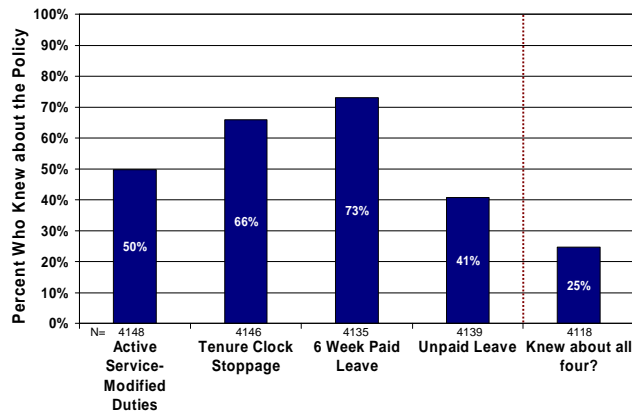


## Making Chairs and Deans Aware of Family Friendly Policies and Services

Among respondents to the University of California (UC) Faculty Work and Family Survey, only *half* of faculty were aware of the existence of the active service-modified duties (ASMD) policy, arguably the most important of the existing family friendly policies. In fact, only *just over a quarter* of faculty knew about all four major policies: active service-modified duties, tenure clock stoppage, 6 weeks paid leave, and unpaid leave.

**UC Faculty Members' Awareness of Policies**



Increasing general awareness of the existing policies should therefore be part of the effort to improve the family friendliness of the University. Along with this educational campaign, chairs and deans need materials that are catered to their specific needs because of the critical role that they play in use of family friendly policies.

To this end, we recommend a university-wide educational campaign for faculty and departmental administrators.

The key elements of the campaign will include:

1. The continuing development and publicizing of the UC Faculty Family Friendly Edge website [<http://ucfamilyedge.berkeley.edu/>] and the Office of the President's University of California Family Friendly Policies for Faculty website [<http://www.ucop.edu/acadadv/family/related-web-sites.html>], to provide news and information about UC's family friendly policies at each of the ten campuses.
2. A specially designed *recruitment brochure* emphasizing the advantages of UC family friendly policies for job candidates.
3. Comprehensive *informational packages* for departmental chairs, deans, and faculty detailing existing family friendly policies, benefits, and resources.

### **Some Eligible UC Faculty Had Never Heard of ASMD or Were Unaware of Its Uses**

*I had no idea this policy [ASMD] existed!*

*Although I knew you could request [teaching] relief after birth, I had no idea you could request modified teaching duties beyond maternity leave while doing primary child care for infants.*

*I was shocked to learn in . . . [an earlier survey question] that I and/or my [spouse] (who is also a... faculty member) might have been eligible for teaching relief, and that [my spouse] might have been eligible for six weeks of paid leave. I was never told about either of these programs, which is a little upsetting.*

*One striking feature about work life programs/policies at this campus is the difficulty of obtaining regular and accurate information, from recruitment to retirement. Departments are the principal unit for most faculty here, but on the whole departments (as well as schools) are inadequately staffed to update and educate faculty. As it is, much of the information is passed on by way of an 'oral tradition.' It works if you are in the loop, and tends to benefit those faculty (especially those with tenure) who have been around longer.*

Source: UC Faculty Work and Family Survey, 2002-2003