

WORK LIFE FOR ACADEMICS

Through a variety of programs and services, we support our faculty as they strive to honor their commitments to work, home, and community. Visit the websites below for more information.

Work Life Program for Academics at UC Davis

<http://academicaffairs.ucdavis.edu/programs/work-life/index.html>

Academic Work-Life Resources Brochure

http://academicaffairs.ucdavis.edu/local_resources/docs/work-life/wrklife%20brochure_12_13_2016.pdf

Sick/Medical Leave Policy for Academics

http://www.ucop.edu/academic-personnel/_files/apm/apm-710.pdf

Policies Relevant to School of Medicine Faculty (Comp Plan)

<http://www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves/index.html>

Partner Opportunities Program (Dual Career Program)

<http://academicaffairs.ucdavis.edu/programs/partner-opp/index.html>

UC Employee Benefits, Basic and Voluntary Disability Plans

<http://www.atyourservice.ucop.edu>

Campus-Wide Work-Life and Wellness Resources

(Child Care/ Elder Adult /Health & Wellness/Workplace Flexibility)

<http://worklife-wellness.ucdavis.edu>

UC Family Friendly Policies & Programs

<http://www.ucop.edu/academic-personnel/programs-and-initiatives/family-friendly-practices-and-policies>

Family & Medical Leave

https://www.ucdmc.ucdavis.edu/hr/hrdepts/labor_relations/forms/Family_and_Medical_Leave_Guidelines_for_employees.pdf

For questions regarding how these policies/programs affect academic appointees, contact:

Academic Affairs

(530) 754-5378

WORK LIFE FOR ACADEMICS

Work-Life Program for Academics Since January 2003, the UC Davis Academic Work-Life Program has served eligible academic appointees. Our Faculty Work-Life Advisors support efforts to publicize and inform peer faculty about the program benefits, policies, and resources associated with work-life and life changes. These advisors are faculty in various academic units (colleges, schools, and divisions) across campus. For more information about the program and work-life related UC policies, visit: <http://academicaffairs.ucdavis.edu/programs/work-life/index.html>

Family-Friendly Recruitments UC Davis supports family-friendly recruitments through a practice aimed at making it easier for the parents of very young children to participate in on-campus interviews for faculty positions. UC Davis will cover travel and hotel expenses (including expenses to provide a crib in the hotel room) for a second person to accompany the mother (or single parent of either gender) interviewee of a child two years of age or younger. These reimbursements may be taxable under IRS rules. Contact your local Dean's office for more information. <http://academicaffairs.ucdavis.edu/programs/work-life/index.html>

Birth, Adoption, and Foster Placement Leave The birth, adoption, or placement of a child may entitle UC faculty/academic appointees to a leave, reduced teaching load, and/or an extension to the eight (8) year limit at the Assistant Professor rank and titles with similar limits. Centrally-funded teaching relief for the birth mother or adoptive/foster parent is provided as either one quarter of leave OR 6 weeks of leave and modified duties. **Leave must be taken in the quarter in which the child is born, adopted or placed, or in the immediately following quarter.** Academic Personnel Manual (APM) 760 outlines these policies in detail. http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-760.pdf

Active Service Modified Duties for the Care of a New Child

One quarter of modified duties (teaching relief equivalent to 50% of the average teaching load per quarter, generally one course) will be provided in the event of a single birth, adoption, or placement, for academic parents who have the responsibility for 50% or more care of the new child. Two quarters of modified duties are available for the birth of twins/triplets or the adoption/placement of two or three children four years old or younger, up to a maximum of two separate events. **Modified duties must be taken within 12 months following the birth, adoption, or placement of the child.** This centrally-funded benefit is available to both faculty mothers and fathers, even when both are employed by UC Davis.

Automatic Extension on the Tenure "Clock" An assistant professor, or other academic appointee with a time-limited position, who has responsibility for 50% or more care of a newborn child or newly-adopted/placed child under age five, will automatically receive an extension of the tenure clock, up to one year for each event of birth/adoption during the probationary period, provided that all time off the tenure clock totals no more than two years during the probationary period. Additionally, the clock cannot be stopped after July 1 of the academic year in which a promotion review is to occur or in cases where a review resulted in a decision not to continue the individual's appointment. Academics are not obligated to use the extra time and may pursue promotion sooner.

Postponement of Merits and Promotions Faculty members may apply for postponement of pre- and post-tenure merits and promotions to accommodate childbearing and adoption or placement of a child.

Part Time Appointment and Reduction in Percent of Time

Academic appointees may be eligible for appointment to a part-time position or to reduce their percentage of time from full-time to part-time permanently to accommodate family needs.