

BENEFITS AND PROGRAMS FOR FACULTY WITH FAMILY RESPONSIBILITIES

Description of Benefit or Program	Eligibility/Selected Terms	Contacts for Complete Information
Pregnancy Disability Leave: leave of up to four months as certified by physician	faculty member who gives birth and is certified for leave by physician; faculty member is expected to apply for short-term disability insurance; university will continue to pay the faculty member the difference between her short-term disability benefit and her full academic base salary while she is on certified short-term disability up to 90 days	Benefits 736-2985, option 4 to start a claim or www.mylibertyclaim.com our service ID: Stanford Faculty member should begin by talking to dept./school FAO
Reduced Teaching or Clinical Load: relief from teaching and/or clinical duties during the quarter of the birth of child and/or the quarter following; 100% pay continues	faculty member who became a parent by birth or adoption and who certifies that he or she will be sole caregiver for at least twenty hours from 8 a.m. to 7 p.m., Monday through Friday; faculty member must continue to carry a full complement of professorial activities other than classroom teaching or clinical service	Faculty Affairs facultyaffairs@stanford.edu Faculty Handbook, Sec. 3.5.B
New Parent Extension: 1 year extension to the seven year tenure clock for tenure line faculty (but not the ten year appointment clock) 1 year extension to current appointment for non-tenure line and MCL faculty	faculty member who becomes a parent by birth or adoption; the extension applies even if a faculty member becomes a parent during an off-duty quarter and returns immediately to his or her regular work load; the extension form should be submitted before the final year of the faculty member's appointment	Faculty Affairs facultyaffairs@stanford.edu Faculty Handbook, Sec. 2.1.D(2)b, 2.5.C
Childcare Leave: faculty member who becomes a parent by birth or adoption may take an unpaid leave of up to 1 year at full or part-time for the purpose of caring for the child	requests for childcare leave are subject to the normal approval process, but department Chairs and Deans are urged to give priority to such requests; upon request of the faculty member, the first twelve weeks of childcare leave may be taken as family leave (see below) provided the faculty member meets the eligibility requirements, so as to continue Stanford's usual contribution to group medical and dental health plans; after the first twelve weeks, a faculty member on full leave without salary must pay the university's portion of the monthly premium in addition to his/her own premium to insure continuous insurance coverage; for faculty members on partial leave, the university's contribution may continue, depending on the percent time of the leave	Faculty Affairs facultyaffairs@stanford.edu Faculty Handbook, Sec. 3.5.C
Childcare Resources: services for faculty families include on-campus child-care centers, information about community child care options, emergency back-up child-care program and parent and babysitting networks	most of the on-campus facilities have waiting lists and new parents are encouraged to contact the centers as soon as possible; faculty members in the tenure line, non-tenure line and Medical Center Line have priority over graduate students and staff on the Madera Grove Children's Center waiting list only	WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu
Adoption Reimbursement Program: program reimburses up to \$10,000 per adoption for "qualified adoption expenses" such as reasonable and necessary adoption fees, court costs, and attorneys' fees; the program will provide assistance for up to two adopted children per family	all benefits-eligible faculty working at least 50 percent full-time equivalent and with an assignment of at least six months are qualified to apply; the adopted child must be younger than 18 at the time a "qualified adoption expense" is paid or incurred and may not be the child of the faculty member's spouse or same sex domestic partner	WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu
Dependent Day Care Flexible Spending Account: set aside before-tax dollars for eligible dependent day care expenses, including care for children, disabled spouses or other disabled dependents	care for the dependent must be necessary to enable faculty members and their spouses or partners, if appropriate, to work, look for work or go to school full time	Benefits 736-2985, option 9 http://benefits.stanford.edu
Child Care Subsidy Grant Program: program provides a grant of up to \$5,000 a year for child care for children younger than age 10	WorkLife Office determines eligibility for a child-care grant based on an application that includes income information; the grant is not limited to campus centers and can be used for any eligible child care	WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu
Junior Faculty Child Care Assistance Program: program provides financial assistance for child care to families with children age 5 and under; award levels (\$5,000 to \$20,000) are based on family-adjusted-gross income for those whose income does not exceed a set threshold; if a family has more than one child younger than five, the total award is increased by \$1,000	full-time junior faculty (assistant and associate professors in the tenure line, non-tenure line and Medical Center Line who have not yet received tenure or been promoted to continuing term); spouses or registered domestic partners must be working at least 30 hours per week or be disabled, a fulltime student or looking for work (if married to or a partner of newly-hired faculty)	WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu

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Junior Faculty Dependent Care Research Travel Grants: taxable grants for qualified dependent care expenses incurred when traveling to attend professional meetings or to conduct research or scholarship; intended to provide full compensation for reasonable and approved expenses up to a maximum (\$1,000 per year)	junior faculty (assistant and associate professors in the tenure line, non-tenure line and Medical Center Line who have not yet received tenure or been promoted to continuing term); awards may be used for either child or adult dependent care	WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu
Dual Career Assistance: provides support for spouses or partners of faculty in finding positions at Stanford or elsewhere in the Bay Area	available for spouses and partners of faculty recruits and current faculty; for academic or professional positions contact Karen Cook, Vice Provost for Faculty Development and Diversity, kcook@stanford.edu or Robert Weisberg, Special Assistant to the Provost for Faculty Recruitment and Retention, weisberg@stanford.edu	Faculty Development and Diversity Office 736-0384 http://facultydevelopment.stanford.edu .
Domestic Partner Benefits: Stanford grants registered domestic partners of faculty members the same services that are available to spouses, including health care and other benefits, access to university facilities, discounted tuition for continuing education courses and the right to remain in on-campus housing after a partner's death; many benefits also extend to a domestic partner's eligible children, including health insurance, access to child-care programs and the tuition grant program	a domestic partner (or same sex spouse) may be covered by benefits if the partnership is registered with the State of California; generally, you can register your domestic partner if you share a common residence and your domestic partner is age 18 or older, a member of your household for the period to be covered under Stanford benefits, not related to you in a way that would prohibit legal marriage and not legally married or in a registered domestic partnership with anyone else	Benefits 736-2985, option 9 http://benefits.stanford.edu/
Elder Care Support: services are provided in partnership with Avenidas, a multi-service non-profit agency that serves people age 50 and older	available to all faculty; services include: information on community resources, confidential social worker consultation, support groups, assessment, planning, coordination of services for frailer older adults and monitoring of the situation, out-of-home care up to five days a week with extended hours for working caregivers, information and resources for long-distance care giving	WorkLife Office 723-2660 [736-2985, option 6] or http://worklife.stanford.edu
Long-Term Care: coverage to help pay many day-to-day expenses for elderly or disabled care (e.g., nursing homes) not covered by medical plans; LTC benefits include: home health agency services, personal care, hospice care, homemaker services, residential care, adult foster care and nursing home care	available to benefits-eligible faculty members, their spouses or registered domestic partners, parents, parents-in-law, grandparents and grandparents-in-law; eligible family members may apply even if the faculty member does not opt to enroll; once a faculty member or his or her eligible family member purchases coverage, that coverage cannot be terminated or canceled for any reason, other than failure to pay premiums or reaching the lifetime maximum benefit	CNA at (800) 528-4582 or http://www.ltcbenefits.com , password: stanfordgltc
Family and Medical Leave: unpaid leave up to 12 weeks in any 12 month period to care for the faculty member's spouse (including same-sex domestic partner), child, or parent who has a serious health condition, for a faculty member's serious health condition, or for child-care leave as described above	faculty member must have been employed by Stanford (within the U.S.) for at least 12 months and 1,250 hours worked in the previous year, at 50% time or more; an individual is not eligible if he/she has used the maximum yearly leave provided by law; university continues its contributions toward medical and dental group health plans; the faculty member continues to be responsible for paying his or her own premium	Benefits 736-2985, option 4 to start a claim or www.mylibertyclaim.com our service ID: Stanford Faculty member should begin by talking to dept./school FAO
Part-Time Appointments: temporary reductions from full-time to part-time status for family related needs	university policy allows appointment of faculty members at any rank on a part-time basis; department Chairs and Deans must take into consideration the impact on programmatic need but are encouraged to grant such request for family related needs	Faculty Affairs facultyaffairs@stanford.edu Faculty Handbook, Sec. 2.6.D
Counseling Support: Help Center provides confidential and brief counseling for such issues as job stress, parent-child concerns, care of elderly parents, substance abuse and grief	available to faculty and staff and their spouses, domestic partners and children younger than 21; the center is staffed by licensed clinical social workers, marriage and family therapists and psychologists	Help Center 723-4577

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<p>Back-Up Care Through ACI: Stanford offers an Emergency and Back-up Child & Elder Care program that is administered through ACI Specialty Benefits, when your regular caregiver is ill or temporarily unavailable. This service also includes elder care back-up if you are taking care of an aged loved one.</p>	<p>open to benefits-eligible faculty and staff of Stanford University only. Eligible employees may use the service for legally dependent children, and/or elderly adults who are in the employee's immediate family. A subsidy is available to assist with the cost of emergency and back-up care. A maximum reimbursement of \$160 per family is available annually. Eligible expenses for reimbursement include agency fees and the cost of care. Reimbursements are considered taxable and will be reflected as such on the disbursement. To be eligible for reimbursement, care arrangements must be made through ACI Specialty Benefits.</p>	<p>WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu</p> <p>To access services, call ACI @ 1.800.777.3319 24 hours, 7 days a week</p>
<p>Faculty Back-Up Care Advantage program: This back-up care service offers an enhanced program, tailoring your back-up care to match your need for a center environment, or in-home care or mildly ill care. The program is for children and elders and can be used nationwide.</p>	<p>open to Faculty and Clinical Educators at the Associate, Assistant, and Professor level</p> <p>Program Highlights:</p> <ul style="list-style-type: none"> • <i>Center-based back-up child care</i> \$15 co-pay per child per day; maximum of \$25 per family per day • <i>In-home Dependent Care</i> \$6 co-pay per hour; there is a 4 hour minimum for all in-home care reservations • <i>Available Days/Year</i> 10 days per year 	<p>WorkLife Office 723-2660 [736-2985, option 6] http://worklife.stanford.edu</p> <p>or call 877--BH--CARES (877-242-2737) or visit backup.brighthorizons.com Username: sucares Password: 2011</p>