

Work-Life Balance

Commitment to Work-Life Balance (CSU-AAUP ARTICLE 5)

The Administration and the CSU-AAUP are committed to the ongoing development and implementation of working conditions and benefits that facilitate each faculty member's ability to achieve a healthy work-life balance regardless of gender, age, or family life-style status. CSU views work-life balance as a means to enable faculty to fulfill their career aspirations at the University as well as meet their responsibilities outside of work, and to improve our ability to attract and retain talented faculty.

Currently policies and procedures are being developed to address three issues:

- (1) Tenure clock extension rules for probationary faculty with child-birth or personal/family medical and health needs (see Article 12.11 (4));
- (2) Temporary modified duties for faculty with acute personal or family care situations;
- (3) Proximate employment needs and other arrangements for partners of faculty who are in a dual academic career relationship. Unless otherwise stated, these policies will be stated in the University Faculty Personnel Policies or other appropriate locations.

Tenure Extension (CSU-AAUP Article 12.11 (4))

A faculty member whose original appointment was as Instructor or Assistant Professor may request an extension of the probationary period for the following reasons:

- (a) Extended illness or disability of the faculty member;
- (b) Providing primary care for an immediate family member (i.e., spouse or domestic partner, a child, or parent) who is ill or disabled; or
- (c) Providing primary care for a child under 18 months of age (the child must be living with the faculty member who provides the primary care).

Extensions may be requested whether or not the faculty member qualifies for or takes a leave of absence.