



Vice Provost for Academic Personnel
Office of the Executive Vice Chancellor and Provost
900 University Avenue
Riverside CA 92521
951-827-2933

October 14, 2020

To: Professor Jason Stajich
Department of Microbiology and Plant Pathology
Chair of the Academic Senate

Via: Cherysa Cortez, UCR Academic Senate

From: Professor Daniel R. Jeske
Department of Statistics
Vice Provost for Academic Personnel
Acting Vice Provost for Administrative Resolution

RE: A Proposal for Interim COVID-Related Dependent Care Modified Duties

Dear Jason,

The COVID-19 pandemic and the closing of facilities has resulted in significant challenges for individuals with dependent care responsibilities. In particular, the current pandemic has intensified the existing inequities that often disproportionately affect the careers of those balancing work and childcare or other dependent care responsibilities. It is my hope that our academic community will pull together to support one another during the pandemic and to be sensitive to the needs of colleagues who may be affected differentially during this time.

On 9/17/20, in recognition of the challenges, Provost Brown granted flexibility to the campuses to develop and adopt Interim COVID-Related Dependent Care Modified Duties programs modeled after the Active Service-Modified Duties (ASMD) program that is described in APM-760. I have recently solicited feedback from the Provost, the Deans, and the Academic Personnel Office (APO). The consultations have resulted in a draft proposal that is included with this letter.

The campus will need to put forward a final proposal for Provost Brown's approval. In order to provide an approved program to our campus with significant time to utilize it this academic year, I respectfully request an expedited review from the Academic Senate and a response by October 26, 2020. Once the response is received, we will incorporate feedback into a finalized proposal and submit it to Provost Brown.

Sincerely,

A handwritten signature in cursive script, appearing to read "Daniel R. Jeske".

Daniel R. Jeske

COVID-Related Dependent Care Modified Duties Program at UCR

The COVID-Related Dependent Care Modified Duties Program at UCR extends the Active Service Modified Duties (ASMD), as described in APM-760, in the following ways:

1. Program effective dates: Academic Years 2020-2021 and 2021-2022
2. All faculty who are eligible for ASMD as described in APM-760 and have dependent care responsibilities amounting to 50% time or more will be eligible for two academic quarters of Interim COVID-Related Dependent Care Modified Duties.
3. Dependent care includes children of all ages, children with disabilities, dependent adults, and elders.
4. The additional two quarters of Interim COVID-Related Dependent Care Modified Duties are over and above the standard benefits associated with ASMD.
5. Interim COVID-Related Dependent Care Modified Duties must be requested and negotiated by faculty members with their department chairs and dean.
6. Requests to use the Interim COVID-Related Dependent Care Modified Duties will be evaluated on individual case-by-case basis to maximize helping the faculty member while also preserving the academic missions of the University.
7. Faculty members who wish to apply for Interim COVID-Related Dependent Care Modified Duties should fill out the Application Form (attached). Copies of the application will be routed to the faculty member's department chair, dean, and the Academic Personnel Office for review and approval. The Vice Provost for Academic Personnel will have final approval.
8. Except for the winter 2021 term, requests to use the Interim COVID-Related Dependent Care Modified Duties should be initiated with the chair at least one quarter prior to use.
9. Interim COVID-Related Dependent Care Modified Duties might include any of the measures, or a combination thereof, on the following list, which is not exhaustive:
 - a. Partial or full relief from service obligations and responsibilities for an academic quarter
 - b. Flexibility in terms of requesting days of the week and timing of instruction
 - c. Flexibility in what courses are taught within a specific academic term
10. Partial or full teaching relief will normally not be approved.
11. Colleagues that can either take on or negotiate a swap to do more teaching and/or service to assist colleagues who are severely impacted are truly encouraged to do so.
12. A reminder that as with a period of ASMD, a period of COVID-Related Dependent Care Modified Duties is not a leave of absence and is included as service toward the eight-year limit.



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

September 10, 2020

EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PROVOSTS/CHANCELLORS OF ACADEMIC AFFAIRS/PERSONNEL

Dear Colleagues:

In recognition of the ongoing challenges presented by the COVID-19 pandemic, I am approving two blanket exceptions to Academic Personnel Manual (APM) Section 710 (APM - 710), Leaves of Absence/Sick Leave/Medical Leave, as outlined below in order to provide additional relief to academic appointees balancing work and child care responsibilities.

First, I am approving a temporary exception to APM - 710-20 to allow academic appointees who accrue sick leave to use any such accrued sick leave if they are unable to work or telework because their children are not able to physically attend their school or place of care due to COVID-19 precautions during the Fall 2020 semester/quarter.

Second, I am approving a temporary exception to APM - 710-11 to allow faculty who do not accrue sick leave to use any available paid medical leave allotment for child care related reasons during the Fall 2020 semester/quarter. Under this temporary exception to APM - 710-11, use of paid medical leave will be permitted up to one course reduction (normally 33%) for child care related reasons, which equates to four (4) weeks of a faculty member's total paid medical leave entitlement for quarter campuses and six (6) weeks for semester campuses.

Both exceptions are effective immediately and will remain in effect through December 31, 2020. All other provisions of APM - 710, including eligibility criteria, remain in effect.

The temporary exceptions to APM - 710-20 and APM - 710-11 do not affect eligibility for Emergency Paid Sick Leave (EPSL) or Emergency Family and Medical Leave (EMFL) granted under the Families First Coronavirus Relief Act (FFCRA), or Expanded Paid Administrative Leave (EPAL) provided by University policy. EPSL, EFML, and EPAL may be taken before or after any accrued sick leave or paid medical leave is used or exhausted.

September 10, 2020

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I thank you for your cooperation and support for our academic appointees during this unprecedented time.

Sincerely,



Michael T. Brown, Ph.D.
Provost and
Executive Vice President, Academic Affairs

cc: President Drake
Chair Gauvain
Vice Provost Carlson
Interim Vice President Lloyd
Assistant Vice Provosts/Vice Chancellors/Directors - Academic Personnel
Executive Director Baxter
Chief of Staff and Executive Director Henderson
Director Grant
Director Lee