

**FAMILY ACCOMMODATIONS REPORTING/CERTIFICATION FORM  
REQUEST FOR TEACHING REPLACEMENT FOR ACADEMIC APPOINTEE FOR BIRTH OR ADOPTION  
University of California, Riverside**

To be used for: *CHILDBEARING or PARENTAL LEAVE/ACTIVE SERVICE-MODIFIED DUTIES /STOP THE CLOCK*  
 To: Vice Provost for Academic Personnel/Dean (Refer to [Delegation of Authority](#) for approval authority.)  
 Request Date:

**1. Academic Appointee Information:**

Name: \_\_\_\_\_ Dept(s)/Unit(s): \_\_\_\_\_  
 Title(s) \_\_\_\_\_ College(s)/School(s): \_\_\_\_\_

**2. Leave of Absence Approval**

For childbearing/parental leaves ([APM 760](#)), an approved leave of absence form ([UPAY 573](#)) must be attached in order for this funding request to be reviewed.  Form is attached.  Check if birth mother.

**3.  Childbearing\*  Non-Childbearing/Parental\***

a. Expected birth date/adoption date:	
b. Quarter requested for full teaching release and leave due to birth/adoption:	<input type="checkbox"/> F <input type="checkbox"/> W <input type="checkbox"/> S Year
c. Quarter requested for ASMD due to birth/adoption:	<input type="checkbox"/> F <input type="checkbox"/> W <input type="checkbox"/> S Year
d. The quarter for return to full duty is:	<input type="checkbox"/> F <input type="checkbox"/> W <input type="checkbox"/> S Year

\*An academic appointee who is a birth mother is eligible for 1 quarter of childbearing leave and 1 quarter of Active Service Modified Duties (ASMD) ([APM 760-28](#)). If the child is born during the summer or an off-duty quarter, then the appointee is eligible for 2 quarters of ASMD. All other academic appointees are eligible for a total of 1 quarter of (1) childrearing leave or (2) ASMD or (3) a combination of a leave and ASMD.

I understand that the period of this leave (if equal to or exceeding one quarter, but not more than one year if used in conjunction with Parental Leave) will automatically be excluded from service toward the eight-year probationary period for assistant professors. I further understand that if I do not want the period of this leave excluded I must inform my department chair in writing before, during, or within one quarter after my leave. (Policy: [APM 133-17-g-\(3\)](#) and [APM 760-35-c](#))  Appointee's Initials

I request that my leave not be excluded from service toward the eight-year period.  Appointee's Initials

**4.  Extension of Tenure Clock: Stop the Clock (STC) for the Care of Child or Children ([APM 760-30](#))**

An academic appointee may stop the clock during the probationary period to care for a newborn child or a child under age five newly placed for adoption or foster care. The clock may be stopped for up to one year for each event of birth or placement; provided that all time off the clock totals no more than two years in the probationary period. While this request will defer a tenure review by one year but it will not delay the timing of a merit or reappointment review.

I have been informed of my eligibility for a Stop the Clock ([APM 760-30](#)). I do not wish to request for time off the clock.  Appointee's Initials  Date

I request Extension of my Tenure Clock as a result of the birth or adoption of my child. I certify that I am responsible for 50 percent or more of the care of my newborn child (or a child under age five newly placed for adoption or foster care), or the child of my spouse or domestic partner ([APM 760-30](#)). I understand that this certification must be made by me within two years of the birth or adoption of the child, and may not be made after July 1 of the year in which my tenure review is scheduled. I will expect to receive from the Academic Personnel Office a new schedule of my review dates.  Appointee's Initials  Date

I request a deferral of the 5<sup>th</sup> year appraisal by one year to correspond with the stopping of the clock in accordance with campus policies. I will expect to receive from the Academic Personnel Office a new schedule of my review dates.  Appointee's Initials  Date



## INSTRUCTIONS FOR COMPLETION OF FAMILY ACCOMODATIONS REPORTING/CERTICATION/TEACHING REPLACEMENT FORM

The form is to be used for Childbearing or Parental Leave, Active Service Modified Duties (ASMD) or Stop the Clock (STC). The form is to be prepared by the appointee and the department and submitted prior to the start of the leave. Contact the department Academic Personnel staff for any questions or assistance. For Senate Faculty, requests are approved by the Vice Provost for Academic Personnel (VPAP) and routed to the Academic Personnel Office (APO) through the Dean's office. For all others, consult the [Delegation of Authority](#) chart on the APO website.

Any leave requests must be accompanied by [UPAY 573](#). Any leave requests that are designated as Family and Medical Leave (FML) ([APM 715](#)) must be accompanied by the appropriate FML forms.

### **Childbearing Leave ([APM 760](#))**

- Provide the requested quarter(s) of the leave. Provide the actual dates on the accompanying [UPAY 573](#) form.
- Policy provides 1 quarter childbearing leave and 1 quarter ASMD for birth mothers. All others, receive 1 quarter of parental/FML leave or ASMD or a combination of both.
- If the appointee gives birth during the summer or an off-duty term, she is eligible for a total period of ASMD for 2 quarters.
- Policy states that any childbearing or parental leave will automatically be excluded from service toward the eight-year period. Appointee must elect not to exclude the leave from service toward the eight year period.
- If the leave is designated as FML, the leave will run concurrently with FML.
- If additional leave, beyond the 1 quarter of childbearing leave, is needed due to medical reasons, the leave may be paid under [APM 710](#) (subject to eligibility and maximum entitlements).

### **Stopping the Tenure Clock for the Care of a Child or Children ([APM 760-30](#))**

- Extension of the tenure clock is limited to one year per birth or adoption, subject to a total allowable stoppage of two years ([APM 133-17-g\(3\)](#) and [APM 760-35-c](#)).
- Appointee must certify that s/he has at least 50% responsibility for care of the newborn or newly adopted child under 5 to be eligible.
- Requests must be made within two years of the birth or adoption and may not be made after July 1 of the year in which the tenure review is scheduled.
- An appointee is eligible to stop the clock even if the appointee does not take a formal leave or have a modification of duties.

### **Parental Leave ([APM 760-27](#))**

- Provide the actual dates on the accompanying [UPAY 573](#).
- If eligible and designated as FML, the leave will run concurrently with FML and parental leave with pay may be granted.

### **Active Service-Modified Duties ([APM 760-28](#))**

- Specify Academic Year, Quarter(s) and Courses as requested on the form.
- Policy provides 1 quarter childbearing leave and 1 quarter ASMD for birth mothers. All others receive 1 quarter of parental/FML leave or ASMD or a combination of both.
- If the appointee gives birth during the summer or an off-duty term, she is eligible for a total period of ASMD for 2 quarters.
- Appointee must certify that s/he has at least 50% responsibility for care of the child to be eligible for ASMD.
- ASMD is not a leave and will be included as service toward the eight-year limit.
- For ladder-rank faculty, the modification of duties normally will be either partial or full relief from teaching without the assignment of additional teaching duties before or after to offset the teaching relief. In the quarter or semester of a childbearing leave, there must be full relief from teaching duties. For other eligible faculty who primarily have teaching duties, the modification of duties normally will be partial teaching relief or the assignment of additional resources such as teaching assistants or readers, as appropriate. For all other eligible academic appointees, the modification of duties normally will be a reduced workload.

**Funding:** Per the [memo](#) dated June 22, 2015 and issued by Provost and Executive Vice Chancellor D'Anieri and Vice Chancellor for Planning and Budget Anguiano, funding for ladder-rank faculty who take childbearing leave, parental leave or Active Service Modified Duties (ASMD) will no longer be provided as downgrade funds and are no longer being pulled back to central resources. The open provisions and upgrade funding remaining in the schools and colleges should cover this temporary teaching responsibility. This is effective July 1, 2015.

**PPS Entry:** Units should make appropriate entries in PPS to reflect Childbearing Leave and Parental Leave.