

From: UCSF-VPAA <UCSF-VPAA@ucsf.edu>

Sent: Friday, December 13, 2019 7:37 AM

To: hscp@listsrv.ucsf.edu

Subject: Faculty Family Friendly Policies at UCSF - December 2019 3FI Update

Dear colleagues,

I'm pleased to provide you with several updates related to our work on the [Faculty Family-Friendly Initiative](#) (3FI):

1. **Active Service-Modified Duties (ASMD).**

- a) **Fact Sheet:** This summer, I [reported on the work](#) being done to increase faculty awareness and understanding of available family-friendly policies and benefits. Our team has developed clear, concise "fact sheets" to better inform faculty and other stakeholders of many key policies in this area.

Most recently, we published the [Active Service-Modified Duties \(ASMD\) fact sheet](#) to complement the current suite of fact sheets on our website:

- [Childbearing Leave](#);
- [Childrearing Leave](#);
- [Parental Leave without Pay](#); and
- [Stop the Clock](#)

- b) **New ASMD Request Process:** Members of Academic HR Shared Services, the Deans' offices and my office have implemented a new process for ASMD requests that is now standardized across all schools. The schools now have a standardized workflow for ASMD requests and faculty will be able to request ASMD using the information found [online here](#). We are hoping to implement future Advance upgrades in order to make it even easier for faculty to submit ASMD requests. I'll update you as these changes go into effect.

2. **UCSF Voluntary Catastrophic Leave Program.** I'm also pleased to inform you that after a long effort to address an on-going concern, faculty are now eligible to participate in UCSF's Catastrophic Leave Sharing Program. The Voluntary Catastrophic Leave Sharing Program permits temporary salary and benefits continuation for eligible employees who have exhausted all paid leave when an employee experiences a catastrophic illness or injury, an employee is needed to care for a family or household member who experiences a catastrophic illness or injury, or when an employee experiences a catastrophic event. The policy and instructions for requesting and donating leave can be found [here](#).

3. **MyFamily Portal.** As we continue our efforts to support faculty in balancing their needs related to career and family, I'd like to take this opportunity to bring a campus resource to your attention. MyFamily is a web portal that provides a centralized location for parents, and others, to find information on child, youth, and older adult services. This web portal is a collaborative effort between UCSF Family Services, the UCSF Committee on Family Services and the UCSF Committee on the Status of Women. The portal can be found [here](#).

I encourage you to visit the [3FI web page](#) for program information and updates. Please feel free to contact me directly at brian.aldredge@ucsf.edu with any feedback or suggestions.

Best regards,

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