

Academic Personnel

Family-Friendly Policies for Faculty

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1.

Childbearing Leave

A faculty member who bears a child is eligible for childbearing leave for the period prior to, during, and after childbirth. Childbearing leave consists of the time the individual is temporarily disabled because of pregnancy, childbirth, or related medical conditions.

A family member is eligible for eight (8) weeks of paid childbearing leave, at their approved base salary regardless of the length of their University service. If more time is necessary for medical reasons, up to one (1) quarter of medical leave may be requested. Should the medical conditions continue beyond the initial quarter of leave with pay, further extension will be considered on an individual basis. During a childbearing or medical leave, no duties will be required by the University. Childbearing leave need not be taken in one continuous period of time but may be taken on an intermittent or reduced schedule basis when medically necessary.

2.

Parental Bonding Leave

A faculty member is eligible for full-time or part-time parental leave without pay for up to one year to care for a child. The child may be the appointee's child or that of a spouse or domestic partner.

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3.

Pay for Family Care and Bonding (PFCB)

The University offers Pay for Family Care and Bonding (PFCB) as an income replacement option for faculty who need to take leave to care for their family members. This option may be exercised for up to eight (8) workweeks per calendar year. Eligibility for PFCB requires an approved family medical leave taken under the FLMA and CFRA for:

1. Care for a family member with a serious health condition
 2. Parental Bonding Leave
 3. Qualifying Exigency Leave
 4. Military Caregiver Leave
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4.

Active Service—Modified Duties

A faculty member who has 50% or more of the care of an infant or young child may request Active Service—Modified Duties. The modified duties must be determined in consultation with the Department Chair and approved by the Dean.

An individual other than the birth parent is eligible for up to one (1) quarter of Active Service—Modified Duties for each birth or adoption. The birth parent is eligible for up to three (3) quarters of Active Service—Modified Duties, or up to three (3) quarters of combined Childbearing and Active Service—Modified Duties for each childbirth.

5.

Extension of the Tenure Clock

A faculty member may “stop” the tenure clock during the probationary period to care for a newborn child up to the age of two, or a child under five newly placed for adoption or foster care. The child may be the individual’s child or that of the individual’s spouse or domestic partner.

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 (2) years in the probationary period. The faculty member is eligible to stop the clock even if the individual does not take a formal leave or have a modification of duties.

Stopping the clock will not delay the timing of a merit or promotion review. However, the faculty member may request to defer a review based on time off the clock.

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6.

Personnel Reviews

A faculty member will not be arbitrarily disadvantaged in their promotion, advancement, or compensation because they have elected to take a childbearing or parental leave, to stop the clock, or to defer a review. Personnel reviews that are deferred due to a family accommodation as defined in APM-760 will be treated procedurally in the same manner as personnel reviews conducted at the usual intervals. The file will be evaluated without prejudice as if the work were done in the normal period of service and will be so stated in the departmental letter.

7.

Other Campus Resources

- The [Basic Needs Program](#) provides information about various support systems around campus. It encompasses financial, housing, nutritional, transportation, and wellness resources.
- [Campus and Community Childcare](#) provides information on childcare services for students, staff, and faculty within the University community.
- [Elder Care Support Services](#) is a resource where families can find additional information on care and support for their loved ones.
- The [Lactation Support Program](#) provides parents who wish to express milk with a private, secure, and sanitary area for doing so. Locations around the campus can be [found here](#).
- There are a number of Summer/Winter camp options available for younger children, ranging from art and design to STEM-oriented camps. The University keeps an updated list of local programs [here](#).

Further information can be found at myfamily.ucsb.edu.

The [Academic Personnel Manual \(APM\)](#) includes policies and procedures pertaining to the employment between an academic appointee and the University of California.

More information:

The [Red Binder](#) includes UCSB Campus Policies and Procedures for Academic Personnel (based on the APM).