

**Revision Date(s):** September 2015, July 2014, August 2013 October 2012, November 2010  
February 22, 2006 (Modified from April 30, 2003 memo)

## **UCR Work/Life Balance Initiative**

In accordance with the University of California Family Friendly Policies for academic appointees, and building on UC Academic Personnel Manual (APM) [Section 760](#) (Childbearing Leave, Parental Leave, Active Service Modified Duty) and APM [Section 133-17-h](#) (Stopping the Tenure Clock for the Care of a Child or Children), the campus has instituted steps to enhance the ability of faculty and departments to best use the available options for childbearing leave, parental leave, and modified duties.

Faculty members who take leave associated with childrearing may feel that their departments are bearing an undue burden by having to replace the teaching load of the faculty of leave. To ameliorate this problem, funding has been allocated for childbearing leave and active service modified duties (ASMD) for ladder-rank faculty as follows:

### **Childbearing Faculty**

A childbearing ladder-rank faculty member (birth mother) in the affected titles will automatically (unless the individual requests an exemption) be approved for childbearing leave and active service modified duties (ASMD) for a total of two quarters with pay.

### **Non-childbearing Faculty with Active Service Modified Duties (ASMD) for Childrearing, Including Adoption**

Any ladder-rank faculty member declaring childrearing responsibilities including adoption as specified in [APM 760](#) may be granted one quarter with pay for one of the following: (1) parental leave\*, (2) active service modified duties (ASMD) or (3) or a combination of 1 & 2.

Funding for this program will be administered through the eligible academic appointee's respective college/schools. (Re: [Memo](#) dated June 22, 2015 and issued by Provost and Executive Vice Chancellor D'Anieri and Vice Chancellor for Planning and Budget Anguiano regarding funding for ladder-rank faculty who take childbearing leave, parental leave or Active Service Modified Duties (ASMD))

Faculty should confer with their Department Chair and Dean's Office regarding childbearing/parental leave questions.

For faculty who are members of HSCP, refer to the plan for leave information:  
[http://medschool.ucr.edu/pdf/UCR\\_HSCP\\_implementing\\_procedures\\_2015.pdf](http://medschool.ucr.edu/pdf/UCR_HSCP_implementing_procedures_2015.pdf)

For represented academic appointees, refer to the current [Memorandum of Understanding](#) (MOU)

**Policy References:** [APM 760](#), [APM 715](#)

*\*Runs concurrently with Family Medical Leave (FML) and subject to FML eligibility requirements and maximum limitations.*