

## Graduate School of Management (GSM)

### Child Birth\Adoption Leave and Active Service Modified Duties (ASMD) Policy

The GSM often structures teaching load so that a faculty member may teach his or her entire 12 credit unit load in one quarter, based on the faculty's preference over the years. This is atypical for the UC Davis campus. As noted by the Vice Provost Office for Academic Personnel, departments typically structure teaching load such that it is more evenly distributed throughout the academic year. For example, a faculty member may teach one course in Fall Quarter, one in Winter Quarter, and two in Spring Quarter.

UC Davis' Academic Work Life Balance program

(<http://academicpersonnel.ucdavis.edu/worklife/>) is designed with the idea that teaching load is distributed across the academic year much like the example above. The Work Life Balance program permits a birth mother (or primary <sup>1</sup>adoptive parent) to be excused from "all" teaching in the birth\adoption quarter (generally, no more than two courses) and then to be eligible for an additional course release within 12 months of the birth or adoption under the Active Service Modified Duties (ASMD) policy. Again, the spirit of this policy is that a birth mother or primary adoptive parent will be eligible for a one or two course release during the birth\adoption quarter and a one course release within 12 months under ASMD. The maximum amount of courses for which central funding has covered replacement costs for an eligible faculty member is up to three courses<sup>2</sup>.

The GSM leave policy for primary adoptive parents and birth mothers reflects this same spirit of the Work Life Balance program. The GSM will grant a birth mother or primary adoptive parent a nine credit unit (out of a total of 12 credit units) release that can be taken in the birth\adoption quarter alone or in the birth\adoption quarter and within 12 months of the birth or adoption. If a faculty member who is the birth mother or primary adoptive parent is scheduled for 12 credit units within the birth or adoptive quarter, the GSM will re-assign the remaining three credit units for a later quarter. The GSM will be eligible for replacement teaching funds from the central campus for the three, three credit unit courses.

This policy is effective 1 July 2011.

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<sup>1</sup> Primary parent is defined as the parent who has at least 50% or more care of the child during the initial adoptive quarter.

<sup>2</sup> The only exception would be in cases of twins or two or more children adopted in a similar time frame. Those faculty would receive an additional quarter of ASMD, with one additional course release.