

## Child Care

The UCR Child Development Center provides year-round daycare for infants and children up to 5 years of age, including a preschool program. As of spring 2008, the wait to get a child into the Center varies, but it is shorter for older children than infants. Children aged 2 and older typically can be admitted within a year. The Center director, Judith Wood, is happy to provide further information and help faculty with alternative arrangements for their children ([judith.wood@ucr.edu](mailto:judith.wood@ucr.edu), [www.childrenservices.ucr.edu](http://www.childrenservices.ucr.edu), 951-827-3854).

## Other Policies and Programs

### Career Partners Program

Dual-career couples are the norm at UCR, just as they are elsewhere, and the Career Partners Program provides information and referrals about employment, both on and off campus, to the spouses and partners of faculty members. For more information, see <http://academicpersonnel.ucr.edu/family/CareerPartnersBro16.pdf>.



The UCR Child Development Center provides convenient professional daycare for campus families

## Faculty and Staff Assistance Program

The Faculty and Staff Assistance Program offers professional and confidential assistance for personal concerns such as alcohol/drug related matters, marital and family problems, financial difficulties, and legal concerns. The service is free for faculty members or their dependents for the first three meetings per issue, every six months.

### Faculty and Staff Assistance Program

(951) 781-0510 or (800) 266-0510

<http://humanresources.ucr.edu/default.asp?content=ProgramsAndServices/EAP/EAPWeb.htm>

### Eldercare Support

UCR employees who are eligible for family and medical leave may take up to 12 workweeks per year of unpaid leave to care for family members with serious health problems, including elderly parents. The Faculty and Staff Assistance Program can provide referrals to resources for elder care.

## Non Ladder-rank Faculty

Many of these resources are available to other academic personnel, such as lecturers or librarians. For further information, contact Sara Umali at [sara.umali@ucr.edu](mailto:sara.umali@ucr.edu) or 951-827-5810.

### Additional Resources:

University of California: [www.universityofcalifornia.edu](http://www.universityofcalifornia.edu)  
UCR Facts and Impacts: [www.ucr.edu/about/facts.html](http://www.ucr.edu/about/facts.html)  
UCR Family-Friendly Policies: [academicpersonnel.ucr.edu/familyhousing.ucr.edu/Housing/StaffFaculty.htm](http://academicpersonnel.ucr.edu/familyhousing.ucr.edu/Housing/StaffFaculty.htm)  
Regional Housing: [www.riverside-chamber.com](http://www.riverside-chamber.com)  
Riverside Chambers of Commerce: [www.riverside-chamber.com](http://www.riverside-chamber.com)  
City of Riverside: [www.riversideca.gov](http://www.riversideca.gov)  
Riverside School District: [www.rusd.k12.ca.us](http://www.rusd.k12.ca.us)  
Mortgage Origination Program (MOP): [res.ucr.edu/mopinfo.html](http://res.ucr.edu/mopinfo.html)

### Office of Academic Personnel

University of California, Riverside  
365 Surge Building  
Riverside, CA 92521

(951) 827-4847

[academicpersonnel.ucr.edu](http://academicpersonnel.ucr.edu)



## UCR Family Accommodation

Policies and Programs for Ladder-Rank Faculty



## UCR: Committed to Helping

The University of California and UCR are committed to helping faculty balance the needs of career and family. To this end, programs and policies have been established to create a supportive, equitable, and productive academic environment. This brochure summarizes these programs and contains links to more information. FAQs with more detail about these issues are available at [http://academicpersonnel.ucr.edu/leaves/FAQ\\_leaves.html](http://academicpersonnel.ucr.edu/leaves/FAQ_leaves.html). Any questions can be directed to Sara Umali, Academic Personnel Analyst ([sara.umali@ucr.edu](mailto:sara.umali@ucr.edu), 951-827-5810).

## Family Accommodation Policies

Ladder-rank faculty are eligible for benefits that meet or exceed the Family and Medical Leave Act and California Family Rights Act requirements. These include paid childbearing leave, work accommodations during pregnancy, periods of active service with modified duties, parental leave without pay, and a “stop the tenure clock” provision for assistant-level faculty. UCR provides support for faculty spouses and partners seeking employment. Each of these services is summarized below with links to further information.

### Childbearing Leave\*

Childbearing leave is provided to all faculty, regardless of length of service, for the time before, during, and after childbirth when the faculty member is temporarily unable to perform regular duties



**“Having time with my son has been very important to me, and allows both my wife and me to pursue our careers.”**

Jeffrey Bachant with wife Connie Nugent,  
both UCR assistant professors of Cell Biology and Neuroscience, and son

because of pregnancy, delivery, and recovery. The usual leave period is six weeks, although up to four months will be provided if medically necessary. During a childbearing leave, no duties shall be required by the university. In the quarter of a childbearing leave, there must be full relief from teaching duties. Central funding for the purpose of providing ladder-rank faculty teaching replacement is allocated to the affected academic department ([http://academicpersonnel.ucr.edu/family/WorkLife\\_Balance\\_Request\\_Form.doc](http://academicpersonnel.ucr.edu/family/WorkLife_Balance_Request_Form.doc)).

*\*Childbearing leave only occurs during the Fall, Winter, and Spring quarters.*

### Family Medical Leave and Active Service-Modified Duties

The Family Medical Leave Act provides up to 12 weeks of leave in a calendar year for care of child, parent or spouse, or if the employee has a serious health condition.

If a faculty member is responsible for 50 percent or more of the care of a child, he or she is eligible for active service-modified duties (ASMD). Typically this means a period in which the faculty member does not teach. Eligibility for a period of ASMD normally extends from 3 months before until 12 months following the birth or adoption of a child. Birth mothers are eligible for two quarters of ASMD if the child is born during the summer, and one quarter if the child is born during the academic year.

### Parental Leave Without Pay

A faculty member may take up to one year of full-time or part-time parental leave without pay to care for his or her own child or the child of a spouse or domestic partner. Parental leave combined with childbearing leave and/or the ASMD period may not exceed one year.

Knowing about UCR’s family-friendly policies has been very helpful as I start my career at UCR.

Tanya Nieri,  
assistant professor  
of Sociology



### Adopting a Child

If you adopt a child, the Family Medical Leave Act rules apply, but rules about disability benefits do not. Also, adoptive parents are eligible for one quarter of ASMD.

### Stopping the Tenure Clock

Faculty members at the assistant professor level are subject to an eight-year appointment limit, and may not continue in the ladder-rank series after the eighth year unless they are promoted to tenure. This probationary period, 7 years, is automatically extended by one quarter for faculty members who report childbearing leave and/or parental leave, unless they decline the extension. A total of two “stop the tenure clocks” are allowed.

In addition, a faculty member who has 50 percent or more responsibility to care for a newborn child or a newly adopted or foster-care child may request up to one year off the tenure clock for each event, provided that all time off the tenure clock totals no more than two years in the probationary period.

Mothers and fathers who have 50% or more responsibility for care of an infant or newly adopted child under the age of five are eligible to request a “stop the tenure clock.” Such requests must be made within two years of the birth or adoption of the child and must be exercised before July 1 of the academic year in which a promotion review is to occur (no later than the second half of his/her actual fifth year).



**“Stop the tenure clock is a very career- and family-supportive policy that has helped me through the birth of both my children”**

Bronwyn Leebaw  
assistant professor  
of Political Science  
and daughter