

From: UCSF-VPAA <UCSF-VPAA@ucsf.edu>
Sent: Tuesday, July 30, 2019 1:06 PM
To: hscp@listsrv.ucsf.edu
Subject: 3FI Update for Family-Friendly Policies at UCSF

Summary: There are a number of new policies, processes, and resources available to faculty in response to the Faculty Family-Friendly Initiative (3FI) recommendations.

Dear colleagues,

I am pleased to provide you with an update on several exciting developments related to the [Faculty Family-Friendly Initiative](#) (3FI).

- **3FI Report Recommendation: *Enhance and make equitable the family-friendly benefits provided by the Health Sciences Compensation Plan (HSCP)*.** On March 7, our [EVCP, Dan Lowenstein, announced](#) that UCSF will provide twelve weeks of both paid childbearing leave and childrearing leave for HSCP faculty across all four schools (Dentistry, Medicine, Nursing, and Pharmacy) effective July 1, 2019. I am pleased to note that the increase in childrearing leave was implemented a year ahead of the proposed 2020-21 timeframe.
- **3FI Report Recommendation: *Assess faculty awareness, experiences and perceptions of UCSF family-friendly policies*.** Earlier this year, [I summarized preliminary findings](#) from a faculty survey, created to both inform our 3FI work and establish a baseline from which we can measure the impact of our progress. Dr. Jennifer Kerns, who is leading our 3FI faculty survey workgroup, has provided a follow-up summary report based on your responses. Among many interesting findings, there are two things that stand out to me: (1) many faculty are unaware of some important family-friendly policies, such as the ability to defer promotion for family reasons (“Stop the Clock”) and the option to request a reduction in percent effort for family needs; and (2) we now have a better understanding of the caregiving responsibilities of our faculty that go beyond family formation (e.g., caring for friends, parents, and ill or disabled children). A [summary report of findings](#) can be found online at our website.
- **3FI Report Recommendation: *Increase faculty awareness and understanding of available family-friendly policies and benefits*.** It’s clear from the results mentioned above that we need to do better in this area. Our team has developed clear, concise “fact sheets” to better inform faculty and other stakeholders of many key policies. The following fact sheets can now be found on our [website](#): Childbearing, Childrearing, Parental Leave without Pay, and Stop the Clock. We anticipate publishing additional fact sheets in the coming months. I would like to acknowledge the effort of staff from Academic HR Shared Services, the Deans’ Offices, Disability Management and the VPAA office for their work on the fact sheets as well as the ad hoc faculty workgroup (Jennifer Perkins, Nerissa Ko, and Reza Vagefi) who have been providing valuable input on these materials prior to publication.
- **3FI Report Recommendation: *Develop systems to track family-friendly benefits utilization*.** With better data we will be able to improve our support to faculty in this area. The 3FI Committee had reported significant misperceptions about the use of the Stop the Clock option

for assistant professors in Senate series appointments. Currently, each Stop the Clock request is done individually via a paper process with no standardization. I am pleased to announce that effective July 30, 2019, all Stop the Clock requests and approvals will be processed in the Advance system. This new feature will simplify and standardize the request process, allow us to track utilization, and facilitate our ability to assess the impact and consequences of using this option.

I'm proud of our recent work to support faculty in their efforts to balance the needs of their careers and families, but our work is far from done. Our team is continuing to address additional recommendations from the 3FI report and I look forward to providing you with another update later this fall. I also encourage you to visit the [3FI web page](#) for information and updates. Please feel free to contact me directly at brian.alldredge@ucsf.edu with any feedback or suggestions.

Best regards,

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