

Faculty Advisors for Work Life

Orientation

February 24, 2014

Presented by the
Office of the
Vice Provost – Academic Affairs



Agenda

- Goals of the orientation
- Role of Advisor
- Work life program and family friendly policies
- Consider cases
- Discuss resources/resource binder

Today's Goals

- Provide program background - Sloan award
- Role of the Advisor
- Program/policy information
- Resources and referrals
- Additional goals?

The Sloan Award



- Our process to qualify
- Collaboration with other campuses (UCB and UCLA)
- Success! We won one of five awards, nationwide, September 2006.
- Our plan, at UCD and with UCB

UC Davis joins the ACE National Challenge

- National Challenge for Higher Education:
Retaining a 21st Century Workforce
<http://www.acenet.edu/leadership/programs/Pages/National-Challenge.aspx>
- In June, 2013 Chancellor Linda P.B. Katehi joined the heads of nine other universities and colleges as a founding partner of a national initiative to promote work-life balance for faculty as a way to enhance academic excellence.

Role of the Advisor

- Serve as a resource to colleagues on work life issues
- Share the experience of being a faculty member who continues to integrate work and personal life, while understanding that everyone has different priorities in their own lives
- Assist with the publicity and information-sharing about the programs and policies, e.g., attending forums with dept chairs, new faculty, or other forums on occasion

Work Life “Program”

Provost's Directive, 03-006, issued January 2003, “Work Life Balance Initiative”

- In response to the recommendations of the UCD Committee on Work/Life Balance for Faculty
- Ensure that women and all faculty across the campus have knowledge of and access to childbearing and parental leaves – central funding

Work Life “Program” components

- One quarter of leave for a faculty woman who gives birth or for the responsible parent in the case of adoption – all replacement teaching costs are covered through central funds
- One quarter of ASMD (Active Service Modified Duties) for a faculty member with 50% or more responsibility for the care of child – one course’s worth of replacement funds covered through central funds
- An additional quarter of ASMD in the case of twins or greater, or more than one child adopted at the same time.
- Deferrals for post tenure faculty who have children

- If there are two faculty parents, only one can take leave, but both can have a quarter of ASMD
- An "event" constitutes the birth or placement of one or more children at the same time
- For extending the clock – the request is to be made within 2 years of the birth/adoption/placement
- Note: School of Medicine's program differs based on compensation plan rules

Unique features at UC Davis

- Family Friendly Recruitment – covers the costs of travel and accommodation for an additional person to accompany the recruit who has a young child needing care
- Graduate School of Management – faculty tend to teach all in one quarter. Academic Affairs agreed to cover the cost of up to three courses for that quarter for a qualifying parent. Equivalent of what a faculty member (usually woman) would receive (leave quarter + ASMD quarter)

APM 760, Revised retro to 1/1/06

- Six weeks of leave and the remainder of the quarter as ASMD for a faculty woman who gives birth— all replacement teaching costs are covered through central funds
- An additional quarter of ASMD for a faculty member with 50% or more responsibility for care of child – one course's worth of replacement funds covered through central funds
- Stopping/Extending the Tenure Clock isn't new, but the policy language insures that this is a guaranteed approval – we recommend everyone ask for it at the time, because it serves as “insurance”
- Deferrals for post tenure faculty who have children
- Part-time option

Differences and similarities between the program and the policy?

(Review the chart in the resource binder)



APM 715, Family Medical Leave

- Up to 12 weeks of leave, pay not guaranteed, for the eligible academic appointee concerning:
 - a. appointee's own serious health condition;
 - b. to care for appointee's child, parent, spouse, or domestic partner (same sex or opposite-sex) with a serious health condition;
 - c. to care for appointee's newborn child/child newly placed with the appointee for adoption/foster care.

How does this affect our family friendly programs?

Let's apply this information



- A female faculty member approaches you about her recently discovered pregnancy. She is due at the end of Fall quarter and wants information and advice on what to do. What would you tell her?



- A male faculty member comes to you to ask your opinion about what to do because he and his wife are adopting a child from another country. Because it's an international adoption, the timing of when they get their child is a bit uncertain. He also wants to know what he's eligible for.

- A female faculty member asks your opinion about what to do concerning extending the clock. She says she wants to extend the clock now in case she needs it later, but her department chair told her it's not a good idea to extend the clock because her colleagues will look upon her future personnel actions in an unfavorable manner. What would you advise and do?

- A male faculty member wants to extend the tenure clock, but he hasn't taken leave or ASMD. His child was born a year and a half ago. What would you advise?



- A female faculty member, at the level of Associate Professor, had twins over 2 years ago. She has deferred a merit in the past due to the difficulties she had with the pregnancy. However, because her twins were born prematurely and required a lot of care in their early years, it has still been difficult to devote time to her scholarship. She wants to defer an upcoming merit without penalty (so as not to lose her offscale or be affected in DPSS process). What would you advise?



- A female faculty member has been here a little over 3 years. She came here with her one year old daughter, but at the time, was not aware of our policies for extending the tenure clock. She wants to know if there's any way she can still request to extend the clock. What would you advise?



- A faculty member contacts you to ask for assistance concerning the coverage of her courses during an upcoming leave quarter she's taking for impending birth of her child. She shares that her department told her they can't find lecturers to teach these courses. The faculty member is getting stressed. What would you advise?

Any other cases?



Resources/Binder

- Review the binder
- Remember that Academic Affairs coordinates the program and the requests for replacement teaching costs. We are here to support you.
- Future – web updates (faculty advisor pics and bios), Smartsite, quarterly meetings, ... What other support do you need?
- Human Resources provides the support of other campus programs related to work life, such as childcare, breastfeeding support, etc.

Discussion

