



# Family-friendly and career-flexibility policies to achieve work-life balance

RESOURCES AND INFORMATION FOR  
UC DAVIS SCHOOL OF MEDICINE FACULTY

**UC DAVIS**  
SCHOOL OF MEDICINE



*“When I had a medical illness necessitating an extended period of time off as an assistant professor just before my promotion, I was fortunate that UC Davis had career-flexibility options available to me.”*

AMPARO VILLABLANCA

Professor and Lazda Endowed Chair in Women’s Cardiovascular Medicine

Director of the Women’s Cardiovascular Medicine Program

Associate Director of the Women’s Center for Health



# **FAMILY-FRIENDLY AND CAREER-FLEXIBILITY POLICIES TO ACHIEVE WORK-LIFE BALANCE**

Hiring, retaining and promoting a first-rate team of innovative, dedicated and motivated scientists and physicians is a top priority at UC Davis School of Medicine. **This is why the school is committed to helping its faculty achieve optimum work-life balance and career satisfaction.**

This brochure provides detailed information about policies that can help faculty accommodate the dual commitments of home and career, including leaves and flexible scheduling options for:

- having or adopting children
- spending more time with family
- taking time off for illness or disability – your own or a loved one's
- tenure-clock extension

More information on these policies is available at [www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves.html](http://www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves.html)



## OPTIONS FOR DUTY RESTRICTIONS AND LEAVES FOR CHILD REARING, CHILDBEARING OR ADOPTION WITH FULL SALARY

	<b>Childbearing</b>	<b>Adoption/placement</b>
<b>Who is eligible</b>	Faculty member giving birth	Faculty with $\geq 50$ percent responsibility of child care for a child less than 5 years old
<b>Time and duration</b>	Full-time leave for 12 weeks maximum	Full-time leave for 12 weeks maximum
<b>Salary</b>	Full salary	Full salary
<b>Health-care benefits</b>	Maintained	Maintained

## OPTIONS FOR DUTY RESTRICTIONS AND LEAVES FOR CHILD REARING, CHILDBEARING OR ADOPTION WITH NO OR REDUCED SALARY

	<b>Family and Medical Leave (FMLA)</b>	<b>Parental leave</b>	<b>Active Service Modified Duties (ASMD)</b>	<b>Part-time appointment</b>
<b>Who is eligible</b>	Faculty with $\geq 12$ months university service and responsible for $\geq 50$ percent of child care	Any faculty member	Faculty with $\geq 12$ months university service and responsible for $\geq 50$ percent of child care	Any faculty, at chair's discretion, based on department's ability to meet academic/business needs
<b>Time and duration</b>	Full-time leave for 12 weeks maximum	Full-time leave for one year maximum (other leaves included)	Negotiated part-time for 12 weeks maximum	Negotiated percent reduction; renewable at appointment time
<b>Salary</b>	None	None	Full base; Y reduced proportional to reduction in duties	Base and Y reduced proportionate to reduction in duties
<b>Health-care benefits</b>	Maintained	None	Maintained	Maintained if $\geq 50$ percent appointment



## LEAVE OPTIONS FOR CARE OR DEATH OF FAMILY MEMBERS OR OTHERS RESIDING IN YOUR HOUSEHOLD

	<b>Paid sick leave</b>	<b>Family and Medical Leave (FMLA)</b>
<b>Who is eligible</b>	Faculty with unused sick leave	Faculty with $\geq$ 12 months of university service
<b>Time and duration</b>	Full-time leave for five days maximum	Full-time leave for 12 weeks maximum
<b>Salary</b>	Paid	Unpaid
<b>Health-care benefits</b>	Maintained	Maintained

## ADJUSTMENTS TO THE "CLOCK" FOR ACADEMIC REVIEWS

### TYPE OF ADJUSTMENT

	<b>Extending the promotion clock</b>	<b>Deferral of merit or promotion reviews</b>
<b>Who is eligible</b>	Assistant professors with $\geq$ 50 percent responsibility for care of a child less than 5 years old; or assistant professors on medical leave	Those who took leaves for childbearing, adoption or placement, or other medical reasons; or those who took leaves for other significant reasons that impact productivity
<b>Time</b>	One-year extension for each event; up to two years maximum extension	Deferrals of one year for each event; can be requested more than once

## MEDICAL LEAVE AND DISABILITY

### DURATION OF LEAVE OR DISABILITY

<b>First 90 days (one to three months) following date of disability</b>	<b>Second 90 days (four to six months) following date of disability</b>	<b>Beginning at 180 days (six months) following date of disability</b>
100 percent pay covered by departments	100 percent X pay covered by departments	Supplemental, employee-purchased disability benefits through Liberty Mutual begins: 70 percent of X (\$10,000/month maximum)
	Long-term disability benefits purchased by the School of Medicine through CIGNA begin: 60 percent of Y (\$7,500/month maximum)*	

\*As of 2010 and subject to School of Medicine and insurer contracts



*"I am a strong supporter of flexible schedule options for faculty members. Flexible schedule options at UC Davis have helped several faculty members in the Department of Emergency Medicine perform their professional duties with diligence and passion, while allowing them to maintain their parental responsibilities and other work-life balance issues to their satisfaction as well."*

NATHAN KUPPERMANN  
Professor and Bo Tomas Brofeldt  
Endowed Chair  
Department of Emergency Medicine

*"I wanted a career as an academic physician, but I also wanted to be a mom and participate in my children's school events and extracurricular activities. I am grateful that I work at a school of medicine that made this all possible."*

LYDIA PLEOTIS HOWELL  
Professor and Chair  
Department of Pathology and  
Laboratory Medicine

## **GUIDELINES** for preserving work life and home life

- 1] Be honest about your professional and personal needs.
- 2] Review the leave section of your department's compensation plan.
- 3] Talk with your department chair.
- 4] Participate in ongoing faculty evaluations of the work environment at UC Davis – an important way to continually evolve the institution's advancement and leave policies.
- 5] Visit the website of the UC Davis School of Medicine Office of Academic Personnel: [www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves](http://www.ucdmc.ucdavis.edu/academicpersonnel/academicleaves).



## COMMON MYTHS about work-life balance policies

Faculty have to “repay” time spent on leave.

TRUE  FALSE

Leave is time away from work for specific, personal reasons rather than time that needs to be made up at work.

Work-life policies are just for women

TRUE  FALSE

All work-life policies and leaves are equally important for men as well.

Work-life policies are just about childbirth or child care

TRUE  FALSE

Leaves can also apply to time away from work to care for elderly loved ones, spouses and life partners.

*“The demands on a physician’s time are great. It is nice to work at an institution that recognizes the importance of maintaining a healthy balance such as providing adequate time off for maternity leave – an approach that helps UC Davis be competitive in recruiting and retaining top faculty.”*

SANDHYA VENUGOPAL  
Assistant Clinical Professor  
Division of Cardiovascular Medicine

*“Stay on top of the opportunities available to you for relieving work-life pressures and then take advantage of them when you need to. We are very lucky to work at a university that values improving work situations to create better balance.”*

NICOLE GLASER  
Associate Professor  
Pediatric Endocrinology



This brochure was prepared by Dr. Amparo C. Villablanca and Dr. Lydia Pleotis Howell in conjunction with the School of Medicine Office of Academic Affairs and UC Davis Health System Office of Public Affairs. Funding was provided by National Institutes of Health grant GM 088336-01 to ACV and LPH (Careers in Biomedical Sciences: Family-friendly Policies).

*September 2010*

**UC DAVIS**  
**SCHOOL OF MEDICINE**

11-0494 (11/11)

