

# Balancing Work & Life

faculty friendly programs, policies, and resources





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"The various family-oriented programs and resources at UC Berkeley made me feel like I didn't have to choose between being a professor and having a family, and they gave me the time and confidence to truly enjoy time with my son when he was first born. My department chair and colleagues have been thoroughly supportive – some straight out enthusiastic – which has enabled me to integrate work and family life in ways that I had not anticipated."

*Line Mikkelsen, Assistant Professor, Department of Linguistics*

## A Message

from the Associate Vice Provost for the Faculty



photo: Oasii Lucero

I am delighted to have this opportunity to welcome potential and new faculty members to UC Berkeley, and to deliver greetings to those of you who are continuing members of our campus community. To all, I offer this guide – *Balancing Work and Life: Faculty Friendly Programs, Policies, and Resources at UC Berkeley* – in keeping with the University’s strong commitment to fostering your success and welfare throughout your career at Berkeley.

As you know, Berkeley is one of the world’s great institutions of higher education, and the top public research university in the United States. All of us who work here can be very proud of Berkeley’s extraordinary tradition of excellence, defined by leadership and pioneering achievement across the full range of disciplines. We can be just as proud of our successes in working toward a campus environment that is fully equitable and inclusive for all faculty members, and actively supports your continuing achievement, well-being, and satisfaction.

Because we view each faculty member as both a member of our community and an investment in the University’s excellence, we strive to ensure that you have a long, productive, and satisfying career with us. Such a result, we know, can come only with the right balance of work and life. Thus, we support your professional and personal lives through an array of efforts designed to accommodate your changing needs, from hiring through retirement.

Balancing work and life can be an especially challenging proposition for faculty with caregiving responsibilities. For this reason, we have generous family responsive policies, including paid childbearing leave, teaching relief, tenure-clock stoppage, unpaid parental leave for up to one year, and temporary or permanent part-time appointments to accommodate family needs.

I hope that you will keep this guide handy, to enable you to take full advantage of the many invaluable faculty-oriented programs, policies, and resources that Berkeley and the surrounding community have to offer. I invite you to contact me with any questions or suggestions you may have, and I look forward to a mutually beneficial partnership for many years to come.

Sincerely,  
Angelica Stacy  
Associate Vice Provost for the Faculty

astacy@berkeley.edu  
(510) 642-1935



photo: Arnold Yip

## Transition to Berkeley / Fundamentals

### Benefits

Berkeley faculty enjoy one of the best total compensation programs in higher education. Competitive salaries are complemented by an array of valuable benefits, including medical, dental, vision, and legal plans; income replacement and protection plans (disability and life insurance); flexible savings accounts (for health care and dependent care expenses); retirement and tax-deferred savings programs; and payroll deduction plans. One of the most attractive features of UC employment is the University of California Retirement Plan (UCRP), which provides exceptional pension benefits, including lifetime monthly retirement income, disability benefits, survivor income, and death benefits. The University of California's policies regarding benefits are identical for spouses and domestic partners.

Benefits programs are administered by the UC systemwide Office of the President (UCOP):

[atyourservice.ucop.edu](mailto:atyourservice.ucop.edu)

[atyourservice.ucop.edu/forms-pubs/misc/uc\\_benefits\\_overview\\_tenured.pdf](https://atyourservice.ucop.edu/forms-pubs/misc/uc_benefits_overview_tenured.pdf)



photo: David Schmitz

## CALcierge – Faculty Recruitment and Retention Services

Offered through the Office of the Vice Provost for the Faculty, CALcierge services include both relocation services to prospective and new faculty, and dual career services for accompanying faculty spouses or partners, as well as to the spouses or partners who are part of a University faculty retention effort.

**Relocation Services:** The CALcierge Program Manager meets with prospective or new faculty to answer questions regarding: housing, child care and schools, and provide information regarding University benefits, including retirement.

**Dual Career Services:** The CALcierge Program Manager assists accompanying faculty spouses or partners with career services including: resume and cover letter writing, referrals to job networking contacts, career development, and job search guidance.

To request CALcierge services, prospective faculty, or departments conducting a faculty search, should email the Program Manager. Deans should direct faculty retention cases to Janet Broughton, Vice Provost for the Faculty.

[calcierge.berkeley.edu](http://calcierge.berkeley.edu)

[calcierge@berkeley.edu](mailto:calcierge@berkeley.edu)

(510) 642-6610

## Clark Kerr Faculty Housing

Clark Kerr Faculty Housing, a Spanish-style, University-run apartment complex, located within walking distance to the central campus, offers a tranquil, wooded setting, and an instant and welcoming community of colleagues to help ladder-rank faculty make a smooth transition to Berkeley. The 24 unfurnished apartments are rented on a month-to-month basis.

For additional information, please contact the CALcierge Program Manager at [calcierge@berkeley.edu](mailto:calcierge@berkeley.edu)

*"CALcierge Office was tremendously helpful to me in finding both well-paying and career-building work. Specifically, the CALcierge seemed to take my situation quite personally and demonstrated remarkable commitment to supporting me in my job hunt. Thank you!"*

*Tim Weitzel, Ph.D.*



photo: Arnold Yip

## Partner Hiring Guidelines and Assistance — Office of the Vice Provost for the Faculty

Berkeley recognizes that addressing the needs of dual-career couples is key to recruiting and retaining the highest-quality ladder-rank faculty – and thereby preserving the University’s overall excellence. Thus, the University is committed to providing an array of services in support of the partner hiring needs of ladder-rank faculty and candidates for ladder-rank faculty appointments. For faculty with partners who may be qualified for Berkeley faculty or research appointments, the Office of the Vice Provost for the Faculty will work to facilitate cooperation between the involved departments and schools. For faculty with partners looking for non-academic employment or appointments at other colleges or universities, the CALcierge office can provide information and assistance. In all cases, a partner hire into a campus appointment is not an entitlement.

[facultyequity.chance.berkeley.edu/resources/fsg\\_appendixh.html](http://facultyequity.chance.berkeley.edu/resources/fsg_appendixh.html)  
(510) 642-1935

## Northern California Higher Education Research Consortium (HERC)

The campus provides access to employment opportunities at local colleges and universities through its partnership with the Northern California Higher Education Recruitment Consortium. A vital part of HERC is its Web-based search engine for academic and administrative job listings for colleges and universities throughout Northern California.

[norcalherc.org](http://norcalherc.org)

## Berkeley International Office

The Berkeley International Office works to enhance the academic experiences of international scholars by providing the highest level of knowledge and expertise in advising, immigration services, support with visas, and advocacy directed toward the campus community. Other services include support for international families, guidance about life in Berkeley, programs and workshops, and resource links.

[internationaloffice.berkeley.edu](http://internationaloffice.berkeley.edu)  
(510) 642-2818

## *Faculty Guide to Campus Life*

This guide provides a wealth of essential information as it answers some of the most commonly asked questions about faculty life and work, including those regarding teaching titles and appointments, research and library resources, working with students, getting started with technology, faculty equity programs, emergency preparedness, administration, and faculty roles and responsibilities.

[facultyguide.berkeley.edu](http://facultyguide.berkeley.edu)



photo: David Schmitz

## Equity and Inclusion

### The Division of Equity & Inclusion

The mission of the Division of Equity & Inclusion (E&I) is to cultivate a welcoming and supportive environment that enhances success and advancement for all students, faculty, and staff regardless of personal experiences, values, and world-views that arise from differences of culture and circumstance, including, but not limited to race, ethnicity, gender, sexual orientation, age, language, socioeconomic status, geographical context, and abilities/disability. Under the Vice Chancellor for Equity and Inclusion, E&I also provides the leadership and structure for the campus to engage in assessment on issues of equity, inclusion, and diversity, as well as increase the effectiveness of existing programs and services, develop new programs and services, build consensus and support, and model equitable and inclusive outcomes. Berkeley is working to lead the nation through the Haas Diversity Research Center, which currently supports research to generate specific prescriptions for changes in policy and practice that address disparities related to race, ethnicity, gender, sexual orientation, disability, and socioeconomics in California and nationwide.

[diversity.berkeley.edu](http://diversity.berkeley.edu)  
(510) 642-7294

### Office for Faculty Equity and Welfare

The Office for Faculty Equity and Welfare is committed to full participation in academic careers for all scholars, including individuals who are members of groups that have been historically underrepresented in higher education such as women, ethnic minorities, religious minorities, differently-abled, lesbian/gay/bisexual/transgender, and others. The office accomplishes this through promoting inclusive hiring practices, developing supportive academic personnel policies, conducting cutting-edge research on faculty equity, monitoring faculty advancement, advising faculty about tenure and advancement, and promoting faculty retention by building a vibrant and diverse academic community. The Office for Faculty Equity and Welfare, in conjunction with the Office of the Vice Provost for the Faculty, provides information and advice on a variety of issues important to faculty welfare through advocacy and workshops on topics such as mentoring, tenure, midcareer challenges, childcare, retirement and fundraising. The office welcomes questions and discussion from the campus community.

[facultyequity.chance.berkeley.edu](http://facultyequity.chance.berkeley.edu)  
(510) 642-1935

### Office of Academic Compliance and Disability Standards

The Office of Academic Compliance and Disability Standards supports the University in meeting its obligations with respect to persons with disabilities, and ensures equal opportunity for the enjoyment of campus programs, activities, and benefits. The office also works closely with academic departments in providing accommodations to faculty with disabilities who need assistance to perform the essential functions of their position.

[acads.chance.berkeley.edu](http://acads.chance.berkeley.edu)

### Association of Academic Women (AAW)

The Association of Academic Women is a campus organization of Berkeley women faculty that amplifies the voice of women faculty and academic associates, organizes forums, provides mentorship to new faculty, identifies and advocates for more family friendly policies and programs at Berkeley, and publishes a newsletter on issues affecting women faculty.

[facultyequity.chance.berkeley.edu](http://facultyequity.chance.berkeley.edu)  
(510) 642-1935

### LavenderCal

LavenderCal is UC Berkeley's network for lesbian, gay, bisexual, transgender, intersex, and queer employees. It is an officially recognized campus organization, supported by the Chancellor and the Vice Chancellor for Equity & Inclusion. LavenderCal supports research and innovation on issues affecting LGBTIQ campus members, hosts scholarly and social events (including monthly lunches and workshops), and assists LGBTIQ faculty to participate, without hindrance, in all aspects of professional, intellectual, and community life at Berkeley. Additionally, a number of staff, students, and faculty representing many campus constituencies participate on the Chancellor's Advisory Committee for the LGBT community at Cal (CAC-LGBT) to provide leadership and information to the Chancellor and senior administrators.

[lavendercal.berkeley.edu](http://lavendercal.berkeley.edu)



photo: Martin Klimek

## Development and Retirement

### Awards for Junior Faculty

- **Hellman Family Faculty Fund:** The purpose of this fund is to support substantially the research of promising assistant professors who show capacity for great distinction in their research. Awards are up to \$50,000.  
[vpaafw.chance.berkeley.edu/hellman](http://vpaafw.chance.berkeley.edu/hellman)
- **Regents' Junior Faculty Fellowships:** These fellowships provide summer salary awards of \$5,000 for educational enrichment through significant research, advanced or independent study, or improvement of teaching effectiveness.  
<http://vpaafw.chance.berkeley.edu/fellowships/regents.shtml>
- **Prytanean Faculty Award:** This award is given annually by the Prytanean women's honor organization, which was founded on the Berkeley campus in 1901. The award, which comes with a financial grant of \$25,000, goes to an outstanding woman junior-faculty member who has demonstrated scholarly achievement, distinguished teaching, and success as a role model for Berkeley students.  
[www.ocf.berkeley.edu/~prytnean](http://www.ocf.berkeley.edu/~prytnean)

### Faculty Mentoring

At Berkeley, we believe strongly in the value of mentoring for tenure-track faculty at all levels to help them realize their full potential as scholars, teachers, and members of the academic community. Faculty mentoring programs at Berkeley are designed to ensure that junior faculty, particularly women and minorities who feel isolated in their departments, are linked with knowledgeable senior faculty in the same department, or another department with a related research area. Individual schools and departments follow established principles and best practices outlined by the Vice Provost for the Faculty, and develop their own unique protocol based on the gender, race, culture, and generational needs of the faculty member.

<http://vpaafw.chance.berkeley.edu/mentoring/>

*"I was thrilled to find that as a birth mother, I was able to take two semesters of leave from teaching through UC Berkeley's Active Service Modified Duty policy. I continued to do service for my department during those semesters. But the teaching relief allowed me priceless time to prepare for the arrival of my child and then, most importantly, spend time with him once he was born."*

*Leti Volpp, Professor, UC Berkeley School of Law*

### UC Berkeley Retirement Center

The UC Berkeley Retirement Center is dedicated to developing programs and services that contribute to the well-being and creativity of retired faculty and their families and support the UC community. The Center offers a comprehensive pre-retirement planning program for faculty and staff; a Learning in Retirement series presented by Emeriti professors; classes and programs, such as computer classes; discounts to various campus activities and services; and connections to retiree work opportunities.

[thecenter.berkeley.edu](http://thecenter.berkeley.edu)

(510) 642-5461

## Family Accommodation Policies

For a full description of the family accommodation policies at the University of California, refer to the Academic Personnel Manual (APM), Section 760 at [ucop.edu/acadadv/acadpers/apm/apm-760.pdf](http://ucop.edu/acadadv/acadpers/apm/apm-760.pdf)

### Childbearing Leave

A faculty member who gives birth is eligible for childbearing leave for the period prior to, during, and after childbirth. Childbearing leave consists of time she is temporarily disabled because of pregnancy, childbirth, or related medical conditions, leave for childbirth and recovery normally will be for at least six weeks; more time may be necessary for medical reasons. If a faculty member is disabled because of pregnancy, childbirth, or related medical conditions she is eligible to take an unpaid childbearing leave ("pregnancy disability leave") for up to four months during the period of actual disability. During a childbearing leave, no duties are required by the University. An academic appointee may also be eligible for employer-paid Short-Term Disability Insurance Plan benefits and, if enrolled, for employee-paid Supplemental Disability Insurance Plan benefits if unable to work because of her physical condition.

### Accommodation of Pregnancy

Pregnant women are also eligible for a temporary modification of their position or transfer to a less strenuous or hazardous position if it is medically necessary and it can be reasonably accommodated. This accommodation does not count against paid and unpaid leave time unless the modification has taken the form of intermittent leave or a reduced work schedule.



photo: Arnold Yip

### Parental Leave without Pay

Women and men faculty are eligible for full-time or part-time parental leave without pay for up to one year for the purpose of caring for their child, or a child of their spouse or domestic partner. Up to 12 workweeks of the unpaid parental leave runs concurrently with family and medical leave when eligible and provides health coverage benefits.

### Active Service Modified Duties (ASMD)

Active Service Modified Duties is a period during which normal duties are reduced to prepare and/or care for a newborn or a child under age five newly placed for adoption or foster care. Eligibility normally extends from three months prior to 12 months following the birth or placement. In order to use ASMD, faculty must be responsible for 50 percent or more of the child's care. Non-birth mothers and fathers may take ASMD for one semester. Birth mothers may take a total period of childbearing leave plus ASMD for two semesters, provided they have had a full-time appointment for at least one full academic year. For ladder-rank faculty, the modification of duties is normally partial or full relief from teaching, without the assignment of additional teaching duties before or after to offset the teaching relief. In the semester of a childbearing leave, the faculty member receives full relief from teaching. A request for ASMD automatically stops the clock.

### Stopping the Clock for the Care of a Child

Faculty may stop the clock at the assistant professor level to care for a newborn child or a child under age five newly placed for adoption or foster care. The child may be the faculty member's child or that of his or her spouse or domestic partner. To be eligible, faculty must be responsible for 50 percent or more of the care of the child. Faculty are eligible to stop the clock for up to one year during the period leading up to tenure for each event (up to a maximum of two years), and do not have to take a formal leave or use ASMD to stop the clock.

### Part-time Appointments and Reduction in the Percentage of Appointment to Accommodate Family Needs

Faculty may be eligible for an appointment to a part-time position or may be eligible to reduce their percentage of time of an appointment from full-time to part-time, temporarily or permanently, to accommodate family needs. However, for faculty at the assistant level, the eight-year limitation of service (APM 133) still applies (not counting up to two years of clock stoppage).

### Personnel Reviews

Faculty at the associate level or above may request a one-year deferral of a personnel review (such as for merit or promotion) to accommodate family needs in accordance with campus policies. Personnel reviews that are deferred due to the use of family accommodation policies should be treated the same as personnel reviews conducted at the normal period of service and evaluated without prejudice.



photo: David Schmitz

### Leave for Care of a Family Member

Leave with or without pay may also be granted to care for the serious health condition of a family member (including a domestic partner).

### Family and Medical Leave Act (FMLA)

The federal Family and Medical Leave Act allows eligible faculty to take unpaid leave for the birth and care of a new child, for the placement of a child for adoption or foster care, or to care for a sick child, parent, spouse, or themselves during a serious health condition (UC family and medical leave policy also allows leave for the care of a domestic partner). The FMLA permits academics to take leave on an intermittent or reduced-schedule basis, within a 12-month period (under UC policy, the 12-month period is a calendar year). The University maintains its portion of group health insurance coverage during the leave.

### California Family Rights Act (CFRA)

The California Family Rights Act provides 12 workweeks of unpaid leave for eligible employees following the period of pregnancy disability leave. CFRA is for baby bonding and cannot be taken for pregnancy disability purposes. For non-birth parents, CFRA leave runs concurrently with FMLA leave (see preceding item). Twelve workweeks of CFRA leave can also be used to care for a sick child, parent, spouse, or self, running concurrently with FMLA leave.



## Resources for Parents and Children

### Campus Child Care through the Early Childhood Education Program (ECEP)

The Early Childhood Education Program provides nationally accredited, high quality, full-day developmental child care for a fee (some families may be eligible for subsidy or scholarship). Licensed facilities on or near campus serve approximately 250 children, aged between three months and six years old, of faculty, staff, postdocs, and students. The programs provide child care for families interested in either academic calendar or 12-month calendar services. Interested faculty can put their names on a waiting list as soon as a pregnancy and estimated due date are confirmed. Because space is limited, faculty members are also encouraged to contact the CALcierge office for information on excellent care options in the surrounding community.

[housing.berkeley.edu/child](http://housing.berkeley.edu/child)  
(510) 642-1827



photo: Christopher Irion

"We feel very supported by the University – for example, there is a policy that new parents receive extra time on their tenure clock, which takes away the worry about having to ask for time and being perceived negatively."

*Rodolfo Mendoza-Denton, Assistant Professor, Department of Psychology*

### Back-up Care Advantage Program

The Back-up Care Advantage Program offered by Bright Horizons (through the Office of the Vice Provost for the Faculty), offers a temporary solution for times when faculty need to make other arrangements for the care of loved ones, such as when a child's school is closed for an in-service day, a faculty member needs to bring an infant to an out-of-town presentation, an elderly family member's regular caregiver is unavailable, or a spouse or partner is recovering from injury or illness (<http://backup.brighthorizons.com>). Bright Horizons contracts with a provider network of pre-screened child care centers and home care agencies around the country to provide care for individuals of all age ranges, infant to elderly. All ladder-rank faculty receive an annual allotment of 40 hours of care per year and pay a small co-pay for the service only if they use it.

[http://vpaafw.chance.berkeley.edu/policies/back\\_up\\_care.shtml](http://vpaafw.chance.berkeley.edu/policies/back_up_care.shtml)  
(510) 642-6610

Regarding the Emergency/Back-Up Care program:

"I am telling everyone who will listen about this great program. I have already signed up and used the in-home option when my wife was sick and unable to care for our three small kids. It is incredibly easy to take advantage of and the care is good."

*Sean Gailmard, Assistant Professor, Department of Political Science*



## Year-round and Summer Recreational Programs and Camps

Berkeley offers an impressive range of high-quality recreational and summer programs and camps for children and teens.

The Lawrence Hall of Science (LHS) is a singular resource center for preschool through high school science and mathematics education, and a public science center with exciting hands-on experiences and exhibits for learners of all ages. LHS also offers year-round classes as well as school break and summer camps.

[lawrencehallofscience.org](http://lawrencehallofscience.org)

(510) 642-5132

The Cal Athletic department offers sport-specific overnight and day camps (including those for basketball, rowing, water polo, rugby, and football, among others) for children and teenagers. Many of the camps are run by Cal team coaches, staff, and players, and provide an extraordinary opportunity to learn and improve skills.

[calbears.com/camps/cal-camps](http://calbears.com/camps/cal-camps)

The Cal Recreational Sports Program runs popular summer day camps for children ages five through 16. Some of the camps focus on general sports and outdoor activities such as swimming lessons, crafts, and games and sports, while others focus on more-specialized activities such as rock climbing, skateboarding, and gymnastics.

[recsports.berkeley.edu/youth](http://recsports.berkeley.edu/youth)

(510) 643-CAMP

The Academic Talent Development Program (ATDP) offers challenging summer classes for K-11 students. ATDP courses offer students opportunities to gain in-depth knowledge of the subjects that interest them (for example, grades K-6 can choose from topics such as Greek mythology, rainforests, and human anatomy, and grades 7-11 can choose from topics such as first-year Russian, AP statistics, and the practice of law. Taught by outstanding university, public, and private school instructors, the classes are designed to engage the students' hearts and minds. Admission is based on a student's overall academic profile.

[atdp.berkeley.edu](http://atdp.berkeley.edu)

(510) 642-8308

The Lair of the Golden Bear is a family summer vacation camp run by the Cal Alumni Association (you do not need to have attended or graduated from Cal to participate). This camp allows attendees to unwind in the spectacular Sierra Nevada Mountains without worrying about cooking, cleaning, or what to do with the kids.

[alumni.berkeley.edu/Alumni/Lair\\_of\\_the\\_Golden\\_Bear](http://alumni.berkeley.edu/Alumni/Lair_of_the_Golden_Bear)

(510) 642-0221

## Breastfeeding Support Program, University Health Services

The Breastfeeding Support Program, offered through University Health Services, serves faculty, staff, students, and their spouses/domestic partners choosing to continue breastfeeding after returning to work. The program includes sales of personal electric breast pumps at cost, lactation rooms on campus with hospital-grade breast pumps, and breastfeeding classes with a lactation consultant.

[uhs.berkeley.edu/Facstaff/healthmatters/breastfeeding.shtml](http://uhs.berkeley.edu/Facstaff/healthmatters/breastfeeding.shtml)

(510) 643-4646

## Dependent Care Flexible Spending Account

Faculty can set aside pre-tax dollars for eligible dependent care expenses, including care for children, disabled spouses, and other disabled dependents.

[atyourservice.ucop.edu/employees/health\\_welfare/depcare\\_hcra/index.html](http://atyourservice.ucop.edu/employees/health_welfare/depcare_hcra/index.html)

## Berkeley Parents Network

The Berkeley Parents Network is a large e-mail network that allows the community of parents in the Berkeley area to share wisdom, suggestions, and information on topics ranging from parenting to preschools to items for sale. Helpfully, thousands of pages of recommendations and advice are archived on the organization's Web site. In addition, the network sends out special focus e-mail newsletters each week to more than 23,000 local parents.

Newsletters are devoted to such topics as child care, schools, house and garden, and announcements, among others.

[parents.berkeley.edu](http://parents.berkeley.edu)



photo: David Schmitz

## Health, Fitness, and Counseling

### Health\* Matters, University Health Services

Health\* Matters, part of University Health Services, is the campus wellness program for faculty and staff. Health\* Matters supports faculty in achieving and maintaining healthy lifestyles and creating a healthy work environment. Health\* Matters offers:

- Know Your Numbers Health Screening
- Healthy lifestyle workshops and behavior change programs, Cook Well Berkeley cooking classes, and pedometers sold at cost
- Walking Group meeting every M, W, F at 12:10 p.m. at the Campanile
- Online recommended resources on nutrition, fitness, and smoking cessation programs, and healthy office and supporting wellness at work for supervisors, Eat Well Berkeley guide for healthy meetings and events
- The Work/Life Office provides services, programs, and resources to help the campus community fulfill the often competing responsibilities of work, family, and personal lives.

[uhs.berkeley.edu/facstaff/healthmatters](https://uhs.berkeley.edu/facstaff/healthmatters)

(510) 643-4646

[uhs.berkeley.edu/worklife](https://uhs.berkeley.edu/worklife)

(510) 642-7883



photo: David Schmitz

### Health Care Reimbursement Accounts

Health Care Reimbursement Accounts allow faculty to pay on a pre-tax, salary-reduction basis for eligible health care expenses not covered by their medical, dental, or vision plan.

[atyourservice.ucop.edu/employees/health\\_welfare/depcare\\_hcra/index.html](https://atyourservice.ucop.edu/employees/health_welfare/depcare_hcra/index.html)

### Cal Rec Club

The campus's Cal Rec Club is one of the Bay Area's most complete sports and fitness membership programs. Benefits include access to an array of recreational facilities and programs unmatched by local private clubs. Facilities include cardio equipment, pools, weight rooms, and outdoor tracks, as well as courts for basketball, tennis, racquetball, handball, and squash. The club also offers free drop-in group exercise classes ranging from yoga to studio cycling to cardio kickboxing. Members are offered reduced rates on more than 100 instructional classes for activities such as strength training, dance, pilates, sailing, windsurfing, and personal training.

[recsports.berkeley.edu](https://recsports.berkeley.edu)

(510) 642-7796

### CARE Services, University Health Services

CARE Services, a part of University Health Services, is the campus assistance program providing free, confidential problem-assessment and referral for Berkeley faculty and their partners and dependents. CARE offers assistance with a wide range of issues, including child and teenager problems; couples and marital issues; work-related stress; elder and dependent adult care; depression, anxiety, and other emotional problems; grief and loss; and alcohol, drug, and other addictions.

CARE's Elder Care Program serves faculty who are caring for parents or other adults, or anticipate doing so in the future. A counselor specializing in elder/adult care is available to answer questions, help set priorities, make referrals to resources, and provide personal support. An elder care support group meets twice a month for emotional support and information and resource sharing.

[uhs.berkeley.edu/facstaff/care](https://uhs.berkeley.edu/facstaff/care)

[uhs.berkeley.edu/facstaff/care/eldercare](https://uhs.berkeley.edu/facstaff/care/eldercare)

(510) 643-7754

## Arts, Entertainment, and Athletics

There is a vast array of events going on at Berkeley on a daily basis – from art exhibits to musical or dance performances to lectures. Many events are appropriate for children and families. Below are some of the major campus organizations offering events and exhibits. See also the online Berkeley events calendar for daily highlights.

[events.berkeley.edu](http://events.berkeley.edu)

### The UC Berkeley Art Museum and Pacific Film Archive (BAM/PFA)

The UC Berkeley Art Museum and Pacific Film Archive (BAM/PFA) aims to inspire the imagination and ignite critical dialogue through art and film. The museum's diverse collections of more than 15,000 works have particular strengths in historical and contemporary Asian art; early American painting; mid-20th-century conceptual and contemporary international art; and California and San Francisco Bay Area art. PFA is home to the largest collection of Japanese films outside Japan as well as impressive gatherings of Soviet silent, Eastern European, and Central Asian productions, and international classics.

[bampfa.berkeley.edu](http://bampfa.berkeley.edu)

(510) 642-0808

### Cal Performances

As the largest performing arts presenter in Northern California, Cal Performances brings to campus innovative and diverse performances, September through May. Internationally acclaimed musicians, dancers, and theater artists like Yo-Yo Ma, Cecilia Bartoli, Wynton Marsalis, the Mark Morris Dance Group, and the Kirov and Bolshoi ballets and orchestras appear regularly, and new work from Merce Cunningham, Kronos Quartet, John Adams, and Robert LePage is commissioned and premiered in Berkeley. Cal Performances serves the University and the public through performances, education, and community programs.

[calperfs.berkeley.edu](http://calperfs.berkeley.edu)

(510) 642-9988



photo: Arnold Yip

### The Department of Theater, Dance, and Performance Studies

The Department of Theater, Dance, and Performance Studies produces a wide variety of performances, drawing from all parts of the world and ranging in period from the ancient to the contemporary. Each year, the department presents between four and six productions in its Main Stage Season, as well as a Workshop Season of smaller productions. Throughout the year, it also sponsors a variety of symposia, lectures, and master classes, featuring visiting luminaries in the fields of theater, dance, film, and performance studies.

[tdps.berkeley.edu](http://tdps.berkeley.edu)

(510) 642-1677

### The Department of Music

The Department of Music has consistently ranked among the top three music departments in the United States for several decades, changing with the times while maintaining its distinction thanks to an innovative faculty, top-notch students, dedicated staff, and supportive alumni. The Department of Music sponsors the popular, annual Noon Concert Series, and produces a variety of daytime and evening performances by individuals and ensembles, ranging from the University Symphony to the University Baroque Ensemble to the Indonesian Gamelan. There are also recitals, a lecture series, and daily concerts on the Campanile's 61-bell carillon. The monthly events calendar can be found at:

<http://events.berkeley.edu/index.php/calendar/sn/music>

### The Intercollegiate Athletics Program

The Intercollegiate Athletics Program, with a total of 27 sports for men and women, is often ranked among the top 10 in the nation. In its history (through 2007–08), Cal has now claimed 76 national team titles in 13 different sports and has 198 individual, crew, swimming relay, tennis doubles, and track relay national champions. In all, Golden Bear student-athletes have won 127 individual national titles while competing in men's and women's track & field, men's and women's tennis, men's gymnastics, men's and women's swimming, and women's golf. Cal has finished in the top 15 of the Directors' Cup rankings in eight of the last nine years.

[calbears.com](http://calbears.com)



photo: Arnold Yip

## Scholarly and Educational Resources

### The University Library

The University Library supports intellectual vitality and innovative thinking in Berkeley's 130 academic departments, serving all faculty and students. More than 10 million volumes and 90,000 serial titles, among other resources, are accessible through Doe and Moffitt Libraries, the C. V. Starr East Asian Library, and two-dozen specialized and affiliated libraries located throughout Berkeley's schools and colleges. The Association of Research Libraries recently ranked the Library as the number-one public research university library in North America.

[lib.berkeley.edu](http://lib.berkeley.edu)

### Berkeley Natural History Museums (BNHM)

The world-class Berkeley Natural History Museums are a consortium of seven members – the Essig Museum of Entomology, the Museum of Vertebrate Zoology, the Phoebe Hearst Museum of Anthropology, the University of California Museum of Paleontology, the University of California Botanical Garden, the University and Jepson Herbaria, and the Human Evolution Research Center. Together, the museums boast more than 12 million specimens and artifacts, and have the most-complete holdings anywhere of living and extinct California flora and fauna.

[bnhm.berkeley.edu](http://bnhm.berkeley.edu)

### Office of Educational Development (OED)

The Office of Educational Development (OED) supports, enhances, and publicizes the teaching efforts of Berkeley faculty. Its services include individual consultation with faculty on all aspects of their teaching, classroom observation and videotaping, teaching materials, and awards and grants. The office also provides support and advice for new faculty, sends out a weekly teaching newsletter for new faculty, and has a moderated e-mail forum for exchanging information and obtaining advice.

[teaching.berkeley.edu](http://teaching.berkeley.edu)

(510) 642-6392

### Osher Lifelong Learning Institute (OLLI)

The Osher Lifelong Learning Institute (OLLI) provides older adults an intellectual, cultural, and creative connection to Berkeley as well as a place for Berkeley's distinguished faculty and others to share their research and interests in an interdisciplinary exchange of ideas. OLLI offers an ongoing program of six-week courses, weekly lecture series, and special events for the community, as well as a creative forum for new ideas and expressions.

[olli.berkeley.edu](http://olli.berkeley.edu)

(510) 642-9934

## Networking and Social Opportunities

### The Faculty Club and the Women's Faculty Club

The Faculty Club and the Women's Faculty Club (each open to all faculty) are both long-standing, on-campus hotels and dining facilities for faculty. The clubs are available for regular meals as well as special events.

[berkeleyfacultyclub.com](http://berkeleyfacultyclub.com)

[womensfacultyclub.com](http://womensfacultyclub.com)

### University Section Club

The University Section Club, a nonprofit UC Berkeley support group, brings together members from the faculty and administration in a variety of interest groups, or "sections," and offers practical and financial help to Berkeley students. In both functions, the Section Club works to bring together and support the larger Cal family. There are about 20 sections, including those organized around foreign languages, writing, walking and bird watching, gourmet dinners, tennis, and music.

[conium.org/~beehive](http://conium.org/~beehive)



photo: Peg Skorpinski

# Housing, Parking, and Transportation

## Cal Rentals Office

The Cal Rentals Office offers several services to assist faculty with their housing needs: comprehensive rental resources for prospective, new, and current faculty; on-demand online access to rental listings in Berkeley and beyond; and advertising sabbatical housing to visiting faculty.

[calrentals.housing.berkeley.edu](http://calrentals.housing.berkeley.edu)

## Berkeley Faculty Home Loan Office

The Berkeley Faculty Home Loan Office has housing loan programs designed to help offset the high cost of real estate in the San Francisco Bay Area. These loan programs often provide financing at terms competitive with those of conventional lending institutions. The program coordinator can discuss program features and guidelines as well as current interest rates, provide current program brochures and loan application packages, give real estate loan counseling, and prequalify borrowers.

[controller.berkeley.edu/FacultyLoans/index.htm](http://controller.berkeley.edu/FacultyLoans/index.htm)  
(510) 643-8962

## UC Berkeley Parking and Transportation Department

The UC Berkeley Parking and Transportation Department offers parking and transportation services and information. The department's web site provides information on transportation options utilized by the campus community, including public transit, bicycling, carpooling, and ridesharing. In addition, the department's New Directions Program offers a variety of transportation benefits and incentives, including the Bear Pass, a reduced-price unlimited bus pass. There are also a variety of car sharing services on or adjacent to the campus. For information on Bay Area buses, trains, rideshares, and other options, also see [511.org](http://511.org), and [bart.gov](http://bart.gov).

[pt.berkeley.edu](http://pt.berkeley.edu)  
(510) 643-7701



photo: Peg Skorpinski



photo: David Schmitz





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