

Health Science Compensation Plans (HSCP) Updated for Paid Childbearing and Childrearing Leaves

July 19, 2018

The [3FI report](#) includes two key recommendations ([Objectives 1.1, 1.2](#)):

1. Raise minimum paid childbearing leave across all Health Sciences Comp Plans (HSCP) to 12 weeks of total salary (X+Y) by July 1, 2019.
2. Raise minimum paid childrearing leave across all HSCP to 4 weeks of total salary (X+Y) by July 1, 2019. **Raise to 12 weeks of total salary (X+Y) by 2020-21.

As of July 1, 2018, **99% of UCSF faculty are in a Health Sciences Comp Plan that provides 12 weeks of paid childbearing leave at X+Y salary and at least 4 weeks of paid childrearing leave at X+Y salary.**

See below for a detailed breakdown of the childbearing and childrearing leaves by school and department as of July 1, 2018.

Table 1. UCSF Compensation Plans- Paid Childbearing Leave effective July 1, 2018

	Paid Childbearing Leave ¹				
	6 weeks x + y only	6 weeks x + y followed by 6 weeks x	8 weeks x + y only	8 weeks x + y followed by 4 weeks y	12 weeks x + y only
School of Pharmacy					<ul style="list-style-type: none"> • Bioengineering • Clinical Pharmacy • Pharm Chemistry
School of Nursing					<ul style="list-style-type: none"> • Community Hlth Sys • Family Health Care • Inst for Health Aging • Physiological Nursing • Soc Behavioral Sci
School of Dentistry			<ul style="list-style-type: none"> • Prev Restor Dent Sci 		<ul style="list-style-type: none"> • Orofacial Sci • Oral Maxillofacial Surg • Cell & Tissue Biol
School of Medicine					<ul style="list-style-type: none"> • Anatomy • Anesthesia • Anthropology • Biochem Biophys • Cell Molec Pharmacol • Dermatology • Diabetes Center • Diller Cancer Ctr • Emergency Medicine • Epi Biostats • Family & Comm Med • Inst Neurodegen Dis • Institute Health Policy • Lab Medicine • Medicine • Microbiol Immunol • Neuro Surg • Neurology • Ob/Gyn • Ophthalmology • Orthosurg • Otol Head Neck Surg • Pathology • Pediatrics • Physiology • Proctor • Psychiatry • PT & Rehab • Radiation Oncology • Radiology • Surgery • Urology
Total Faculty	N=0	N=0	N=38	N=0	N=2611

¹Data collected July 2018. Numbers do not include faculty appointed in an ORU that does not have a compensation plan.

Table 2. UCSF Health Science Compensation Plans- Paid Childrearing Leave effective July 1, 2018

	Paid Childrearing Leave ²		
	< 4 weeks	4 weeks	> 4 weeks
School of Pharmacy			<ul style="list-style-type: none"> All departments (12 weeks)
School of Nursing			<ul style="list-style-type: none"> All departments (12 weeks)
School of Dentistry	<ul style="list-style-type: none"> Prev Restor Dent Sci (2 weeks) 	<ul style="list-style-type: none"> Oral Maxillofacial Surg Orofacial Sci 	<ul style="list-style-type: none"> Cell & Tissue Biol (10 weeks)
School of Medicine		<ul style="list-style-type: none"> Anesthesia Anthropology Cancer Center Dermatology Diabetes Center Emergency Medicine Family Medicine Fresno IHPS IND Lab Medicine Medicine Neurology Neurosurgery OB/GYN OHNS Ortho Surg Ophthalmology Pathology Proctor Pediatrics Psychiatry Physical Therapy Rad Onc Radiology Surgery Urology 	<ul style="list-style-type: none"> Anatomy Biochem Biophys Cell Molec Pharm Epi Biostats Micro Immun Physiology <p>(6 weeks- all departments above)</p> <ul style="list-style-type: none"> *OHNS (6 weeks) *Pediatrics (12 weeks) *Radiology (6 weeks)
Total Faculty	N=38	N=2299	N=312

¹ Data collected July 2018. Numbers do not include faculty appointed in an ORU that does not have a compensation plan.

*paid parental leave for adoption.