

Faculty Family Friendly Policies

APM - 760

Faculty Members who are birth mothers are eligible for:

Childbearing Leave - up to 6 weeks paid leave.

If full time appointment for at least 1 academic year, then eligible for 2 quarters (2 semesters) **Active Service Modified Duties** (APM 760-28) which can be either partial or full relief from teaching. For Health Science faculty, clinical duties may also be reduced as appropriate.

Up to 4 months unpaid **Pregnancy Disability Leave** (runs concurrently with childbearing Leave and FMLA)

Family and Medical Leave Act (FMLA) - Up to 12 workweeks of unpaid leave during a calendar year, with continuing employer paid health coverage contributions.

California Family Rights Act (CRFA) additional 12 workweeks of unpaid leave during a calendar year to care for newborn child. No employer paid benefits. *Does not run concurrently with Pregnancy Disability leave.*

Parental Leave (APM 760-27-a) Up to 1 year full-time or part-time unpaid parental leave.

In summary, a birth mother is eligible for up to 6 weeks of paid leave and up to one year of unpaid parental leave under University of California policies.

Faculty members, who are not birth mothers, but who have substantial responsibility for care of a newborn child, or child under the age of 5 through adoption or foster care, are eligible for the Parental Leave, CFRA leave, FMLA leave and

Active Service Modified Duties of 1 quarter. *(See above descriptions.)*

The Tenure Clock (8-year Probationary Period)

- Childbearing or Parental leave of one quarter and up to one year will *automatically* be excluded from service toward the eight-year probationary period, unless the faculty member requests in writing that it not be excluded.
- Tenure Clock may be stopped for up to one year for each event of birth or placement, up to a two year limit. Faculty member may stop the clock, even if he/she does not take formal leave or have modified duties.
- Requests for time off the Tenure Clock must be made within 2 years of a birth or adoption.
- Stopping the Tenure Clock should not disadvantage faculty in promotion, advancement or compensation. The file must be evaluated without prejudice, as if the work were done in a normal period of service.

Dual Career Partners – Employment Resources

UCLA has a number of resources available to assist with dual career partner employment.

Academic Career Partners

HERC Higher Education Resource Consortium lists academic and staff positions in higher education throughout southern California. This is an excellent resource to refer to for jobs in Academia.

Faculty Diversity & Development works with departments to facilitate discussions about academic career partner hiring with other schools and divisions within UCLA. In addition, through the California Universities Consortium, connections may be made with other universities in southern California. Department chairs should contact the office for assistance, after identifying potential areas of interest.

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Non-Academic Career Partners

UCLA Campus Human Resources provides services to job candidates whose spouse or domestic partner is considering job opportunities at UCLA or in the greater Los Angeles area. For more information, contact Elaine Peters, Director, Employment & Workforce Planning at eapeters@chr.ucla.edu. For a full listing of staff career job openings, please visit the UCLA Career Opportunities Website at <https://hr.mycareer.ucla.edu>.

HERC Higher Education Resource Consortium lists academic and staff positions in higher education throughout southern California.

Faculty Diversity & Development works together with the UCLA Alumni Association to make networking contacts for professional non-academic career partners to assist them in the job search process. Department chairs should contact Faculty Diversity & Development to initiate such connections.

Childcare Resources

Early Care and Education (ECE)

Early Care and Education (ECE) operates an award-winning, accredited, nationally recognized program that supports faculty, students and staff.

Basic Care Information

- UCLA Early Care and Education operates three accredited child care centers.
- Serves the diverse population of UCLA's student, staff and faculty families.
- Hours of operation are 7:30 a.m. to 5:30 p.m., Monday through Friday, throughout the year.
- Student family tuition assistance is available.

The Child Care Resource Program provides individualized assistance, parenting and consumer information to over 1,000 families each year..

Staff

Each classroom is staffed by three full-time Early Childhood Teachers with Child Development Permits from the California Commission on Teacher Credentialing. Many of our teachers are working on advanced degrees. UCLA Work Study students provide additional staffing.

Age Groups Special Features

Infants	2 to 17 months
Toddlers	18 to 33 months
Preschool	34 to 60 months
Kindergarten	60 to 72 months (University Village center only)

ECE continued

- Accredited by the National Association for the Education of Young Children (NAEYC).
- Recognized by High Scope Educational Research Foundation and NAEYC as an exemplary campus-based early childhood program.
- Respects parents as the first and most important caregivers who partner with early childhood teachers in nurturing children.
- Provides a daily schedule that balances active and quiet times, individual interactions with small and large group participation, child-initiated and teacher-directed activities.
- Implements a developmentally appropriate curriculum based on the view that children learn best when they are actively exploring a carefully constructed environment in the company of loving, professionally prepared teachers.
- Offers "Pathways to Science," a specialized, staff-developed curriculum that fosters children's critical thinking.

Early Care and Education

Email: ece@ece.ucla.edu

Phone: (310) 825-5086

Fax: (310) 825-4449

Box 951785, Los Angeles, CA 90095-1785

Infant Development Program

http://www.psych.ucla.edu/Centers_Programs/idp/

IDP offers group care for infants and toddlers, and serves as a teaching and research facility for the UCLA Psych Dept.

University Parents Nursery School

<http://upns.bol.ucla.edu/>

UPNS is a parent participation nursery school for Children ages 2 through 5. Workshop participation and Co-oping is part of the program.

Connections For Children

<http://www.cfc-ca.org/childcares/summaryofp.asp>

CFC is a non-profit Child Care Resource and Referral Agency serving child care providers, educators, and parents in the West LA and South Bay Communities.

Early Intervention Program

<http://kloo.bol.ucla.edu/IP/Home.htm>

EIP serves the needs of children with developmental risks and disabilities. Educational and therapeutic services for children with special needs, ages 0-3 years are provided.

Work-Life Resources Online

UCLA Faculty Diversity & Development

<http://www.faculty.diversity.ucla.edu/worklife/index.htm>

UC Family Friendly Site

<http://www.ucop.edu/acadadv/family/welcome.html>

Extension of 8-Year Limit Form

<http://www.apo.ucla.edu/forms.asp>

Policies:

APM 760-25 Childbearing Leave, APM 760-27 Parental Leave Without Pay

<http://www.ucop.edu/acadadv/acadpers/apm/apm-760.pdf>

APM 133-17 Computation of Years of Service

<http://www.ucop.edu/acadadv/acadpers/apm/apm-133.pdf>

The UCLA Call

<http://www.apo.ucla.edu/call/>

