

Faculty Bag Lunch Session

*Thursday, May 30, 2019
12:10 p.m. – 1:45 p.m.
203 Mrak Hall*

Worklife Integration: Caring for Your Career, Your Family, and Yourself

Presenters:

Rob Starkey – Director of the Academic and Staff Assistance Program (ASAP)

Stacey Brezing – Director of the Staff and Faculty Health and Well-being Program

Teresa Steele – Faculty WorkLife Advisor and Professor of Anthropology

Lisa Brodkey – Director of Faculty Relations and Development





Health and Well-being Resources for Academics

Stacey Brezing, MS

Director, Staff and Faculty Health and Well-being

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Background

- In 2016, funding was allocated for a comprehensive Staff and Faculty Health and Well-being (SFHWB) Program
- In 2017, UC President Janet Napolitano allocated funds to each UC campus with the goal of making the University of California “the healthiest place to work, learn and live.”
- This led to the creation of the Healthy Campus Network (HCN)
- HCN is founded on a vision that, to fundamentally change our health environment, campus communities must invest in a host of small changes that add up to meaningful shifts, thus producing a lasting culture of health.

Healthy UC Davis/SFHWB

- Vision: Make UC Davis the healthiest community in the nation
- Mission: Champion a thriving culture of health and well-being throughout the UC Davis community
- Program objectives included:
 - Creating comprehensive, integrative and collaborative leading practice initiatives
 - Providing UC Davis community members with support, opportunity, information and tools
 - Advocating for policies, institutional practices and a built environment
 - Continuously examining, implementing & evaluating practices
 - Aligning communication resources to ensure coordinated outreach efforts



UC Davis Health and Well-being Resources

- Staff and Faculty Health and Well-being, est. 2016



wellbeing.ucdavis.edu

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Wellness Ambassador Program



136 Current Ambassadors, 89 different departments

Eligible for \$500 mini-grants every fall

Can participate in our Healthy Department Certification Program



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Physical Activity

- *Active Aggies Mobile*: Fitness classes were held at localized hubs around the UC Davis campus, to offer convenient access to physical activity
- *Wake Break*: Program offered convenient exercise programs to improve health and wellbeing



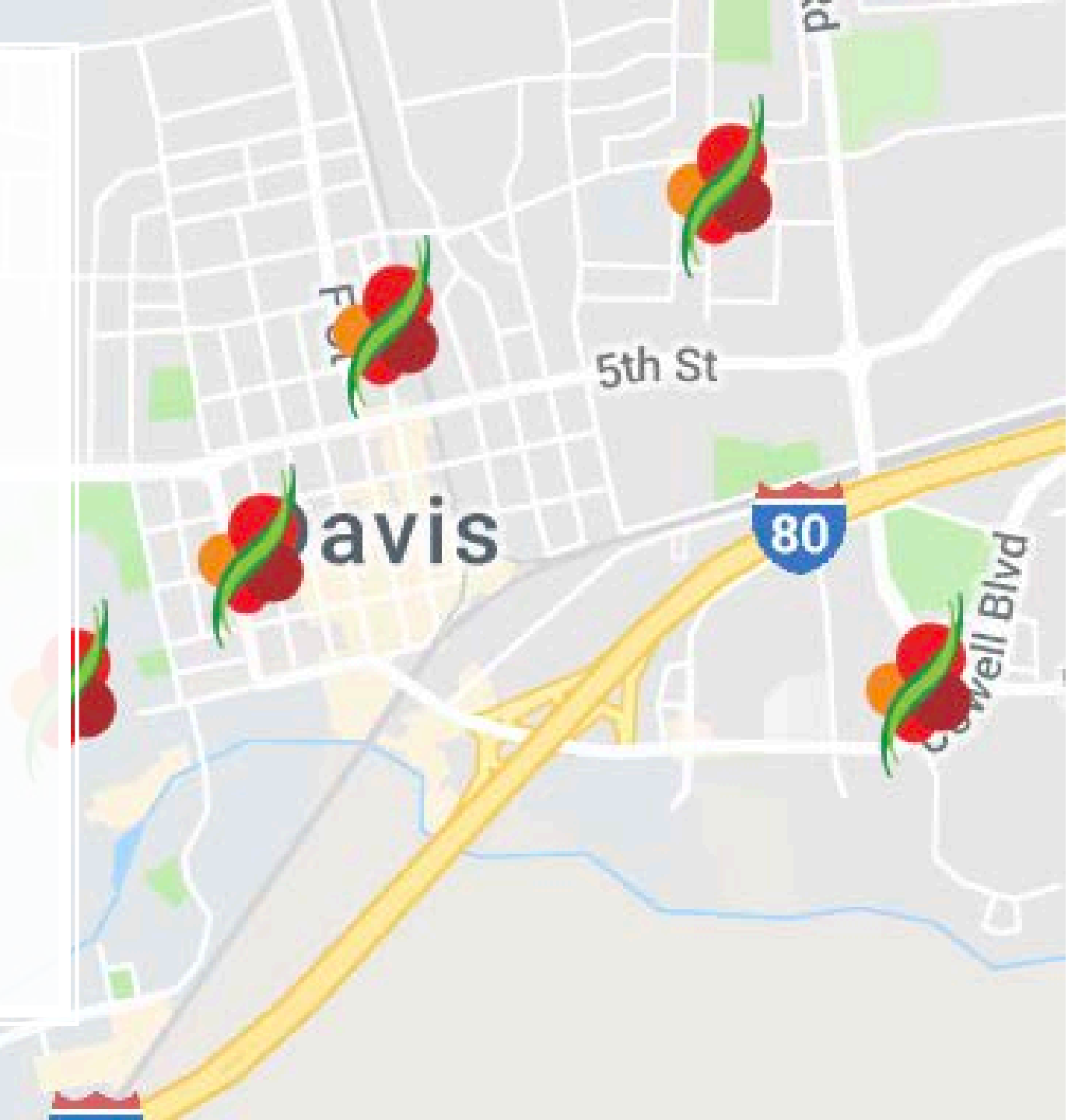
Physical Activity

- *Walking Paths:* Marked walking paths were installed on the UC Davis and UC Davis Health campuses
- *Stairwell Project:* Positioned “Point of decision” prompts at strategic elevator banks to encourage students, faculty, staff, and visitors to use the stairs instead of the elevator



Food and Nutrition

- *Food Access Map*: A map of food sources with information about where to find low-cost or free food. This program also purchased and installed microwaves to encourage packing a healthy lunch
- *Diabetes Prevention Program (DPP)*: An evidence based program aiming to address risk factors of diabetes for UC Davis staff, faculty and students using weekly meetings, alternating in-person with online on the Facebook group page



Nourish Campaign

- A cooperative team of HUCD and dining commons staff worked to develop the criteria for an effective labeling system for the UCD community
- The design and messaging for this labeling system were tested using focus groups
- The campaign was developed closely with the departments of food service at UCDH and campus to ensure that foods would be compliant with food options at both locations

nourish

Nourish your mind and body by choosing foods with the 🍊 icon.



Food with the 🍊 icon has:

- | | |
|-------------------------|--------------------------|
| ↑ Fruits and vegetables | ↓ Added sugar |
| ↑ Fiber | ↓ Sodium |
| ↑ Whole grains | ↓ Saturated fat |
| ↑ Healthy fats | ↓ Artificial ingredients |

Mental/Emotional Health

- *The Mindful Awareness Practices course* is a six-class series that was held each week and cover the fundamental ideals of mindfulness
- *The Mindfulness-Based Stress Reduction (MBSR)* program was offered exclusively at UC Davis Health over the course of 8 weeks
- *Mental and Emotional Well-Being Open Access Resource*: An online resource for podcasts, webinars, tip sheets, web based applications, and other tools to support emotional well-being

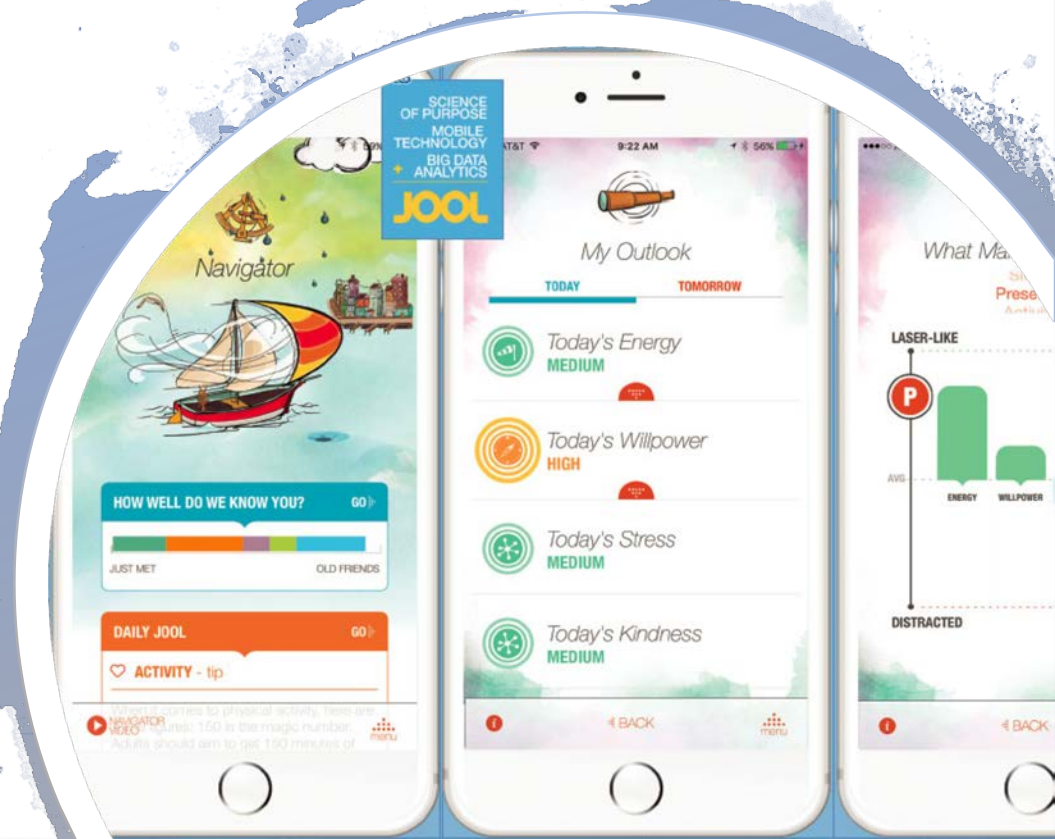
<https://healthy.sf.ucdavis.edu/mental-emotional-wellbeing/open-access-resources>

MENTAL AND EMOTIONAL WELLBEING

healthy

DAVIS

- *Tools for Managing and Supervising Employees Struggling with Mental Health Challenges: A four-session course for managers and supervisors on supporting emotional well-being of their staff*



Smoke and Tobacco Free Subcommittee

- An awareness campaign to continue to support the Smoke and Tobacco Free policy that was established in 2014. Initiatives focus on communication and outreach, while encouraging an environment of cooperation related to the policy.



UC Davis Health and Well-being Resources

- WorkLife and Academic WorkLife
 - Breastfeeding support, flex time policy, monthly newsletters
- Academic, Staff Assistance Program (ASAP)
 - Counseling for individuals and family members
- Ombud's Office
 - Anonymous counseling on work related issues
- Campus Recreation
 - Living Well

Thank You!

Contact:

Stacey Brezing

Director, Staff and Faculty Health and Well-being

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healthy.ucdavis.edu – Healthy UC Davis

wellbeing.ucdavis.edu – Staff and Faculty Health and Well-being Program



UC Davis Academic WorkLife Program



Lisa Brodkey
Director, Faculty Relations and Development

UC DAVIS
ACADEMIC AFFAIRS

Faculty WorkLife

The Big Picture

- Performing scholarly work
- Managing service commitments
- Teaching and mentoring
- Maintaining physical and mental health & wellness
- Caring for family members (children and elders)
- Enjoying personal life



APM 760 – Childbearing & Childrearing

- Applies to all academic appointees, except Health Sciences Compensation Plan faculty members.
- Paid leave: six weeks for the academic appointee who gives birth (with the rest of the quarter/semester as ASMD)
 - Central funds available for replacement instructors
- Active Service Modified Duties (ASMD): Reduction in teaching responsibilities or other modifications.

APM 760 – Childbearing & Childrearing

MORE ON ACTIVE SERVICE MODIFIED DUTIES

- An academic appointee who gives birth (full-time appointment for at least one full academic year) is eligible for a total period of combined leave and ASMD of **three quarters** (or two semesters)
 - If the birth is in the summer, they are eligible for three quarters (two semesters) of ASMD.
- All other academic appointees are eligible for a total period of combined leave and ASMD of **one quarter** (or one semester).

APM 760 – Childbearing & Childrearing

OTHER BENEFITS INCLUDE

- Extension of the Clock
- Postponement of personnel actions
- Reduction to part-time status

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Academic Work Life Program

- Who's eligible?
 - Senate faculty, including LPSOE, LSOE, & Senior LSOE
 - Unit 18 lecturers
 - HSCP Faculty: depends on your comp plan – check in your dept
- What's available?
 - Paid leave – up to a full quarter
 - Modified duties – two quarters for one who gives birth, one quarter for others
 - Extension on the tenure clock
 - Postponement of advancement (pre- and post-tenure)



Birth/Adoptive Parent Leave

- A faculty member who gives birth, or the primary faculty parent of a child placed for adoption or foster care, may be eligible to take a full quarter/semester of paid leave (depending on the timing of the birth or placement.)
- Leave must be taken in the quarter/semester the child is born or placed, or in the quarter/semester immediately following.
- When both parents are UCD faculty members, only one will be entitled to childbearing/adoption leave.

During the leave...

All replacement instructor costs are paid
through

central funds

(not your department!)



Active Service Modified Duties (ASMD)

A period in which normal duties are reduced (generally less teaching)

Funding for replacement teaching is generally provided for one course.

How many quarters of ASMD one is eligible for depends on several factors, so please consult with the Director of Faculty Relations and Development in Academic Affairs at (530) 752-7643



Extending the Clock

Automatic Extension of the Tenure Clock: APM 133

Two years maximum for any reason

- Childbearing/rearing (men & women)

One year per birth/placement event

- Significant illness
- Infrastructure delays/disasters

Extensions must be requested within two years of the event



Advancement postponements: pre- or post-tenure for child bearing/rearing/significant illness

Postponements must be requested within two years of event

- ★ UC Davis *encourages* our faculty to use these policies to achieve better work-life balance

WorkLife is More than Childrearing

- Faculty member's health/medical issues
- Difficult circumstances (e.g., difficulty obtaining special equipment, funding lapses, family crisis, etc.) that impact research or other scholarly activities
- Elder care considerations
- Academic and Staff Assistance Program (ASAP)



UC Davis Work Life Program

Faculty Work Life Advisors

- Launched with our Sloan/ACE Award in 2006
- Trained on work life policies, programs, campus resources and basic mentoring
- Faculty represent almost all schools and colleges and are available to their peers as resources on work life program and policies
- Assist in promoting program at faculty development programs, e.g., New Faculty and New Chair Workshops, as well as presentations within their departments, to Deans/Vice Chancellors, etc.



Special Remarks

Faculty Work-Life Advisor

Teresa Steele

Professor, Anthropology

Contact Academic Affairs to
discuss your unique situation

Lisa Brodkey

Director

Faculty Relations and Development

(530) 752-7643

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