

# Did you know UC San Diego is a leader in family friendly policies and accommodations for faculty and academic appointees?

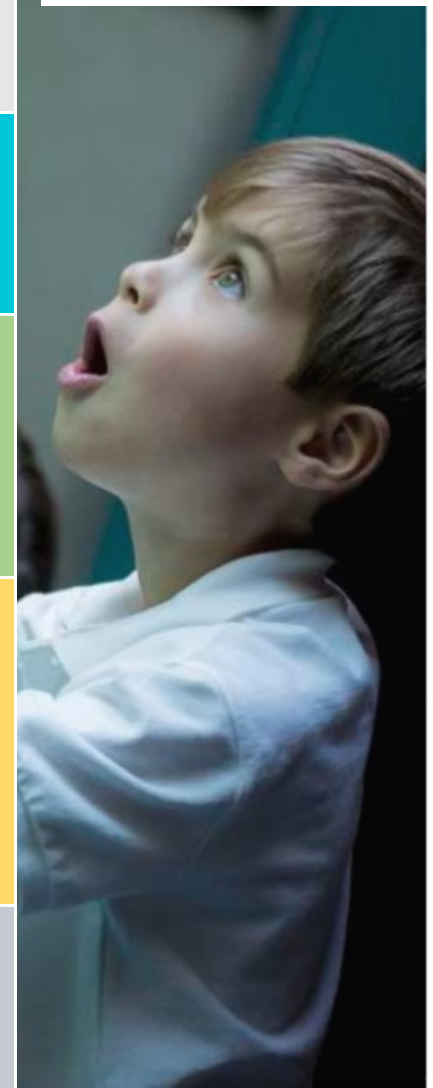


<b>Childbearing Leave</b>	6 weeks to 4 months	<p><b>No previous service required:</b></p> <p>In a series that does not accrue sick leave, appointee will normally receive up to six weeks leave at the total negotiated salary rate. In a series that accrues sick leave, sick leave or vacation leave credit may be used as accrued.</p>
<b>Parental Bonding Leave</b>	Up to 12 weeks within 1 year of a new child entering the home.	<p><b>So all parents can access precious time with a new child in the home:</b></p> <p>In a series that does not accrue sick leave, appointee will normally receive up to six weeks leave at the covered compensation rate.</p> <p>In a series that does accrue sick leave, sick leave or vacation leave credit may be used for parental bonding leave.</p>
<b>Flexible Workload (Faculty) (reduction to 50% time, research and light service duties only)</b>	1 year at a time, up to 3 years maximum	<p><b>All ranks now eligible:</b></p> <p>May be requested for caretaking for new children in the home, seriously ill family members, or eldercare.</p> <p>Can supplement 50% pay with sabbatical credits or extramural grants if compliant with fund sources.</p> <p>Program can be requested one year at a time. Will require an MOU and department/unit and dean's support.</p>
<b>Active Service -- Modified Duties (ASMD)</b>	Up to two quarters per qualifying event	<p><b>For new children in the home, ill family, and eldercare qualifying events—duties modifications:</b></p> <p>For Health Sciences faculty, clinical duties may be reduced, as appropriate.*</p>
<b>Academic Review Deferral</b>	One deferral per qualifying event	<p><b>All ranks now eligible:</b></p> <p>Family accommodation deferrals may be requested on a Family Accommodation Reporting (FAR) form. Assistant-rank appointees who defer must do so in conjunction with extensions of the probationary period.</p>
<b>Extension of Probationary Period</b>	Up to one year per qualifying event, often automatic	<p><b>For Assistant-rank appointees:</b></p> <p>Is automatically provided before the 6th year of appointment when childbearing leave, parental bonding leave, family leave without pay for a quarter or more, flexible workload, and/or ASMD are requested—unless a faculty member chooses to opt out.</p>
<b>Family Leave without Pay</b>	Up to one year per qualifying event	<p><b>Expanded leave program for family needs:</b></p> <p>Includes clear provisions for requesting a leave to care for a child or an ill or elderly member of your family in need of substantial assistance.</p>

Contact your department leave specialist for details.

## PREFER CRUISING THE WEB?

Visit the campus web-resource pages here:  
<https://academicaffairs.ucsd.edu/aps/family/index.html>



We exceed University of California requirements on this campus. Appointees with bargaining units will follow negotiated MOUs.

\*Proposed ASMD modifications may vary by department.