

UCI School of Medicine

FACULTY LEAVES

Membership in the [Health Sciences Compensation Plan \(HSCP\)](#) affords faculty at UC Irvine with many opportunities to take paid leave for reasons that are personal, professional or in service to the community.

In addition to the paid leave options listed below, paid Faculty appointed on a fiscal-year basis accrue Vacation Leave at the rate of two (2) working days per month for full-time service (see [APM 730](#) for full details). Faculty do not accrue paid Sick Leave, however, other leave options may apply.



MEDICAL LEAVE [APM 710](#)

Members of HSCP who are appointed full-time to at least a 12-month term are eligible for up to six weeks of consecutive or intermittent paid **Medical Leave** for their own extended illness, injury, or disability.

Pay provided is at the faculty's approved base salary plus any earned incentive income.



CHILDBEARING/ CHILDREARING [APM 760](#)

Pay for Family Care and Bonding (PFCB) leave is an income replacement option which provides for up to eight weeks of pay for faculty who are on an approved FMLA leave.

PFCB is provided at the faculty's approved base salary.

For full Leave entitlements including FMLA, Faculty should consult with [SOM Human Resources](#)



VACATIONS AND SABBATICALS [APM 730 / 740](#)

Paid faculty accrue up to 16 hours of **Vacation Leave** per month

A **Sabbatical Leave** is a privilege accorded to faculty to enable them to engage in intensive programs of research and/or study and thus enhance their subsequent service to the University by increasing their effectiveness as teachers and scholars.



PROFESSIONAL MEETING/EDUCATION [APM 752](#)

Faculty may be granted a leave with pay to attend a professional meeting or for University business.

The department Chair may approve leave for up to 7 days; a longer leave may be approved for good cause.



OTHER PAID LEAVES [APM 750 / 751](#)

Jury Duty Leave An academic appointee is eligible for a leave of absence with pay when serving required jury duty

Bereavement Leave A leave of absence of up to ten (10) working days per death may be granted in the event of the death of an appointee's close family member

Military Leave A leave granted for reserve training, active duty, emergency national guard leave, Civil Air Patrol leave, physical examination leave.