pm

[Link to Register](#) – zoom link provided after registration

SOCIAL EVENTS

Faculty Mixer #1

Attendees: Vice-Provost for Academic Personnel, Provost/EVC and Faculty

Date: Tuesday, November 14, 2023

Time: 4:00pm-6:00pm

Location: In person at the Alumni & Visitors Center

Senate Faculty Mid-Year Mixer - Half Time Social

Attendees: All senate faculty and Academic Personnel Staff

Date: Tuesday, February 6, 2024

Time: 4:00pm-6:00pm

Location: In Person - North Patio of Hinderaker Hall

Faculty Mixer #2

Attendees: Vice-Provost for Academic Personnel, Provost/EVC and Faculty

Date: Thursday, May 23, 2024

Time: 4:00pm-6:00pm

Location: In Person - Outside Patio/Hinderaker Hall