

UC DAVIS

One of a kind, like you

UC DAVIS WorkLife

A family-friendly program to enhance careers in our academic community

Resources and policies for faculty
UC Davis Academic Affairs



UC DAVIS
UNIVERSITY OF CALIFORNIA



“UC Davis strives to be a community in which individuals thrive both at work and home.

Satisfaction at home with healthy families, along with support of personal needs and obligations, helps sustain our energy and passion as we seek academic excellence. Our commitment to workplace flexibility is essential for recruiting and retaining a diverse, world-class faculty that takes UC Davis to its greatest possible heights. “

Chancellor Gary S. May

VALUING A HOLISTICALLY INTEGRATED LIFE:

AN INSTITUTIONAL COMMITMENT

UC Davis recognizes the necessity of supporting faculty in honoring their often-competing commitments to both family and career. To recruit and retain the best faculty, the campus established a Work-Life program in January, 2003. This program provides enhancements to existing system-wide policies.

Chancellor Linda P. B. Katehi joined the heads of nine other universities and colleges as a founding partner of a national initiative to promote worklife integration for faculty as a way to enhance academic excellence.

See this [UC Davis News and Information article](#) for more information.

[Adult and Elder Care](#)

[Breastfeeding Support Program](#)

[Capital Resource Network](#)

[Children, Youth and Teens](#)

[DepCare Flexible Spending Accounts](#)

[Family Friendly Recruitment Practices](#)

[Mortgage Origination Program](#)

[Northern California Higher Education Recruitment](#)

[Consortium](#)

[Partner Opportunities Program](#)



POLICIES and PROGRAMS

that reflect our **VALUES**

- ◇ **WorkLife policies and leaves** are available to women and men.
- ◇ **Personal leaves** are granted not only for children's needs, but also to provide caregiving for elderly family members, spouses, and life partners.
- ◇ **Active Service Modified Duties**, including a reduced teaching load for faculty returning to work after the birth, adoption, or placement of a child.
- ◇ **Post-Tenure Postponement** of advancements to accommodate childbearing, adoption, or placement.
- ◇ **Stopping the Tenure Clock** for the birth, adoption, or placement of a child is automatically approved for the primary caregiver.
- ◇ **Replacement teaching funds** are provided by the Campus.
- ◇ **Part-Time Status** for a specified period of time or permanently to accommodate family needs.
- ◇ **Campus programs** for help identifying caregivers for children, adults, elders, and those with special needs.



Faculty Advisors for Work-Life



College of Agricultural and
Environmental Sciences
Alyson Mitchell



College of L&S: Division of Social Sciences
Susan Sawyer



College of Engineering:
Karen MacDonald

UC Davis recognizes the necessity of supporting faculty in honoring their often-competing commitments to both family and career. To recruit and retain the best faculty, the campus established a [WorkLife](#) program in January, 2003 to assist faculty in balancing work and family obligations. This program provides enhancements to existing system-wide policies.

[Faculty Advisors](#) are available in almost every College and School to:

- Serve as a friendly resource to colleagues on worklife 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 department chairs, new faculty, or other forums on occasion.



College of Engineering
Michael Hill



College of L&S: Division of Social Sciences
Tamara Swaab

WorkLife Policies

for the birth or placement of a child for adoption or foster care

Personal Leaves of Absence

- One quarter/semester of paid leave for a faculty member who gives birth.
- One quarter/semester of paid leave for the primary parent in the case of placement for adoption or foster care.
- Up to two separate events are covered.
- Leave must be taken in the quarter/semester in which the child is born, adopted, or placed, or in the following term, with special circumstances for late spring or summer events
- When both parents are faculty members, only one will be entitled to paid leave.

Active Service Modified Duties

- Two quarters (or one semester) of modified duties for the faculty member who gives birth.
- One quarter/semester of modified duties for the faculty parent with 50% or more care of the newborn or newly placed child or children under 5.
- Up to two separate events are covered.
- Modified duties must be initiated within 12 months following the birth or placement of a child.
- When both parents are faculty members, both will be entitled to a quarter/semester of modified duties.
- Faculty members will continue to receive their regular monthly salary while on modified duty.

WorkLife Policies

for advancement to tenure and post-tenure

Tenure: Stopping the Clock

- One year of extension of the tenure clock for Assistant Professors to care for a newborn child or a child under five years newly placed for adoption or foster care for the primary parent responsible for 50 percent or more care.
- Up to two separate births or placements are covered, for a maximum of two years of extension of the tenure clock.
- Approval is automatically granted to qualifying parents.

Pre-Tenure Postponement

- Assistant Professors are eligible to postpone a merit action to accommodate family needs, including child-birth, caring for a child, foster care, caring for a spouse, and eldercare.
- The postponement option allows for a non-prejudicial review following the year of postponement, with no penalty for the postponement time approved.

Work-Life Policies

for advancement to tenure and post-tenure

Post-Tenure Postponement

- Faculty at the Associate level or above may apply for postponement of post-tenure merit advancements and promotions to accommodate childbirth or placement for adoption or foster care. The length of postponement may not exceed one year per event for a total of two years.
- The postponement option allows for a non-prejudicial review, with no penalty for the postponement time approved.

Part-Time Status

- Faculty may be eligible for appointment to a part-time position or may be eligible to reduce their percentage of time of an appointment from full-time to part-time for a specified period of time or permanently to accommodate family needs.

THE MORTGAGE ORIGATION PROGRAM was created by the University of California to offset the negative impact

of California housing prices by providing competitive first mortgages to eligible Davis faculty and senior management to assist them in the purchase of a principal residence near their campus. Check [this website](#) for the most up-to-date information.



Loan type	Variable
Loan term	Up to 30 years
Adjustment	Annual, up to 1%
Interest rate cap	10%
Maximum	\$750,000 for property within 90 miles of Davis

Partner Opportunities Program



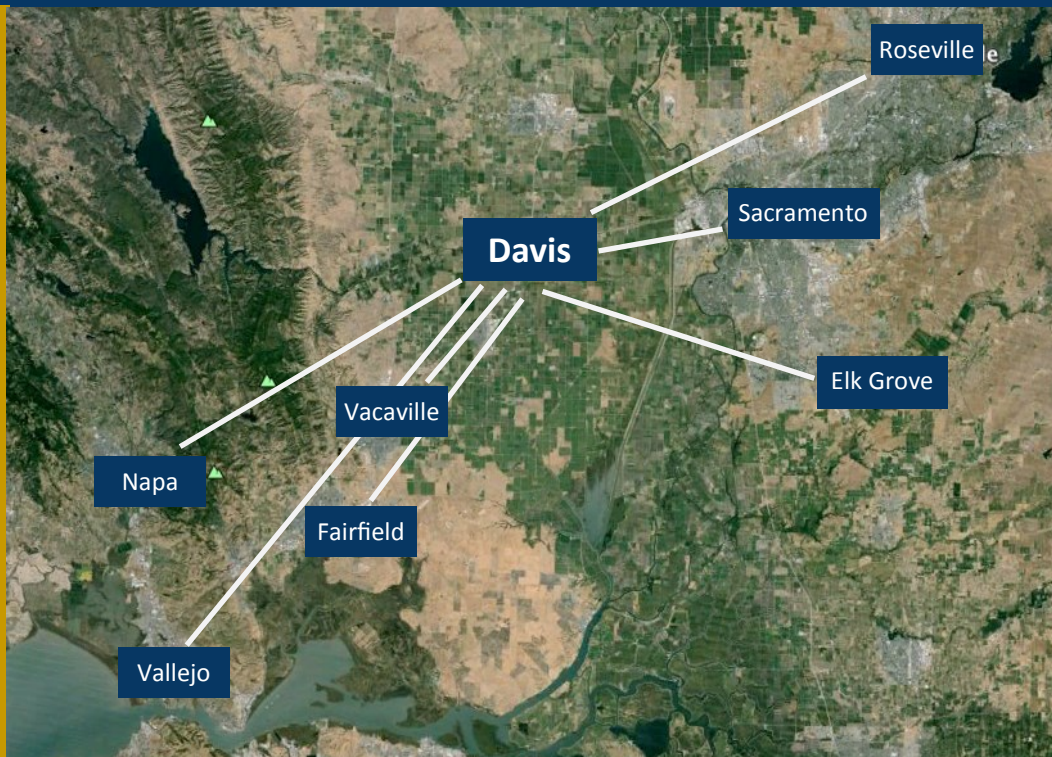
THE UC DAVIS PARTNER OPPORTUNITIES PROGRAM (POP) is a service designed to support department and deans offices in the recruitment and retention of outstanding faculty. Eligibility is limited to full-time Academic Senate Ladder Rank faculty, Cooperative Extension Specialists, Lecturers in the Academic Senate (PSOE, LSOE), and members of the Senior Management Group.

POP services can take a variety of forms, the most common being assistance for a partner/spouse who is looking for employment opportunities. POP will serve as a resource to explore career goals, job opportunities and/or arrange contacts and informational interviews. It is important to note, however, that POP cannot guarantee job placement or the successful resolution of employment issues.

Capital Resource Network


Capital Resource Network (CRN) is an innovative regional employer network currently being incubated by UC Davis. It is a fee for service non-profit that provides dual career support, family integration services and cultural transition resources to new employees relocating to the Capital Region. These services aim to ease the transition for newly relocated hires and their families during their first year of relocation.

Established through an initial investment by UC Davis and a grant from the National Science Foundation, CRN is envisioned to operate independently from UC Davis under the leadership of a regional board of directors.



Higher Education Recruitment Consortium


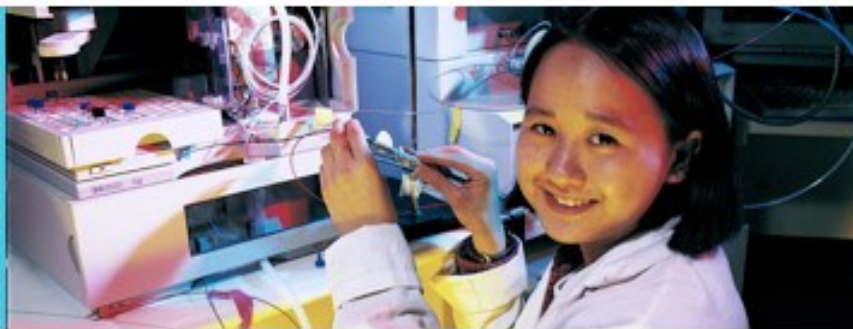
[Jobseeker Login](#) [Member Institution Login](#)



Jobs at Smart Places

Higher Education Recruitment Consortium

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About Northern California HERC

Vision

To promote equity and excellence in higher education recruitment in Northern California.

Mission

NorCal HERC advances member institutions' ability to recruit and retain the most diverse and talented workforce and to assist dual-career couples.

Goals

- Attract the most talented and diverse candidates to our member institutions.
- Advance the efforts of member institutions to assist dual-career couples.
- Promote Northern California higher education as an employment sector of choice.
- Ensure our members remain on the cutting edge of best recruitment and retention practices.

NorCal HERC was established in 2000 as a collaborative response of colleges and universities in Northern California to the many challenges of academic recruitment and retention. NorCal HERC's core values are excellence and diversity in Northern California's higher education workforce and the promotion of work/life balance through assistance to dual career couples.


Who We Are

NorCal HERC is composed of a diverse group of public and private colleges and universities in Northern California that include research universities, doctoral and master's institutions, affiliated medical schools and teaching hospitals, four-year colleges, and community colleges. Visit the [NorCal HERC Employers](#) page for details about our member institutions.

Member representatives include institutional leaders, academic and faculty affairs professionals, human resources managers and administrators, diversity officers, dual career consultants, and work-life personnel.

NorCal HERC is governed by an Advisory Board drawn from its member institutions and administered by the NorCal HERC Coordinator.

[Contact Us](#)



"The diversity of our students, faculty, and staff lies at the heart of Yale University's mission. HERC supports our efforts to recruit and retain outstanding and diverse faculty and staff through information sharing, resources, networking, and outreach programs. That's why Yale is a proud HERC member."

- Valerie J. Stanley, Director, Office for Equal Opportunity Programs, Yale University

[Share Your HERC Story](#)

For additional information, please see:
http://www.hercjobs.org/northern_california

Bright Horizons Care Advantage Program

Family Care When and Where You Need It Most



Whether you're experiencing a breakdown in your normal child care, or looking for an after-school sitter, a caregiver for an adult or elder loved one, or someone to walk the dog — we're here for you. University of California Office of The President provides Sittercity, is offered exclusively by Bright Horizons as part of the newly created *Bright Horizons Care Advantage™*, to help you find care.

Sittercity

A robust network of locally based in-home care providers including:

- Self-selected, pre-screened caregivers
- Every day and occasional care (babysitters and nannies) for children and for special needs
- Elder caregivers
- Homework help, household, and pet care



Years Ahead

A comprehensive solution to your adult/elder care needs including:

- Certified adult/elder care advisors and a needs assessment to guide your search for care
- Specialized facilities including memory care, hospice care, and independent/assisted-living communities
- In-home health care and dependent care



Bright Horizons
Care Advantage™

A Bright Horizons Solution at Work

Register Now. Avoid Worry Later.

Visit www.selectplus.com/universityofcalifornia

For additional information, please see:

<http://www.selectplus.com/universityofcalifornia>

DepCare FSA



The Dependent Care Flexible Spending Account allows you to set aside pre-tax money each year for dependent care expenses helping you budget for these costs and saving you money on taxes. You determine your needs and how much you want taken from your monthly paycheck to go into the account earmarked for dependent care expenses such as child and elder care for your family members. Planning carefully is important as it is a “use it or lose it” program.

Who:

- Employees with Full, Mid-Level and Core benefits
- Academic Student Employees
- Graduate Student Researchers

When:

- Enroll upon employment or during Open Enrollment (Oct/Nov) for the following year.
- Utilize funds between January 1 of the plan year and March 15 of the following year.
- You must submit all claims by April 15 of the following year.

DepCare [FSA Summary Plan](https://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/flexible-spending-accounts) Description available online at
ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/flexible-spending-accounts
Additionally, you can find information about the Health FSA.

Child Care Options



WORKLIFE AND WELLNESS

worklife-wellness.ucdavis.edu

worklife@ucdavis.edu

(530) 754-8791



Child Care Options for UC Davis

Child Care Located On-Campus

1. Early Childhood Lab School at the Center for Child & Family Studies
2. Hutchison Child Development Center operated by Bright Horizons Family Solutions
3. LaRue Park Child Development Center operated by Campus Child Care Inc.
4. Russell Park Child Development Center operated by Campus Child Care Inc.

Child Care in the Community

1. Resource and Referral and Subsidized Care
 - Children's Home Society
 - Child Action Inc.
2. Child Care within your Home
 - UC Davis Student Employment Center
 - Bright Horizons Care Advantage
3. After School and Summer Programs

It is advised to establish child care as soon as possible. Waiting lists for infants and toddlers is common.

Please visit worklife-wellness.ucdavis.edu > Family Care > Children > Options for detailed resource and referral information. Explore our website for local schools, the Breastfeeding Support Program and other Worklife and Wellness resources and services.

WorkLife and Wellness

worklife-wellness.ucdavis.edu

worklife@ucdavis.edu

(530)754-8791

Student Parent Child Care Funding

UC Davis Student Parent Child Care Funding



Two Grant Programs Available:

Community Based Care (CBCG)

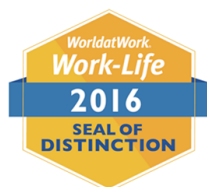
- ⇒ Undergraduate, Graduate and Professional students
- ⇒ Financial need-based grant
- ⇒ Providers of students' choice
- ⇒ Available during academic year (Oct-June)
- ⇒ Children birth —12 years
- ⇒ Age-based award:
 - Age 0-2: \$1,600 quarter/\$2,400 semester
 - Age 2-6: \$1,200 quarter/\$1,800 semester
 - Age 6-12: \$600 quarter/\$900 semester

Graduate Student Child Care (GSCCG)

- ⇒ Graduate & Professional students*
- ⇒ Financial need-blind grant
- ⇒ Providers of students' choice
- ⇒ Available year-round (July—June)
- ⇒ Children birth —12 years
- ⇒ Up to \$3,600 per UC student per year
- ⇒ CBCG can supplement GSCCG funds

*Students in self-supporting programs are not eligible

[http://worklife-wellness.ucdavis.edu/family_care/children/
childcaresub.html](http://worklife-wellness.ucdavis.edu/family_care/children/childcaresub.html)



UCDAVIS
WORKLIFE AND WELLNESS

Coordinated by WorkLife and Wellness,
Financial Aid, and Graduate Studies.
Contact: worklife@ucdavis.edu

Frequently Asked Questions

Q: Are expectations for tenure different for faculty stopping the tenure clock?

A: No. *There is no disadvantage to using the Stop the Clock Program.*

Q: Are both women and men eligible for worklife programs?

A: Yes. *Our programs are designed to benefit faculty of all genders and their partners and spouses*

Q: If I choose the stop the tenure clock when I have a child, am I required to use it?

A: No. *You are welcome to still choose to come up for tenure in normal time*

Q: If I have a reduced teaching load, will my department or dean have to pay someone to take over my responsibilities?

A: No. *The campus provides funding to hire replacement instructors for the courses you are not teaching.*

For additional questions, please see:

<https://academicaffairs.ucdavis.edu/programs/work-life/faq.html>

More Resources and Websites

◇ **WorkLife Program for Academics at UC Davis**

<https://academicaffairs.ucdavis.edu/programs/work-life/>

◇ **Family Friendly Recruitment Practices**

<https://academicaffairs.ucdavis.edu/programs/work-life/family-friendly-recruitment.html>

◇ **Partner Opportunities Program**

<https://academicaffairs.ucdavis.edu/programs/partner-opp/index.html>

◇ **WorkLife and Wellness Programs**

<http://worklife-wellness.ucdavis.edu/>

◇ **Family & Medical Leave Act Program**

<http://ucnet.universityofcalifornia.edu/forms/pdf/family-medical-leave.pdf>

<http://www.hr.ucdavis.edu/Elr/employee/leave-time-off/fmla/index.html>

http://www.hr.ucdavis.edu/elr/employee/leave-time-off/fmla/new_fmla_kit.html

<http://www.ucop.edu/academic-personnel/files/apm/apm-715.pdf>

◇ **Benefits**

<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

◇ **UC Faculty Friendly Policies & Programs**

<http://www.ucop.edu/academic-personnel/programs-and-initiatives/family-friendly-practices-and-policies/family-friendly-policies-and-issues.html>

◇ **Sick/Medical Leave Policy for Academics**

<http://www.ucop.edu/academic-personnel/files/apm/apm-710.pdf>

◇ **WorkLife in the UC Davis School of Medicine**

<http://www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves/pdfs/Family-Friendly-policies.pdf>

**Be empowered and take charge of
your worklife and wellness.**

We're here to help.



<https://academicaffairs.ucdavis.edu/programs/work-life/index.html>

