

UC Davis

Work Life for Academics

Resources and policies for academic appointees



Family-friendly programs to enhance careers in our academic community

UC DAVIS
UNIVERSITY OF CALIFORNIA

ACADEMIC
WORK LIFE



"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

FAMILY-FRIENDLY PROGRAMS

Academic Work Life Program

Campus WorkLife and Wellness

Capital Resource Network

Child Care

DepCare Flexible Spending Account

Family Care

Family-Friendly Recruitment

Home Loan Programs

Lactation Support Program

Partner Opportunity Program

Pay for Family Care and Bonding



ACADEMIC WORK LIFE PROGRAM

UC Davis recognizes the importance of supporting academic appointees in honoring their often-competing commitments to both family and career, especially with regard to adding children to their lives. Eligible appointees have options through UC policies and the UC Davis Academic Work Life Program (AWLP) to integrate family and work. Please contact Faculty Relations and Development in Academic Affairs at vpaa_frd@ucdavis.edu as soon as an academic appointee knows they want to explore any of the options below.



Birth, Adoption, Surrogacy, and Foster Placement Leave. Academic appointees who give birth or are the primary parent in the case of surrogacy or placement for adoption or foster care of a child may be entitled to a leave. Academic Personnel Manual (APM) 760 and the AWLP outlines these options in detail.

Pay for Family Care and Bonding (PFCB). Academic appointees who are eligible and on an approved Family and Medical Leave (FML) or leave under the California Family Rights Act (CFRA), may make use of PFCB for eligible family care reasons. PFCB provides 100% of eligible earnings for up to up 8 workweeks per calendar year to care for a new child or ill family member. PFCB must be taken in blocks of at least one week. To be eligible for FML or leave under CFRA, employees must have at least 12 months of previous UC service and have worked at least 1250 hours in the 12 months immediately preceding the start of the leave. To learn more about PFCB and qualifying reasons, please see APM 760. For represented academic appointees, please refer to your collective bargaining agreement for guidance on PFCB.

Active Service Modified Duties (ASMD) for the care of a new child. A faculty member who gives birth or is the primary parent in the case of surrogacy or placement for adoption or foster care is eligible for two quarters (or one semester) of modified duties in addition to a period of leave. If the birth or placement occurs during the summer or an off-duty term, faculty may choose to take three quarters (or two semesters) of ASMD, or one quarter (or one semester) of leave and two quarters (or one semester) of ASMD. Other faculty who are not the birthing parent or primary parent in the case of adoption, surrogacy, or foster placement, are eligible for one quarter (or semester) of ASMD. Appointees must certify they have 50% or more responsibility for the care of the newborn or newly placed child. Replacement teaching funds or other adjusted duties are provided according to policy (APM 760) or the AWLP based on the academic title series. Eligibility for a period of ASMD is generally 3 months prior to and within 12 months following the birth or placement.

ACADEMIC WORK LIFE PROGRAM

Extension of the Tenure “Clock.” An assistant professor, or other academic appointee with a time-limited position, who has responsibility for 50% or more care of a newborn child or newly-placed child and make the University aware of the new child, will receive an extension of the tenure clock, up to one year for each birth or placement. Eligible appointees who submit a AWLP leave or ASMD request with a clock extension automatically receive this extension. In addition to childbearing/childrearing reasons, clock extensions may also be requested for serious health conditions, including disability or bereavement, and significant circumstances or events per [APM 133](#). All tenure clock extensions must total no more than two years in the probationary period. The clock cannot be extended after July 1 of the academic year in which a promotion review is to occur. *Note: Receiving a clock extension does not obligate using the extra time, but the time is available if needed.*

Postponement of Merits and Promotions. Faculty members may apply for postponement of pre- and post-tenure merits and promotions to accommodate childbearing or childrearing, serious health conditions including disability or bereavement, and significant circumstances, without prejudice or penalty.

Part-Time Appointment and Reduction in Percent of Time. Per [APM 760-29](#), academic appointees may be eligible for appointment to a part-time position or to reduce their percentage of time from full-time to part-time, temporarily or permanently, to accommodate family needs. When approved, a memorandum of understanding will be required to outline how the faculty member’s responsibilities will be adjusted within the part-time status.

Additional Support:

Family-Friendly Recruitment. UC Davis aims to make participation in on-campus interviews for faculty positions easier for parents. UC Davis will cover travel and hotel expenses for a second person to accompany the prospective faculty member traveling with a breast- or bottle-feeding child two years of age or younger. Contact your Dean’s Office for more information.

Academic Cooler Bag Program. Academic Affairs provides a complimentary bottle/cooler bag to all birthing academic appointees as a safe way to store and transport breast milk. Please reach out to Faculty Relations and Development in Academic Affairs at vpaa_frd@ucdavis.edu to learn more about this program.



FACULTY WORK LIFE ADVISORS

Faculty Advisors for Work Life

represent a variety of academic units (colleges, schools, divisions) on campus and serve as a friendly resource to academic appointees about the programs, policies, and resources associated with work life, such as childbearing leave, parental bonding leave, and modification of duties. These advisors champion UCD work life initiatives, furthering policies and programs that support work life integration, including sharing information about work life programs with department and school/college leadership.



CAPITAL RESOURCE NETWORK (CRN)

Capital Resource Network (CRN) supports newly recruited employees and their families by easing transition stress and assisting to establish personal and professional connections. Offering exceptional inclusive benefits, the CRN helps to attract and retain the best and brightest from all over the world.



PARTNER OPPORTUNITY PROGRAM (POP)

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 by assisting their partners and spouses in seeking employment at UC Davis. Eligibility is limited to full-time Academic Senate Ladder Rank faculty, Cooperative Extension Specialists, Lecturers in the Academic Senate (PSOE, LSOE), Deans, Faculty Administrators and members of the Senior Management Group.



HOME LOAN PROGRAM

The University of California offers different **housing assistance programs** to eligible members of the Academic Senate including competitive first mortgages and down payment assistance.



ACADEMIC WORK LIFE QUICK REFERENCE

Through a variety of programs and services, UC Davis supports academic appointees in honoring their often-competing commitments to career and family. Please visit the websites below for more information. For question how these policies/programs affect appointees, please contact Faculty Relations and Development at vpaa_frd@ucdavis.edu.

UC Davis Academic Work Life Program

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

Sick Leave/Medical Leave Policy for Academics

<https://aadocs.ucdavis.edu/policies/apm/apm-710.pdf>

Leave Policies Relevant to School of Medicine Faculty (Health Sciences Compensation Plan)

<https://health.ucdavis.edu/academic-personnel/administrative-resources/administrators-managers/leaves/>

Family & Medical Leave Policy

<https://aadocs.ucdavis.edu/policies/apm/apm-715.pdf>

- **Pay for Family Care and Bonding** <https://ucnet.universityofcalifornia.edu/compensation-and-benefits/other-benefits/pay-for-family-care-bonding.html>

Childbearing Leave, Parental Leave & Active Service Modified Duty (ASMD) Policy

<https://aadocs.ucdavis.edu/policies/apm/apm-760.pdf>

Benefits

<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/>

UC Davis Partner Opportunities Program (POP) (Dual Career Program)

<https://academicaffairs.ucdavis.edu/partner-opportunities-program-pop>

UC Davis Capital Resource Network (CRN) (Additional Dual Career and Recruitment Services)

<https://academicaffairs.ucdavis.edu/capital-resource-network>

Campus-Wide WorkLife and Wellness Resources

(Child Care/Adult Care/Health and Wellness/Workplace Flexibility)

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

