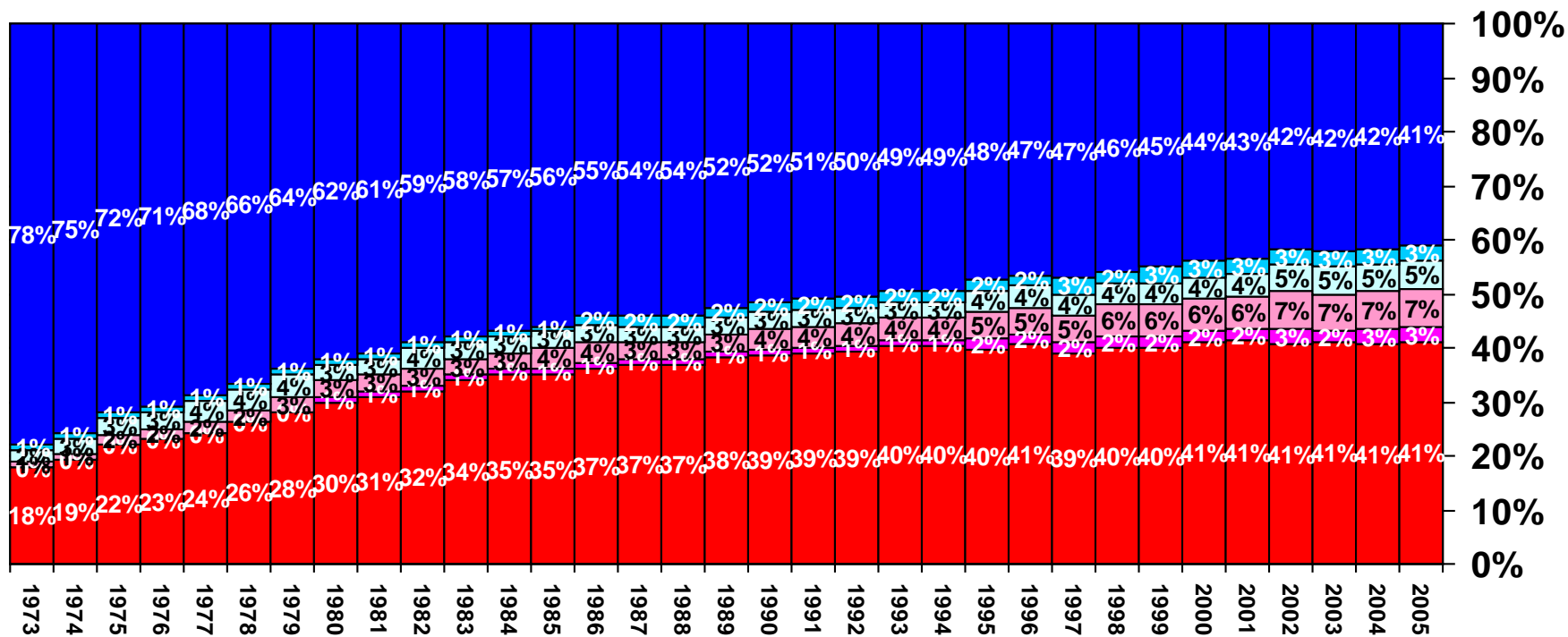


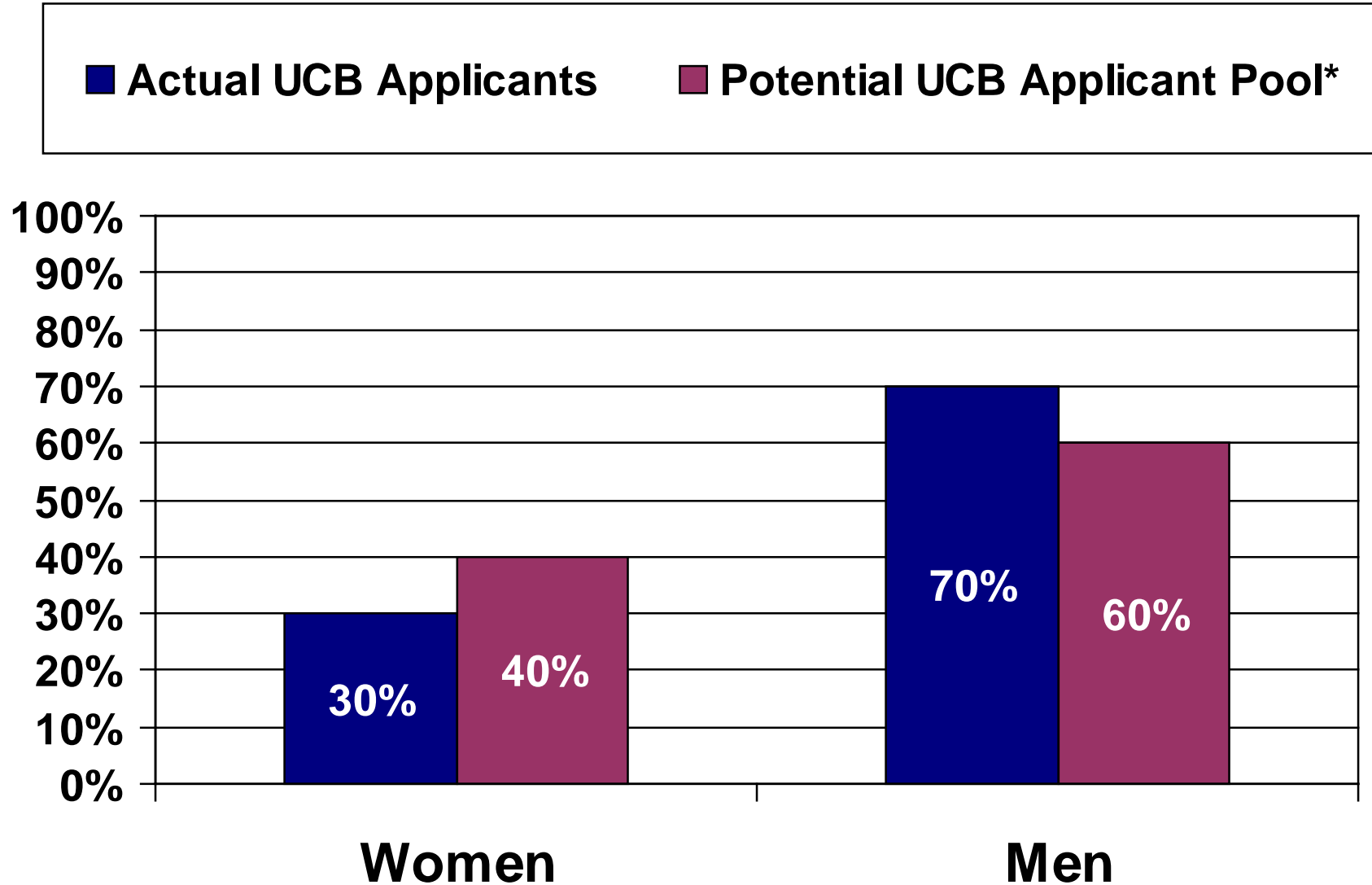
UC Academic Family Friendly Policies: Sharing Best Practices

PhD Recipients from U.S. Universities (U.S. Citizens Only)



Source: NSF, Survey of Earned Doctorates, taken from Webcaspar.

The Pool Problem at UC Berkeley: Ladder Rank Faculty



*Data prepared by Angelica Stacy, Associate Vice Provost for Faculty Equity, UCB. *Potential UCB Applicant Pool* is derived from NCES data on PhD degrees granted in 2000, cut to a selected group of top-ranked graduate institutions and cut to relevant disciplinary fields for UCB.

UC Work and Family Survey: History and Response Rates

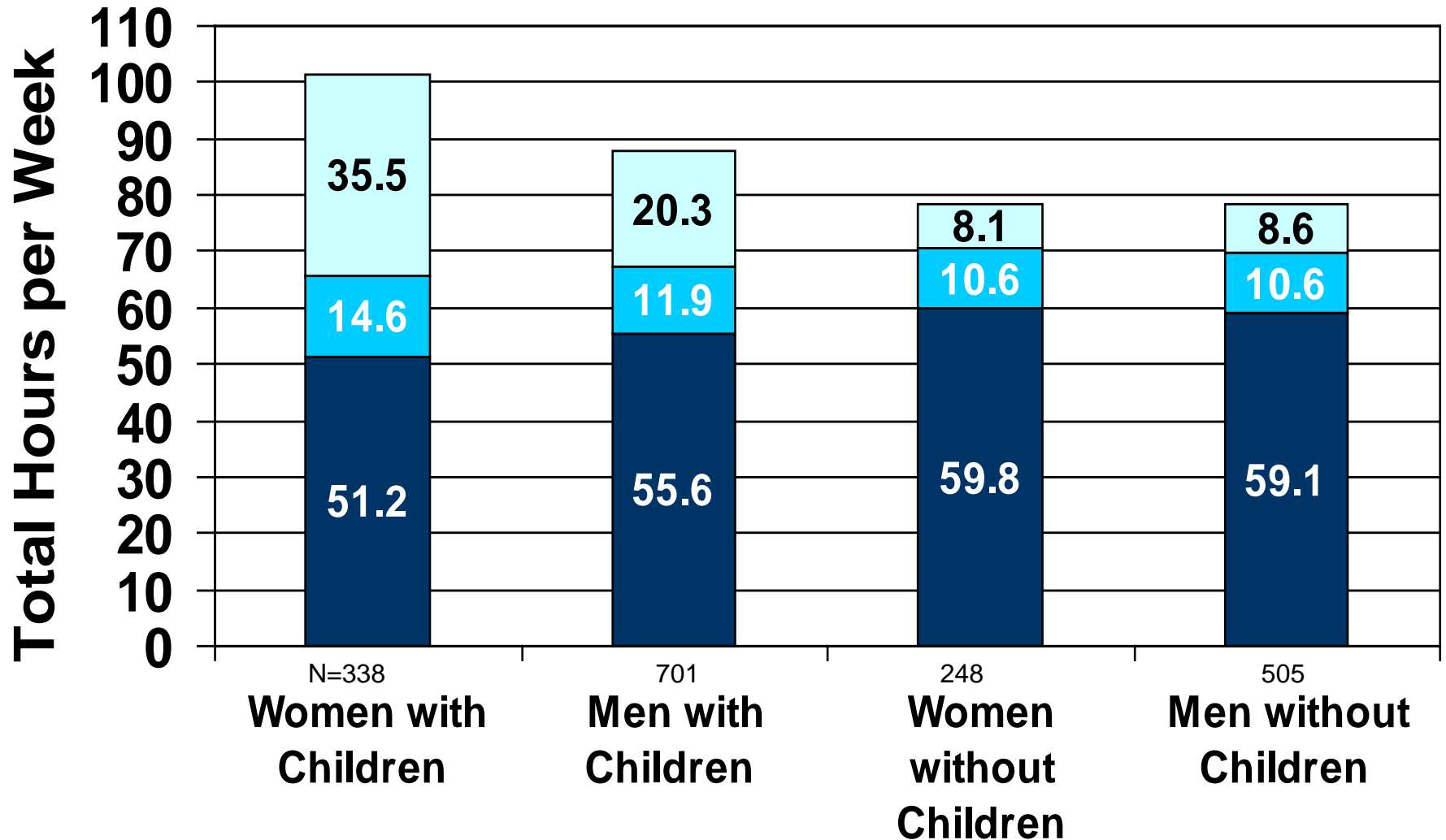
- The survey was designed to assess the effectiveness of UC's existing family friendly policies for ladder-rank faculty (implemented in July 1988).* It was first conducted at UC Berkeley, Fall 2002, and was rolled-out in Spring-Summer 2003 to the other UC universities (except UCM), with President Atkinson serving as the first contact email signatory.

University	# of Responses	# of Surveyed	Response Rate
Berkeley	743	1351	55%
Davis	820	1385	59%
Irvine	445	910	49%
Los Angeles	789	1758	45%
Riverside	367	663	55%
San Diego	472	998	47%
San Francisco	188	357	53%
Santa Barbara	374	802	47%
Santa Cruz	262	481	54%
Total	4460	8705	51%

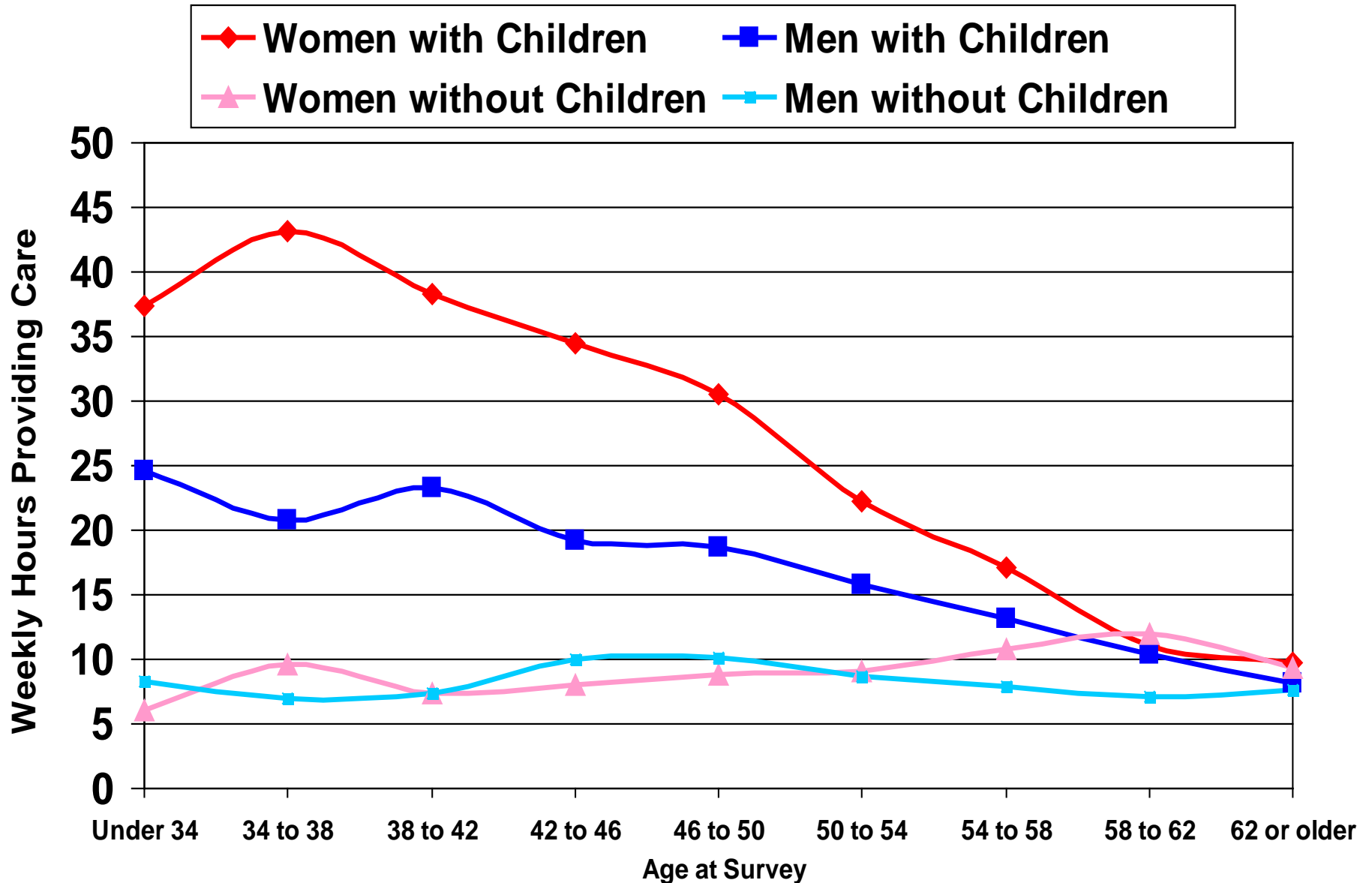
*Some questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

Everybody is Very Busy (*UC Faculty, ages 30-50*)

■ Professional ■ Housework ■ Caregiving

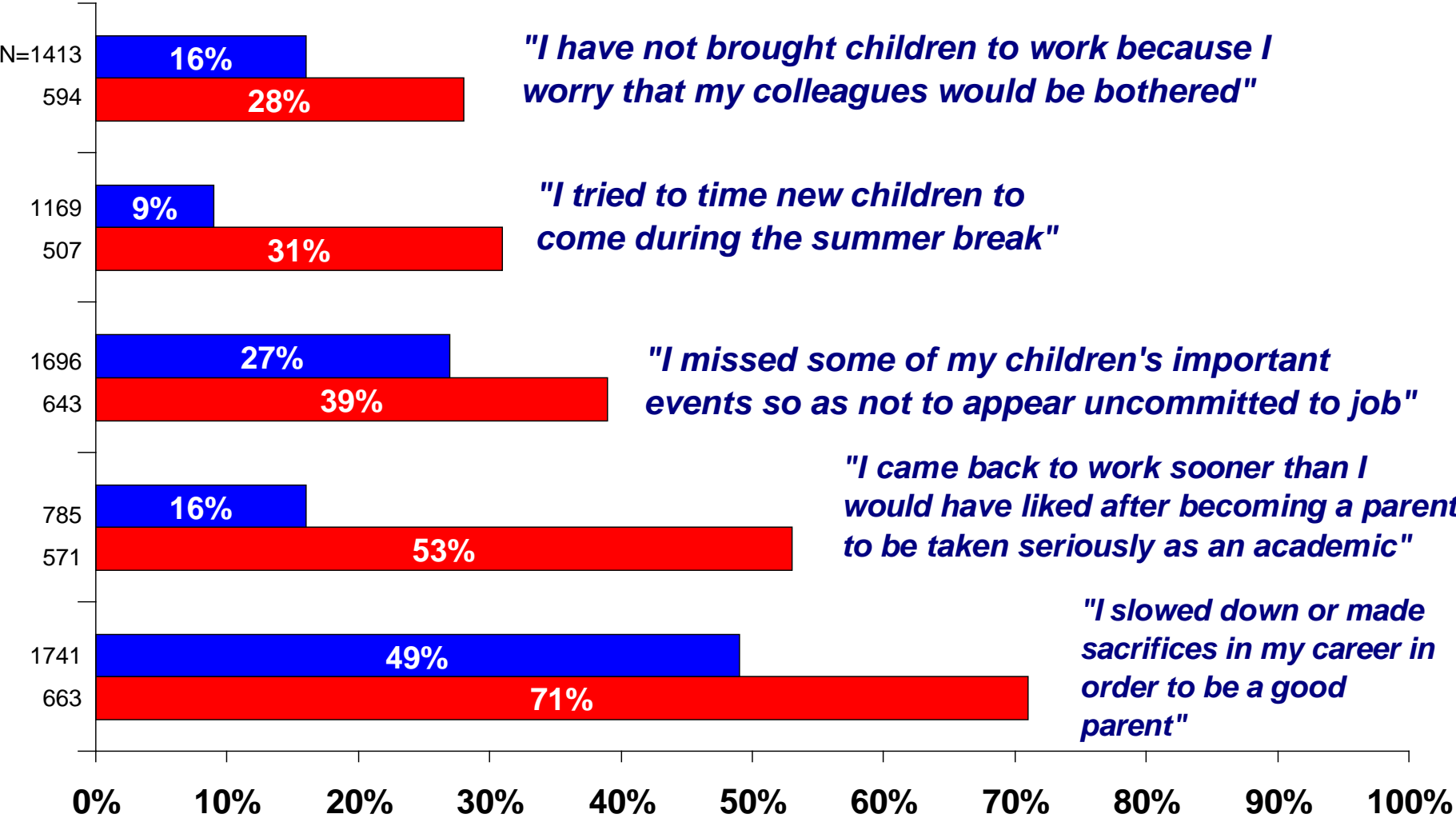


Univ. of California Faculty's Average Hours Per Week Providing Care, by Gender, Children, and Age at Survey



UC Faculty Parents Experience Work-Family Conflict

■ Women
 ■ Men



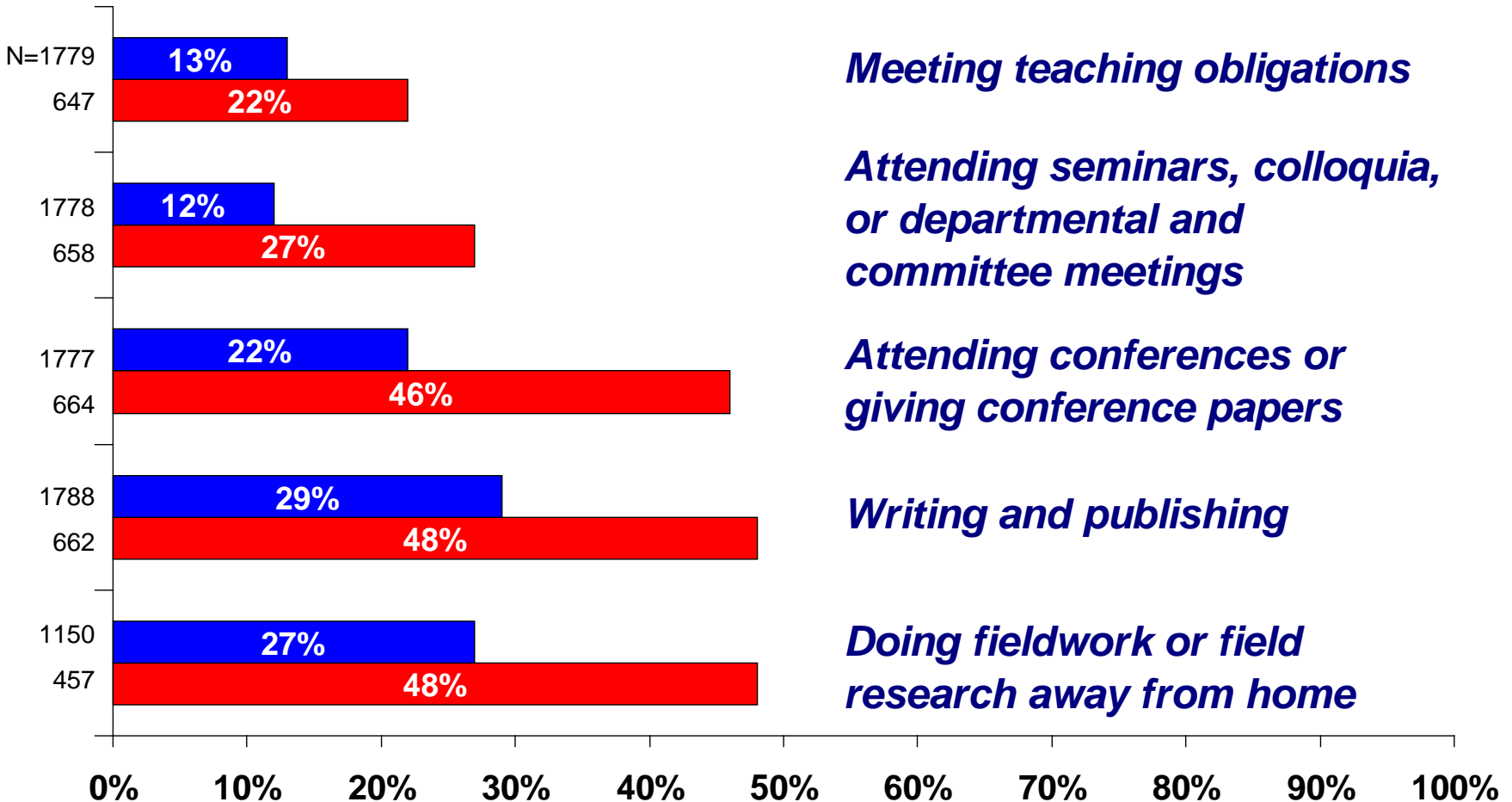
Percent Who Indicated "Yes," the Statement Accurately Described Their Past or Present Situation
 ("Not applicable" has been excluded and "Partially Accurate" has been grouped with "No")

*These questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.ja.psu.edu/workfam/facultysurvey.htm>).
 Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

Career Duties That Place Stress on Parenting

■ Women
 ■ Men

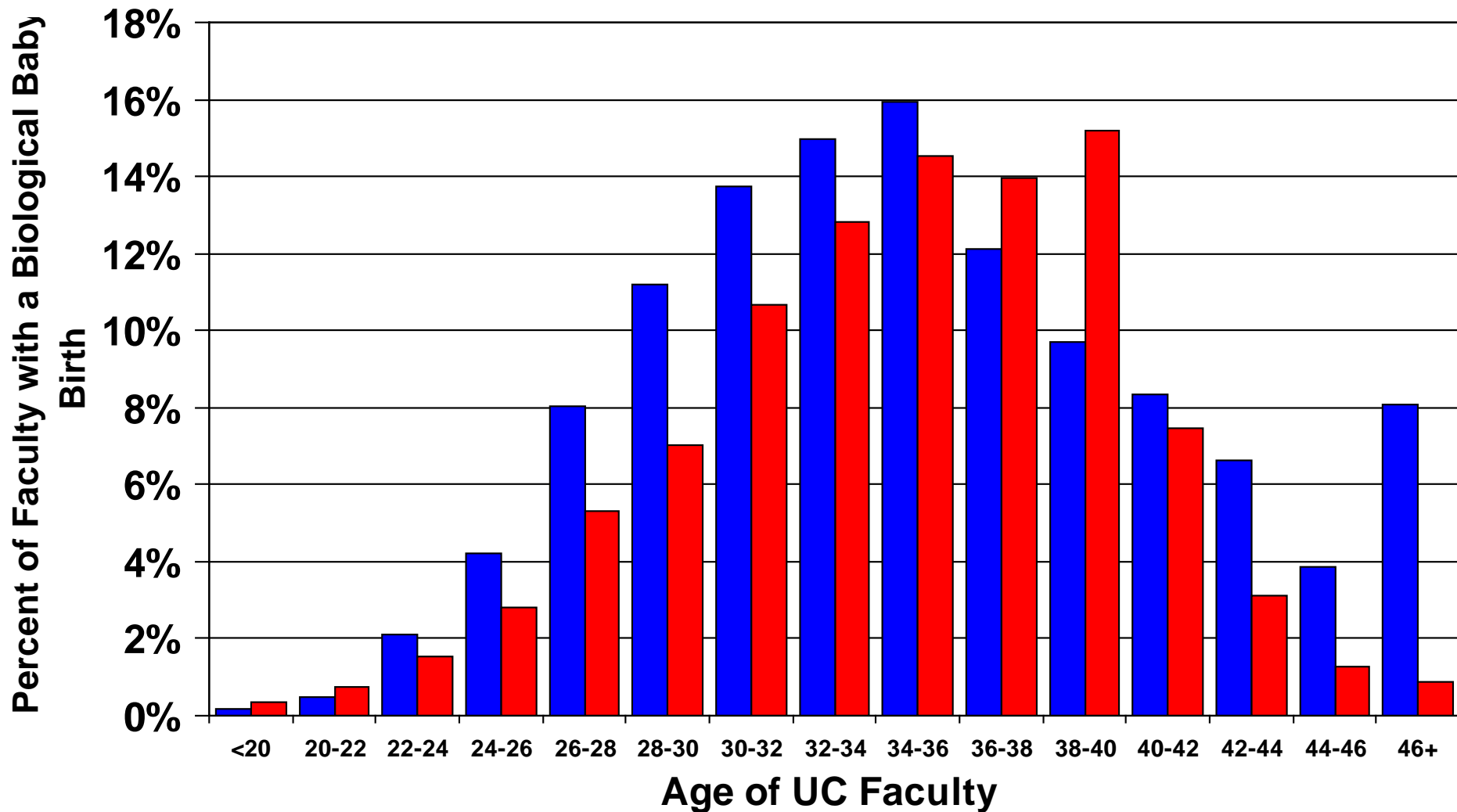
Career Duties



Percent of UC Faculty Experiencing a “Great Deal” of Stress in Parenting as a Result of Specific Career Duty
 (“Not Applicable Excluded,” “Some,” “A little,” and “None” Are Grouped)

Biological Baby Births by Age of UC Faculty

Men Women

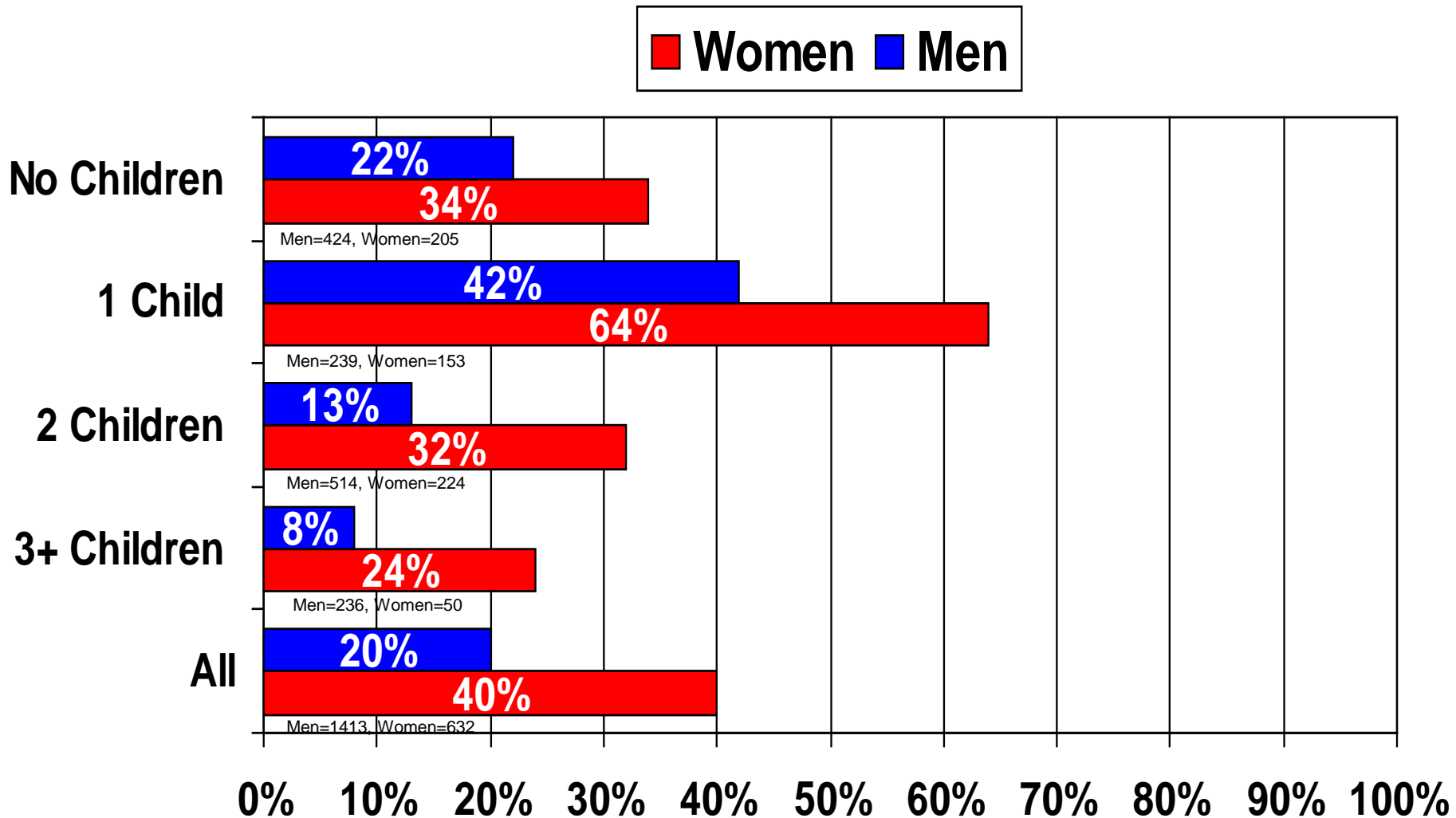


N=2809 Men

1095 Women

Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

Having Fewer Children Than They Wanted: UC Faculty, Ages 40-60, by Gender and Number of Children

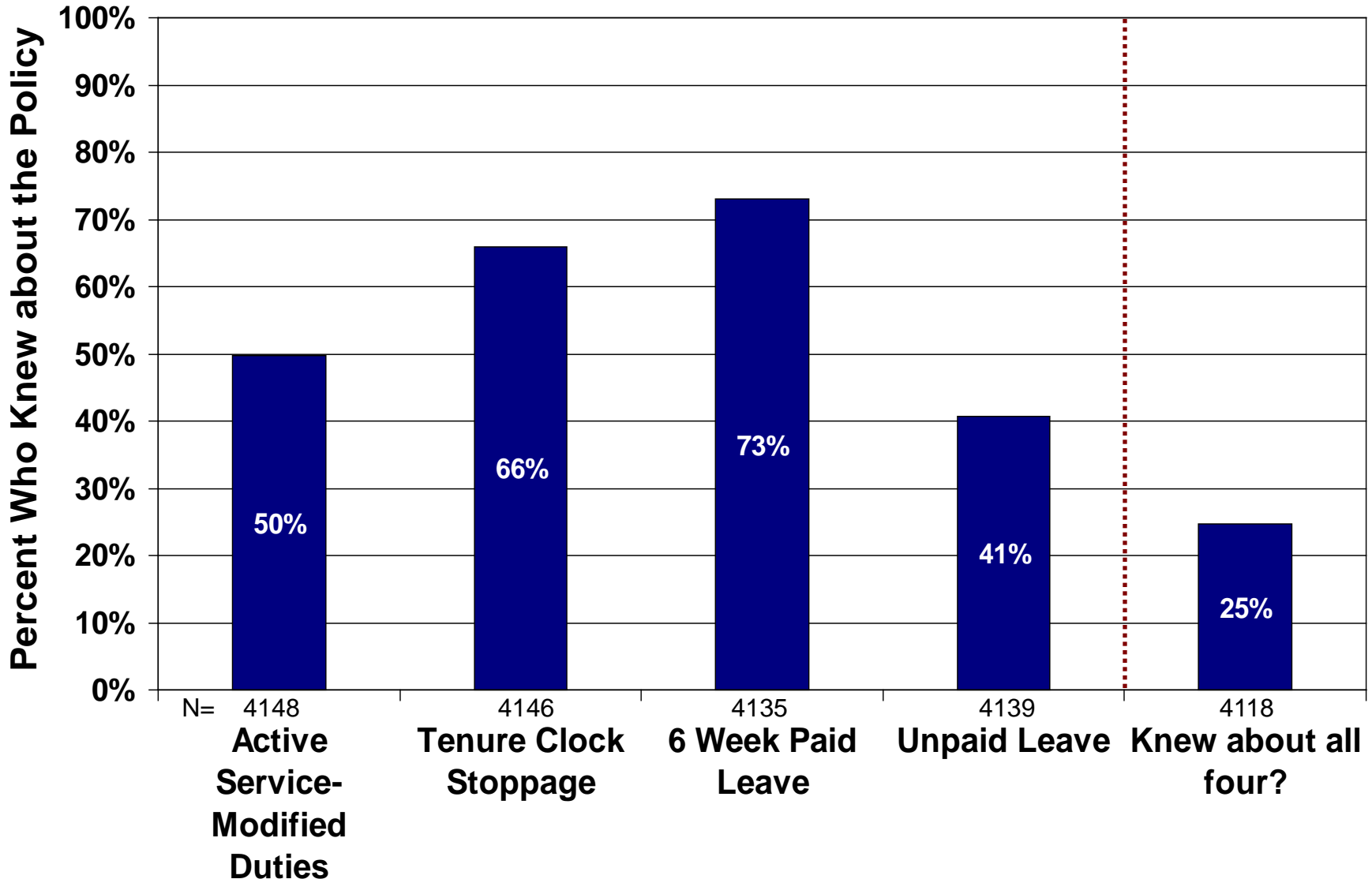


Percent who indicated "Yes," "I had fewer children than I wanted"

*This question was based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).

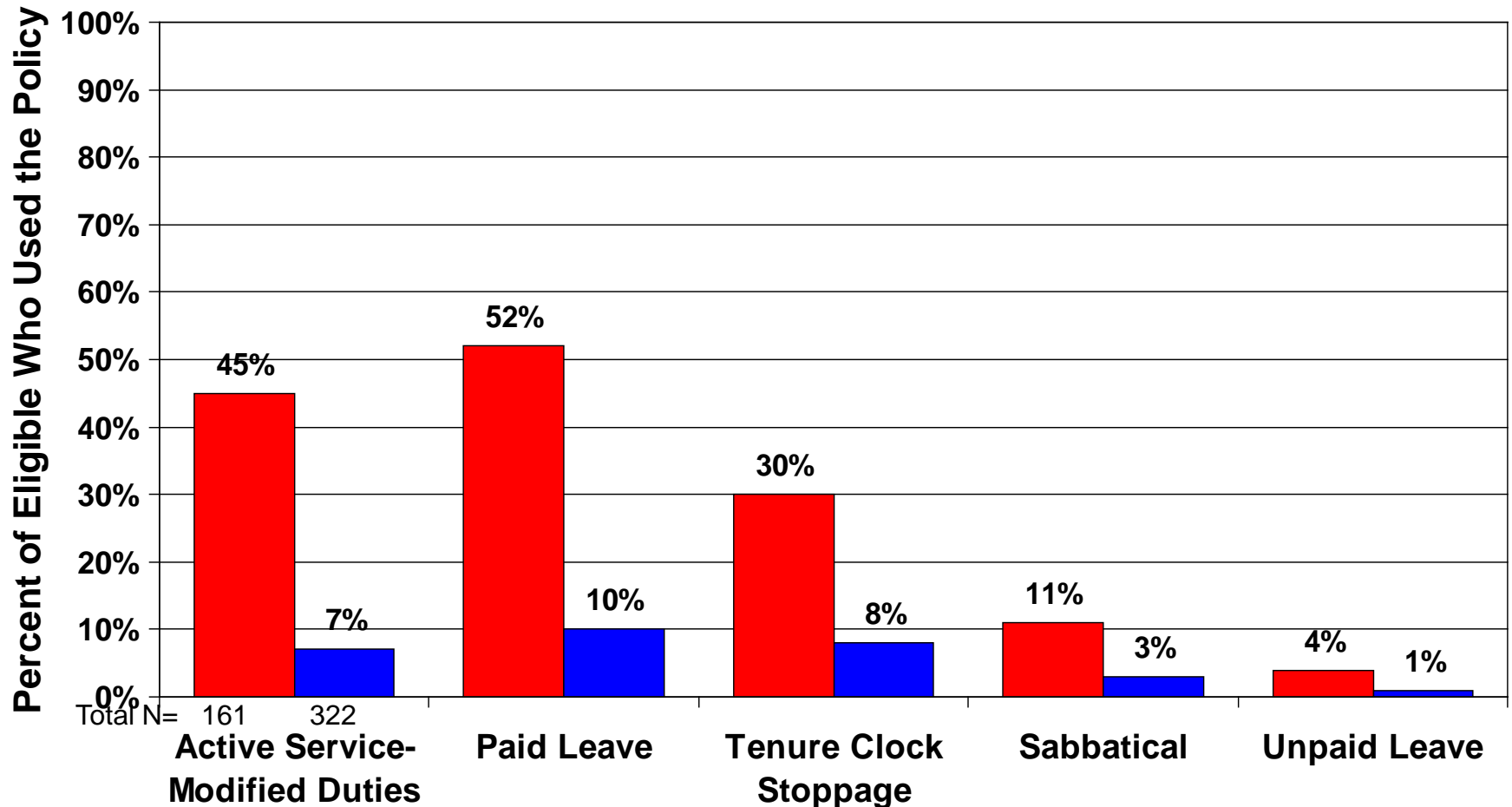
Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

UC Faculty Members' Awareness of Policies



Use of Family Friendly Policies and Sabbaticals by Eligible UC Assistant Professors*

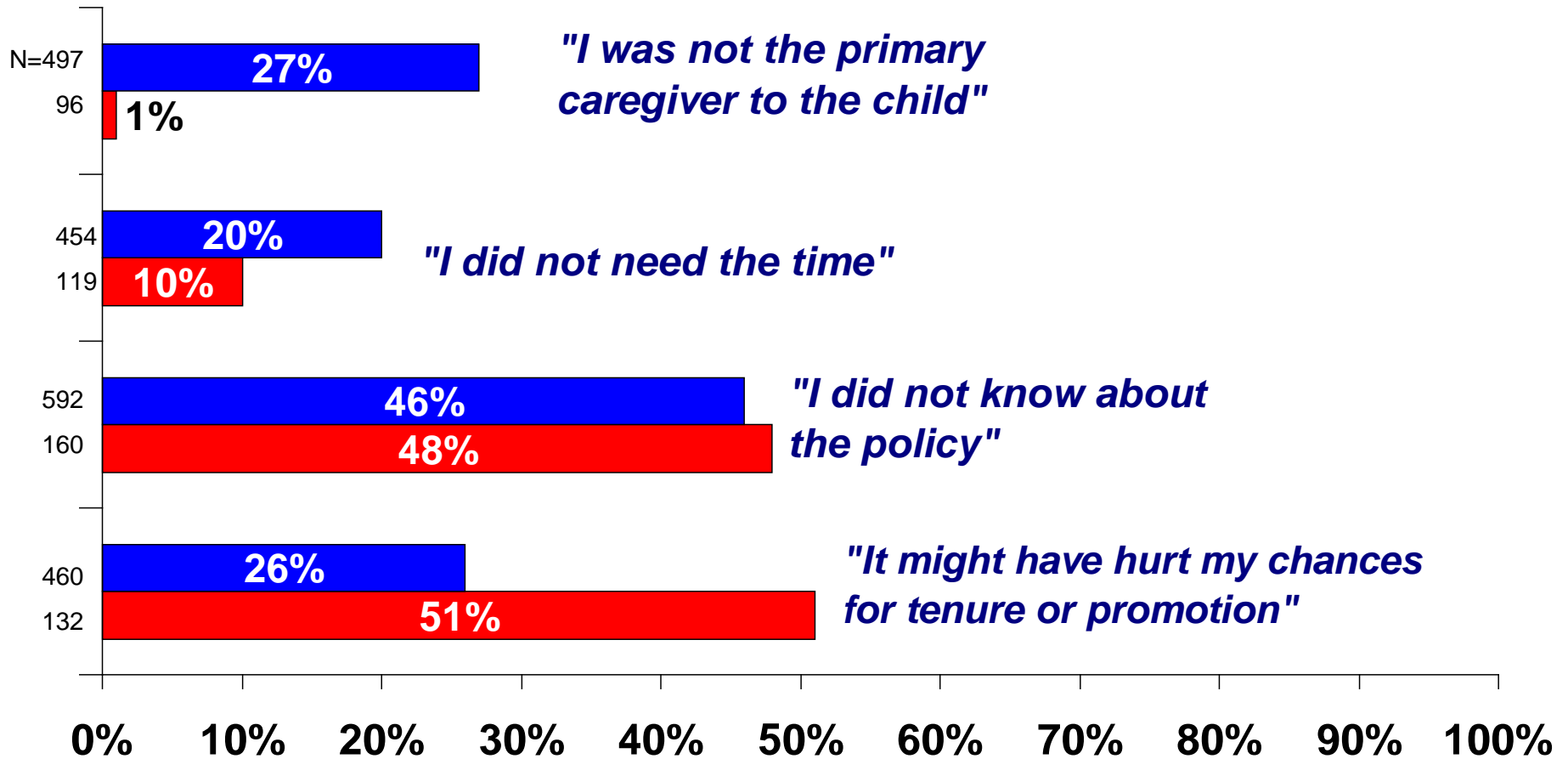
■ Women, Assist. Prof. ■ Men, Assist. Prof.



*At the time of first child's entry into household at assistant professor rank, post policy implementation (August 1, 1988 to present). The faculty member needed to be employed at UC at time of child's arrival into the household and the policy had to be in place.

Major Reasons Eligible UC Parents Did Not Use ASMD

■ Women ■ Men

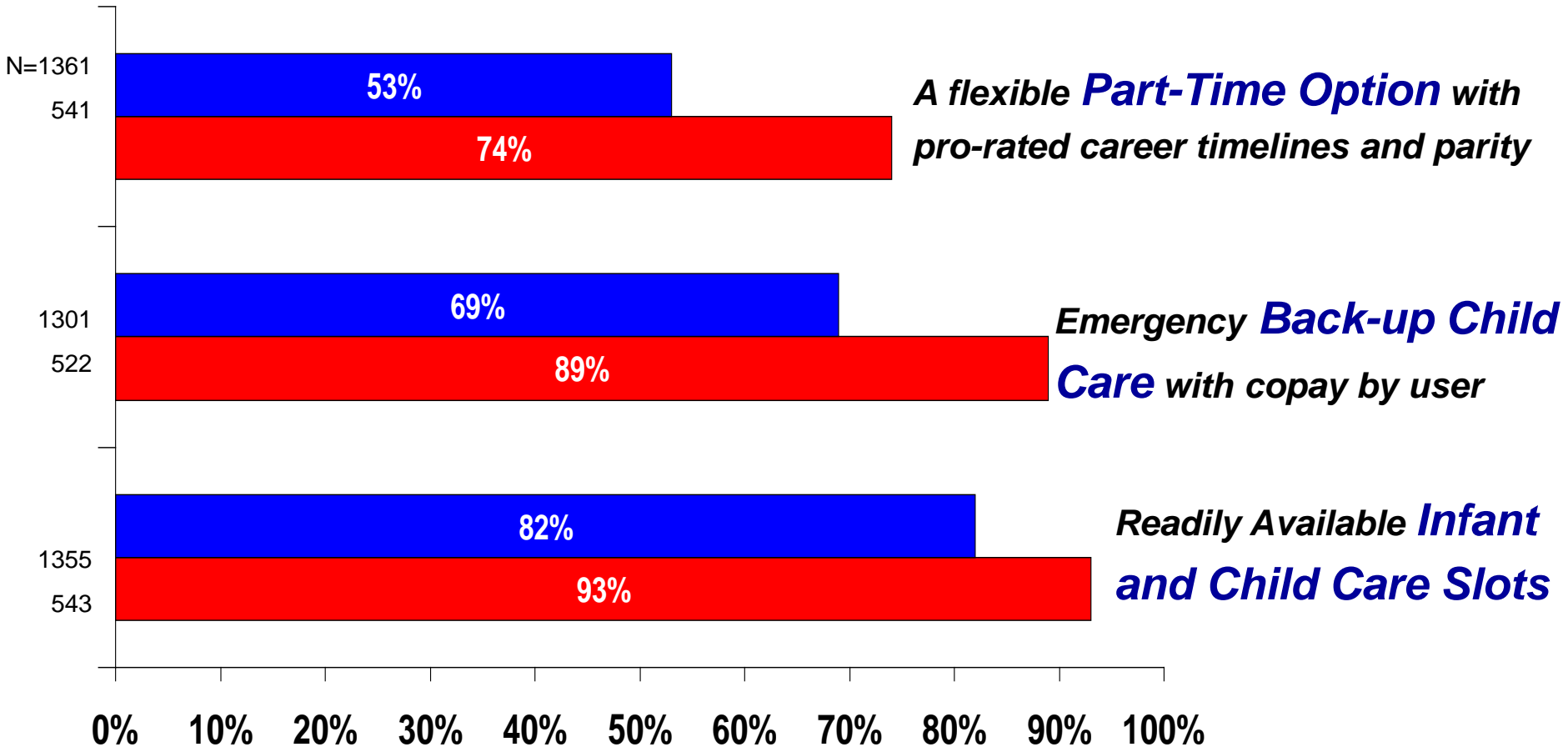


Percent Citing Factor As a Major Reason for Not Using ASMD

*These questions were based on Robert Drago's Mapping Project Survey Instrument (<http://lsir.la.psu.edu/workfam/facultysurvey.htm>).
 Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

Usefulness of Proposed Family Friendly Policies/Resources? UC Faculty Parents* by Gender

■ Women with Children ■ Men with Children



Percent Indicating Policy or Resource Would be Very or Somewhat Useful to Them**

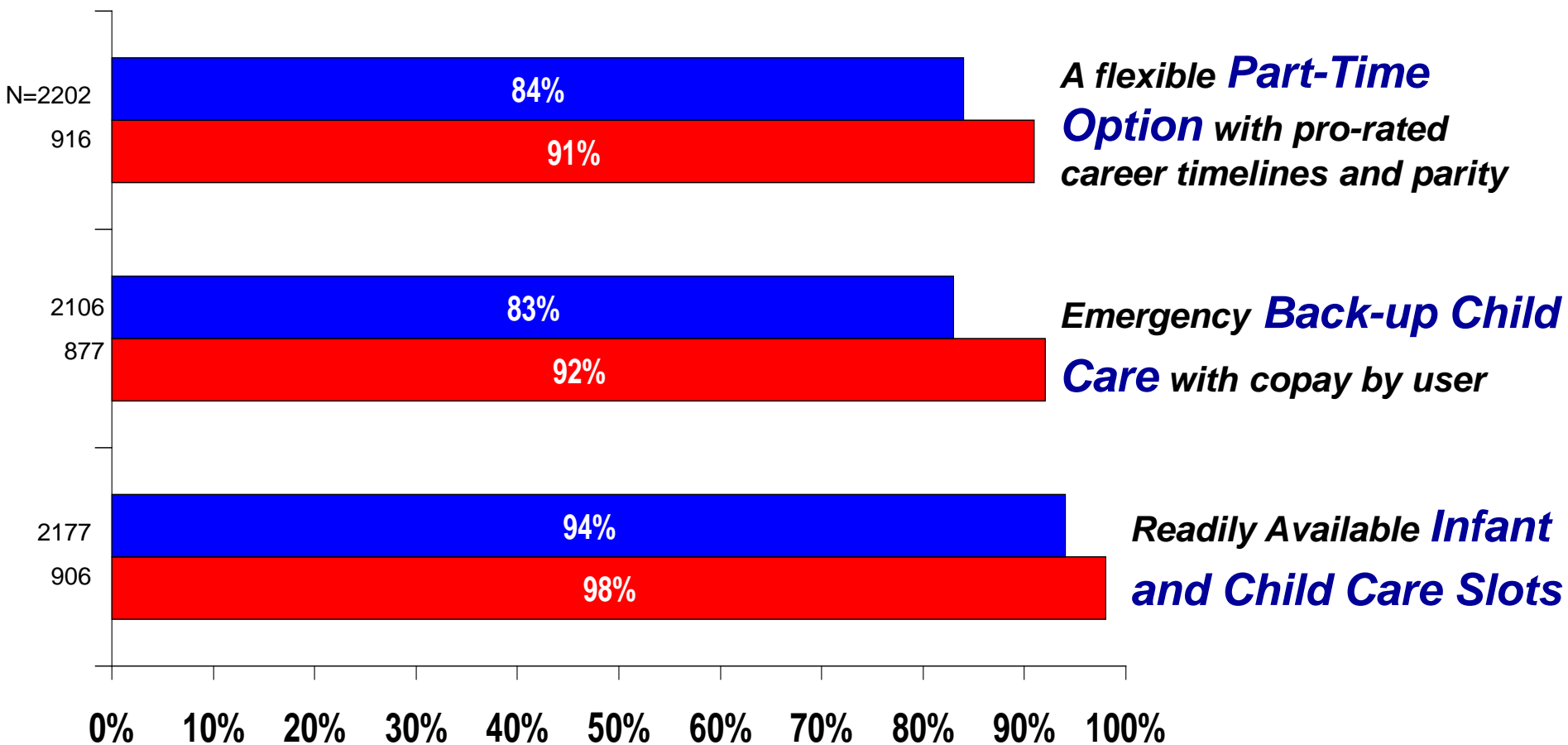
*Excluding UC Berkeley faculty who were not asked these questions.

**vs. Not Too Useful or Not Useful at All

Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

Support for Proposed Family Friendly Policies/Resources? All UC Faculty* by Gender (*with and without children*)

■ Women ■ Men



Percent Indicating They Are Very or Somewhat Supportive of the Policy or Resource**

*Excluding UC Berkeley faculty who were not asked these questions.

**vs. Not Too Supportive or Not Supportive at All

Source: Mason, Mary Ann, Angelica Stacy, and Marc Goulden. 2003. "The UC Faculty Work and Family Survey." (<http://ucfamilyedge.berkeley.edu>).

***Alfred P. Sloan Foundation Accelerator Grant:
Sharing Best Family Friendly Practices (UCB)***

- ***University of California Academic Family Friendly Policy Survey, April 2008***
- **Shared Workspace (bspace)**
- **Summary Analysis of Survey Responses and Shared Materials**



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[ent](#)
[ive](#)

Resources

Location: [Family Friendly Policies UC Resources / Riverside](#)

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<input type="checkbox"/>	<u>Title</u>		<u>Access</u>	<u>Created By</u>	<u>Modified</u>
	Riverside	<input type="button" value="Add"/>	<input type="button" value="Actions"/>		
<input type="checkbox"/>	UC Faculty benefits.pdf	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:57 am
<input type="checkbox"/>	UCR Academic Personnel Family Friendly Programs	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:43 am
<input type="checkbox"/>	UCR Academic Personnel Leaves	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:44 am
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<input type="checkbox"/>	UCR Department Chair Information	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:56 am
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<input type="checkbox"/>	UCR Department Chair Orientation	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:56 am
<input type="checkbox"/>	UCR Family and Medical Leave certification.pdf	<input type="button" value="Actions"/>	Entire site	Karie FRASCH	Apr 22, 2008 9:57 am

Five Innovative Practices: Selected from the UC Academic Family Friendly Policy Survey, 2008

- 1. Faculty Work-Life Brochures (*L.A. and Davis*)**
- 2. Informational Materials Re. Using Family Accommodation Policies (*Irvine and Riverside*)**
- 3. Creating a Family Friendly Department: Chairs and Deans Toolkit (*Berkeley*)**
- 4. “Flexible Workload” Program (*San Diego*)**
- 5. Faculty Advisors for Work Life (*Davis*)**

Innovative Practices:

1. Faculty Work Life Brochures (*L.A. and Davis*)

- **Attractive, printed brochures that highlight the family accommodation policies.**
- **UCLA provides information on FMLA, CRFA and a brochure on stopping the clock.**
- **Davis' brochure also has a list of work life resources on campus with web links.**

Innovative Practices:

2. Informational Materials Re. Using Family Accommodation Policies (*Irvine and Riverside*)

- **Irvine and Riverside have one-page written summaries that provide information and links to Academic Personnel procedures**
- **Riverside's page has clear steps to follow and a transparent process for requesting and approving leaves**
- **Irvine has links to each of the forms that are relevant to family accommodations, as well as a page of instructions.**

Innovative Practices:

3. Creating a Family Friendly Department: Chairs and Deans Toolkit (*Berkeley*)

- **Includes practical information for department chairs and deans to assist in implementing family friendly policies, sharing resources, and reinforcing cultural practices to assist all faculty.**
- **Includes sections: Why should departments be family friendly, tips for creating a family friendly department, summaries of family accommodation policies and laws, legal information, best practice case examples, and resources.**
- **Available as a booklet (order from UCB) or downloadable PDF (<http://ucfamilyedge.berkeley.edu/toolkit.html>)**

Innovative Practices:

4. “Flexible Workload” Program (*San Diego*)

- **San Diego has a part-time program for academic appointees at the assistant professor level called “Flexible Workload.” This program allows appointees to take a reduced workload (no teaching or most service, but full scholarly responsibility) for up to two years to accommodate family responsibilities.**

Innovative Practices:

5. Faculty Advisors for Work Life (*Davis*)

- **The goal of this program is to help publicize and inform the faculty about the programs, policies, and resources associated with work life.**
- **The group of advisors represents various academic units on the campus.**
- **The advisors share their experience of being a faculty member who continues to integrate work and personal life.**
- **There is a webpage with biographies and photos of the advisors** (<http://academicpersonnel.ucdavis.edu/worklife/biographies.cfm>)

***Seven Possible Areas to Expand:
Recommendations Based on the UC Academic
Family Friendly Policy Survey, 2008***

- 1. Informational Brochures**
- 2. Family Accommodation Forms**
- 3. Central Funding**
- 4. Communication with Review Committees**
- 5. Part-Time Use Sample MOUs**
- 6. Training for Department Chairs**
- 7. Data Collection, Analysis & Dissemination**

Possible Areas to Expand:

1. Informational Brochures

- **Brochures are an important way of communicating information to prospective and current faculty.**
- **Each campus should have clear brochures to advertise and promote the family accommodation policies and programs (including those unique to the specific campus).**

Possible Areas to Expand:

2. Family Accommodation Forms

- **Having forms for academic appointees to complete when requesting leaves for caregiving reasons makes the use of accommodations feel more like standard practice (as compared to requiring appointees to write a memo requesting the use of the policy).**

Possible Areas to Expand:

3. Central Funding

- **Centralized funding should exist at each campus. Forms are helpful to use for data collection purposes (e.g., see the form used by Davis)**

Possible Areas to Expand:

4. Communication with Review Committees

- **Campuses should consider communicating with review groups about the use of family accommodation policies. Most do not give information to ad hoc or senate review committees, or to external reviewers (see Davis language for some types of reviewers)**

Possible Areas to Expand:

5. Part-Time Use Sample MOUs

- **Three campuses (Irvine, San Diego, and Berkeley) have sample templates for the use of the part-time appointment and reduction in the percentage of time of an appointment to accommodate family needs.**

Possible Areas to Expand :

6. Training for Department Chairs

- **While most campuses are providing training for department chairs either through orientations, workshops, or brown bag sessions, most chairs are not receiving information on legal issues.**
- **The *Chairs and Deans Toolkit* could be used or adapted for this purpose.**

Possible Areas to Expand:

7. Data Collection, Analysis & Dissemination

- **All campuses are collecting data on use of at least some of the family accommodations (but important to track use of each policy, as well as centralized funding)**
- **No campus offered readily available data summaries on policy use – these could be reviewed and disseminated to various constituents.**

Number of UC Campuses with Selected Family Friendly Resources/Benefits?

<i>Which of the following resources/benefits do you currently provide to academic appointees on your campus?</i>	Yes	No	Not sure
Adoption reimbursement benefits		9	
Child care assistance	5	3	1
Elder care assistance	4	4	1
Emergency/back-up child care	1	8	
Travel related dep. care reimbursement	2	5	2
Relocation assistance	5	2	1
Spousal/partner hiring assistance	7	3	
Spousal/partner hiring policies	5	4	

Source: Angelica Stacy, Sheldon Zedeck, Karie Frasch, Marc Goulden, *University of California Academic Family Friendly Policy Survey*, April 2008. Funded by the Alfred P. Sloan Foundation.

Complex Issues

- **There are differing views on how to interpret accommodations for a woman who has a baby just prior to beginning an appointment.**
- **There is inconsistency in how academic appointees at the associate level apply for and receive deferrals of personnel reviews.**
- **The assessment of productivity under ASMD, stop the clock, and the combination of both.**
- **The amount of ASMD teach relief varies campus-by-campus for certain groups of individuals who use the policy.**

Complex Issues: Amount of Teaching Relief

Typical amount of teaching relief for the following groups (3 campuses do not have a typical amount of relief):

	Full relief	Partial relief	No relief
Ladder Rank Faculty (LR) – birth mothers during term of childbearing leave	7		
LR faculty – birth mothers during the second term	4	3	
LR faculty – other caregivers	3	3	
Other faculty (primarily teaching) – birth mothers during term of childbearing	6	1	
Other faculty (primarily teaching) – birth mothers during second term	1	5	1
Other faculty (primarily teaching) – other caregivers	1	5	1

Next Steps

- **Additional analysis of survey data and materials**
- **Building-out of *bspace* shared work space (including the development of some summary materials)**
- **Communication to the campuses regarding how to use the site**