

# UC Davis Academic WorkLife Program



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**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



# UC Davis

## Academic Work Life Program

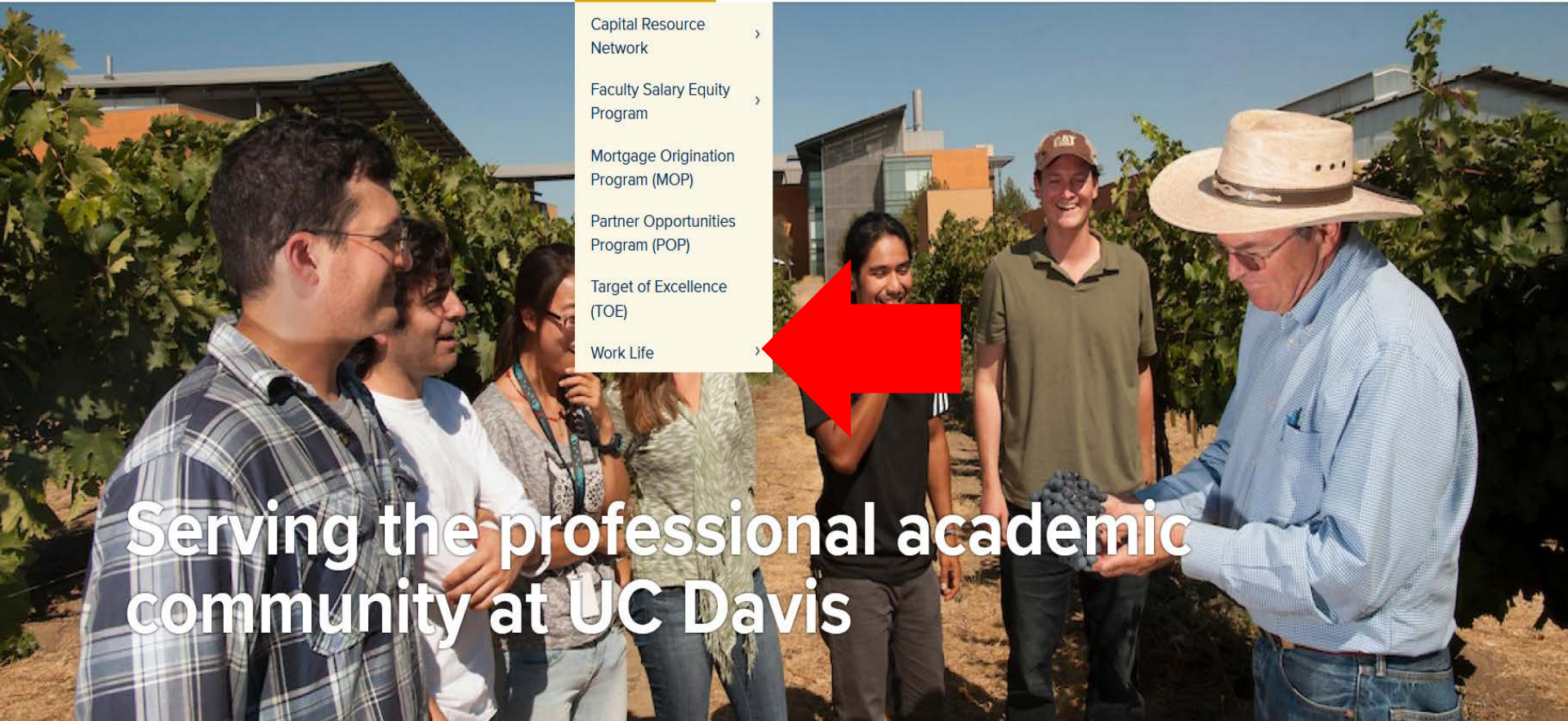
- In 2003, a centrally-funded program was established following grass-roots advocacy by female faculty at UC Davis
- In 2006, Family Accommodation policies were updated in System-wide UC policy, APM 760
- In 2006, UC Davis received a Sloan/ACE Award for leadership in groundbreaking policies enhancing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



- Capital Resource Network >
- Faculty Salary Equity Program >
- Mortgage Origination Program (MOP)
- Partner Opportunities Program (POP)
- Target of Excellence (TOE)
- Work Life >



Serving the professional academic community at UC Davis



# UC Davis

## 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 – how long depends on timing of birth/placement
  - Modified duties – at least one quarter, possibly more
  - 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

# Resources for New Faculty



## Faculty Bag Lunch Series

<https://academicaffairs.ucdavis.edu/> (Select "Workshops")

Contact Academic Affairs to  
discuss your unique situation

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QUESTIONS?

