

Work Life for Academics

UC Davis recognizes the importance of supporting academic appointees in honoring their commitments to both family and career, especially with regard to adding children to their lives. Eligible academic appointees have options through UC policies and the UC Davis Academic Work Life Program (AWLP) to integrate family and work. *Please visit the AWLP website (<https://academicaffairs.ucdavis.edu/work-life>) for more information and contact Academic Affairs at vpaa_frd@ucdavis.edu as soon as an appointee knows they want to explore any of the options below.*

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

Active Service Modified Duties (ASMD). A faculty member who gives birth or is the primary parent in the case of adoption/foster placement is eligible for two quarters (or one semester) of modified duties in addition to a period of leave. If the placement occurs during the summer or an off-duty term, they may choose to take three quarters (or two semesters) of ASMD. Other non-birthing faculty parents are eligible for one quarter/semester of ASMD. Replacement teaching funds and/or other adjusted duties are provided according to policy or the AWLP. Eligibility for a period of ASMD is generally 3 months prior to and within 12 months following the birth/placement.

Automatic Extension of the Tenure “Clock.” An assistant professor, or other academic appointee with a time-limited position, will receive an extension of the tenure clock, up to one year for each birth or placement. All tenure clock extensions must total no more than two years in the probationary period. *Note: Receiving a clock extension does not obligate using the extra time, but the extended time is available if needed.*

Pay for Family Care and Bonding (PFCB). Faculty members who have an approved Family 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% eligible earnings for up to 8 workweeks per calendar year. PFCB must be taken in blocks of at least one week. *Note: Appointees must first be eligible for FML and/or CFRA to use PFCB.*

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. 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.

Additional Resources and Support:

Faculty Work Life Advisors. These volunteer faculty from various academic units serve as peer resources to inform faculty about the benefits, policies and resources associated with integrating work and family. Please visit our Faculty Work Life Advisor page for more information: <https://academicaffairs.ucdavis.edu/faculty-advisors-work-life>

Family-Friendly Recruitment. UC Davis will cover travel expenses for a second person to accompany a 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: <https://academicaffairs.ucdavis.edu/uc-davis-and-family-friendly-recruitment-practices>

Helpful Websites

- **Academic and Staff Assistance Program (ASAP)**
<https://worklife-wellness.ucdavis.edu/departments/asap>
- **ASAP Workshops and Drop-In Support**
<https://worklife-wellness.ucdavis.edu/departments/asap/support-groups>
- **Academic Work Life Program at UC Davis**
<https://academicaffairs.ucdavis.edu/work-life>
- **Academic Work Life Brochure**
<https://aadocs.ucdavis.edu/programs/work-life-resources/work-life-for-academics-brochure-september-2024.pdf>
- **Faculty Parent Support Group**
<https://academicaffairs.ucdavis.edu/faculty-support-group-new-parents>
- **Faculty Work Life Advisors**
<https://academicaffairs.ucdavis.edu/faculty-advisors-work-life>

For questions regarding how these policies and programs support academic appointees, contact Faculty Relations and Development in Academic Affairs at vpaa_frd@ucdavis.edu or visit our website at <https://academicaffairs.ucdavis.edu/>