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**CHANCELLORS
LABORATORY DIRECTORS
VICE PRESIDENT--AGRICULTURE AND NATURAL RESOURCES**

Dear Colleagues:

Revised Academic Personnel Policies Related to Work and Family

Effective family accommodation policies for academic appointees are fundamental to an equitable and productive academic environment. The enclosed revised academic personnel policies, which are effective retroactive to January 1, 2006, express the University of California's commitment to ongoing development of principles, institutional resources, and a workplace culture supportive of family care-giving responsibilities.

Some of the major changes to these policies include:

- For easy reference, identifying in one policy (APM 760) the types of family accommodation policies available for childbearing and childrearing purposes.
- Extending the period of active service-modified duties for birth mothers.
- Providing guidance on part-time faculty appointments.
- Clarifying that academic appointees shall not be arbitrarily disadvantaged in their promotion, advancement, or compensation because they have elected to take a childbearing or parental leave, to stop the clock, or to defer a personnel review.

Enclosed along with the revised policies is a list of technical changes that have been made to conform with these revised policies and to the Regents' Policy on Funding Regular Ranks Faculty Appointments, which was amended on September 22, 2005.

To provide some background to these policies, in July 1988 the University of California established policies to address work and family issues of concern to ladder-rank faculty. Nearly 15 years later, Berkeley campus researchers conducted the UC Faculty Work and Family Survey. Among the more than 4,400 tenure-track and tenured faculty respondents across the UC system, just over a quarter of the faculty knew about the four major work and family policies: active service-modified duties, tenure clock stoppage, six weeks paid childbearing leave, and unpaid parental leave. Further information about the Alfred P. Sloan Foundation-funded *University of California Faculty Family Friendly Edge* project may be found on the Web at: <http://ucfamilyedge.berkeley.edu/>.

During the years since these policies were established, the University has learned that implementation and dissemination of local procedures are as important as the policy language itself. Frequent briefings for department chairs, deans, and other administrators are an essential component of implementation. Academic Advancement publishes a summary of related policies and programs and links to helpful electronic resources and references at:

<http://www.ucop.edu/acadadv/family/welcome.html>. Campuses are also encouraged to expand upon their existing inventory of materials on UC family accommodation policies and programs, to include location-specific policies and whom to contact for information on taking advantage of the policies; location-specific programs and services such as childcare services and referrals and elder care support; and employment assistance resources available to spouses and partners. As an example, the *UC Families* website (<http://parents.berkeley.edu/ucfamilies/>) is a new online newsletter and resource for faculty, staff, and students who are balancing academic goals or careers with family life that may be of interest to faculty on your campus.

My congratulations and thanks to the Academic Senate and to all campus and Office of the President representatives whose hard work contributed to the formulation of the enclosed policies.

Sincerely,



Robert C. Dynes

Enclosures

Summary of Technical Changes

APM 760 (Family Accommodations for Childbearing and Childrearing)

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

APM 133-17-g through -j (Computation of Years of Service)

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

APM 210-1-c(4) (Instructions to Review Committees Which Advise on Actions Concerning Appointees in the Professor and Corresponding Series)

<http://www.ucop.edu/acadadv/acadpers/apm/apm-210.pdf>

APM 220-10, -16-c, -16-d, -18-b, (Appointment and Promotion: Professor Series) and new Appendix B (Guidelines for Part-time Appointment and Reduction in Percentage of Time of an Appointment to Accommodate Family Needs)

<http://www.ucop.edu/acadadv/acadpers/apm/apm-220.pdf>

cc: Members, President's Cabinet
Academic Council Chair Brunk
Council of Vice Chancellors
Associate Vice President Boyette
Assistant Vice President Switkes
Coordinator Capell
Principal Officers of The Regents

Summary of Technical Changes

The following technical changes have been made to conform with revisions made to Academic Personnel Policies 760 and 220 effective January 1, 2006, and to the amended Regents Policy on Funding of Regular Ranks Faculty Appointments.

APM 130-0-c (Tenure) <http://www.ucop.edu/acadadv/acadpers/apm/apm-130.pdf>

Revised citation re: provisions on part-time appointments to include APM 220-10, -16-c, -16-d, -18-b, and Appendix B

APM 220, Appendix A (Regents' Policy on Funding of Regular Ranks Faculty Appointments) <http://www.ucop.edu/acadadv/acadpers/apm/apm-220.pdf>

Updated in accordance with amendments to the Regents Policy on Funding Regular Ranks Faculty Appointments (September 22, 2005).

APM 700-8-k (Leaves of Absence/General)

<http://www.ucop.edu/acadadv/acadpers/apm/apm-700.pdf>

Revised title of type of leaves of absence to "Family Accommodations for Childbearing and Childrearing (APM - 760)"

APM 710-1-d (Leaves of Absence/Sick Leave)

<http://www.ucop.edu/acadadv/acadpers/apm/apm-710.pdf>

Revised title of related policy to "APM - 760, Family Accommodations for Childbearing and Childrearing."

APM 710-20-c (Leaves of Absence/Sick Leave)

<http://www.ucop.edu/acadadv/acadpers/apm/apm-710.pdf>

Revised citation in line with renumbered APM - 760-28-b(2).

APM 715-1-d (Leaves of Absence/Family and Medical Leave)

Revised title of related policy to "APM - 760, Family Accommodations for Childbearing and Childrearing."