

**From:** UCSF-VPAA <[UCSF-VPAA@ucsf.edu](mailto:UCSF-VPAA@ucsf.edu)>  
**Sent:** Monday, January 28, 2019 10:01 AM  
**To:** [3FI@LISTSRV.UCSF.EDU](mailto:3FI@LISTSRV.UCSF.EDU)  
**Subject:** Update on Faculty Family Friendly (3FI) Initiative

Dear Colleagues,

Several months ago, I provided an [update](#) on the Faculty Family-Friendly Initiative (3FI) announcing the creation of a working group led by [Dr. Jennifer Kerns](#) to launch a UCSF faculty survey to assess the needs for and experiences with specific family-friendly policies. Dr. Kerns has provided some preliminary findings from that 2018 survey and I wanted to share them with you; a more extensive summary will be sent this summer.

The survey was available from June 18 to August 6, 2018 for UCSF health sciences compensation plan (HSCP) faculty in all schools (Dentistry, Medicine, Nursing, Pharmacy), and **988 faculty responded**.

**Of those faculty who responded:**

- 77% believe that family friendly policies are important for recruitment, retention and career advancement of our faculty
- 40% were Assistant Professors
- 64% identified as female; 33% as male; 0.2% as genderqueer
- Many were not aware of the **current availability of family-friendly policies**, specifically:
  - 56% were not aware of provisions for Active Service-Modified Duties (ASMD)
  - 45% were not aware of the opportunity to defer merit/promotion reviews for family needs
  - 56% were not aware of the opportunity to temporarily reduce their percent effort for family needs
  - 43% were not aware of the opportunity to “stop the clock” for promotion at the Assistant Professor rank
  - 11% were not aware of childbearing leave policies
  - 22% were not aware of childrearing leave policies

Of those faculty who used childbearing leave (median, 8 weeks), 2/3 said it was not adequate. Of those faculty who used childrearing leave (median, 2 weeks), 3/4 said it was not adequate.

**Two of 3FI's key recommendations were to:**

- 1. Raise paid childbearing leave to 12 weeks of total salary (X+Y) for all faculty.**

*Status: As of July 1, 2018, 99% of UCSF faculty are in a HSCP that provides this level of childbearing leave. This implementation will be complete by July 1, 2019.*

- 2. Raise childrearing leave to 4 weeks of total salary (X+Y) with a goal of 12 weeks by 2020-21 for all faculty.**

*Update: We hope to have positive news to share with you regarding this recommendation in the months ahead.*

A detailed status of these benefits, by school, is available here [LINK](#)

We are making strides towards improving this important area of faculty life but recognize that we have work ahead of us to raise awareness and adequately inform our faculty on UCSF's family friendly policies, access and utilization. I encourage you to visit the [3FI web page](#) for updates as we continue this effort.

Please feel free to contact me directly at [brian.alldredge@ucsf.edu](mailto:brian.alldredge@ucsf.edu) with any feedback or suggestions.

Best regards,

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