Through a variety of programs and services, we support our faculty as they strive to honor their commitments to work, home, and community. We offer these resources and their websites in that pursuit:

Work Life Program for Academics at UC Davis

Policies Relevant to School of Medicine (Comp Plan) Faculty (see “Leave Policies”) http://www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves/index.html

Sick/Medical Leave Policy for Academics
http://www.ucop.edu/administrative-procedures/apm/apm-710.pdf

Partner Opportunities Program

Benefits
http://www.atyourservice.ucop.edu/

Work Life and Wellness
(Child Care/Elder Adult/Health and Wellness/Workplace Flexibility)
http://www.hr.ucdavis.edu/worklife-wellness

Short-Term & Long-Term Disability Plans
http://atyourservice.ucop.edu/employees/health_welfare/disability/index.html

UC Faculty Friendly Policies & Programs

Family & Medical Leave Act Program
http://www.hr.ucdavis.edu/employee/leave-time-off/Fmla_booklet

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

Matilda Aidam
Director of Faculty Relations and Development,
(530) 752-2072

UC Davis supports Family-friendly recruitments. UC Davis covers travel expenses for a second person to accompany a faculty recruitment candidate who is a mother (or single parent of either gender) of a breast or bottle-feeding child less than two years of age. Contact your Dean’s office for more information. http://academicaffairs.ucdavis.edu/programs/work-life/index.html

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 who have similar limits. Academic Personnel Manual (APM) 760, revised in January 2006, outlines these policies in detail. http://www.ucop.edu/academic/acadpers/apm/apm-760.pdf

At UC Davis, a Work Life program has been in place since January 2003. A group of Faculty Advisors for Work Life was established in 2007 to help publicize and inform the faculty about the programs, policies, and resources associated with work life/leave changes. This group of advisors represents various academic units (colleges, schools, divisions) on the campus. The following summarizes the programs and updated UC policy. http://academicaffairs.ucdavis.edu/programs/work-life/index.html

Central Funding to cover teaching relief for birth or adoption for a quarter of leave OR 6 weeks of leave and modified duties. In the event of birth/adoption/foster placement, a quarter of leave may be taken. If a birth, the affected member may instead choose to have 6 weeks of leave with the remainder of the quarter as modified duties. (NOTE: Leave must be taken in the quarter in which the child is born, adopted, or placed, or in the following quarter.) Central funding to cover teaching relief is provided for the quarter in either option described.

Central funding to cover teaching relief for modified duties for care of children. One quarter of modified duties (teaching relief equivalent to 50% of the average teaching load per quarter, generally one course) in the event of a single birth, adoption or placement, for the academic parent who has responsibility for 50% or more care of the new child. Two quarters of modified duties is available for the birth of twins/twins or the adoption/placement of two or three infants four years old or younger, up to two separate events. (NOTE: Modified duties must be taken within 12 months following the birth, adoption or placement of a child.)

Extending the “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, may request to extend the 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 in that period, with the tenure clock being extended no more than two times during the probationary period.

Deferral of Merits and Promotions Faculty members may apply for deferral/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 to for a specified period of time or permanently to accommodate family needs.