

UC Davis Academic Work-Life Program



Matilda Aidam
Director, Faculty Relations and Development

Faculty Work Life

The Big Picture

- Performing Scholarly Work
- Maintaining Physical and Mental Health & Wellness
- Managing Service Commitments
- Mentoring and Teaching
- Family Care – Child and Elder Care Issues
- Personal Life, Outside the Campus



UC Davis

Academic Work Life Program

- In 2003, a centrally-funded program was established following grass-roots advocacy by female faculty at UC Davis
- In 2006, Family Accommodation policies were updated in System-wide UC policy, APM 760
- In 2006, UC Davis received a Sloan/ACE Award for leadership in groundbreaking policies enhancing faculty flexibility
- Today, UC Davis continues to provide more generous work life benefits than the UC System-wide policies

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Academic Work Life Program

Faculty Birth/Adoptive Parent Leave

- The faculty woman who gives birth receives a quarter/semester of paid leave.
- In the case of adoption/placement, a faculty member (male or female) receives a quarter/semester of paid leave.

All replacement instructor costs are paid
through central funds

Birth/Adoptive Parent Leave



- A faculty member who gives birth, or the primary faculty parent of a newly adopted/placed child, must provide a statement indicating 50% or more responsibility for the care of the child.
- Leave must be taken in the quarter/semester the child is born, adopted or placed or the quarter/semester immediately following the birth, adoption or placement.
- When both parents are UCD faculty members, only one will be entitled to childbearing/adoption leave.

Active Service Modified Duties (ASMD)

One quarter of ASMD is provided for a faculty parent (male or female) with 50% or more care of the child.

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 two quarters) is provided.
- If both parents are faculty members, then 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.



Extending the Clock

Extending the Tenure Clock: APM 133-17-h

Two years maximum for any reason

- Childbearing/rearing (men & women)

One year per birth/adoption 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

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.



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"Faculty Advisors for Work Life"

Work Life

Work Life FAQ

Faculty Advisors for Work Life

Biographies

Family Friendly Recruitment Practices

Quick Links

[Academic Personnel Manual](#)

[Annual Call](#)

[Attributes Chart](#)

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

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.

Special Remarks

Professor Tamara Swaab

Department of Psychology
and

Center for Mind and Brain

Faculty Work-Life Advisor

Work-Life is More than Childrearing



- Faculty member's health/medical issues
- Faculty Wellness – Chancellor's committee to explore faculty-specific wellness programs
- 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)

Resources for New Faculty



New Faculty Reception

Tuesday, September 29, 2015

5:30 p.m. to 7:00 p.m.

Chancellor's Residence
16 College Park

New Faculty Brown Bag Series

<https://academicaffairs.ucdavis.edu/> (click on "Training")

QUESTIONS?

