Welcome Back

Daniel R. Jeske
Vice Provost for Academic Personnel

New Faculty Orientation
September 26, 2023

UC RIVERSIDE | Academic Personnel Office

Agenda

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)

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First Year Faculty Teaching Workshops.

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

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.

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EXCELLENCE
Tartan Soul
LEADING WITH EXCELLENCE

RESPECT
Tartan Soul
A CAMPUS OF RESPECT

INTEGRITY
Tartan Soul
LIVING WITH INTEGRITY

ACCOUNTABILITY
Tartan Soul
COMMUNITY WITH ACCOUNTABILITY

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.

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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

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Academic Personnel Office – Binder Contents

- Key APM Policies

- Senate CALL

- Campus Contacts

- Organizational Chart

- Important Policies

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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
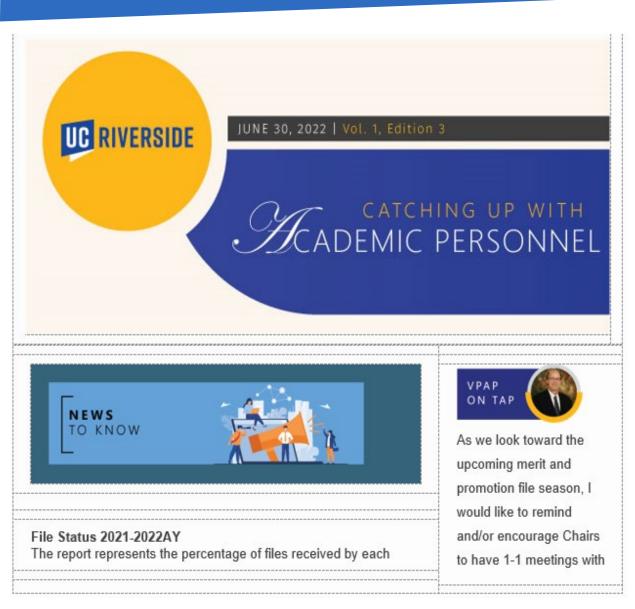- Additional Compensation

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

APO Newsletter

JUNE 30, 2022 | Vol. 1, Edition 3

CATCHING UP WITH ACADEMIC PERSONNEL

NEWS TO KNOW

VPAP ON TAP

As we look toward the upcoming merit and promotion file season, I would like to remind and/or encourage Chairs to have 1-1 meetings with

File Status 2021-2022AY
The report represents the percentage of files received by each

Published quarterly

FALL
Quarter

WINTER
Quarter

SPRING
Quarter

SUMMER
Quarter

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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