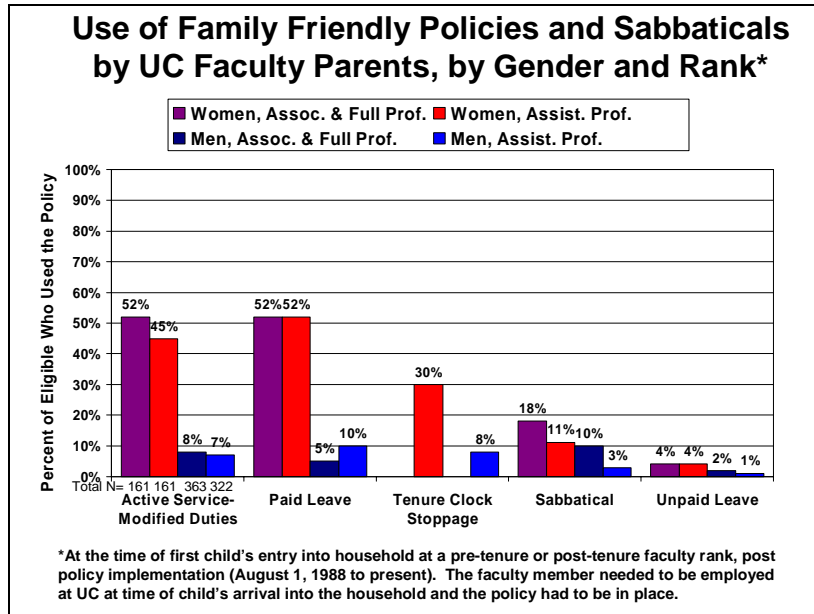


Centralized Funding for Family Leave and Modified Duties

Data from the 2002-2003 University of California (UC) Faculty Work and Family Survey confirm that many eligible faculty members do not use ASMD and tenure clock extension.



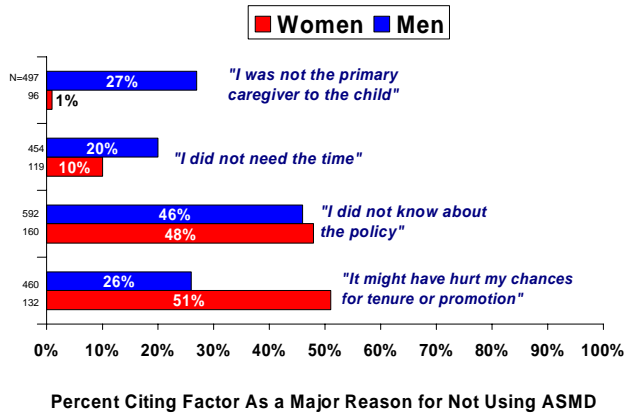
Some faculty, particularly women faculty, fear that there will be negative repercussions to their professional careers – especially, negative opinions from faculty colleagues - if they make use of the existing policies. Over half of ASMD-eligible women and a quarter of ASMD-eligible men who chose not to use the policy cited the following reason as a major consideration in their decision: “It might have hurt my chances for tenure or promotion.” Similarly, two-fifths of women and around one third of men who were eligible to extend their tenure clock but chose not to do so cited the following reason: “It might have hurt my career.”

The problem of fear evidently has deep roots in the academic and professional culture, and factors that contribute to the “voluntary” under-use of UC’s family friendly policies need to be identified and eliminated. One reason faculty are reluctant to ask for (or department chairs may actively discourage faculty from taking) leave or modified duties is concern over departmental budgetary resources, such as replacement salaries or strain on colleagues.

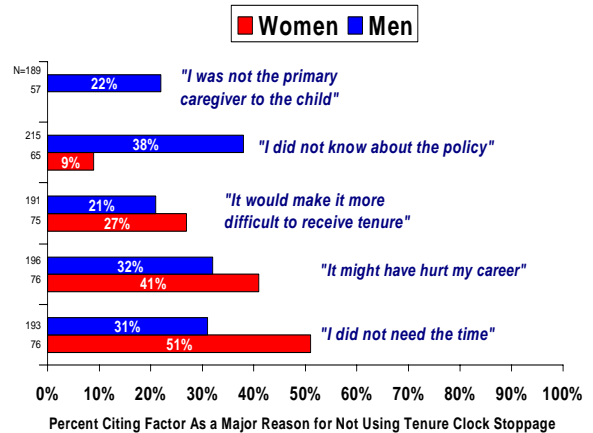
In order to alleviate any financial burden to individual departments resulting from the use of ASMD and leaves, former president Atkinson in February 2003 requested that the campuses modify their procedures regarding these policies (see attached, highlighted letter from former president Atkinson to UC Chancellors) by:

1. “*Centraliz[ing] the funding* for family leave and modified duties on campuses so that individual departments are not disadvantaged by faculty who make use of these policies.”
2. Changing the language in the Academic Personnel Manual (APM) to make it clear that ASMD and tenure clock extension *are entitlements* (if requested, use of these policies are automatically granted).

Major Reasons Eligible UC Parents Did Not Use ASMD



Major Reasons Eligible UC Parents Did Not Use Tenure Clock Stoppage as Assistant Professors



Several campuses have centralized funding for family accommodations for faculty and reported good results. However, some campuses still have not done this. Centralized funding is an important step to eliminating the burden on individual departments for family accommodations and ensuring consistent applications of the policies throughout the campus. The family friendly amendments to the APM that are currently under review include language to indicate that family accommodations for faculty are entitlements.