

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