



Did you know?



The University of California San Diego has some of the most progressive family-friendly policies and programs in the UC campus system and beyond. Campus leadership is committed to helping faculty and academic appointees balance the needs of career and family.

Toward this end, programs and policies have been established to create supportive, equitable, and productive working environments for our academic appointees.

[Family accommodation policies](#) for academic appointees at UC San Diego meet or exceed Family and Medical Leave Act and California Family Rights Act requirements. These policies include protected leaves, adjusted schedules, and modifications of duties for new parents and appointees with elder and family care responsibilities.

[Family-friendly and work/life programs and services available on this campus](#) include a partner opportunities program providing employment assistance for partners and spouses of ladder rank and SOE series appointees, lactation accommodations, campus child care, external referrals, summer camps, year-round recreational programs, safety training, dependent care travel grants for Senate Faculty, no cost family counseling, and recreational classes and facilities for appointees and children of all ages.

In addition, **UC San Diego provides a [comprehensive benefits program for eligible appointees](#).**

Scan this QR code to visit the [UC San Diego academic family accommodations](#) webpage.



FAMILY ACCOMMODATION POLICIES AND PROGRAMS FOR ACADEMIC APPOINTEES



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FAMILY ACCOMMODATION POLICIES

The following is a brief description of UC San Diego's family accommodation policies. For advice regarding individual eligibility, please contact your department or unit. For appointees with bargaining units and university negotiated contracts, such contracts supersede campus policies.



Pregnancy Accommodations

In addition to childbearing leave, the University will provide reasonable accommodations to a pregnant academic appointee upon request and if medically necessary. The accommodations will vary,

depending on the appointee's needs and the nature of her work.

Pregnancy accommodations are not considered a leave and are not counted as childbearing leave, pregnancy disability leave, family and medical leave, or Active Service—Modified Duties, unless the accommodations take the form of intermittent leave or a reduced work schedule.

Academic appointees should direct their requests for pregnancy accommodations to their department chairs.

Childbearing Leave

Childbearing leave is provided to all academic appointees, regardless of length of service, for the period before, during, and after childbirth that the academic appointee is temporarily disabled due to pregnancy, childbirth, and recovery.

The normal childbearing leave period is

six weeks, although up to four months will be provided if necessary for medical reasons. An academic appointee on childbearing leave who does not accrue sick time will receive her approved base salary for up to six weeks during the time she is on leave. An academic appointee on childbearing leave will be relieved of all duties for the duration of the leave and should have no teaching duties in the quarter during which her childbearing leave is taken.



Childbearing leave need not be taken in one continuous period of time, but may be taken on an as-needed basis, and may be preceded and/or followed by a period of Active Service—Modified Duties. If an academic appointee will be disabled

FAMILY ACCOMMODATION POLICIES AND PROGRAMS FOR ACADEMIC APPOINTEES

for more than six weeks because of pregnancy childbirth, or related medical conditions, she should consult her department academic personnel representative or the campus benefits office.

Active Service–Modified Duties



Active Service–Modified Duties (ASMD) is a period of reduced responsibilities to allow an academic appointee to prepare and/or care for his or her own newborn child or that of a spouse or domestic partner, or to care for a child placed for adoption or foster care in the appointee's home. ASMD may also be requested to provide care for a seriously ill family member or to mitigate significant eldercare responsibilities. A period of ASMD is not a leave of absence, and

academic appointees are required to be in residence at UCSD during this time.

Modification of duties normally consists of either partial or full relief from scheduled teaching responsibilities. For Health Sciences appointees, clinical duties may be reduced.

No additional teaching duties will be assigned in the previous or subsequent quarters.

During a period of ASMD, an academic appointee is on active status and will receive at least his or her approved base salary. Eligibility for a period of ASMD extends from three months before to twelve months following the birth or placement of a child and within twelve months of the qualifying event detailed in other cases.

Parental Bonding Leave

In addition, Parental Bonding leave can

be requested for up to twelve weeks for all eligible parents within a year of the new child entering a home. Academic appointees who do not accrue sick leave can receive up to six weeks with pay. Parental bonding leave without pay that runs concurrently with a state or federal family and medical leave will allow continuous employer-paid premiums for health coverage (medical, dental, and vision) as if on pay status for the period of FMLA or CFRA leave.

Appointees should consult with their departmental academic personnel contact or the UC San Diego Academic Family Programs Liaison for information about eligibility.



Family Leave (without pay)

An eligible academic appointee may take up to one year of full or part-time family leave without pay for the purpose of caring for his or her own child or the child of the appointee's spouse or domestic partner, a seriously ill family member, or an elder member of the family in need of substantial assistance.

Eligible family members include an appointee's child, parent, spouse, domestic partner, sibling, grandparent, or grandchild. In-laws, step relatives, other persons residing in the appointee's household, and equivalent relatives of the domestic partner are also covered. Family leave is without pay. However, academic appointees who accrue sick and/or vacation leave may substitute accrued sick or vacation leave.

An appointee on Family Leave that does not run concurrently with FMLA or CFRA will be responsible for the continuation of benefits during any unpaid portion of the leave.

Flexible Workload (Faculty)

During the period of flexible workload, a faculty member's appointment can be temporarily reduced to 50 percent time. An appointee granted a flexible workload program must be relieved of structured teaching and most service responsibilities.



Faculty appointees may request flexible workload programs to accommodate family responsibilities as follows:

- To prepare and/or care for newborn child or a child newly placed in an appointee's home
- To care for a seriously ill family member as defined in policy, or

- To provide substantial care for an elder family member

For assistant level appointees, a flexible workload program may be requested after one academic review has been completed and may not be requested if there has been a terminal reappointment decision.

An appointee who has participated in the program will be reviewed on the basis of his or her scholarly productivity and service (as outlined in the negotiated workload agreement) during the time of participation.

Accrued sabbatical credits or extramural grant funding, if grant funding permits, may be used to supplement the faculty member's salary. See full [Family Accommodations policy](#) for more details.



FAMILY ACCOMMODATION POLICIES AND PROGRAMS FOR ACADEMIC APPOINTEES



Extension of the Probationary Period

An appointee in an assistant level title and subject to the eight-year limit may not be continued in that series after the eighth year unless promoted to the associate or full level. The period of time prior to consideration of a candidate for promotion referred to as the probationary period.

While extensions can be requested for many qualifying reasons, an academic appointee requesting childbearing leave, parental bonding leave, family leave without pay for a quarter or more, a flexible workload agreement, or Active Service—Modified Duties will automatically receive a one-year extension, unless the appointee chooses to opt out. No more than two years of extension may be granted per appointee. An extension cannot be granted if the

qualifying event is reported after the beginning of an appointee's sixth year or after an academic review has resulted in a terminal reappointment.

An extension of the probationary period may be requested even if the appointee does not take a formal leave or have a modification of duties.

Deferral of Merit Review as a family accommodation at any rank



The University of California, San Diego has a rigorous academic review system. However, when personal circumstances arise that necessitate an extended review period as a family accommodation, an academic

appointee at any rank may request a one-year deferral of his or her academic review.

A maximum of one merit review deferral may be requested per qualifying event. A deferral may be granted upon request even if the academic appointee does not take a formal leave.

Qualifying Events are defined as below:

- *Appointee is caring for an existing child, or a child who becomes part of the appointee's family*
- *Appointee has significant eldercare responsibilities*
- *Appointee is caring for a seriously ill family member (as defined by UC San Diego policy)*
- *Appointee's ability to pursue his or her duties is significantly disrupted by the appointee's own serious health condition or disability*
- *Appointee's ability to pursue his or her duties is significantly disrupted by the*

death of a close family member

- *Appointee's ability to pursue his or her duties is disrupted due to a significant circumstance or event beyond the appointee's control.*

For assistant level faculty, deferral of a merit review may only be requested in conjunction with an extension of the probationary period. A deferral cannot be granted after initiation of a merit review.

FAMILY-FRIENDLY PROGRAMS & SERVICES

[UC San Diego](#) recognizes that work-life balance and family-friendly programs are essential to retaining world-class academic appointees.

Whether through partner opportunities programs, campus community centers, lactation accommodations, childcare and referral programs, dependent care travel grants, on

campus recreation opportunities for all ages, or activities for senior citizens and eldercare resources, UC San Diego is a campus that fosters a vibrant, family-friendly environment.



Partner Opportunities Program

Since the University of California, San Diego, recognizes that decisions about seeking, accepting, and maintaining employment often involve considerations concerning two careers, the [Partner Opportunities Program \(POP\)](#) provides assistance and support in the employment



search for spouses or partners of general campus ladder-rank faculty candidates and appointees and of those in senior management positions who hold academic appointments.

POP offers assistance and guidance to those conducting their own job searches by assessing their needs, arranging job contacts and informational interviews, and serving as a central resource for information regarding employment opportunities.

In order to participate, clients must be referred to POP by the department in which their spouse or partner is a candidate or appointee. POP is only available to the general campus at this time.

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Campus Lactation Accommodations

Recognizing the benefits of breastfeeding, UC San Diego not only [provides nursing mothers with private spaces](#) close to their work areas where they can express milk, but also offers [several facilities](#) on campus equipped with breastmilk pumps that can be reserved in advance.

Childcare, Camps, Enrichment

On-Campus or Affiliated Childcare Options

Full-time child care is available on campus at the [Early Childhood Education Center \(ECEC\)](#) for children three months to six years old, with age-appropriate development programs. In addition, part-time child care is available on campus at the [Mesa Child Development Center \(MCDC\)](#), which offers morning or afternoon sessions for preschool-age children of UCSD employees and students.

There may be waiting lists for all age groups. Parents who meet income guidelines may be eligible for subsidized care and an after-hours program is available. Visit the facility for a tour.



The ECEC also offers child care referrals to local infant/toddler home-care programs, child care centers, and preschool programs.

UC San Diego Student Babysitters

UC San Diego students provide child care through the [UC San Diego Babysitting Resource Program](#). Parents can post a job and wait for a babysitter to contact them or they

can view babysitter profiles and contact sitters directly.

Off-Campus Options

[Bright Horizons Care Advantage](#) is a web-based resource contracted by the University of California to help employees find and select pre-screened care for children, adults — even pets. Whether you need everyday care or back-up care, Bright Horizons Care Advantage provides a comprehensive childcare and eldercare solution to complement UC's work/life benefits and program resources.



Sittercity is the Bright Horizons Care Advantage resource for childcare. UC San

Diego employees' Sittercity benefit provides online access to local caregivers with profiles that include background checks, references, parent reviews, pictures, and more.

The University of California offers this work/life balance resource to help current UC faculty and staff members find caregivers, especially on short notice, so that they can get to the office or classroom with minimal disruption.

On Campus and Nearby Children's Camps



UC San Diego also hosts a wide array of [summer and year-round camps](#) and [enrichment programs](#) for children and teens. Camps range from theatre training to tech

programming and more. Many course and camp offerings support multiple age ranges.

Recreational Classes

[UC San Diego's Recreation](#) programs host hundreds of classes and activities enjoyed by the campus community. From personal training to aerial yoga, UC San Diego Recreation designs exciting programming for [parents](#) and [kids](#), ensuring that our faculty, staff, and affiliates don't lack for fitness and wellness activities. View our Youth Programs in archery, aquatics, dance, fencing, gymnastics, martial arts, and more.

Recreation Members receive access to all of our facilities located conveniently across campus, and receive discounted pricing on a variety of classes, trips, and services. Check out our [schedules](#) and [facilities](#).



Personal safety workshops and more at CARE at the Sexual Assault Resource Center (SARC)

[CARE at SARC](#) is the primary service provider for general campus faculty, staff, and students impacted by sexual

assault, relationship violence, and stalking. In addition to direct advocacy, CARE at SARC provides personal safety training workshops to the campus and promotes more intensive self-defense courses offered by the campus Police Department.

CARE services include confidential counseling by an LCSW and advocacy and referral services from professional staff certified as victim advocates.

CARE at SARC is available 24/7. CARE staff can also advise academic appointees on how to support students and staff with whom they work.

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Dependent Care Travel Grant Program for Senate Faculty



The Chancellor and Executive Vice Chancellor for Academic Affairs are committed to promoting academic excellence by supporting the family needs of [UC San Diego Academic Senate faculty](#).

The Executive Vice Chancellor, therefore, through the [Dependent Care Travel Grant \(DCTG\)](#) program, provides generous funds to help offset costs for eligible faculty who incur dependent care expenses related to traveling to perform research or to attend regional, national, or international conferences or professional meetings.

DCTG funds may be used to offset [dependent care expenses](#) at an alternate location, such as a hotel or conference site, or for dependent care at home while the faculty member is traveling for

research.

Eligible faculty members may receive one Dependent Care Travel Grant per year.

Dependents may be children or adults.

Eldercare Resources and Activities

With millions of adults caring for elderly parents or other dependent adults, eldercare is a significant issue for many in the workplace, and UC San Diego offers opportunities and support for appointees caring for elderly family members.



- [Bright Horizons Care Advantage](#) Years Ahead program helps employees find and select pre-screened care for elderly dependents.

- [The Osher Lifelong Learning Institute](#) offers classes and recreational activities for seniors.
- The [UC San Diego Retirement Association](#) sponsors events and volunteering opportunities for retirees and affiliates.

Further, to complement UC's work/life benefits the UC San Diego sponsored [Faculty and Staff Assistance Program \(FSAP\)](#) provides no-cost referrals to resources for the elderly, such as specialized medical care, transportation, and caretakers. FSAP also offers an eldercare support group for individuals responsible for the care and oversight of elderly persons.

Faculty and Staff Assistance Program

In addition to providing eldercare support groups and referrals, [FSAP](#) serves general campus academic appointees and

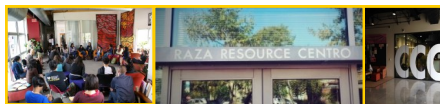
staff experiencing work-related, personal, or family difficulties.

Through this program, appointees can receive counseling and other services at no cost. The content of any FSAP session is completely confidential.



Brief solution-oriented therapy and case management are offered for such issues as alcohol and drug-related concerns, depression and other emotional problems, family concerns, financial difficulties, gambling, legal problems, marital and other relationship difficulties, and violence. FSAP also offers workshops, lecture series, and support groups.

The Office for Equity, Diversity, and Inclusion: Campus Community Centers



[UC San Diego Campus Community Centers](#) include: the [Black Resource Center](#), the [Cross-Cultural Center](#), the [Intertribal Resource Center](#), the [Lesbian Gay Bisexual Transgender Resource Center](#), the [Raza Resource Centro](#), and the [Women's Center](#). These centers are vital places of engagement and belonging that facilitate interactive learning, promote self-awareness, foster leadership, and encourage dialogues. Many host events with family-friendly activities, workshops, and social opportunities.

UC San Diego Benefits

In addition to family-friendly policies and specialized services, UC San Diego also provides

a [comprehensive benefits program](#) for eligible appointees, with reasonable costs for dependents, spouses, and partners.

For eligible appointees, these benefits include medical, dental, vision, life, legal, long-term care insurance, and more.

UC San Diego also provides options for paying [for dependent care on a pre-tax basis](#), [pre-tax health care reimbursements](#), [tax-deferred college savings programs](#), and [retirement savings options](#).

Academic appointees are reminded to enroll new dependents within specified time limits and periodically review their benefits coverage.

Since academic family accommodation policies and programs are often updated, please visit our website at <http://aps.ucsd.edu/services/family/index.html> for the most current information or contact the UC San Diego Academic Family Programs Liaison at 858 534-0500.



Information Resources:

Benefits Office (858) 534-2816

Black Resource Center (858) 534-0471

Cross-Cultural Center (858) 534-9689

CARE at the Sexual Assault Resource Center (858) 534-5793

Dependent Care Travel Grant Program for Academic Senate
Faculty (858) 534-0500

Early Childhood Education Center (858) 246-0900

Faculty and Staff Assistance Program (FSAP) (858) 534-5523

Intertribal Resource Center (858) 246-2440

Lactation Accommodations (858) 534-9659

LGBT Resource Center (858) 822-3493

Mesa Child Development Center (858) 246-0930

Office of Equity, Diversity, and Inclusion (858) 822-3542

Partner Opportunities Program (858) 822-5862

Raza Resource Centro (858) 822-0072

UC San Diego Academic Senate (858) 534-3640

UC San Diego Recreation (858) 534-4037

Women's Center (858) 822-0074

Work/Life Health and Wellness (858) 534-7831



For additional information and links to policies and programs, please visit the UC San Diego academic family accommodation policies and programs website at <http://aps.ucsd.edu/services/family/index.html>, scan the QR Code above, or contact the campus Academic Family Programs Liaison at:

Academic Personnel Services

302 University Center

9500 Gilman Drive

La Jolla, CA 92093-0065

Phone: 858-534-0500

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