

UC Irvine Family Friendly Policies

UC Irvine is actively supporting proposed revisions to the University of California's family friendly policies, to be effective July 1, 2005, in order to accomplish the following:

- Identify in one policy (APM-760) the types of family accommodations available for childbearing and childrearing purposes.
- Provide general campus academic appointees who are birth mothers two quarter of leave and active service-modified duties to enable a full recovery from the effects of pregnancy and childbirth. Funding to cover courses will come from a centralized pool and not from department resources.
- Specify that active service-modified duties for faculty shall be without the assignment of additional teaching duties in the previous or subsequent quarter to offset the teaching relief.
- Clarify that all eligible faculty members are entitled to stop the tenure clock for up to one year during the probationary period for each event of birth or placement for adoption or foster care, provided that all time off the tenure clock totals no more than two years in the probationary period.
- Encourage the use of part-time appointments to accommodate family needs and provide clear guidelines regarding review and evaluation of appointees with part-time appointments.
- Specify that faculty members shall not be arbitrarily disadvantaged in their promotion, advancement, or compensation because they have elected to take childbearing or parental leave, stop the tenure clock, or defer a personnel review.

UCI Career Partners Program

The Career Partners Program was formally initiated at UCI in 1997-98 in response to the employment needs of dual career academic partners, recognizing the importance of an environment in which frequently more than just a single faculty appointment must be considered.

The primary goal of the Career Partners Program is to recruit excellent new faculty to join the regular professorial ranks. The recruiting process becomes a collaboration between two schools once a department is identified for the partner hire. Funding for the partner position is provided in three equal parts from the primary candidate's department, the partner candidate's department, and the central administration. Care is taken throughout the academic personnel review process to assure that the partner candidate is judged on his or her own merit.

UCI has hired more than 20 excellent faculty under the Career Partners Program. It is a successful recruitment tool that we proudly promote in our recruitment advertisements with the following statement: *The University of California, Irvine has an active career partner program, is an equal opportunity employer committed to excellence through diversity, and has a National Science Foundation Advance Gender Equity Program.*