

## COVID-Related Dependent Care Modified Duties Program at UCR

The COVID-Related Dependent Care Modified Duties Program at UCR draws from the framework of the Active Service Modified Duties (ASMD), as described in [APM 760](#), in the following ways:

1. All faculty who are eligible for Active Service Modified Duties (ASMD) as described in APM-760 and have dependent care responsibilities amounting to 50% time or more will be eligible for two academic quarters of Interim COVID-Related Dependent Care Modified Duties during the two year period beginning with the 2020-2021 academic year. This plan may be adjusted after the first year.
2. The COVID-Related Dependent Care Modified Duties Program is not a leave, but instead is a temporary period during which normal duties are reduced due to COVID related dependent care responsibilities.
3. Dependent care includes children of all ages, children with disabilities, dependent adults, and elders.
4. The additional two quarters of Interim COVID-Related Dependent Care Modified Duties are over and above the standard benefits associated with ASMD.
5. Interim COVID-Related Dependent Care Modified Duties must be requested and negotiated by faculty members with their department chairs and dean.
6. Requests to use the Interim COVID-Related Dependent Care Modified Duties will be evaluated on individual case-by-case basis to maximize helping the faculty member while also preserving the academic missions of the University.
7. Faculty members who wish to apply for Interim COVID-Related Dependent Care Modified Duties should fill out the Application Form (attached) and forward the completed form to their Department Chair. The request will be routed similar to ASMD: Chair > Dean (via Dean's Office) > Vice Provost for Academic Personnel (VPAP) (via APO, DMS). The VPAP will have final approval and seek to ensure the program is implemented in an equitable manner.
8. Except for the winter 2021 term, requests to use the Interim COVID-Related Dependent Care Modified Duties should be initiated with the chair at least one quarter prior to use.
9. Interim COVID-Related Dependent Care Modified Duties might include any of the measures, or a combination thereof, on the following list, which is not exhaustive:
  - a. Partial or full relief from service obligations and responsibilities for an academic quarter
  - b. Flexibility in terms of requesting days of the week and timing of instruction
  - c. Flexibility in what courses are taught within a specific academic term
10. Partial or full teaching relief, and partial or full reduction in clinical activities, will normally not be approved. In those exceptional instances that are approved, teaching relief will be given in return for temporary increase in course-load after dependent care can be secured.
11. Colleagues that can either take on or negotiate a swap to do more teaching and/or service to assist colleagues who are severely impacted are truly encouraged to do so.