

UC Davis Academic Work-Life Program



Overview of current programs

System-wide Policies

- FML (Family Medical Leave)
- Part-time appointments
- Childbearing/Parental leaves/**ASMD***
- Extending the tenure clock/deferrals

UC Davis leadership in policy enhancement

- 2003: Provost's Directive 03-006
 - *E.g. childbearing/care*
- 2006: Sloan Award (with UCB)
 - *E.g. Work-Life advisors/ other programs*
- On-campus childcare and lactation programs
- 2012: Accommodation for faculty interviewees with children < 2 years of age

***Active Service Modified Duties**

CHILDBEARING LEAVE AND ASMD*

Childbearing/care leave- first academic term

- For the female faculty member who gives birth, or for the faculty parent who has 50% or more responsibility for the newly adopted/placed child, one quarter/semester of leave

Replacement teaching funds are provided centrally for all scheduled courses during that first quarter/semester.

ADDITIONAL CHILDBIRTH/CARE BENEFITS

- An additional quarter of ASMD is provided for a faculty parent (male or female) with 50% or more care of the child.
 - *In this quarter, replacement teaching is generally provided for one course.*
- If there are two or more children born or adopted within a short time interval, then an additional quarter of ASMD (for a total of 2 quarters of ASMD) is provided.
- If both parents are faculty members, then one can have the quarter of leave and both can have a quarter of ASMD, as long as they confirm that each will have 50% or more care of the child during that time.

GETTING MORE TIME

- Extending the Tenure Clock: APM 133-17-h
 - *2 years max for any reason*
 - Childbearing/rearing (men & women)
1 year per birth/adoption event;
 - Significant illness
 - Infrastructure delays/disasters
 - *request clock extensions within two years of the event*
- Advancement deferrals: pre- or post-tenure for child bearing/rearing/significant illness
 - *request deferrals within 2 years of event*
- ★ UC Davis *encourages* our faculty to use these policies to achieve better work-life balance

FACULTY ADVISORS FOR WORK-LIFE

- Advisors are faculty volunteers who provide information about the work-life program and policies. They also serve as a sounding board for faculty who have questions about these issues.
- At present, we have advisors from *most* but not all schools/colleges.
- All have either utilized the program or are strong advocates for the program.
- VP-AA meets with all advisors quarterly to discuss issues and unmet needs
- <https://academicaffairs.ucdavis.edu/programs/work-life/index.html>

Academic Affairs

Serving the professional Academic Community at UC Davis

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Home > Programs > Work Life > Faculty Advisors for Work Life

"Faculty Advisors for Work Life"

- Work Life
- Work Life FAQ
- Faculty Advisors for Work Life
- Biographies
- Family Friendly Recruitment Practices

[\(Click here to view biographies\)](#)

As part of the award from the Sloan Foundation, the campus is establishing a program entitled "Faculty Advisors for Work Life." The goal of this program is to help publicize and inform the faculty about the programs, policies, and resources associated with work life. This group of advisors represents various academic units (colleges, schools, divisions) on the campus.

[Click here to view a list of the Faculty Advisors/Mentors for Work Life](#)

An orientation for the Faculty Advisors was held on June 14, 2007. Click on the links below to view the PowerPoint presentations made at the orientation.

[Faculty Advisors for Work Life: Orientation \(ppt\)](#) - Binnie Singh,



See the [biographies](#) of all of the faculty advisors.

- ### Quick Links
- [Academic Personnel Manual](#)
 - [Annual Call](#)
 - [Attributes Chart](#)

Summary of Work Life resources and options

- Leaves/Active Service Modified Duty (ASMD)
- Teaching release
- Extension of the tenure clock
- Postponement (deferral) of merits & promotion (non-pejorative)
- Voluntary reduction to part-time, with ability to restore to full-time
- Faculty Work Life Advisors
- ASAP- Academic and Staff Assistance Program



UC Davis ADVANCE (2012-2017)



The Goal:
Institutional
Transformation!

- Focused on women in STEM disciplines, but building diversity and community in all disciplines
- Enhancing:
 - Campus climate
 - Mentoring/networking
 - Policies and practices
 - Strategic gathering of faculty from under-represented groups (CAMPOS)
- <http://ucd-advance.ucdavis.edu/>

UC Davis Ranks #1 for Total Women in STEM Among the Top 50 Colleges Advancing Women in STEM

50 COLLEGES ADVANCING WOMEN IN STEM



Online College Database: U.S. College & University Rankings | 2013 | www.onlinecollegesdatabase.org

The College Database has ranked the top "50 Colleges Advancing Women in STEM." These 50 colleges and universities are doing their part by successfully engaging female students in a wide range of STEM

programs.

We're pleased to announce that UC Davis ranks #1 for total women in STEM programs, with 2,503 women in 169 STEM programs.

The College Database used data provided by the Integrated Postsecondary Education Data System to rank women's representation in STEM (Science, Technology, Engineering, and Mathematics).

PAGE



Professional Associations

Professional disciplinary

Research Databases

We have compiled multiple publicly available databases

Work-Life Balance

Balance is real challenge facing many faculty.

UC Davis Recruiting

Through ADVANCE, UC Davis is working to become a

QUESTIONS?