

**From:** UCSF-VPAA <[UCSF-VPAA@UCSF.EDU](mailto:UCSF-VPAA@UCSF.EDU)>

**Reply-To:** UCSF-VPAA <[UCSF-VPAA@ucsf.edu](mailto:UCSF-VPAA@ucsf.edu)>

**Date:** Wednesday, August 8, 2018 at 1:31 PM

**To:** "[SENATE@LISTSRV.UCSF.EDU](mailto:SENATE@LISTSRV.UCSF.EDU)" <[SENATE@LISTSRV.UCSF.EDU](mailto:SENATE@LISTSRV.UCSF.EDU)>

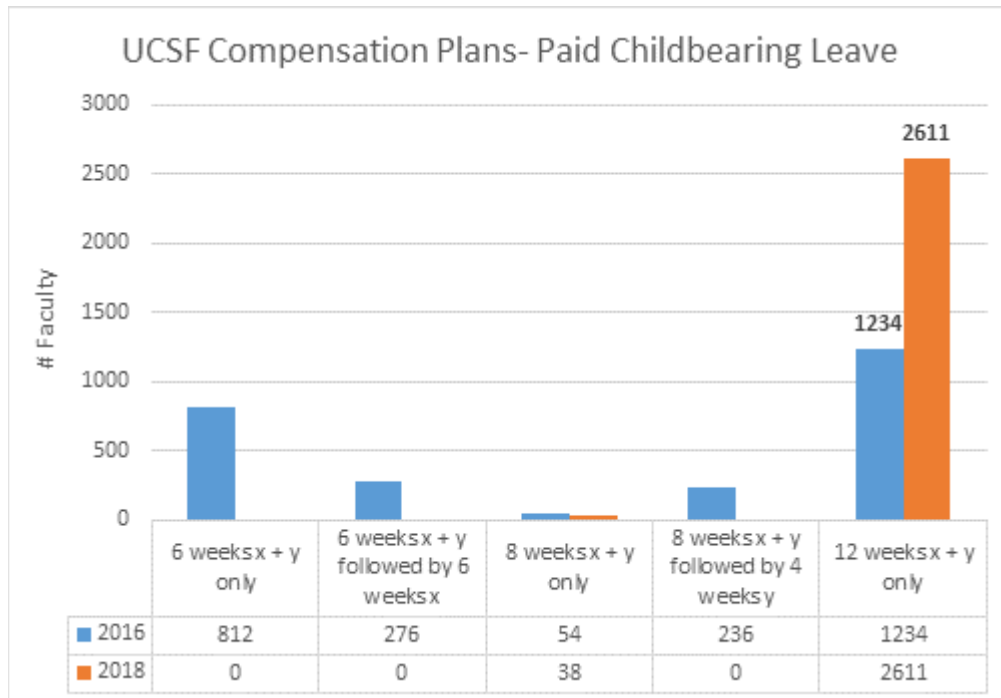
**Subject:** Update: Childbearing and Childrearing Leaves for Faculty in Health Sciences Compensation Plans

Dear colleagues -

I am pleased to provide you with an update regarding childbearing and childrearing leaves for faculty in Health Sciences Compensation Plans. As you may recall, the [Faculty Family Friendly Initiative \(3FI\) Committee report](#) included 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.

I am happy to report that, 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**. See below for a comparison of current childbearing benefits (2018) to those in place at the time the 3FI report was issued (2016).



In addition, we are making progress on improvements to childrearing (non-birth parent) leave benefits. As of July 1, 2018, **99% of UCSF faculty are now in a Health Sciences Comp Plan that provides at least 4 weeks of paid childrearing leave at X+Y salary.** I am confident that we will achieve full compliance with the above 3FI recommendations by July 1, 2019. Read more on the HSCP updates [here](#).

I want to thank all of our supporters and partners in this important work. We will continue to actively engage and inform faculty as we work through each of the 3FI goals. I encourage you to visit the [3FI web page](#) for updates as we continue this effort.

Please feel free to contact me directly at [brian.aldredge@ucsf.edu](mailto:brian.aldredge@ucsf.edu) with any feedback or suggestions.

Best regards,

Brian K. Alldredge, PharmD  
Vice Provost, Academic Affairs  
Professor of Clinical Pharmacy and Neurology