

# Faculty Advisors for Work Life Bulletin

Winter Quarter 2020 – Inaugural Issue!

As part of a Sloan Foundation award, the campus established the [Faculty Advisors for Work Life](#) in 2006. Work Life Advisors represent a variety of academic units (colleges, schools) and often serve as a first point of contact to academic appointees about the programs, policies, and resources associated with work life. The Advisors meet quarterly and this bulletin provides a summary of current [Work Life Program](#) updates and resources. These bulletins are maintained on the [Faculty Advisors for Work Life page](#).

## IMPORTANT UPDATE:

### Catastrophic Leave Bank:

Academic Affairs has been working with UC Path and UCD HR to expand catastrophic leave options. Effective May 1, 2020 employees may donate vacation leave to a general pool for use by colleagues in need due to a catastrophic illness or catastrophic event. Before this development employees could only donate to specific individuals.

Catastrophic Leave Sharing Program:

<https://hr.ucdavis.edu/employees/leave-time-off/catastrophic>

## Threat assessment process for UC Davis

Rob Starkey, Director, Academic & Staff Assistance Program (ASAP), and Don Dudley, Director, Office of Student Support and Judicial Affairs (OSSJA), are key contacts for the campus' threat assessment processes, tools and resources. There are two committees that assess and respond to concerning situations: the *Students of Concern Response Team (for student issues)* and the *Workplace Violence Prevention Committee (for employee issues)*, which includes the Police Department, Campus Counsel, OSSJA, ASAP, and other departments, as needed, depending on the situation/case. These committees collect information and discuss the factors of stress/distress to determine which office is in the best position to address the situation.

## HOW CAN YOU REPORT A CONCERNING SITUATION?

- Submit a Public CARE report for a **distressed or distressing student**. This initiates the OSSJA Case Management system, a triage model for addressing concerning situations early, before they escalate: [https://ucdavis-advocate.symlicity.com/care\\_report/index.php/pid120396?](https://ucdavis-advocate.symlicity.com/care_report/index.php/pid120396?)
- Review the OSSJA [Suggestions for Avoiding Academic Misconduct](#) and [Code of Academic Conduct](#), which includes a list of guidelines for appropriate and unacceptable behavior.
- Consult OSSJA or Don Dudley about how to manage concerning student situations and ASAP **or Rob Starkey for situations involving faculty or staff**.

Sometimes when the threat level feels high it impacts our ability to objectively address situations – ASAP and OSSJA can help with this. Overall, it is not possible to completely eliminate violence or the fear of it, but we can

work with experts to mitigate the risk of violence. Do not try to address concerning behaviors on your own – connect with OSSJA and ASAP. If you would like additional trainings or information, contact colleagues as noted:

**Rob Starkey** – Director, Academic & Staff Assistance Program (ASAP)

Email: [rstarkey@ucdavis.edu](mailto:rstarkey@ucdavis.edu) |

Website: <https://hr.ucdavis.edu/departments/asap>

**Carol Kirshnit** – Coordinator, Academic & Staff Assistance Program (ASAP) – UC Davis Health

Website: <https://hr.ucdavis.edu/departments/elr/workplace-violence>

**Don Dudley** – Director, Office of Student Support and Judicial Affairs (OSSJA)

Email: [djdudley@ucdavis.edu](mailto:djdudley@ucdavis.edu) | Website: <https://ossja.ucdavis.edu/>

## Human Resources WorkLife Program Updates:

- The recent Graduate/Professional Student Parent Experience Survey highlights issues for graduate student parents and recommendations to improve work life integration. The Executive Summary may be found here: <https://hr.ucdavis.edu/departments/worklife-wellness/student-parent>
- New lactation services for mothers that exclude communal refrigerators. Per [new state legislature](#) and subsequent UC policy, HR WorkLife will provide cooler bags to mothers who need them. Advisors will work with HR WorkLife to test cooler bags, collect data and create recommendations.
- For more information on HR WorkLife, please see the website here: <https://hr.ucdavis.edu/departments/worklife-wellness>. If you would like to receive the monthly newsletter please [subscribe here](#).

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## Status Updates on Work Life Initiatives

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### Faculty Parent Support Group:

- In the Winter 2020 quarter, this group expanded accessibility by adding remote attendance via Zoom. And, all meetings in Spring 2020 are being done by Zoom as well. Additionally, the age range for children was increased to include faculty parents of up to pre-school age, and we are encouraging faculty to drop-in as needed for as little or as long as they would like: <https://academicaffairs.ucdavis.edu/faculty-support-group-new-parents>
- For academic appointees needing assistance with family care, UC continues to offer access to Sitter City. Sitter City connects employees to pre-screened caregivers available throughout the nation and the world for back-up care issues. You may find more information or access the Sitter City network here: <https://www.sittercity.com/universityofcalifornia>

### Researcher Pool:

Work Life Advisors and Academic Affairs are exploring options for creating a general pool of vetted researchers that may assist academic appointees on leave with maintaining research progress and mentorship in laboratories and research programs.