

Revised August 2013

Revised October 2012

Revised 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, central 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. Based on prior years' teaching load, the faculty member's department will receive appropriate teaching replacement funds, on a per course basis, for the affected quarter(s) at the rate of one-ninth of an Assistant Professor, Step III (academic year basis) salary ([2006-2007AY Salary Scale](#)).

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. Based on prior years' teaching load, the faculty member's department will receive appropriate teaching replacement funds, on a per course basis, for the affected quarter(s) at the rate of one-ninth of an Assistant Professor, Step III (academic year basis) salary ([2006-2007AY Salary Scale](#)).

For ladder-rank faculty, funding for this program will be administered centrally by the Executive Vice Chancellor and Provost. All other eligible academic appointees are funded through their respective schools.

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

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

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