FAC Parental Leave Subcommittee Summary
September 1, 2018

Shortly after the Faculty Advisory Council (FAC) was formed in 2015, it became clear that many members of our faculty had concerns over the YSM parental leave policy and its implementation. The FAC constituted a subcommittee to address this issue; this subcommittee carried out a survey of all YSM faculty and YSM Department Chairs/Section Chiefs in 2016. Based on the survey results, the FAC put forward a series of recommendations to the Dean in late 2016 (read the Report here).

At present, these are the recommendations proposed by the FAC to the Parental Leave Policy that are currently in effect at YSM:

1- Clinical compression is not allowed: Faculty are not expected to (and should not feel obligated to) compress clinical coverage or other duties into the period before or after parental leave (email 6/25/18 sent to YSM faculty by Dean Alpern).

2- Tracy Larmer, Director of Academic Analytics, has been appointed by Dean Alpern to serve as a centralized resource for information on parental leave. Tracy’s responsibilities in this role are: 1) to improve consistency in knowledge and employment of parental leave policies; 2) to educate department chairs, administrators, and faculty to ensure consistent administration of the parental leave policy, especially with regard to “relief” from clinical responsibilities before or after a leave.

3) Parental leave will soon be available for both spouses of faculty couples upon the birth or adoption of a child; the parental leave can be taken sequentially or contemporaneously. Please see the recent article detailing these upcoming changes that we expect to be in place by the end of September, retroactive to July 1st.

4) Departments will now have a financial mechanism to compensate the colleagues who take on clinical responsibilities for individuals on parental leave. This fund will cover the salary costs for a faculty member when on leave, enabling departments/sections to provide compensation to colleagues/locum tenens who cover the faculty member’s leave.

There are several outstanding matters associated with parental leave for YSM faculty, such as whether or not term extension should be granted to both spouses who take parental leave.

Please contact the FAC if you have questions: facultyadvisorycouncil@yale.edu.