Welcome Back

Daniel R. Jeske
Vice Provost for Academic Personnel

New Faculty Orientation
September 26, 2023
12:45 – 1:15  Introduction to the Academic Personnel Office

1:15 – 2:00  Panel Presentation

2:00 - 3:00  Campus Tour
Location: Highlander Union Building Plaza Patio
Highlander Academic Orientation Series

Hosted by Academic Personnel Office for the 2023-2024 academic year. The series is about bringing together new faculty several times in their first year to equip them with the essential tools for success.

**September 26, 2023**
Session 1: New Faculty Orientation

**January 24, 2024**
Session 2: Lunch with Academic Personnel Leadership

**February 21, 2024**
Session 3: Merit & Promotion Process

**March 13, 2024**
Session 4: Academic Systems (APRecruit, eFile Plus, OATS)

**April 12, 2024**
Session 5: Academic Benefits (APM700; Leaves Sabbaticals, STC’s)

**May 15, 2024**
Session 6: Academic Compensation (NSTP’s)
Participants who attend in-person for at least four of the five workshops will receive a letter from the Vice Provost and Dean of Undergraduate Education Louie Rodriguez for your personnel files indicating your investment in this effort.

**Strategies for Student-Centered Learning.**
Wednesday afternoons from 4-5:20 pm, Rivera Library A0101A

- **Week 1** (10/4)
  Foundations of Student-Centered Learning:
  Syllabus, Course Management, and Simple Tips

- **Week 2** (10/18)
  Designing Learning Outcomes for Student Engagement and Success

- **Week 3** (11/1)
  Creating Assignments and Exams that Foster Learning and Growth

- **Week 4** (11/15)
  Engage, Explore, and Empower:
  Active Learning Strategies for the Classroom

- **Week 5** (11/29)
  Teaching in the Merit and Promotion Process
As you grow into your career at UCR and take on more responsibility, you will see how these important values – the “core four” of your Tartan Soul – will help you to earn the trust and respect of others, work more efficiently, and succeed in ways you never imagined.
Faculty climate survey
- Shared governance
- Communications
- Inclusiveness
- Collegiality
- Merit and Promotion Process

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

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)

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
• Key APM Policies
• Senate CALL
• Campus Contacts
• Organizational Chart
• Important Policies
What We Do In Academic Personnel

Academic Reviews and Advancement
• Appointment and Recruitment: Employment Actions
• Advancement: Merit and Promotion Process

Benefits and Leaves
• Academic Leave of Absence
• Conflict of Commitment
• Family Accommodations
• Partners Opportunities
• Reasonable Accommodations

Academic Policy Development
• Campus Oversight: Leadership and Analysis
• Training: Workshops, Process Manuals and User Guides
• Policies: Development, Revision, and Implementation
• Employee and Labor Relations: Liaison for Collective Bargaining, Conflict Advising, and Intervention
• Procedures: Campus Liaison for System-wide Discussions
• Faculty Award and Programs

Data, Technology, and Compensation
• Reporting: Campus Academic Personnel Data
• Systems: Maintenance and Data Management
• Records: Custodian and Office of Records
• Salary Programs
• Faculty Administrator Compensation
• Additional Compensation
Meet Our Team

- **Daniel R. Jeske**
  Vice Provost for Academic Personnel

- **Katina R. Napper**
  Assistant Vice Provost for Academic Personnel

- **Sara Umali**
  Director of Academic Personnel Data & Technology

- **Esperanza Steward**
  Director of Academic Personnel Policy & Employee Relations

- **Sonia Kalogonis**
  Policy & Compensation Analyst

- **Teresa Mason**
  Date Technology & Process Analyst

- **Jill Sadey**
  Project & Administrative Coordinator

- **Alice Tsarev**
  Executive Assistant to the VPAP

- **Gabriela Zepeda**
  Academic Personnel Analyst

- **Nordene Smith-Hayles**
  Academic Personnel Analyst

- **Scott Gonzalez-Barrios**
  Student
File Status 2021-2022AY
The report represents the percentage of files received by each
APO Events & Workshops

- **Highlander Orientation Series** (6 sessions)
- **New Chair Dept. Orientation**
- **Chair Leadership Training** (4 sessions)
- **Path to Promotion Workshops** – College Specific (CHASS/SPP/ SOE/CNAS/BCOE/SOM)
- **Professors of Teaching Workshop** – Campus-wide
- **Chairs & VPAP Meetings** (9 meetings)
- **Faculty Mixers** (3 mixers)
- **Academic Forum**
- **Faculty & VPAP Caucus**
- **Coro Collaborative Leadership** (10 sessions)

*All event details found on our website: [https://academicpersonnel.ucr.edu/events-and-workshops](https://academicpersonnel.ucr.edu/events-and-workshops)*