

UCR

New Faculty Orientation

Friday, September 28, 2018

Ameae M. Walker
Vice Provost
for Academic Personnel

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Kim Wilcox



Cindy Larive



WELCOME!

What do we hope to achieve this afternoon?



- › Give you an introduction to the University of California, Riverside and to the City of Riverside.
- › Give you a chance to hear from and meet some of the leadership and to meet each other
- › Provide written material for future reference - handouts
- › We will not be taking care of items like keys, parking, IDs or required trainings. Those will be dealt with by your college or department staff.

Do we abandon you after this orientation?

- › No, we have a *New Faculty Success* series of 9 presentations in collaboration with the Graduate Division plus a junior faculty workshop October 26th here.
- › There is a copy of the schedule in your packet. Topics include:- Managing graduate students as TAs or researchers, Conflict resolution, Grant writing and more. Mark your calendars now!
- › You can sign up to be a part of the

Buddy Program

Tell us any special aspect of yourself



Mission of the University of California – what the State pays you to do

"The distinctive mission of the University [of California] 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."

How do we assess that you are contributing to the mission?

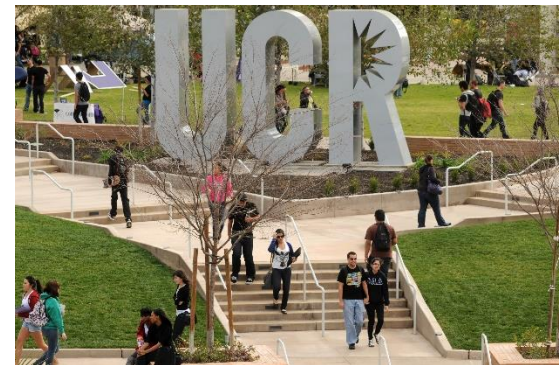
- › Research/Scholarly Activity/Creative Activity
- › Teaching
- › Service within your research/professional area and service to the university

The balance among these depends on the faculty series into which you have been hired

Contributions in each of these areas that promote inclusive excellence are given special weight.

How do you get it right?- be on campus

- ▶ “ In order to fulfill those obligations [to the University], faculty members must maintain **a significant presence** on campus, meet classes, keep office hours, hold examinations as scheduled, be accessible to students and staff, be available to interact with University colleagues, and share service responsibilities throughout every quarter or semester of active service.” **Active service includes quarters during which you have no assigned classes.**



How do you get it right?- mentor

Find the right mentor-

Probably more than one for different purposes

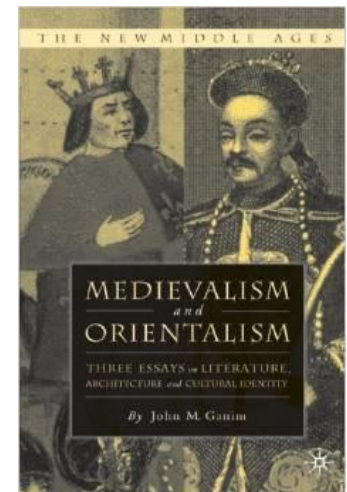
- › Maybe a senior faculty member in your department or another department.
- › Most of the colleges have one kind of mentoring program or another. Some vary according to department (CNAS and BCOE) and you will receive more information at the college orientations.
- › Women's faculty association- **regular workshops + mentoring**
- › Research office holds workshops about extramural funding
- › We have an Institutional membership for the National Center for Faculty Development and Diversity
<http://www.facultydiversity.org/>
- › –talk to your Chair



How do you get it right?- research

- ▶ The level and/or type of research or creative activity varies with the faculty series into which you are appointed and also with the discipline or sub-discipline. It is therefore important that you meet regularly with your department chair or mentor to discuss progress.

EPIdemiOLOGiST



How do you get it right?- service

- › It is important to be involved, but also important to maintain a balance with the other expectations of your job. You will not be granted tenure or promoted to Full professor or Distinguished professor if your research is lacking but you have been a wonderful citizen! Nevertheless, it is important to emphasize that your contributions to service are a significant part of the evaluations for your merits and promotions. You will not, for example, be granted promotions or accelerations through the merit system if your contributions to service are not **commensurate** with rank



How do you get it right?- teaching

- › UCR has many students who are the first in their families to attend college. Your expectations may not be as obvious to them as you anticipate.
- › Think about the economic situation of many of the students when choosing texts etc.
- › Remember that many students have to work while attending UCR and the longer lead time they have for assignments, the more successful they are likely to be. Try to be flexible about office hours so that they can indeed find time to come see you.



How do you get it right?- teaching

- › Workshops offered by Academy of Distinguished Teachers. Wednesdays 3.30-4.30pm in the Teaching and Learning Center, Rivera Library – **RSVP by 9/30/18**
- › Course Design and Assessment-10/10/18
- › Technology in the Classroom-10/24/18
- › Engagement in large and small classes-11/7/18
- › Academic advancement and teaching evaluations 11/28/18
- › Wrap-up and additional topics 12/5/18

How do you get it right?- teaching

- › Student evaluations are a significant source of information about the quality of your teaching during the academic personnel review process. The two most important pieces of advice are 1) to show the students that you care about doing a good job and that they succeed in the course (they will forgive a lot of imperfections under these circumstances) and 2) to ask for help from colleagues or the Academy of Distinguished Teachers as soon as you receive poor evaluations. Evidence that you have actively sought help and are trying to improve carries weight in the evaluation of personnel files.
- › Listen to Vice Provost Brown!

University of California step system

In addition to promotion from Assistant to Associate and Associate to Full Professor, the University of California has a series of intermediate steps (merit actions).



Normal cycle of merit reviews

- ▶ Assistant Professor – every 2 years
- ▶ Associate Professor – every 2 years until associate IV, when it becomes every 3 years
- ▶ Full professor – every 3 years
- ▶ Distinguished Professor – every 4 years

There are some important advantages to the step system

- ▶ Regular deadlines help with productivity
- ▶ Your department colleagues are reminded of your research at regular intervals – this promotes interaction and collaboration, and their promotion of your career
- ▶ Assessment at regular intervals creates feedback to make sure you are on track for the promotions--- and you get a raise!



The Academic Personnel Review Process at UC

The best system in the world, with lots of checks and balances to ensure fairness and equitable treatment, but that is why it takes so long and why you may submit your first review file after your first year!

For most, the first file will be due September 30th, 2019!

What can you do in your first year to document your achievements? – not so difficult for those coming in with tenure

- ▶ If you have had teaching release and so there is no, or relatively little, actual teaching in the file, document what you have learned about the classes you will be teaching, how you have developed the classes, and the teaching workshops you have attended etc

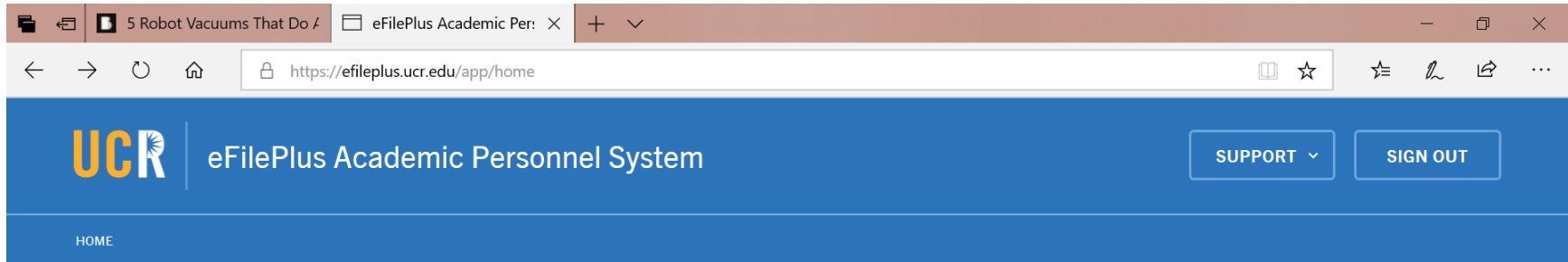
Your first file will be in 1 year!

- Even if you have published something in your first year, chances are that it was something essentially accomplished at your previous institution. Yes, include this, but also talk about how you have begun your UCR research program. Have you submitted a grant or fellowship application? Have you drafted a chapter of your book etc?

Your first file will be in 1 year!

- › What university and professional service have you participated in? In all likelihood this was a minor activity your first year, but document it. Did you give a talk at a scholarly meeting? Did you advise students or participate in an open house?

Efileplus.ucr.edu

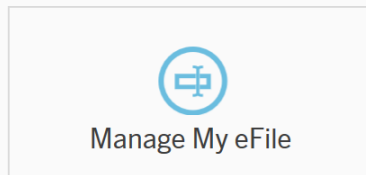


The screenshot shows a web browser window with the following elements:

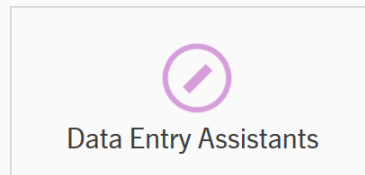
- Browser tabs: "5 Robot Vacuums That Do A..." and "eFilePlus Academic Per: X".
- Address bar: "https://efileplus.ucr.edu/app/home".
- Header: "UCR | eFilePlus Academic Personnel System".
- Buttons: "SUPPORT" and "SIGN OUT".
- Navigation: "HOME".

Welcome, Ameae

Welcome to eFilePlus Academic Personnel System



Manage My eFile



Data Entry Assistants

Accomplishments in your file

› Update as you go in efileplus.ucr.edu

Reviewer Activities	Manuscripts	Immunology	10/2005 - 09/2008	⋮
Reviewer Activities	Manuscripts	Journal of Endocrine Investigations	10/2005 - 09/2008	⋮
Reviewer Activities	Grant Proposals	Cascade Fellows, European Union	09/2015 - 09/2016	⋮
Reviewer Activities	Grant Proposals	Ohio Cancer Research Associates	03/2015 - 03/2015	⋮
Reviewer Activities	Grant Proposals	Association for International cancer Research	10/2008 - 09/2011	⋮
Reviewer Activities	Grant Proposals	Various	10/2008 - 09/2011	⋮
Reviewer Activities	Grant Proposals	Wellcome Trust	10/2008 - 09/2011	⋮
Reviewer Activities	Grant Panels	Cancer Research Coordinating Committee	10/2012 - 09/2013	⋮
Reviewer Activities	Grant Panels	DoD Breast Cancer Research Program Integration panel	12/2011 - 09/2014	⋮
Reviewer Activities	Grant Panels	Cancer Research Coordinating Committee	10/2009 - 09/2011	⋮

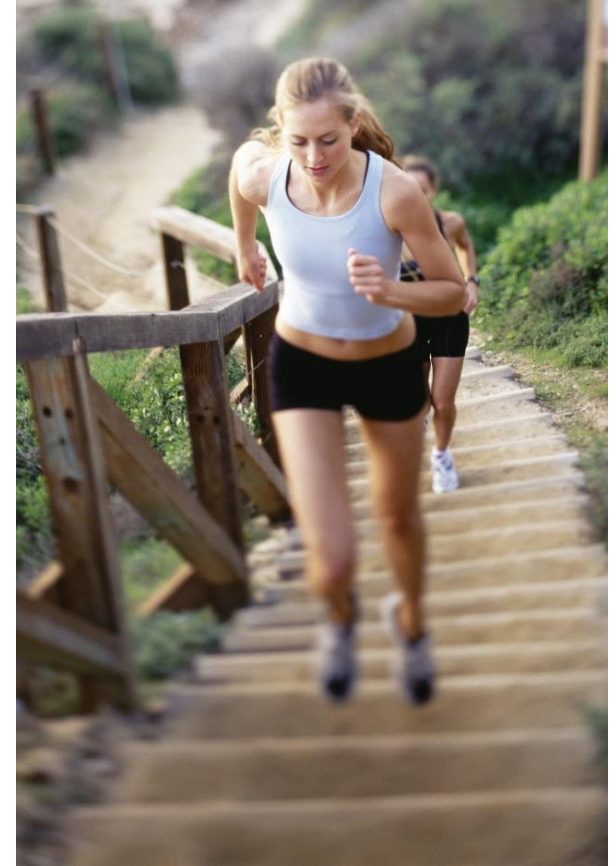
BACK TO TOP

- [Publications](#)
- [Creative Activities](#)
- [Patents](#)
- [Professional Service](#)
- [University and Public Service](#)
- [Teaching Information](#)
- [Student Instruction and Sponsorship](#)
- [Fellowship, Grant, and Gift Activities](#)
- [Membership](#)
- [Honors and Awards](#)
- [Employment History](#)
- [Education](#)
- [Self Statements](#)
- [Other Information](#)

Normative time until

- › Tenure decision = 6 years
maximum of 7 years with
no *stop-the-clocks*
- › From Associate to full
professor = 6 years
no maximum

But if you do well in **all three** areas of
evaluation, you can accelerate up those steps



Stages in a Normal Review-all cumulative

- ▶ Candidate assembles efile, including a self statement discussing accomplishments
- ▶ Departmental colleagues review the file and write a departmental evaluation and recommendation.
- ▶ Their opinion may have been influenced by extramural letters of evaluation if the candidate is up for promotion
- ▶ The Chair may add a separate letter, but routinely does not



Stages in a Normal Review-all cumulative

- ▶ The file is evaluated by the Dean, often in consultation with Associate Deans. All actions require a vote and some actions require a letter with reasons.
- ▶ The file is evaluated by the Senate Committee on Academic Personnel (CAP). This is a body of 10 faculty representing diverse disciplines. Each member will review your file and vote on a recommendation to accompany a minute describing the reasons for their recommendation



Stages in a Normal Review-all cumulative

- The Vice Provost for Academic Personnel (VPAP) reviews the file and makes a recommendation to the Provost (PEVC)
- The PEVC reviews the file. If a merit file, then the PEVC's decision is final. If a promotion, the PEVC makes a recommendation to the Chancellor
- Chancellor is final on promotion

An extra action for Assistant Professors

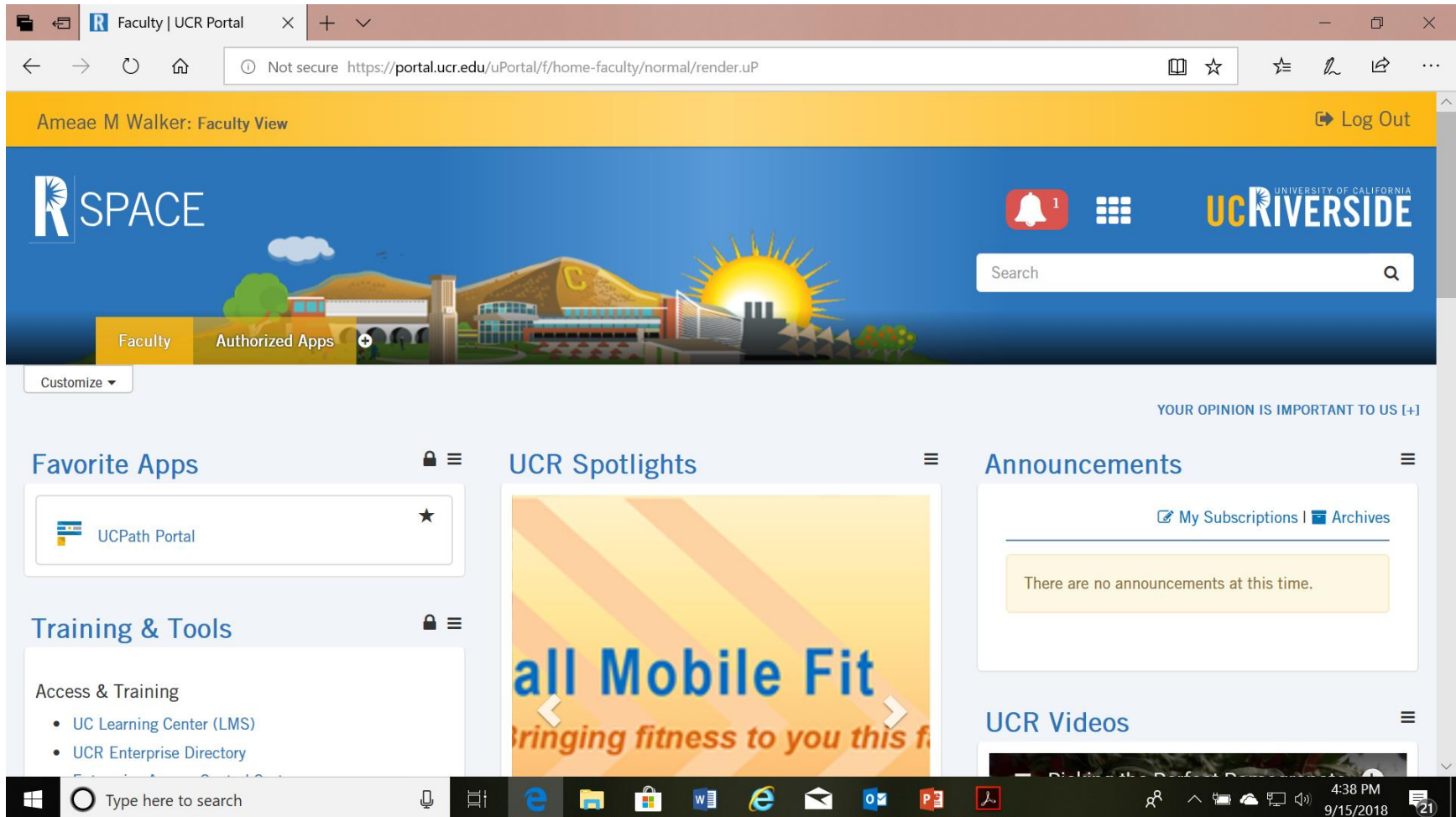
- › At the beginning of your 5th year as an Assistant professor, you will put together a file that will not result in either a merit or a promotion and is entirely to **advise** you on your progress towards tenure “the 5th year appraisal”. The outcomes could be:-
- › positive – looks as though you are making good progress towards a positive tenure decision,
- › qualified positive – some areas good, but some deficient and in need of improvement, or
- › Negative – not on track – can still make tenure

Don't forget

- ▶ With all of this talk of review and advancement, it is easy to be stressed and to forget that we have one of the best jobs in the world. Make sure you take time to appreciate the benefits of our chosen career: We get to indulge our intellectual passions, sow seeds of intellectual curiosity in the young, while having a job with a lot of flexibility that accommodates a good work/life balance.



http://rspace.ucr.edu/



The screenshot shows a web browser window displaying the RSPACE Faculty Portal. The browser's address bar shows the URL `https://portal.ucr.edu/uPortal/f/home-faculty/normal/render.uP`. The page header includes the user name "Ameae M Walker: Faculty View" and a "Log Out" button. The main navigation bar features the "RSPACE" logo, a notification bell with a "1" indicator, a grid icon, and the "UCRIVERSIDE UNIVERSITY OF CALIFORNIA" logo. A search bar is located on the right side of the navigation bar. Below the navigation bar, there are tabs for "Faculty" and "Authorized Apps". The main content area is divided into several sections: "Favorite Apps" (containing "UCPath Portal"), "Training & Tools" (containing "Access & Training" with links to "UC Learning Center (LMS)" and "UCR Enterprise Directory"), "UCR Spotlights" (featuring a "all Mobile Fit" banner with the text "bringing fitness to you this f..."), "Announcements" (containing "My Subscriptions" and "Archives" links, and a message "There are no announcements at this time."), and "UCR Videos". The Windows taskbar at the bottom shows the time as 4:38 PM on 9/15/2018.

A journey of a thousand miles begins with a single step – *Lao Tzu*



Aspire to Inspire before you Expire –
Eugene Bell Jr

Contact Information

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UCR

UCR's Students Evaluations of Teaching and Resources for Teachers

Jennifer Brown, Ph.D.

Vice Provost and Dean of
Undergraduate Education

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UNIVERSITY OF CALIFORNIA, RIVERSIDE

Admit rate — Overall	57.4%
> Admits	25,062
> Applicants	43,675
> California Residents (% of admits)	88.2%

GPA and test scores of middle 25%-75% students

> High School GPA	3.60 - 4.04
> ACT Composite Score	23 - 30
> ACT English Language Arts	22 - 28
> SAT Evidence Based Reading & Writing	550 - 640
> SAT Mathematics	540 - 670
> SAT Essay	14 - 18

Took the new SAT with Essay exam? [See how your scores compare to the old SAT scores »](#)

UC Riverside transfer admission profile

This is a snapshot of the admitted transfer students for fall 2016.

Please be cautious in drawing conclusions from this information. Use it as a general guide to selectivity and **not** as a predictor of your chance for admission to UC Riverside.

Applicants 10,928

Admitted 6,298

Admit rate 58%

95% of admitted transfer students were from California community colleges.





General UCR Stats

23,278

total students enrolled in Fall 2017

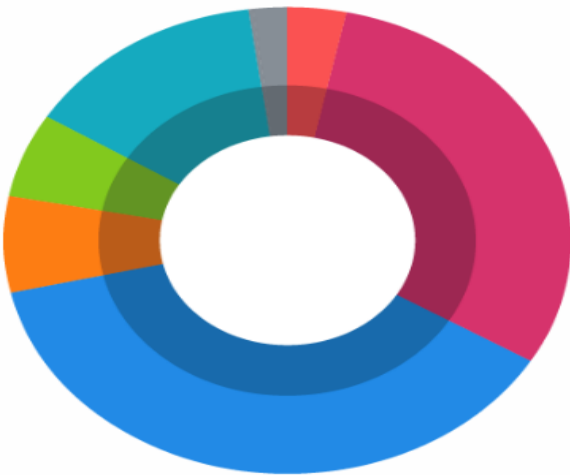
20,069

undergraduates

3,209

graduate students

Ethnicity



37.7% | Hispanic or Latino

30.4% | Asian

14% | White

6.9% | International

5.6% | Two or More Races

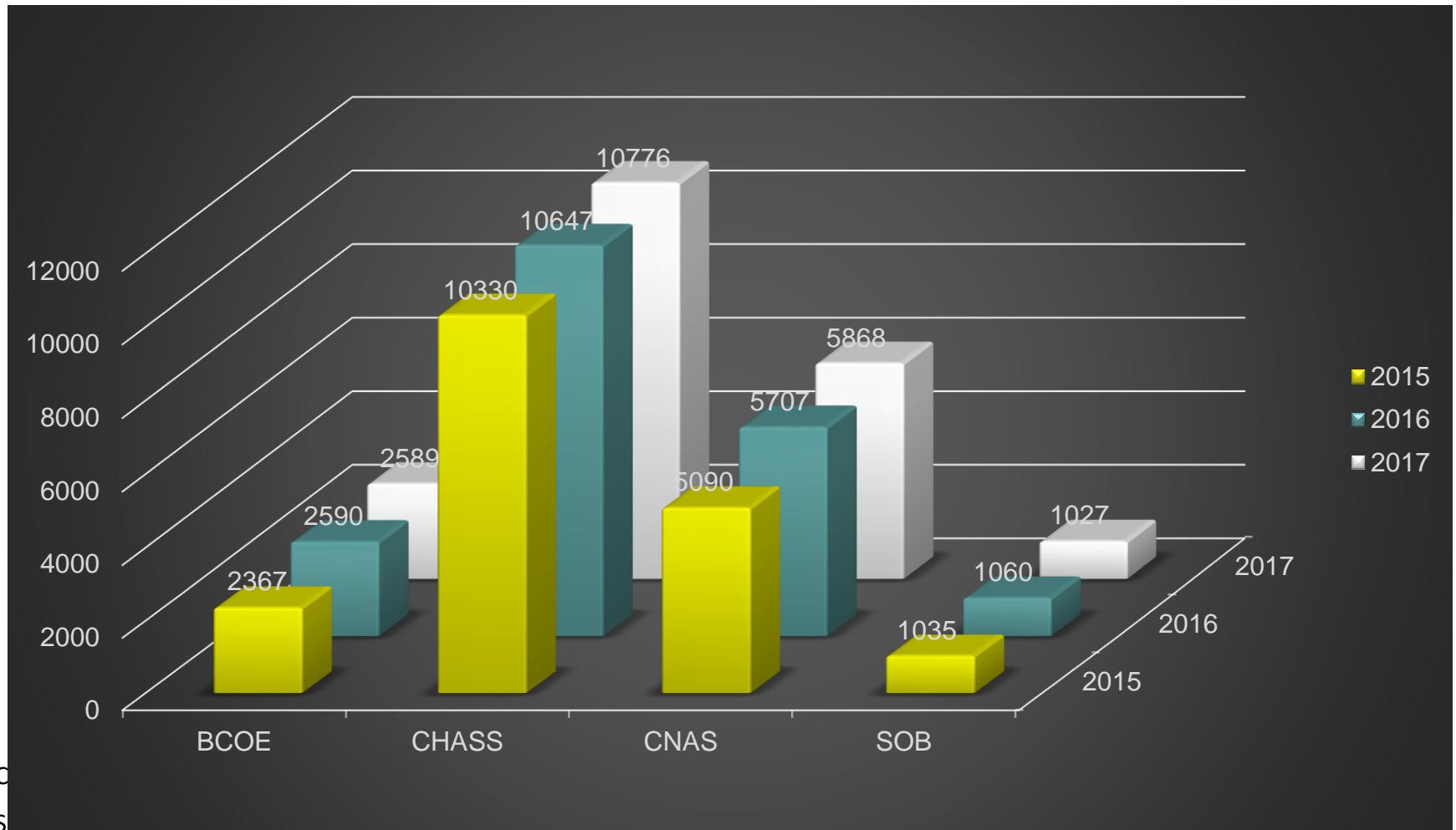
3.4% | Black or African American

1.8% | Unknown

0.2% | Native Hawaiian or Other Pacific Islander

0.1% | Native American or Alaskan Native

Undergraduate Enrollment by College



BCOE: Bourns College of Engineering

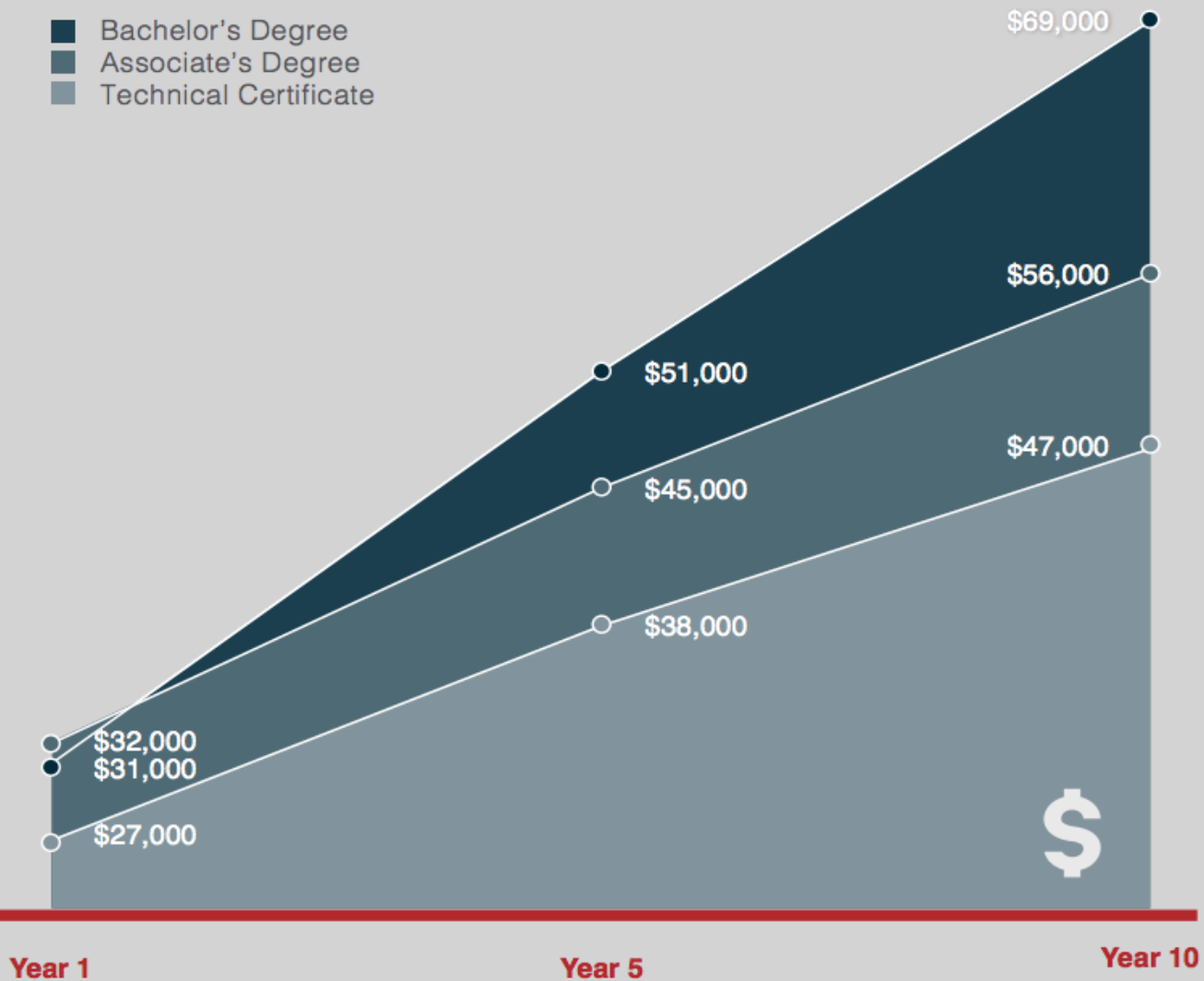
2015-2017 Fall Headcount

CHASS: College of Humanities, Arts, and Social Sciences



- Bachelor's Degree
- Associate's Degree
- Technical Certificate

Poverty Line: \$19,530



A FACULTY OF EXCELLENCE

UCR faculty includes 48 Fulbright Fellows, 19 Guggenheim Fellows, and 49 National Endowment for the Humanities Fellows.



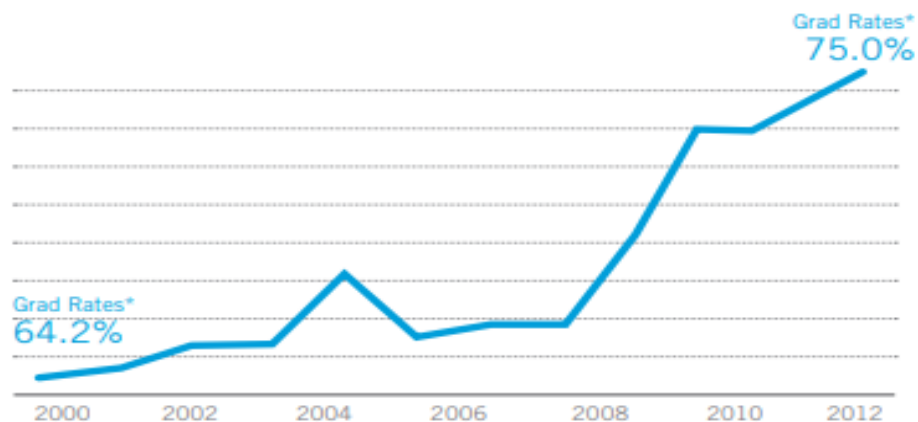
UCR STUDENTS' ECONOMIC MOBILITY IS AMONG THE HIGHEST IN CALIFORNIA

41%

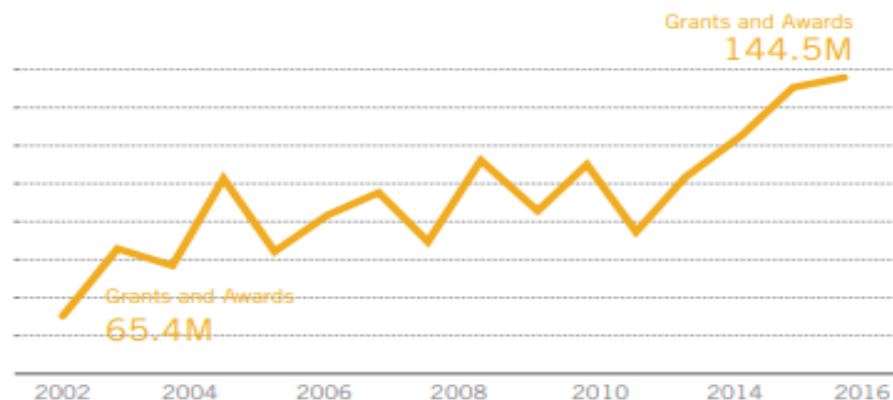
of UCR students who were from the bottom fifth of incomes as students moved to the top fifth as adults.

30%

of UCR students moved up two or more income quintiles.



*six-years rates by entering cohort



FALL 2017 ENROLLMENT

23,278

20,069 undergraduate
3,209 graduate

57%

first-generation undergraduates

52%

undergraduates received Pell Grant

TRANSFER STUDENT EXPERIENCE



UC Riverside is your
next step to success.

go.ucr.edu/transferUCR





UCR SCHOOL
OF MEDICINE

INAUGURAL
COMMENCEMENT
HIGHLIGHTS



Examining Questions Around...

- Lower DFW rates
- Higher retention rates
- Graduation and career readiness
- Student support
- Teaching and Learning Support
- Increasing Access through Online Education
- Poor grades in marker courses
- Understanding who withdrew from courses
- Examining Milestone courses
- Disclaimers:
 - Input from faculty, students and administrators

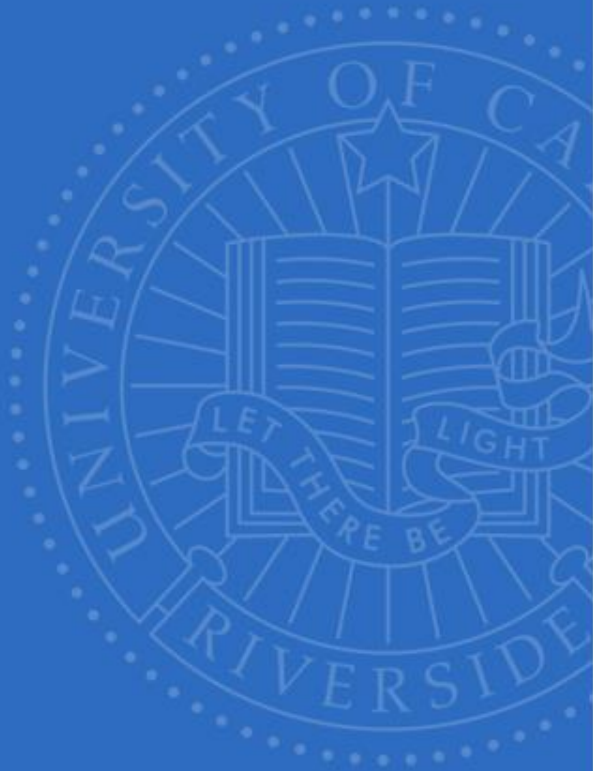
I wish I could clone what is happening at UC Riverside
and bring it to every college and university in the country.

TED MITCHELL, U.S. UNDER SECRETARY FOR EDUCATION, OBAMA ADMINISTRATION



UCR

Teaching Resources



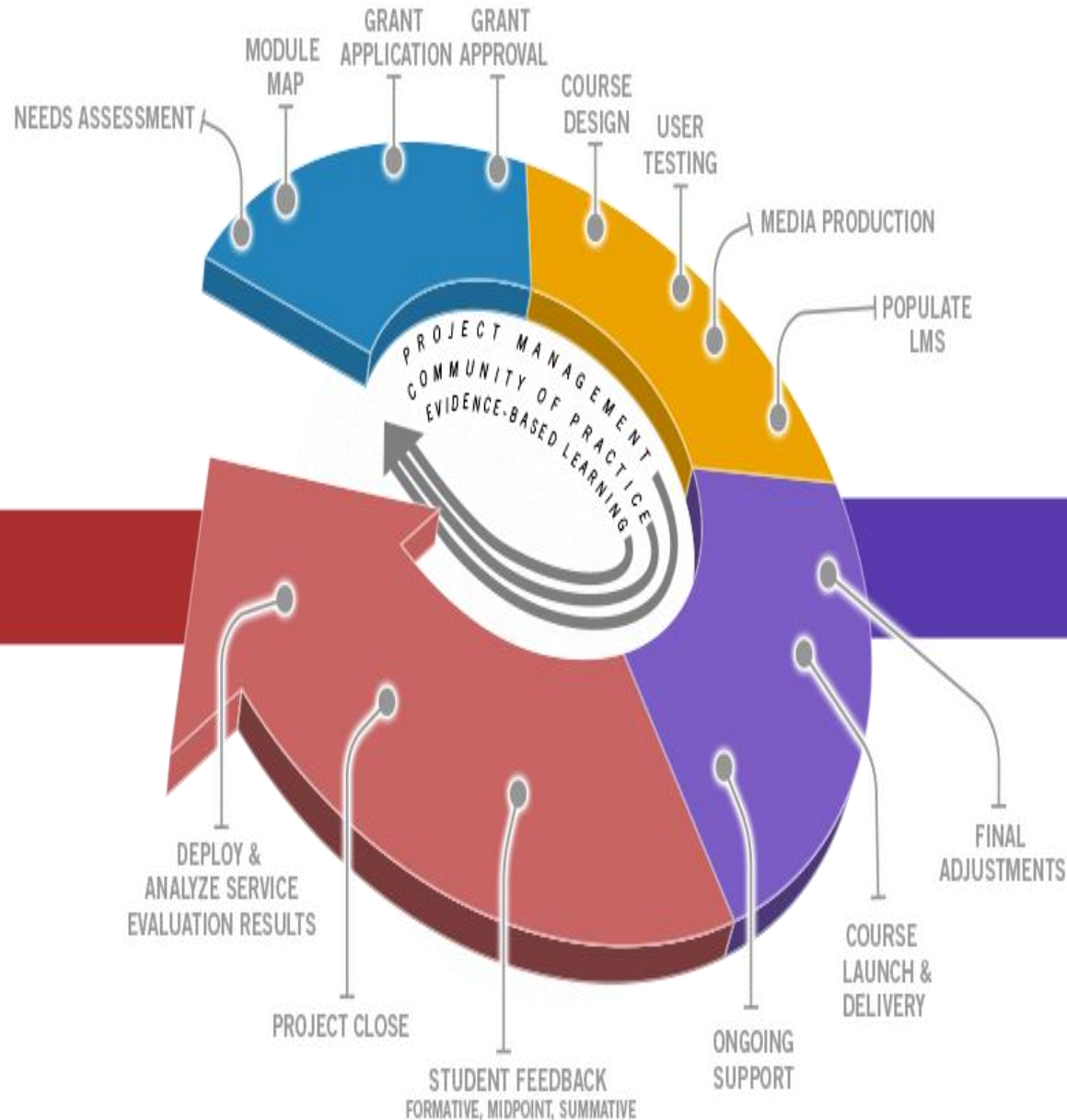
UNIVERSITY OF CALIFORNIA, RIVERSIDE

Imagine & Define

Design & Develop

1

2



4

3

STIR Hybrid / Online Learning SUMMER TEACHING INSTITUTE, RIVERSIDE



Co-sponsored
by the Office of
the Vice Provost for
Undergraduate
Education.

Innovative Learning Technology Initiative

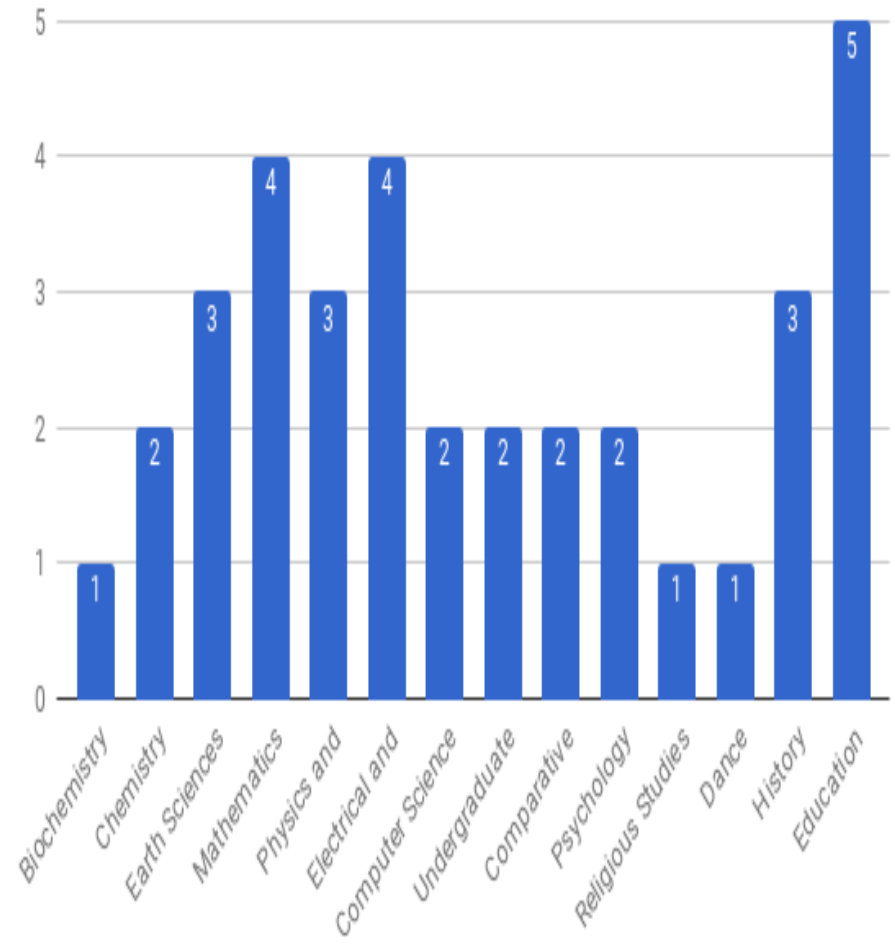
ILTI Submission Deadlines

UCR Internal Deadline

UCOP Proposal Deadline

10/29/18	11/26/18
3/1/19	4/5/19

Number of ILTI Courses per Department





Fall Workshops for New Faculty

1. Course Design and Assessment – 3:30pm-4:30pm, Weds 10/10/2018
2. Technology in the Classroom – 3:30pm-4:30pm, Weds 10/24/2018
3. Engagement in Large and Small Classes – 3:30pm-4:30pm, Weds 11/7/2018
4. Academic Advancement and Teaching Evaluations – 3:30pm-4:30pm, Weds 11/28/2018
5. Wrap-Up and Additional Topics – 3:30pm-4:30pm, Weds 12/5/2018

Please RSVP at the link below by September 30, 2018 so that we may plan:

http://ucriverside.az1.qualtrics.com/jfe/form/SV_bOCALreoqO9os97

Send any inquiries to mmaduro@ucr.edu

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Questions:

Jennifer Brown, Ph.D.,
VPDUE

Email: vpdue@ucr.edu

951-827-7942

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Shared Governance and Expectations for Participation

Dylan Rodriguez
Chair
Academic Senate

UCR New faculty orientation
Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Shared Governance and Expectations for Participation

- › <https://drive.google.com/file/d/10frClfNsUPrZuCSq7yGBxtvCTeqxp5b8/view?ts=5b91a5b2>

UCR

Visit Information Tables

- Research Technology Transfer/Partners
- **Early Childhood Services (ECS)**
- Dining – possibilities on campus
- **Library**
- Benefits
- **Faculty and Staff Wellness Program**
- Campus Store/Bookstore
- **UCR Arts**
- Information Technology Solutions (ITS)
- **Athletics**
- Recreation
- **Campus Business and Storehouse Services**
- University Extension (UNEX)
- **Academic Personnel Office**

UCR

Graduate Students & Postdocs

Shaun Bowler

Dean

Graduate Division

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Contracts, Grants, Technology Transfer and Research Compliance

Gillian Wilson,

Senior Associate Vice Chancellor
Research and Economic Development

Charles Greer

Associate Vice Chancellor
Research

New Faculty Orientation
Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE

UCR

Research and **E**conomic **D**evelopment at **UC Riverside**

<http://research.ucr.edu>

UNIVERSITY OF CALIFORNIA, RIVERSIDE



Michael Pazzani

Vice Chancellor for Research
& Economic Development
E-mail: pazzani@ucr.edu

- UCR VCRED since 2012
 - Oversight of research
 - External funding for research
 - Corporate partnerships
 - Technology partnerships

- Professor of Computer Science
 - >150 papers
 - Fellow of the Association for the Advancement of Artificial Intelligence
 - Funded by NSF, Department of Education, DARPA, AFOSR, ARO, and Industry
 - 2006-2012 VCRED, Rutgers
 - 2002-2006, Director, Information and Intelligent Systems Division, NSF
 - Founder of start-up company “AdaptiveInfo”

Overview

- Making an impact
 - Do great research
 - Let others know about it
 - Collaboration is important and valued
- Don't introduce yourself as junior faculty or assistant professor
- Involve Undergraduates in Research
- Obtaining Resources for Research
 - Sponsored Project Administration
 - Compliance (IRB & IACUC)
- Technology Partnerships
- Lunches

Research and Education

- Publicize your publications
 - Publications online are cited twice as often
 - email papers to people who you want to read them
- Collaborate with others: Ignore advice to focus solely on single authored papers

Finding External Funds

<http://pivot.cos.com>

- › Sign up with UCR email address
- › Search
- › Email alerts
- › Profile

Searching for Grant Opportunities

<input type="checkbox"/>	Sort by	Relevance ▼	Opp title ▼	Sponsor ▼	Deadline ▼	Amount ▼
<input type="checkbox"/>		1.	Preservation and Access Education and Training Grants National Foundation for the Arts and the Humanities National Endowment for the Humanities (NEH) Division of Preservation and Access		Jun 28, 2013 	\$500,000 
<input type="checkbox"/>		2.	Preservation and Access Research and Development Grants National Foundation for the Arts and the Humanities National Endowment for the Humanities (NEH) Division of Preservation and Access		May 16, 2013 	\$400,000 
<input type="checkbox"/>		3.	National Geological and Geophysical Data Preservation Program (NGGDPP) United States Department of the Interior (DOI) U.S. Geological Survey (USGS)		May 21, 2013 	see note 
<input type="checkbox"/>		4.	ACLS Digital Innovation Fellowships American Council of Learned Societies (ACLS)		Oct 02, 2012 	\$85,000 
<input type="checkbox"/>		5.	Heritage Grants Kansas Humanities Council (KHC)		Sep 05, 2012 	\$3,500 
<input type="checkbox"/>		6.	Data Infrastructure Building Blocks (DIBBs) National Science Foundation (NSF) Office of Cyberinfrastructure (OCI)		Aug 30, 2012 	\$8,000,000 
<input type="checkbox"/>		7.	National Leadership Grants Institute of Museum and Library Services (IMLS)		Feb 01, 2013 	\$1,000,000 
<input type="checkbox"/>		8.	Cultural and Environmental Grants for U.S. Nonprofits Working in Russia and East and Central Europe Trust for Mutual Understanding (TMU)		Nov 01, 2012 	see record

“Data Preservation”











Recommendations based on Profile

Funding matches

426 Funding opportunity matches for:

David Lo
 Division of Biomedical Sciences, University of California, Riverside

Profile country filters: United States Unrestricted opps included

Share	Ordered by: match relevance	1-10 of 426 results ▶
<input type="checkbox"/>		Next deadline
<input type="checkbox"/>	 Division of Allergy, Immunology, and Transplantation (DAIT) - SBIR/STTR	Sponsor: Dec 05, 2012
<input type="checkbox"/>	 Gates Vaccine Innovation Award	Sponsor: Aug 31, 2012
<input type="checkbox"/>	 Immunization and Vaccines for Children Program	Sponsor: Aug 20, 2012
<input type="checkbox"/>	 Vaccine Preventable Diseases: Technological Innovation to Enhance Vaccine and Immunization Program Effectiveness - SOL1001093	Sponsor: Continuous
<input type="checkbox"/>	 Additional Support for NIH-funded F32 Postdoctoral Fellows Awards Program	Sponsor: Feb 03, 2013
<input type="checkbox"/>	 Immunization Information Systems Sentinel Site Project	Sponsor: Aug 21, 2012
<input type="checkbox"/>	 2012 Advancing Research in Transplantation Science (ARTS) Awards	Sponsor: Apr 30, 2013
<input type="checkbox"/>	 Research to Advance Vaccine Safety (R21)	Sponsor: Oct 16, 2012
<input type="checkbox"/>	 Research Grants	Sponsor: Continuous
<input type="checkbox"/>	 Research to Advance Vaccine Safety (R01)	Sponsor: Oct 05, 2012

1 2 3 4 Next ▶ Last ▶

Search for Faculty Collaborators

Faculty matches

14 Faculty matches within my institution for opp:

Functional Materials

Opportunity

Share Ordered by match relevance 1-10 of 14 results ▶

<input type="checkbox"/>			
<input type="checkbox"/>	Myung, Nosang Vincent	Associate Professor, Assistant Professor	Chemical & Environmental Engineering, University of California, Riverside
<input type="checkbox"/>	Yin, Yadong	Assistant Professor	Materials Science and Engineering Program, University of California, Riverside
<input type="checkbox"/>	Kawakami, Roland	Assistant Professor	Department of Physics and Astronomy, University of California, Riverside
<input type="checkbox"/>	Abbaschian, Reza	Dean/Distinguished Professor	Department of Mechanical Engineering, University of California, Riverside
<input type="checkbox"/>	Lyubomirsky, Ilya	Assistant Professor	Electrical Engineering, University of California, Riverside
<input type="checkbox"/>	Liu, Jianlin	Associate Professor	Materials Science and Engineering Program, University of California, Riverside
<input type="checkbox"/>	Haberer, Elaine	Assistant Professor	Electrical Engineering, University of California, Riverside
<input type="checkbox"/>	Garay, Javier E.	Assistant Professor	Department of Mechanical Engineering, University of California, Riverside
<input type="checkbox"/>	Haddon, Robert	Distinguished Professor	Chemical & Environmental Engineering, University of California, Riverside
<input type="checkbox"/>	Ozkan, Cengiz S.	Associate Professor, Assistant Professor	Department of Mechanical Engineering, University of California, Riverside

1 2 Last ▶

Make Your Ideas Stand Out



- Proposal Summary is extremely important
- Reviewer forms an initial impression that is seldom changed
- Submit at least one day early → First in order.
- Address all issues in solicitation, research, evaluation, education, assessment, outreach

Increase acceptance rate by visiting funding agency



- Learn more about what types of projects agency is looking for (e.g., balance between theory and observation)
- Explain to agency your ideas and accomplishments
- Find additional solicitations or agencies for support



Gillian Wilson

Senior Associate

Vice Chancellor for Research
& Economic Development

Phone: 951-827-4800

E-mail: gillianw@ucr.edu

- 50% Professor of Physics & Astronomy (since 2007)
 - >80 papers
 - PI of SpARCS collaboration (30 person international team)
 - Funded by NSF and NASA
- 50% Office of Research (since Jan 2018)
 - Works with the VCR to develop collaborative partnerships across disciplines and to increase extramural funding
 - New interdisciplinary initiatives in water, aging, and agriculture
 - Mock NSF CAREER review
 - Limited submission proposals
 - DC trips to meet with program officers at federal funding agencies
 - Supports shared research facilities
 - 1:1 meetings with faculty

Sponsored Programs



Charles E. Greer, Jr.

Associate Vice Chancellor
for Research

Phone: 951.827.3093

E-mail: charles.greer@ucr.edu

<http://research.ucr.edu/SPA.aspx>

- Reviews, certifies, endorses and submits proposals to extramural sponsors.
- Negotiates and accepts awards on behalf of The Regents.
- Processes award accounts.
- Provides post-award non-financial administration.
- Prepares and administers sub-agreements.
- Provides training to the campus community.

Research Integrity



Dario Kuzmanović

AVC, Research Integrity
Research COI;
Stem Cell Oversight;
Allegations of Research Misconduct
Phone: 951-827-4818
Email: Dario.kuzmanovic@ucr.edu
<http://research.ucr.edu/ORI>

Human Subjects Research:

All research that uses human subjects, whether or not it is funded, must be reviewed by the UCR Institutional Review Board (IRB).

Animals:

All research using animals, whether or not it is funded, must be reviewed by the UCR Institutional Animal Care and Use Committee (IACUC).

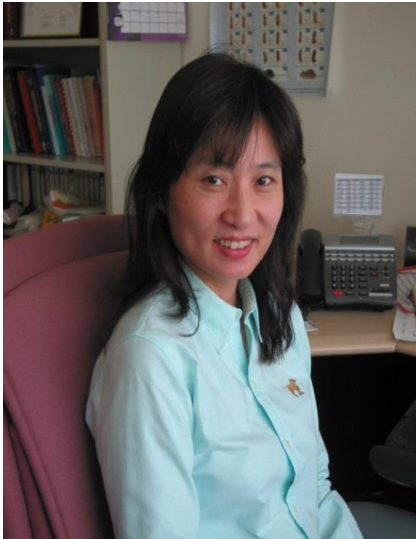
Research can only begin following approval by the committee.

Biosafety:

All research that uses recombinant DNA, infectious agents, select agents, biological toxins, or other biohazardous agents, whether or not it is funded, must be reviewed by the UCR Institutional Biosafety Committee (IBC).

Research can only begin following approval by the committee.

Office of the Campus Veterinarian



Akiki Sato, VM.D.

Diplomat ACLAM

Campus Veterinarian

Phone: 951-827-5845

Email: akiki.sato@ucr.edu

<http://research.ucr.edu/ocv.aspx>

- Oversees all animal facilities at UCR
- Ensures that UCR laboratory animal care and use programs comply with federal, state, and local guidelines for laboratory animal care
- Provides housing facilities for animal species in support of the animal research enterprise on campus.

Technology Partnerships



Rosibel Ochoa

Associate Vice Chancellor
Technology Partnerships

Phone: 951-827-5565

Email: rosibel.ochoa@ucr.edu

<https://techpartnerships.ucr.edu>

We facilitate the development and commercialization of ideas from UCR and the community to benefit society

Corporate Partnerships

Facilitates industry collaborations and funded sponsorships

Technology Commercialization Facilitates IP protection and transfer

EPIC

Provides entrepreneurial education, mentorship and access to capital

Infrastructure In Place to Support Innovation & Entrepreneurship



- Integrated approach to the commercialization of early stage technology
- Secured federal, state and private funding to expand services to small businesses in the whole region

Education



Coaching



Access to Capital & Incubation



Technology Partnerships

- Working with Companies
 - Corporate sponsored research – Contact: Misty Madero, misty.madero@ucr.edu, 951-827-2210.
 - Don't sign/negotiate contracts yourself including Non-Disclosure Agreements
- Invention Disclosures & Patenting
 - Have an idea? Engage early and often – Contact: Brian Suh, brian.suh@ucr.edu, 951-827-5578.
 - 1st paper on topic much more important than 10th
 - Keep up-to-date lab notebooks
- Licensing
 - Existing company
 - Start a company: EPIC
- Entrepreneurship
 - Provide mentoring and education – Contact: Mark Leibowitz, mark.leibowitz@ucr.edu, 951-827-9216.
 - Help you evaluate the market for your technology
 - Proof of concept funding available for translation

Research Development



Randall (Randy) Black

Director Research Development

Phone: 951-827-4889

Email: Randall.black@ucr.edu

<http://research.ucr.edu/OTC.aspx>

- **Assistance with writing proposals**
 - Focusing on what is important
 - Proofreading
 - Best practices for outreach/broader impacts/assessment
 - Not a replacement for scientific/peer review
- **Templates For proposal sections**
 - Postdoc mentoring plans
 - Outreach
 - Facilities
 - NSF CAREER awards
- **Focus on**
 - New Faculty/First Awards
 - Center Grants

Scientific Misconduct

- › **A PI from an Illinois institution plagiarized text and citations from multiple source documents into four NSF proposals.** Our office initiated an inquiry based on an allegation that a PI plagiarized into three proposals.
- › We concluded that the PI committed research misconduct when he plagiarized text in four NSF proposals. NSF agreed with our recommended finding, debarred the subject for one year, required certifications and assurances for 3 years, barred him from peer review for 3 yrs, and required him to complete a course in research ethics.

Upcoming Events

- › **October 5** – Autonomous Systems workshop (Amit Rou Chowdhury)
Registration <http://ccb.ucr.edu/wfaas.html>
- › **October 10** – R' Water workshop (Hoori Ajami)
Registration <https://www.rwater.ucr.edu/events>
- › **October 17** – Sensorygen: A Startup Success Story (Anand Ray)
- › **October 26** – UCR High Performance Computing Center (HPCC) Workshop
- › **October (TBD)** – Aging & Adult Development Workshop (Aaron Seitz)
- › **November 2** – UC San Diego Super Computer Center
- › **November 6/7** – NSF Director Visit
- › **November (TBD)** – Science Breakthroughs to Advance Food & Agricultural Research by 2030 (Sue Wessler)
- › Suggestions for RED lunch topics welcome

UCR

Campus Climate and Culture

Mariam Lam, PhD
Associate Vice Chancellor
and Chief Diversity Officer

New Faculty Orientation
Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Broad Definition of Diversity

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. **Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.**

-Regents Policy 4400: Policy on University of California Diversity Statement (amended 2010)

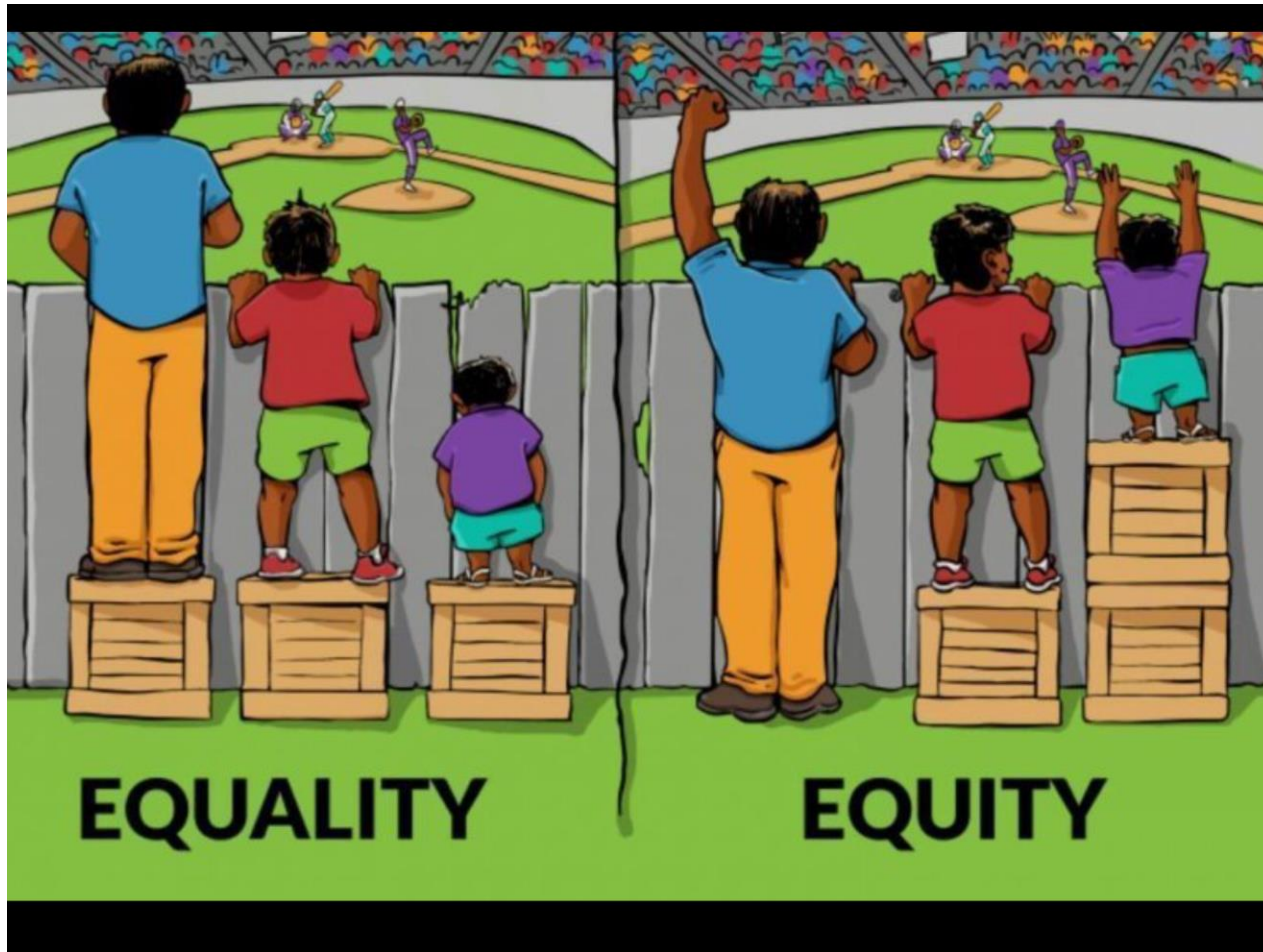
“Inclusive Excellence” Research, Teaching & Service

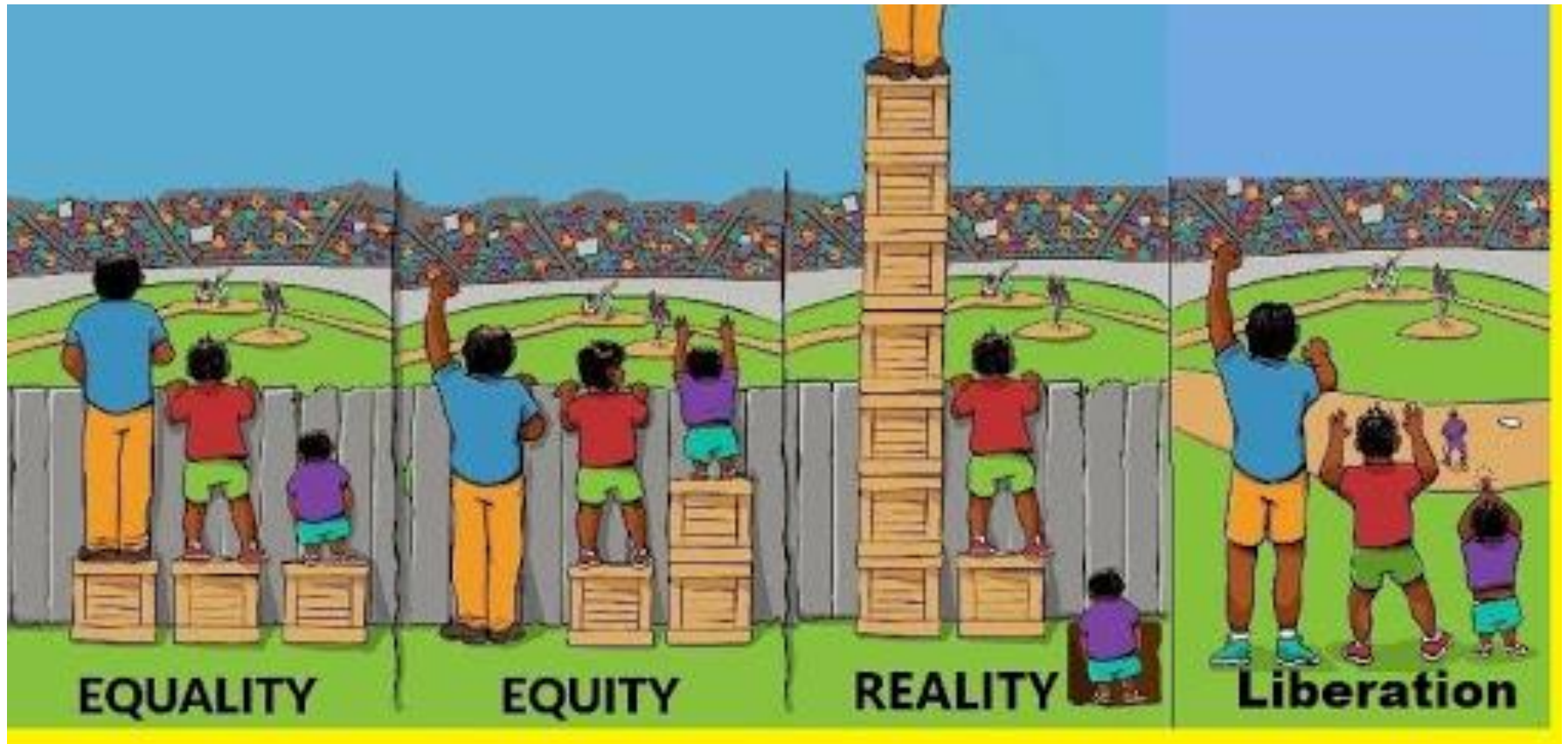
Regents Policy 4400: Policy on University of California Diversity Statement (amended 2010)

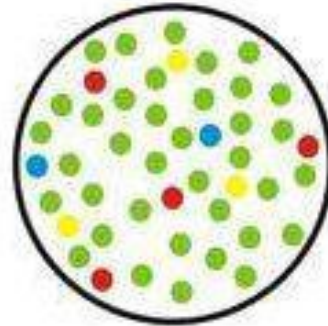
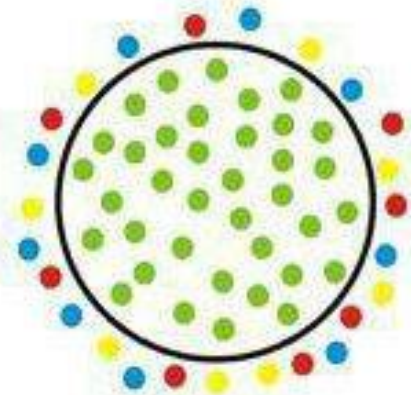
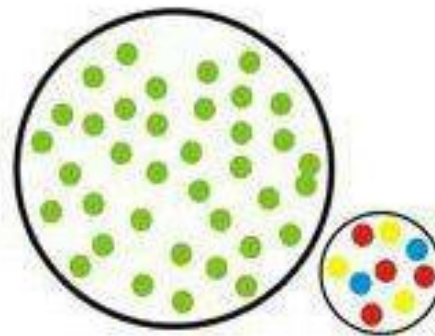
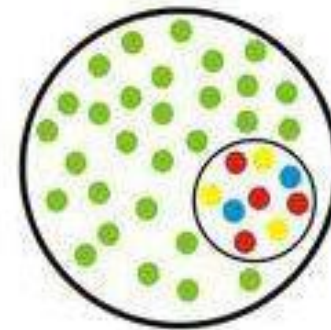
The diversity of the people of California has been **the source of innovative ideas and creative accomplishments** throughout the state’s history into the present. Diversity – a defining feature of California’s past, present, and future – refers to **the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance**. Such differences include **race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more**.

Diversity – Equity – Inclusion

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. **Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society.** Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.





**Inclusion****Exclusion****Segregation****Integration**



Institutional Initiatives at UCR

Undergraduates

- General Education Unit Requirements
- Costo Hall suite of Ethnic & Gender Based Programs; Diversity Council
- Student Affairs “Common Ground” retreat & orientations

Staff

- Chancellor’s Making Excellence Inclusive Program – Diversity Certification Program (9 cohorts/years; 8 months – 21 hours)
- Liaisons in Equity, Advocacy & Diversity (LEAD Team) for Unit Resources
- Human Resources – Employee Resource Groups/Affinity Groups; Learning Management Systems online modules 6 x 20" (2 hours)

Graduate Students

- Diversity & Inclusion Academic Liaison (DIAL Officer; GSR)
- Chancellor’s MEI Program - Graduate Division Diversity Certification Program (2 cohorts; 10 weeks – 30 hours)
- TADP Training/Orientation negotiation with TA Union & Graduate Division

Faculty

- Mandatory Hiring Online and In-Person Workshops
- Departmental Meeting Facilitations
- Equity Advisors Program; Diversity, Equity & Inclusion Advisory Committee
- LMS Modules Consideration (Onboarding and/or Periodic?)

Go to for Resources:

<http://www.diversity.ucr.edu/learning.html>

microaggressions, micro assaults, micro invalidations... (18" video and hand-outs)

UCR

help@ucr.edu

<http://gethelp.ucr.acsitefactory.com/>

UNIVERSITY OF CALIFORNIA, RIVERSIDE

UCR

Diversity and Inclusion



<http://www.diversity.ucr.edu/learning.html>

<http://gethelp.ucr.acsitefactory.com/>

UNIVERSITY OF CALIFORNIA, RIVERSIDE

UCR

A Global Perspective

Kelechi Kalu

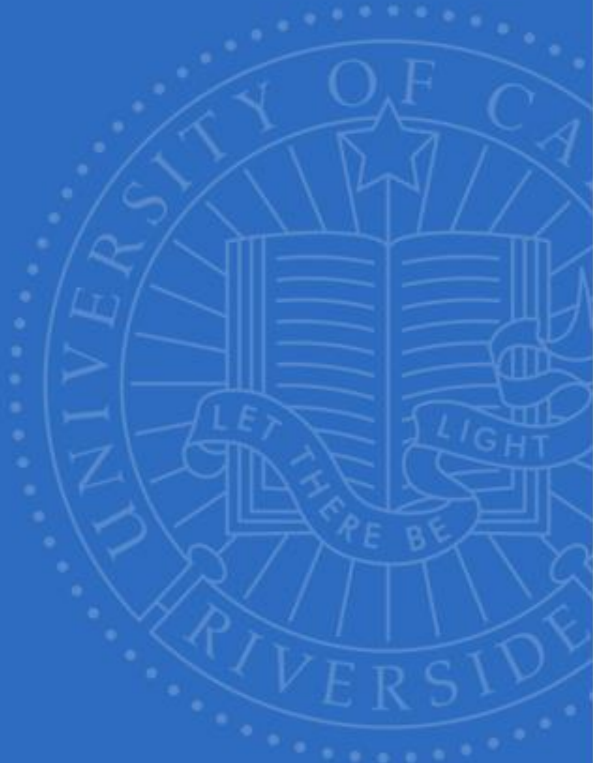
Vice Provost

International Affairs

New Faculty Orientation

Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE



BUILDING UCR'S GLOBAL COMMUNITY

- › **NEW FACULTY ORIENTATION**
- › Dr. Kelechi Kalu
- › Vice Provost International Affairs
- › September 28, 2018





OUR VISION

INTERNATIONAL AFFAIRS VISION

Is to advance the University's continuing endeavors to become a globally preeminent public research university -- in a vibrant academic community where global knowledge, peoples, ideas, and skills are constantly evolving.

INTERNATIONAL AFFAIRS MISSION:

To support and enhance internationalization across UC Riverside.

OUR WORK FOCUSES ON

- **Global Community:**
welcoming international people and fostering a campus culture of global awareness, understanding, engagement, and inclusion
- **Global Connection:**
building a strong network by cultivating strategic partnerships in key regions around the world and reconnecting international alumni with UCR
- **Global Education:**
enhancing students' learning by developing experiences that encourage critical thinking, intellectual curiosity and creative problem-solving
- **Global Impact:**
facilitating innovative research collaborations to address challenges that affect our world.



INTERNATIONAL AFFAIRS GOALS:

- **Enhance students' global learning experience:**
 - through the curriculum, education abroad, internships and international research— to facilitate increased recruitment of undergraduate international students
- **Expand international research collaborations and engagement opportunities:**
 - for faculty: facilitating joint research, faculty-led education abroad programs, conferences and joint grant submissions
 - increase the number of international visiting scholars to UCR
- **Reconnect international alumni to UCR**
 - facilitate international students, faculty and business connections to UCR.

ENGAGING UCR FACULTY

- Strategic Partnerships and MOUs
- International Research Collaborations
- Faculty Led Education Abroad Programs (FLEAP)
- Supporting International Students in the Classroom



INTERNATIONAL AFFAIRS DEPARTMENTS

INTERNATIONAL AFFAIRS

ADMINISTRATION, BUSINESS & COMMUNICATIONS

Strategic planning, implementation and communication of international initiatives for UC Riverside

EDUCATION ABROAD

Advising and supporting students on outbound international programs and facilitating faculty led education abroad programs (FLEAP)

INTERNATIONAL STUDENTS AND SCHOLARS

Providing support, advice, and guidance to international students and international faculty at UCR



YOU'RE INVITED!

UPCOMING INTERNATIONAL EVENTS



OCT. 15

**WORLDFEST
EDUCATION ABROAD
FAIR**



NOV. 5-9

**INTERNATIONAL
EDUCATION
WEEK**



NOV. 20

**INTERNATIONAL
THANKSGIVING**



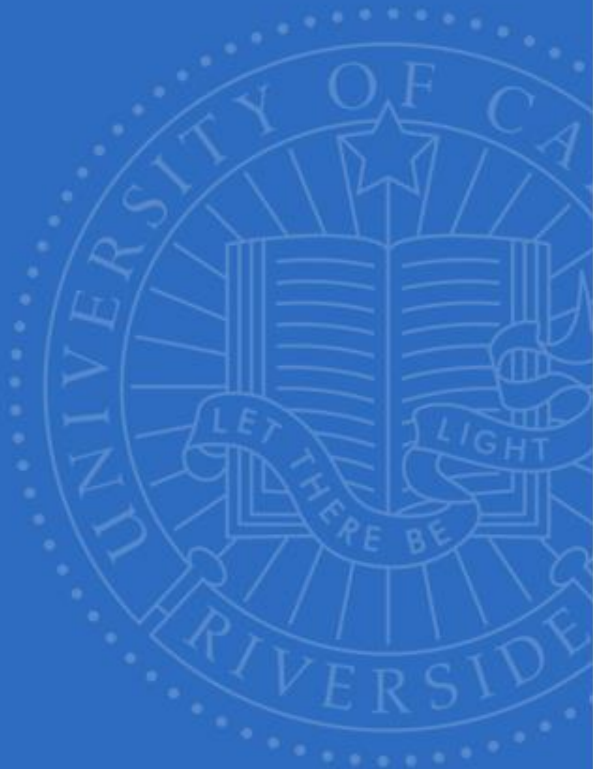
THANK YOU.

Dr. Kelechi Kalu

Vice Provost International Affairs

email: vpia@ucr.edu

UCR



Why I Love UCR and What Would Have Been Good to Know My First Year

New Faculty Orientation

Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE



Panel Speakers

Kimberley Guerrero, Assistant Professor
Theatre



Boris Claude Bar, Professor
Entomology

Jennifer Syversten, Assistant Professor
Anthropology



Matthew Lang, Professor
Economics

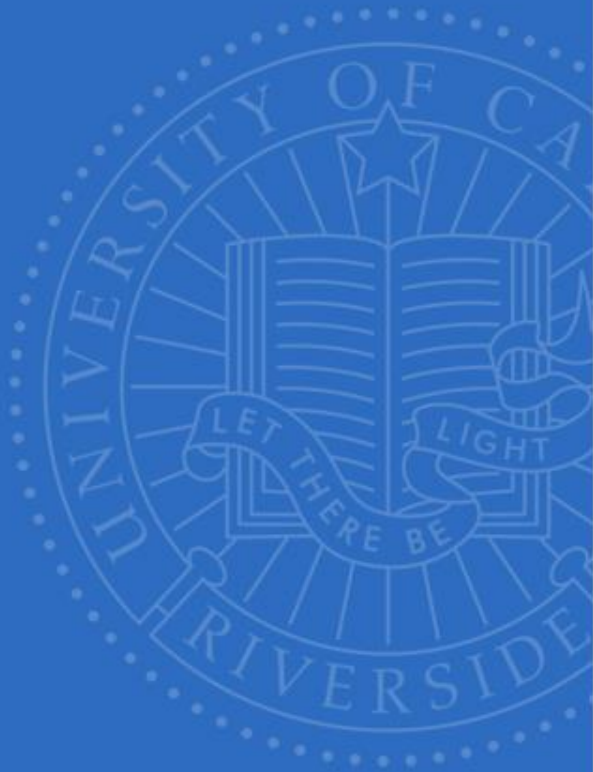
Tara Nordgren, Assistant professor
Biomedical Sciences



Evangelos Papalexakis, Assistant Professor
Computer Sciences & Engineering

UNIVERSITY OF CALIFORNIA, RIVERSIDE

UCR



Thank you!

New Faculty Orientation

Friday, September 28, 2018

UNIVERSITY OF CALIFORNIA, RIVERSIDE