



Survey of WorkLife Balance Programs

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Types of Programs

- Dual Career Hiring Program (all but UCSC and UCSF)
- Extension of Tenure Clock (all)
- Part-time Faculty Positions (UCD, UCM, UCR, UCSB, UCSD, UCSF)
- Shared Faculty Positions (none)
- Paid/Unpaid Parental Leave (all)
- Active Service Modified Duties (all)
- On-Campus Childcare (all but UCSC – most have waiting lists and are at capacity)

Types of Programs

- Financial Support for Childcare
 - Pre-tax account (UCD, UCI, UCLA, UCM, UCSB, UCSC, UCSD)
 - Bright Horizons (UCM, UCSF)
 - Dependent care flexible spending (UCR)
- Eldercare
 - Bright Horizons (UCM, UCSF)
 - Sitter City (UCD, UCR)
 - Flexible Workload (UCSD)
- Dependent Care Travel (UCI, UCLA, UCSD (in progress), UCSF)

Stanford Policy for Childcare Financial Support

➤ Eligibility:

- Faculty are full-time assistant, associate and full professors in the tenure, non-tenure and Medical Center Lines
- Have children age 5 or younger
- Have a total household adjusted gross income of \$199,999 or less

➤ Income ranges and awards: (on-site or off- site; 650 capacity on-site)

Household Adjusted Gross Income	Award
<\$109,999	\$20,000
\$110,000 to \$129,999	\$15,000
\$130,000 to \$149,999	\$10,000
\$150,000 to \$174,999	\$7,000
\$175,000 to \$199,999	\$5,000

Types of Programs: Other

- Emergency Assistance Family Care: (Bright Horizons) (UCB, UCM, UCSF)
- Flexible Workload Agreements (UCSD)
- Extension of Review Clock Post-Tenure (UCSD)
- Expand Parental Leave to Family Leave (UCSD)

Types of Programs: Other: Non-UC

- Family care leave (in addition to vacation and sick leave accumulations; not applicable to faculty though but could be important to staff and campus culture)
- Secure childcare slots in care facilities for recruitment/new faculty
- Broaden stop the clock policies to non-birth catastrophic life issues
- Opt-out versus Opt-in clock extensions
- Rooms for self-childcare
- Family rooms at conferences

Stop the Clock Language

- MIT uses standard language to explain to reviewers that “the time period for this promotion can vary, including one or more extensions of the tenure clock” and remind them that “that the criteria for promotion and tenure at MIT are the same for all faculty regardless of the length of his/her service at MIT.”

Conclusions

- All campuses have a suite of worklife balance programs
- Variation in Childcare facility availability on campus