

## **Health Science Compensation Plans (HSCP) Updated for Paid Childbearing and Childrearing Leaves**

July 19, 2018

The [3FI report](#) includes 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.

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 and at least 4 weeks of paid childrearing leave at X+Y salary.**

See below for a detailed breakdown of the childbearing and childrearing leaves by school and department as of July 1, 2018.

Table 1. UCSF Compensation Plans- Paid Childbearing Leave effective July 1, 2018

	Paid Childbearing Leave <sup>1</sup>				
	6 weeks x + y only	6 weeks x + y followed by 6 weeks x	8 weeks x + y only	8 weeks x + y followed by 4 weeks y	12 weeks x + y only
<b>School of Pharmacy</b>					<ul style="list-style-type: none"> <li>• Bioengineering</li> <li>• Clinical Pharmacy</li> <li>• Pharm Chemistry</li> </ul>
<b>School of Nursing</b>					<ul style="list-style-type: none"> <li>• Community Hlth Sys</li> <li>• Family Health Care</li> <li>• Inst for Health Aging</li> <li>• Physiological Nursing</li> <li>• Soc Behavioral Sci</li> </ul>
<b>School of Dentistry</b>			<ul style="list-style-type: none"> <li>• Prev Restor Dent Sci</li> </ul>		<ul style="list-style-type: none"> <li>• Orofacial Sci</li> <li>• Oral Maxillofacial Surg</li> <li>• Cell &amp; Tissue Biol</li> </ul>
<b>School of Medicine</b>					<ul style="list-style-type: none"> <li>• Anatomy</li> <li>• Anesthesia</li> <li>• Anthropology</li> <li>• Biochem Biophys</li> <li>• Cell Molec Pharmacol</li> <li>• Dermatology</li> <li>• Diabetes Center</li> <li>• Diller Cancer Ctr</li> <li>• Emergency Medicine</li> <li>• Epi Biostats</li> <li>• Family &amp; Comm Med</li> <li>• Inst Neurodegen Dis</li> <li>• Institute Health Policy</li> <li>• Lab Medicine</li> <li>• Medicine</li> <li>• Microbiol Immunol</li> <li>• Neuro Surg</li> <li>• Neurology</li> <li>• Ob/Gyn</li> <li>• Ophthalmology</li> <li>• Orthosurg</li> <li>• Otol Head Neck Surg</li> <li>• Pathology</li> <li>• Pediatrics</li> <li>• Physiology</li> <li>• Proctor</li> <li>• Psychiatry</li> <li>• PT &amp; Rehab</li> <li>• Radiation Oncology</li> <li>• Radiology</li> <li>• Surgery</li> <li>• Urology</li> </ul>
<b>Total Faculty</b>	<b>N=0</b>	<b>N=0</b>	<b>N=38</b>	<b>N=0</b>	<b>N=2611</b>

<sup>1</sup>Data collected July 2018. Numbers do not include faculty appointed in an ORU that does not have a compensation plan.

Table 2. UCSF Health Science Compensation Plans- Paid Childrearing Leave effective July 1, 2018

	Paid Childrearing Leave <sup>2</sup>		
	< 4 weeks	4 weeks	> 4 weeks
<b>School of Pharmacy</b>			<ul style="list-style-type: none"> <li>All departments (12 weeks)</li> </ul>
<b>School of Nursing</b>			<ul style="list-style-type: none"> <li>All departments (12 weeks)</li> </ul>
<b>School of Dentistry</b>	<ul style="list-style-type: none"> <li>Prev Restor Dent Sci (2 weeks)</li> </ul>	<ul style="list-style-type: none"> <li>Oral Maxillofacial Surg</li> <li>Orofacial Sci</li> </ul>	<ul style="list-style-type: none"> <li>Cell &amp; Tissue Biol (10 weeks)</li> </ul>
<b>School of Medicine</b>		<ul style="list-style-type: none"> <li>Anesthesia</li> <li>Anthropology</li> <li>Cancer Center</li> <li>Dermatology</li> <li>Diabetes Center</li> <li>Emergency Medicine</li> <li>Family Medicine</li> <li>Fresno</li> <li>IHPS</li> <li>IND</li> <li>Lab Medicine</li> <li>Medicine</li> <li>Neurology</li> <li>Neurosurgery</li> <li>OB/GYN</li> <li>OHNS</li> <li>Ortho Surg</li> <li>Ophthalmology</li> <li>Pathology</li> <li>Proctor</li> <li>Pediatrics</li> <li>Psychiatry</li> <li>Physical Therapy</li> <li>Rad Onc</li> <li>Radiology</li> <li>Surgery</li> <li>Urology</li> </ul>	<ul style="list-style-type: none"> <li>Anatomy</li> <li>Biochem Biophys</li> <li>Cell Molec Pharm</li> <li>Epi Biostats</li> <li>Micro Immun</li> <li>Physiology</li> </ul> <p>(6 weeks- all departments above)</p> <ul style="list-style-type: none"> <li>*OHNS (6 weeks)</li> <li>*Pediatrics (12 weeks)</li> <li>*Radiology (6 weeks)</li> </ul>
<b>Total Faculty</b>	<b>N=38</b>	<b>N=2299</b>	<b>N=312</b>

<sup>1</sup> Data collected July 2018. Numbers do not include faculty appointed in an ORU that does not have a compensation plan.

\*paid parental leave for adoption.