

From: Executive Vice Chancellor <ExecutiveViceChancellor@ucsf.edu>

Sent: Thursday, March 07, 2019 10:43 AM

To: senate@listserv.ucsf.edu; clin-adj-50@listserv.ucsf.edu

Subject: Update: Faculty Family-Friendly Policies

Dear Colleagues:

Our continued investment in family-friendly programs reaffirms our commitment to establishing [policies and practices](#) that support faculty in their efforts to balance the needs of their careers and families.

On behalf of Chancellor Sam Hawgood and Deans Catherine Gilliss, Joe Guglielmo, Talmadge King, and Michael Reddy, I am very glad to write that effective July 1, 2019, UCSF will provide twelve weeks of paid leave for both childbearing as well as childrearing leave to Health Sciences Compensation Plan (HSCP) faculty. This decision is based upon recommendations from the Faculty Family-Friendly Initiatives (3FI) Committee and has the full support of the leadership of the schools of Dentistry, Medicine, Nursing, and Pharmacy.

To operationalize this expanded benefit to HSCP faculty by July 1, UCSF will concurrently implement an assessment mechanism to systematically fund paid childbearing/childrearing leave.

Similar to the existing Vacation Leave Assessment that provides funding for vacation leaves, the childbearing/childrearing leave assessment will be charged as a benefits expense to all HSCP faculty salary funding sources, including contracts and grants.

Individual schools will partner with their respective departments to implement processes and examine outcomes. In addition, the Office of Sponsored Research will provide guidance for grant management to principal investigators.

[More information is available online.](#) If you have additional questions, contact UCSF Human Resources at (415) 476-1400 or at benefits@ucsf.edu.

I send my best wishes to everyone who is making plans to enter into parenthood as well as those who have already embarked on that journey. These latest policy changes will hopefully help you navigate what is certainly one of life's great adventures.

Sincerely,

Daniel H. Lowenstein, MD
Executive Vice Chancellor and Provost
Dr. Robert B. and Mrs. Ellinor Aird Professor of Neurology